

UNDP KYRGYZSTAN
GENDER EQUALITY
STRATEGY, 2018

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I. Introduction

UNDP focuses on key areas including poverty alleviation, democratic governance and peacebuilding, climate change and disaster risk, and economic inequality. It recognizes gender equality as an essential development goal on its own and vital to accelerating sustainable development overall. Promotion of gender equality and the empowerment of women are therefore central to the mandate of UNDP and its development approach.

The Kyrgyz Republic's and United Nations Development Assistance Framework (UNDAF) for the period 2018-2022 recognizes importance of reaching the gender equality despite different gender-based experiences and provision of equal opportunities for all. Gender mainstreaming aims to identify and address stereotypical cultural norms and structures that sustain gender inequality and then facilitating change that is both institutional and systemic. The KR is a signatory to CEDAW which is a binding international treaty that guarantees the equality of men and women and prohibits gender-based discrimination.

A short glossary for the reference:

Gender refers to the roles and responsibilities of women and men that are created in our families, our societies and our cultures. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviors of both women and men (femininity and masculinity). Gender roles and expectations are learned. They can change over time and they vary within and between cultures. Systems of social differentiation such as political status, class, ethnicity, physical and mental disability, age and more, modify gender roles. The concept of gender is vital because, applied to social analysis, it reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. It is not biologically predetermined nor is it fixed forever.

Sex describes the biological differences between men and women, which are universal and determined at birth.

Gender Equality means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Gender Equity is the process of being fair to men and women. To ensure fairness, 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 means. Equality is the result.***

Gender-mainstreaming is a process rather than a goal. Efforts to integrate gender into existing institutions of the mainstream have little value for their own sake. We mainstream gender concerns to achieve gender equality and improve the relevance of development agendas. Such an approach shows that the costs of women's marginalization and gender inequalities are born by all. UN ECOSOC describes gender mainstreaming as "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality". (ECOSOC Agreed Conclusions 1997/2)

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

CEDAW, which was adopted in 1979 by the UN General Assembly, is also known as the international bill of rights for women. Currently, over 90% of the members of the United Nations are party to the Convention, making it the second most ratified convention, following the Rights of the Child. CEDAW articulates the nature and meaning of sex-based discrimination and gender equality, and lays out State obligations to eliminate discrimination and achieve substantive equality. The Convention covers not only discriminatory laws, but also practices and customs, and it applies not only to State action, but also State responsibility to address discrimination against women by private actors. The Convention covers both civil and political rights (rights to vote, to participate in public life, to acquire, change or retain their nationality, equality before the law and freedom of movement) and economic, social and cultural rights (rights to education, work, health and financial credit). CEDAW also pays specific attention to particular phenomena such as trafficking, certain groups of women, such as rural women, and specific areas where there are special risks to women's full enjoyment of their human rights, such as matters related to marriage and the family. CEDAW also specifies the different ways in which States Parties are to eliminate discrimination, including through appropriate legislation prohibiting discrimination, or positive action to improve the status of women

For more information, please, visit: <https://trainingcentre.unwomen.org/mod/glossary/view.php>

In its **Priority I**. Sustainable and inclusive economic growth, including: industrial, rural and agricultural development, food security and nutrition, Outcome 1. By 2022, inclusive and sustainable economic growth is increased through agricultural, industrial and rural development, decent work, improved livelihoods, food security and nutrition, the SDG 5, 8, 10 are laid through support to rural women from vulnerable backgrounds and other women producers to incorporate value-added processing of food and commodities and to 'move up' value chains, advocate for rural women to have improved access to natural resources, affordable finance, access to services, knowledge, market information, and decent employment opportunities, as well as increased participation in decision-making at all levels, advocate for greater investments in social infrastructure and the 'care economy' to recognize, reduce and redistribute the burden of unpaid work and enable more women to participate in the economy and in civic and political life.

In its **Priority II**. Good Governance, rule of law, human rights and gender equality, Outcome 2. By 2022, institutions at all levels are more accountable and inclusive ensuring justice, human rights, gender equality and sustainable peace for all, SDG goal 5 is mainly lays in strengthening central and local public administration capacities to implement and monitor existing policies and strategies in a gender-responsive manner, supporting institutions to foster effective and non-discriminatory basic service provision, ensure accountability for service delivery, and extend state services to remote areas and most vulnerable population, enhancing access to justice for all and strengthen the justice system to be more human rights compliant age appropriate and gender sensitive mechanisms and improve inclusive legal aid services. These should focus on women, and people with disabilities, and key populations at higher risk to HIV, ethnic minorities and support stronger institutional responses to violence against women in line with national and international commitments Support strengthening the National Human Rights Institutions, including the Ombudsman Strengthen national and local capacities to mainstream gender equality and women's empowerment considerations into policy making, planning, and budgeting processes Build greater awareness amongst rights holders, especially women, youth and people with disabilities, about their rights and services

In its **Priority III**. Environment, climate change, and disaster risk management, Outcome 3. By 2022, communities are more resilient to climate and disaster risks and are engaged in sustainable and inclusive natural resource management and risk-informed development, gender components targets encouraging equal participation of both men and women in natural resource management and promotion of gender-responsive policymaking, monitoring and evaluation for policy and programmes related to environmental management, climate change, and disaster risk reduction policy and programmes, developing policy measures to ensure

women's access to land ownership and other forms of property including issues related with inheritance. Integrate gender considerations into vulnerability mapping, risk and capacity assessments, ensuring that community-based NRM and disaster risk reduction initiatives require women's participation and leadership.

Priority IV. Social Protection, health, and education, Outcome 4. By 2022, social protection, health and education systems are more effective and inclusive, and provide quality services, calls for strengthening health system performance, healthy start including health status of women and generation 0-28 (newborn, child, adolescent, victims of human trafficking and young people), enhancing the effectiveness of social protection systems and measures to reach more of the poor and vulnerable, increasing preschool coverage, improving access and quality of primary and secondary education and empowerment of young people.

UNDP's in Kyrgyzstan Country Programme Document's primary goal derives from the national vision of a country governed by the rule of law, with assured rights, freedoms, security and stability; freedom from poverty; robust economic growth and high attractiveness for investors; high levels of education and health; and a sustainable natural environment. Informed by the assessment of development results, UNDP will leverage its comparative advantages in policy, capacity and institution development, gender mainstreaming and inclusion in the areas of governance; peacebuilding; poverty reduction; natural resource management; disaster risk reduction; more accountable, transparent and inclusive institutions; inclusive, sustainable economic growth; increased resilience; and sound management of natural resources. UNDP will pursue three of the four United Nations Development Assistance Framework outcomes: **accountable institutions, justice and peace; sustainable and inclusive economic growth; and environment, climate change and disaster risk management.**

By extension therefore, UNDP Kyrgyzstan's focus on gender in these areas will be guided by focusing on disadvantaged women and girls from rural/cross-border areas as part of inclusive empowerment in food production/community mobilization for economic empowerment; expand the spaces for women to be part of dialogue in political circles, build women's resilience to the shocks of disasters, climate change as well as create conditions in accessing to justice in decision-making positions, various range of services (legal, health, etc)

Global UNDP Gender Equality Strategy (GES) 2014-2017, which accompanied the UNDP Strategic Plan for the same time period, was grounded in the premise that sustainable human development will not be achieved unless women and girls are able to realize their rights. Gender equality and women's empowerment strengthen and integrate the economic, social and environmental strands of sustainable development. By advancing gender equality and empowering women as leaders and actors in the development processes that shape their lives, UNDP envisages a more inclusive, sustainable and resilient world.

Global GES leveraged UNDP's role as the United Nations' lead development agency and manager of the United Nations Resident Coordinator system. It was built on the achievements and lessons learned from UNDP's first Gender Equality Strategy (2008-2013).

Global GES 2018-2021 will be operationalized in parallel with the UNDP Strategic Plan 2018-2021, (a) Eradicating poverty; (b) Addressing climate change; (c) Improving adolescent and maternal health; (d) Achieving gender equality and the empowerment of women and girls; (e) Ensuring greater availability and use of disaggregated data for sustainable development; (f) Emphasizing that development is a central goal in itself, and that in countries in conflict and post-conflict situations the development work of the entities of the United Nations development system can contribute to peacebuilding and sustaining peace, in accordance with national plans, needs and priorities and respecting national ownership.

The GES will be elaborated on how UNDP will work towards the goals defined in the Strategic Plan in a manner that supports countries in accelerating their progress towards gender equality and women's empowerment. The GES provides a broad range of strategic entry points for each outcome area of the Strategic Plan. Use of the GES will help UNDP staff plan for and report on gender equality results across all areas of their work.

The adoption of above mentioned strategic documents allowed to identify key priorities of UNDP activity on development: peace and unity, effective democratic governance and human rights, social integration and equality, inclusive and sustainable development in order to reduce poverty and create jobs.

UNDP Kyrgyzstan Gender Equality Strategy (GES) 2014-2017, was developed on the basis of the global UNDP Gender Equality Strategy, UNDP Strategic Plan 2014-2017, UNDAF and CPAP in the Kyrgyz Republic is an essential document for national partners to promote the goals of gender equality, and is one of the key components of UNDP corporate policies. **This particular one-year Kyrgyzstan GES for 2018 was developed on the basis of in-house decision to identify activities of 2018 before the Global GES 2018-2021 is released for further alignment.**

Systematic account of the gender dimension of development and implementation of gender mainstreaming in all kinds of UNDP project and program activities is a key tool in the country office efforts on achieving gender goals. Institutionalization of gender mainstreaming and in-house gender capacity allowed UNDP Kyrgyzstan gain recognition both in the country and in the region. In 2012 the CO was awarded Gold Gender Equality Seal by UNDP headquarters and is aimed and re-certifying itself as of 2018. As part of the UNDP gender strategy implementation in Kyrgyzstan, state initiatives and civil society institutions in the field of gender equality policies systematically receive technical and financial support.

UNDP Kyrgyzstan GES leverages the role of UNDP in the joint activity of UN Gender Thematic Group which unites UN Agencies' efforts in promotion of gender equality goals, and coordination and partnership in achieving them. The United Nations Gender Thematic Group (UN GTG) aims to strengthen UNCT performance on gender equality and women's empowerment (GEWE) by mainstreaming GEWE approach into all key policies and programmes cycles as one out of six mandatory programmatic principles of UN country programming in line with UN System-Wide Action Plan on GE. The UN GTG serves to enhance UN coordination and strategic partnership with key stakeholders and other development agencies to ensure coherent and integrated support of national partners in implementation international and national country commitments in GEWE area, and to create a platform for regular sharing of knowledge, best practices and lessons learned.

In 2012 as a result of coordinated efforts of the national gender mechanism, women's organizations, gender experts from academia and with support of international development agencies, led by UN Gender Thematic Group, the National Strategy on Gender Equality (NSGE) for the period 2012-2020 was developed on participatory methodology "from bottom to up". A draft National Action Plan on Gender Equality 2018-2020 is at the stage of its endorsement and the Third National Action Plan (NAP 1325) on implementation of the Security Council Resolution 1325 that focuses on issues of women's and girls' security during and after the conflict and increase of women's participation in post-conflict planning and peacebuilding is to be signed off by the responsible lead agency Ministry of Interior. All the normative developments are being supported by UNGTG and the women's movements in Kyrgyzstan

Mandate

All major global commitments today address gender equality in the context of their thematic concerns, as have a range of international, regional and national norms, standards and commitments.¹ The salient global commitments guiding UNDP efforts to advance gender equality include: the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the Beijing Platform for Action; the Sustainable Development Goals; the United Nations Declaration on the Elimination of Violence Against Women; the International Conference on Population and Development; United Nations Security Council resolutions 1325, 1889, 1820, 1888, 1960, 2106 and 2122; the United Nations Framework Convention on Climate Change; the Hyogo Framework for Action; aid effectiveness commitments, and a range of regional commitments.

¹ Follow link for: the [10 core international human rights treaties](#).

II. Integration of Gender Equality in UNDP CPD 2018-2022 Outcomes

UNDP Pillars and Gender Equality:

- Accountable institutions, justice and peace
- Sustainable and inclusive economic growth
- Environment, climate change and disaster risk management.

For UNDP, gender equality is both a basic human right and the key to achieving progress on all development goals. Gender equality is inherent in the people-centered human development framework that guides the work of UNDP. It is also well recognized and supported by ample evidence, that gender equality and women's empowerment are central to the achievement of all development outcomes as they have multiplier benefits for women, their families and communities.

Empowering women is not only the right thing to do, but is critical to development progress as women can be powerful agents of change and a driving force for a new model of growth that is both more equitable and more sustainable. Women empowerment is also about channeling effective and meaningful participation of women in socio, economic and political development, as co-equal players in bringing about positive social change.

UNDP's approach to implementing the GES 2018 will rely heavily on building off lessons learnt in effective implementation at the national level in Kyrgyzstan (building local best practices and progressive domestic solutions), but also from a) the global south through South-South cooperation and b) north to south triangular cooperation especially through innovative partnerships and financing. UNDP also will pay special attention to engaging men and boys in gender equality advocacy and action.

UNDP's comparative advantages in achieving gender equality results include:

- a) The ability to leverage partnerships with central line ministries of government and other governing institutions (legislative and judiciary) to promote legal and policy reforms that eliminate structural barriers to gender equality and put in place policies to empower women;
- b) The power to convene civil society, women's groups and other non-governmental actors to engage in evidence based policy making processes with national authorities; and,
- c) Recognition as a thought leader, including through its Human Development Reports and other publications, which provide an opportunity to advocate for policy reforms and changes in social norms and behaviors.
- d) UNDPs coordinative role in the implementation of the Agenda 2030 and the Sustainable Development Goals, that have renewed global impetus especially on equality and gender and that recognizes the accelerator effect of focusing on gender for broader SDG realization.

III. **Gender Profile of the Kyrgyz Republic and National Gender Policy**

The Kyrgyz Republic has ratified major international conventions on women's rights and gender equality and occupies a leading position in the CIS region in developing national legal framework on women's rights in compliance with international standards. Two gender-related laws were approved by National Parliament: On State Guaranties for Gender Equality (2003, 2008) and newly adopted Social and Legal protection from Family Violence (2017). Four National Action Plans on Gender Equality have been implemented since 1997. The third National Action Plan on WSP is to be endorsed and the National Action Plan on early marriages is adopted as of December 2017. Gender expertise of legislation has been institutionalized in the Parliament in 2008. The recognition of equal rights and opportunities between men and women is reflected in the Constitution (2007, 2010). The gender quotas were included in a number of laws regulating the activities of such public institutions as the Chamber of Accounts, Supreme Court, National Bank and the Central Election Committee. Gender quotas were also incorporated in the Election Code (2007, 2011).

Despite progress in the KR to establish a legal and policy framework for the advancement of women's rights and gender equality, inequalities continue to be pervasive. Patriarchal attitudes are still prominent, gender inequalities are present in all spheres of social and economic life, and violence against women is still widespread. For 2015, the KR has a gender inequality index score of 0.353, ranking it 67 out of 155 countries.

Since 2014, Kyrgyzstan is a lower-middle income country with an average annual GDP growth of 3.9 percent. Despite the progress in economic growth, one third of the population lives below the national poverty line and 2 in 3 of the poor live in rural areas. Rural poverty and unemployment has driven migration from rural to urban areas and abroad for improved employment opportunities. It is estimated that approximately 850,000 people are seeking employment abroad primarily in the Russian Federation and Republic of Kazakhstan. According to the recent Demographic and Health Survey (DHS) in 2012, four in ten have anemia, and 39% of women were diagnosed with anemia while pregnant. Three in ten women of childbearing age are overweight or obese. Stunting prevalence among children under five is 13%.

Women's participation in the labour force is 56% compared with 80% for men. In rural areas women tend to work in lower-end value chains with less predictable incomes. Women engaged in unpaid productive work and women outside the labour force account for 72% of the total working age population living below poverty line. Women's reproductive roles are not fully recognized or supported by the state and society, which is a prerequisite for greater maternity benefits and a fairer division of labour in the household. The following factors present structural barriers to women's participation in the labour force: the burden of unpaid care work: women spend 2.8 times more time on housekeeping compared to men, inadequate childcare facilities and lack of affordable government social provisioning, lack of decent job opportunities, providing maternity and social protection, as well as increasing influence of the traditional stereotypes assigning women as primary caregivers. In addition, there are structural barriers that impede women from establishing their own business and transitioning from the informal to the formal private sector market. These factors make the rural population significantly vulnerable to natural and external economic shocks that drive many families, especially female-headed households, into poverty. State efforts have strived to establish a legal and policy framework for greater inclusiveness in all spheres.

More than 90 percent of all human trafficking cases represent trafficking for labour exploitation, while slightly less than 10% of those trafficked were sexually exploited. Men mainly become victims of trafficking for labour exploitation whereas majority of female victims suffer from sexual exploitation. As victims do not trust state protection, many refuse to file charges against their traffickers reducing the likelihood of convictions.

Environmental degradation, climate change, and associated disaster impacts have different and disproportionate impacts on the lives of women and girls. Gender inequalities increase their vulnerability and hinder access to information and resources to help reduce their risks. National policy-making has not adequately addressed gender inequalities in environmental management and disaster risk management and recovery actions. The potential role of women and girls is overlooked despite the fact that they are key actors in the food system and can be powerful leaders and agents of change in the transition to climate resilient agricultural production and risk-aware community development interventions

Maternal mortality neonatal mortality and family planning remain pressing challenges and the reproductive rights of women appear to be under threat, especially among the rural population and younger women. Children in life-threatening situations lack access to quality integrated services at the primary and secondary levels of the health system. HIV infection is still growing in the country, affecting more women and young people. Non-communicable diseases (NCDs) are reaching epidemic levels in

The social services system is under-performing and not based on the needs of the population despite the prioritisation of different vulnerable groups: poor families with children, children without parental care, children and adults with disabilities, working children, and the elder. Community-based non-residential and mainstreamed services, in addition to the national school meals programme and productive safety net measures such as paid public works, trainings, and microcredit schemes, should be expanded and enhanced.

Some vulnerable groups are excluded from service delivery such as children or families of migrant workers, victims of human trafficking, despite provision in law of shelter, medical and psychological support, as well as social reintegration. Current services are largely focused on response and rely on the old fashioned and ineffective residential services. A very few community-based ones are unsustainable due to the gaps and clarity on their financing. Gender inequalities in labour market participation, horizontal and vertical segregation, and concentration of women in informal sectors of employment result in high gaps in the social security coverage

While the net enrolment and net attendance rates are high for primary education, net attendance is lower for upper secondary education (59% for boys and 56% for girls.) Out of school children (OOSC) or those at risk of dropout come from socially vulnerable families (working children, children with disabilities, of migrant families), and 33% of school children combine study and work that jeopardize their health and development⁶⁰. The quality of education is still a challenge with over 60% of students performing below established standards and very poor performance in mathematics⁶¹. Moreover, accessibility, quality and safety of school meal, WASH facilities and school building in general are not protective of children's health and conducive for quality learning

Majority of civil society activists and agents of progressive changes at national and local levels are women. However, efforts are to be allocated at political level which is underrepresented by women.

IV. Gender Dimension of Outcomes of UNDP Kyrgyzstan Strategic Priorities based on UNDP CPD 2018-2022

This section of the GES provides a brief summary of each outcome of the UNDP Strategic Plan and details how gender equality will be addressed and integrated into the results framework of each outcome.

Sustainable and inclusive economic growth

Strategic entry points for promoting gender equality and women's empowerment:

- a) UNDP will work with national partners such as ministries of finance and economy, some International Finance Institutions like the Kyrgyz Russian Development Fund and Eurasian Development Bank, some private sector enterprises to support economic policies and their implementation that recognize, reduce or eliminate the barriers, often invisible, to women's economic empowerment. This includes addressing the burden of unpaid labor; promoting women's access to decent jobs; supporting policy and legislative reforms to ensure women's equal access to and control over productive assets, including land and credit; and incorporating gender perspectives into public finance management and promoting gender-responsive budgeting. Supporting the promotion of new forms of statistical reporting, especially in the field of gender equality in the distribution of produced welfare and gender ownership of property.
- b) UNDP will support national partners to integrate gender considerations into social protection measures to enable women as well as men to participate in economy and manage their households. These measures include social insurance to protect against unemployment, ill health and disability; subsidized agricultural inputs; and employment guarantee schemes. Promoting concept of decent jobs for all through piloting practices involving women from vulnerable groups in active economic activities (e.g., women living with disabilities or lonely heading a household - through special support measures - a mechanism of social order)
- c) Support the promotion of women's business in textile industry and agriculture sectors through the formation of networks of regional cooperation between women - manufacturers, retailers, women, providing services in financial, information and marketing services, and getting an access to export opportunities, transportation services, etc. (for women - entrepreneurs from the border regions)
- d) Support of pilot initiatives of gender-sensitive measures in the framework of local development plans and the implementation of active information support measures such as demonstration projects for all local authorities of the country (for the development of functional education, to support the

development of women's entrepreneurship, to support a green economy, according to peacebuilding priorities).

Accountable institutions, justice and peace

Strategic entry points for promoting gender equality and women's empowerment:

- a) UNDP will support advocacy, policy and legal reforms to accelerate women's equal participation in decision-making across all governance institutions and branches of power at national and local levels. This includes promoting women's participation as voters and candidates in electoral processes; supporting women's representation in the public and municipal institutions such as constitutional committees, in Parliament, local councils, public administrations and the judiciary. Following will be supported the promotion of gender indicators and criteria in the standards and practices of personnel policy (in hiring, promotion patterns, conferring awards, etc.); promotion of institutionalization (outside) party mechanisms to promote women in the public\municipal services;
- b) UNDP will provide technical assistance to strengthen mechanisms to advance gender equality and women's empowerment in governance processes. This includes direct support for national gender mechanism, women's caucuses in the Parliament, and institutionalization of gender mainstreaming capacity development for public servants through academic institutions and the State Personnel Service. Support will be provided to improve the legal framework, strengthening gender expertise and analytical framework of government agencies.
- c) UNDP will support women's networks and civil society movements to bring gender equality perspectives into policy making and legal reforms (development of the concept of legal policy, including the components of legislation reforms, judiciary, law enforcement, legal education and legal science). UNDP will leverage its partnerships with governance authorities, public administrations and other key policy making bodies to provide opportunities for civil society engagement when national policies and laws are being debated. Efforts will be supported by SB institutions to develop a methodology and conduct gender-sensitive human rights monitoring of judicial activities (to increase transparency of the courts and citizens' access to justice);
- d) Information and technical support will be provided to judicial authorities to improve access to information on decisions (e.g., judicial acts) and giving transparency of the courts. Support will be provided to the institutionalization of mediation in civil and criminal proceedings to improve access to/the quality of justice, especially for vulnerable groups of women. Promote priority involved in the process of mediation within judiciary process of specially trained women - mediators.
- e) UNDP will support strengthening prosecutorial oversight, parliamentary control, the control of other state bodies and civil society in the implementation of commitments to implementation of gender equality in the relevant state policies and strategies. It will continue to support joint activities of the Ombudsman Institute and CSOs for promotion of measures to implement the UPR recommendations and special procedures to protect HR.
- f) UNDP will support legal and policy reforms to eliminate discrimination and sexual and gender-based violence. This includes supporting national institutions in fulfilling international human rights obligations, including national implementation of CEDAW, as well as providing technical and policy support in relation to constitutions, laws on gender equality, domestic violence, property, inheritance and citizenship and supporting legal literacy, advocacy and training for women, communities and religious and traditional leaders on women's rights.
- g) To ensure that women are both participants in and beneficiaries of development processes, UNDP will work to ensure that core government functions will both be delivered by women and men and will be responsive to the particular needs of both women and men. Support will

- be provided to ensure that gender equality and women's empowerment are budgetary and policy priorities in and that all budget allocations are gender responsive.
- h) UNDP will support national and subnational actors to engage women and men equitably in the prioritization and provision of local services/e-services. It will support the implementation of gender mainstreaming in the developed/improved legislation on the state and municipal services, including the provision of quality standards, forms of assessments and reports, feedback mechanisms, etc. UNDP will continue monitoring to ensure a minimum level of social protection, equal access to basic services, education and health, water and sanitation, housing and energy by women and children with HIA, affected by HIV/AIDS;
 - i) UNDP will support Public Private Partnership practices on gender-sensitive service delivery at the local level;
 - j) Effective delivery of HIV/TB services requires targeted interventions by and for women and men infected and affected. UNDP will work with partners in the Global Fund to support national policy frameworks for HIV/TB prevention and response to ensure that gender dimensions are fully integrated in national action. UNDP will also partner with HIV positive women's groups to engage in policy dialogue and service delivery, including psychological and social care. It will be supported by measures to raise awareness among youth, women and men about HIV/AIDS, existing support programs for HIV-infected.
 - k) UNDP will support national efforts to strengthen women's access to justice. This includes increasing the gender-responsiveness of the judicial, security/law-enforcement and legal sectors, including through training and increasing the proportion of women in these sectors; promoting legal literacy, advocacy and training for women, communities, religious and traditional leaders on women's rights; and promoting best practices such as one-stop shops. UNDP will support the development of a network of social advocacy to improve access to justice, including support for gender training and social advocates and creating a network of social advocates and national legal aid center as a specialized institution of legal aid to women;
 - l) UNDP will also support national partners to provide victims of sexual and gender based violence with multi-sectoral support and services (justice, security, psycho-social, economic) and will support public awareness and community mobilization campaigns on the prevention of and response to sexual and gender-based violence. The special focus will be provided to standardization of services to victims of sexual and GBV and establishing of referral mechanisms. It will be supported the development and implementation of operating procedures standards for responsible state bodies to deal with cases of gender violence and provide services to victims. The collection of reliable statistics in violence against women, including family and work on harmonization of approaches to data collection in the state bodies responsible for violence against women will be also in the focus of UNDP work in this area.
 - m) UNDP will examine and report on the unpaid and paid labor contribution of women in sustainable development, the functioning of the economy, the welfare of their community and society as a whole. It will support efforts to develop statistical indicators and appraisal ratio of the contribution of women to the economy, taking into account the informal sector and subsistence agriculture, which employs the majority of women, the introduction of the practice of economic indicators and criteria for assessing the contribution of women to the economy, taking into account the informal sector and subsistence farming, where occupied the majority of women. It will be supported by the efforts of state institutions and civil society institutions to reduce the growing burden of women's unpaid labor by increasing their access to appropriate technology and natural resources of good quality;
 - n) UNDP will pay particular attention to ensuring women's participation in decision-making. It will be supported training women's groups of CSOs, including the number of activists of youth centers and local women's organizations of needs analysis and identification of needs for services, and monitoring access of men and women and quality of service (by species). It will also be supported measures to train women who came into the control system management, results-oriented.

- o) UNDP will support the building of negotiation capacities of women and the gender sensitization of men to contribute to gender responsive conflict prevention and peacebuilding interventions. This includes supporting coalition building of women's networks to enable them to raise women's voices at decision-making fora. It will be supported the information interaction of the state and women's groups of SB on peacebuilding work. It will be implemented to support the work of women's networks peacekeepers on de-stigmatization and inclusion in the democratic development of the protest groups of women and youth. It is necessary to organize the collection and wide dissemination of best practice justice and improving the lives of women and their families in the process of post-conflict development.

Environment, climate change and disaster risk management.

Strategic entry points for promoting gender equality and women's empowerment:

- a) UNDP will work with governmental and non-governmental organizations, communities and the private sector to integrate gender considerations and expand women's participation in the development and implementation of environmental plans and policies, including in climate change adaptation and mitigation policies and actions.
- b) UNDP will support partners to ensure gender-responsive governance of natural resource management. This includes ensuring women's full participation in decision making on the optimal use, management and protection of natural resources at national and subnational levels. Women's equal ownership and access to those resources for domestic and productive purposes will also be a key component of this work.
- c) UNDP will increase women's access, ownership and management of environmental goods and services, including climate finance. This will include working on policies and programmes to create equal opportunities to and remove structural barriers for women in green business and in upcoming climate adaptation and mitigation industries. UNDP will build the capacities of female entrepreneurs, workers and worker's organizations to start businesses and scale up small and medium green businesses.
- d) UNDP will support governments to ensure that women can access affordable and clean energy and will support capacity building of women to participate in the development of policy and institutional frameworks. This will include supporting mentoring, training and the establishment of incentive mechanisms to enable women to become energy entrepreneurs and to participate in public private partnerships and enterprise development.
- e) UNDP provide a support to implementation of the National Strategy on Sustainable Development, introducing gender dimension to the National Climate Profile, ensuring women's full participation in decision-making on the optimal use, management and protection of natural resources at national and subnational levels. Women's equal ownership and access to those resources for domestic and productive purposes will also be a key component of this work.
- f) UNDP will support the mainstreaming of gender equality and women's empowerment in disaster and climate risk reduction policies and plans, as well as in the budgetary frameworks of key sectors (e.g. water, agriculture, health and education). This includes supporting national capacities to collect and analyze sex- and age-disaggregated data and analyze climate and disaster risk assessments from a gender perspective.
- g) Support will be provided to initiatives for the empowerment of women in the implementation of the basic principles of development since the Rio de Janeiro conference and after 2015, to ensure that women participate fully in the social, economic and political life and improve the structure and practice of the implementation of measures and programs for sustainable development. It is necessary to develop an advice on sustainable development of territories involving women.

- h) UNDP will strengthen the participation of women in decision making processes on climate adaptation, mitigation and disaster risk reduction. This includes building capacities of women's organizations to negotiate and voice their priorities in the formulation and implementation of policies, programmes and strategies. UNDP will promote equal participation of women and ensure them to taking a leading role in local user groups, organizations producers focused on sustainable practices; in organizations focusing on resource management and service delivery.
- i) UNDP's disaster reduction, climate mitigation and adaptation programmes will specifically focus on ensuring women have greater access to climate and disaster early warning information and that disaster reduction, climate mitigation and adaptation programmes specifically support women in having access to clean energy and alternative livelihoods. It will be enhanced opportunities for women entrepreneurs through training and technical advice on the development of alternative energy sources.
- j) UNDP will facilitate women's equal participation in and contributions to the conflict mitigation, mediation, and peacebuilding processes at the local, national and regional levels. This will include building negotiation capacities of women to contribute to gender-responsive peace building interventions; supporting coalition building of women's networks to enable them to raise women's voices in decision-making; and supporting the National Action Plan on implementation of UN SC Resolution 1325 on Women, Peace and Security.
- k) It will be supported enhancing the capacity of national partners to work with the system monitoring (including electronic) conflict and the development of gender-sensitive prevention measures/response, including clear standards of care/services of various types at all levels.
- l) UNDP will support the initiatives of local authorities to create jobs for vulnerable women (and other groups) within nature use projects and programs of the state, set targets for the creation within the "green economy" jobs for women and young women and men. It will continue to support the implementation of technology strategies and practices for women entrepreneurship development, including the promotion of green technologies in agricultural business of women, promote the advancement of women's business through advanced information technology, etc.

V. Institutional Effectiveness for Gender Mainstreaming

UNDP CO is adapting its institutional framework to align its policies and procedures with the United Nations System Wide Action Plan (UN-SWAP) on Gender equality and Women's Empowerment, which calls on all entities of the UN to take specific measures to increase accountability and oversight for mainstreaming gender equality and women's empowerment and ensuring gender equality results. UNDP is also implementing the 2012 QCPR resolution (67/226) recommendations on gender equality and aligning its policies and procedures with the UNDP CPD 2018-2022. This section of the GES details this process in terms of the organization's policy and planning; accountability and oversight; gender architecture; capacity development; knowledge and communication; and financial resources.

Since the launch of UNDP Kyrgyzstan first GES, the office has developed a robust institutional framework for ensuring gender equality results and has invested in building capacities to bring gender analysis into all areas of its work. Progress on GES implementation is reviewed every six months at gender-specific programme meetings chaired by RR/DRR and involving all staff; and with participation of national partners – at annual outcome board meetings.

5.1. Accountability mechanism with regard to achieving gender results:

5.1.1. Gender equality seal

In 2011-2012 UNDP Kyrgyzstan has participated at the Gender Equality Seal corporate certification process that recognizes good performance of UNDP country offices to deliver gender equality results. The GE Seal process involves a hands-on appraisal of the operational elements laid out in the GES in terms of their structure, synergies and outcomes. It validates data collected through existing corporate instruments (such as the Gender Markers, the Balanced Scorecard, Gender Results in the ROAR, Partnership Surveys and the Global Staff Surveys), examines the synergies between processes in different domains, and assesses the overall impact of gender mainstreaming on development results. As a result of systemic work on institutional framework on gender mainstreaming and implementation of the Appraisal mission' recommendation the CO received Gold level of certification which has to be revalidate every three years and keep progress in tangible gender equality results. The seal provides a framework to guide senior managers in meeting specific performance standards and to Gender Task Force to facilitate the process of institutionalization of gender mainstreaming in programme and operational activity and to monitor development and operational gender equality results.

5.1.2. Three-step procedure for gender review of all programme and project documents is in place:

First stage – gender review of a concept note; second stage – gender review of a draft Project Document, and third stage – gender review of a draft Annual Work Plan. CO Gender Focal Point, Country Programme Gender Coordinator and Gender Mainstreaming Specialist are involved in Project Document development, take part in pre- and LPAC meetings and give their clearance before Project Documents and AWP's are signed.

TORs and RFPs submitted to Procurement Unit undergo gender expertise as well.

5.1.3. Monitoring of gender equality results

Monitoring of gender equality results starts from project design stage and ends at the time of project evaluation and follow ups. Project documents' results and resources frameworks (RRF) contain gender-disaggregated indicators and targets which are monitored and reported on in project progress reports and ROAR. Gender marker is another instrument of making the CO accountable for gender results and the office strives to decrease the number of projects with ratings of "0" and "1", by helping them "graduate" to "2" and "3". Annual review of gender marker occurs closer to a year end with broad involvement of programme staff. The office ensures that minimum of 15% of the projects' budgets are allocated to gender related activities. The process of progress reporting and revalidation of Gender Equality Seal is also tool for monitoring of implementation of CO's commitments on gender equality goals in programme and operational activity.

5.1.4. Knowledge and communication

Staff is encouraged to issue media and visibility products on respective thematic areas and gender at least once a year. The office also strives to conduct specific area gender analyses to increase staff knowledge in particular issues as well as keeps constant update of an on-line internal gender library

5.1.5. Gender capacity development

In order to build strong and sustainable internal gender capacity no less than 10% of learning budget will be allocated to gender learning activities. Gender brief for newcomers is included to the standard Induction Course. Three types of gender trainings will be provided for staffs depends on their assignment – basic for programme and operational staff, advanced - for programme staff and specific issue-based – for selected programme and operational staff. All gender studies developed with UNDP support will be presented during formal and informal learning events as office learning hours. Women-leaders and gender experts will be invited to these events to share their knowledge and experience in area of gender and development.

VI. UNDP Kyrgyzstan Gender Task Force

UNDP Kyrgyzstan Executive Team ensures implementation of the UNDP Global Gender Equality Strategy and UNDP Kyrgyzstan Gender Equality Strategy to ensure successful accomplishment of development and operational activities. UNDP Kyrgyzstan Gender Task Force headed by the Deputy Resident Representative is responsible for implementing annual GES Action Plan.

As recommended by the Gender Equality Strategy (GES) the GT membership is multidisciplinary and includes Country Programme Gender Coordinator, M&E Officer/ CO Gender Focal Point, Communication Officer, Human Resources Officer, Senior Operations staff member, SAC representative and other colleagues with relevant interest, experience and those leading projects with important gender component. The GT is led by a senior manager (Deputy Resident Representative).

- *Deputy Resident Representative* ensures gender issues are considered in all policy, programme, administration and financial decision-making in the office.
- ARR for programmes provides a strategic level support to the gender mainstreaming with a focus on programmes
- *CO Gender Focal Point/ M&E Officer* has operational responsibility for facilitating the work of the CO on gender mainstreaming and gender equality activities. She/he is responsible for the appropriate use of gender related corporate accountability frameworks and reporting. CO GFP monitors institutional sustainability and effectiveness of gender mainstreaming practices in UNDP programme and operational activities.
- *Country Programme Gender Coordinator* coordinates the development of a coherent and systematic approach to gender mainstreaming in the programmes and reviews all programme planning documents for their gender equality components prior to submission for funding. Gender Coordinator should be involved in all substantial and operational discussions to ensure gender responsive corporate policy implementation.
- *Senior Operations staff* member coordinates implementation of gender responsive operational policy.
- *Human Resources Unit representative* is responsible for ensuring Country Office adherence to gender-sensitive Human Resource policies for UNDP Kyrgyzstan and for all staff members taking responsibility for gender issues in line with their terms of reference. Together with Gender Coordinator he/she is responsible for development internal gender capacity of all staff members by organizing gender trainings for different levels: basic, advance and thematic.
- *Communication Officer* ensures gender-sensitive communications and messaging according to rules and regulations

UNDP Gender Task Force will enhance communication between staff in the head office and in field missions on the use of systematically collected gender-disaggregated data, new trends and developments in the implementation of gender equality activities. Gender Task Force will very closely collaborate with Staff Association Committee and Global Staff Survey team in order to provide immediate response to violations of labor rights of UNDP staff, harassment and other discriminatory practices, as well as in cases of poor working conditions. It will set targets to achieve equal gender representation at all levels and positions in the organization through the use of positive action for the underrepresented gender.

VII. CO and Programme Management Unit Staff Accountability for Gender Results at all Levels

Since the development objectives of equality between women and men, or gender equality, is absolutely indivisible from the UNDP human development goal of improving people's lives and choices and opportunities open to them, all programme staff are responsible for integrating gender into all stages of their respective programme policy elaboration and implementation and envisaging funds within programme budgets, ensuring a reasonable gender balance in all training and study tours/delegations, as well as for advocating gender

equality in their dialogue with national and international counterparts. Chief of programme dimensions are responsible for integration of gender perspective and allocation of sufficient budget for ensuring equal programme development result for women and men and responding to specific needs of women and girls in all thematic areas.

VIII. Reporting on and Evaluation the Gender Equality Strategy

Reporting on the strategy will be aligned with annual reporting at output and outcome levels, as well as with ROAR and IWP. Key parameters to be used to monitor progress and achievements under the gender strategy will include (Annualized):

- 100% of all active projects have a gender mainstreaming plan alongside the annual workplan;
- Not less than 90% of all project have at least a GEN 2 (Gender Marker) in ATLAS;
- At least 15%- 50% of all project resources are allocated to gender specific interventions;
- At least 85% of all project reports include a section with gender analysis and have demonstrable results;
- An annual CO gender profile demonstrating specific legal, policy and programmatic achievements (Linked to Annual ROAR reporting and annual CO report);
- At least 4 meetings per year of the CO Gender taskforce review progress on the strategy and raise adjustive actions;
- Induction on UNDP’s gender equality commitment is provided to 100% of newly recruited employees
- Learning budget of UNDP CO includes training on gender equality
- 100% of UNDP staff to complete on-line training “Gender journey”
- 100 % of communication materials are to be screened on gender sensitivity
- 100% of talking points, speeches are to be screened on gender sensitivity and where necessary include gender targeted messages

- Recruitment of staff, project staff and consultants strives to achieve parity in recruitments;
- Progress made to introduce gender sensitive procurement measures within UNDP with further internal policies to be endorsed;

Annex 1.

Comparative Gender Profile of Kyrgyz Republic 2017²

Human Development Index (HDI)	Compare to global data: ranking 120 out of 188 countries Medium human development Compare to region: only Tajikistan is on lower position
Gender Development Index	Kyrgyzstan is in Group 2 (countries with medium-high equality in HDI achievements between women and men) Region: Kazakhstan is in Group 1 (countries with high equality in HDI achievements between women and men); Tajikistan, Uzbekistan are in Group 3 (countries with medium equality in HDI achievements)
Gender Inequality Index	Compare to global data: ranking 90 out of 188 countries Regional ranking: Tajikistan 65; Uzbekistan 57, Kazakhstan 42; Turkmenistan – NA

² Data used: UN Human Development Report 2016; AST report on elections results 2016;

Maternal mortality ratio (deaths per 100,000 live births)	<p>Kyrgyzstan - 76 deaths</p> <p>Highest mortality rate among CIS countries</p> <p>Compare to Europe and Central Asia (average data): 24 deaths</p> <p>Region: Tajikistan 32 deaths; Uzbekistan 36 deaths, Kazakhstan 12 deaths; Turkmenistan 42 deaths</p>
Adolescent birth rate (births per 1,000 women ages 15–19)	<p>Kyrgyzstan - 39,6</p> <p>Only Azerbaijan has a higher adolescent birth rate among CIS countries (59,8)</p> <p>Compare to Europe and Central Asia (average data): 26,6</p> <p>Region: Tajikistan 38,1; Uzbekistan 17,7; Kazakhstan 27,9; Turkmenistan 16,4</p>
Lack of public child care facilities	<p>Pre-school enrolment rates for children aged from 3-6 (%)</p> <p>Kyrgyzstan- 26%</p> <p>Kazakhstan-57%; Uzbekistan-25%; Tajikistan-10%</p>
Share of seats in parliament (% held by women)	<p>Kyrgyzstan - 19,2% (failure in achieving of gender quota is 30% according to electoral legislation)</p> <p>Region: Tajikistan 14,7%; Uzbekistan 16,4%; Kazakhstan 20,1%; Turkmenistan – 25,8%</p>
Women – deputies of local municipalities councils	<p>Kyrgyzstan (results of 2016 elections):</p> <p>city councils - 21%</p> <p>local councils – 10% (every 5 council without women)</p>
Labour force participation rate	<p>Kyrgyzstan: female – 49,4%; male – 77,1%</p> <p>Region: Tajikistan (female – 59,4%; male – 77,5%); Uzbekistan (female – 48,3%; male – 76,2%); Kazakhstan (female – 6,1%; male – 77%); Turkmenistan (female – 43,7%; male – 77,6%)</p>
Gender-based violence	<p>Domestic violence (official data: 3524; data from Crisis Centers: 8458)³</p> <p>Bride-kidnaping: 60 % of marriages in the countryside in mono-ethnic areas are accomplished through bride kidnapping (ala kachuu), of which 2/3 are performed without the consent of the girl.⁴</p> <p>Under-aged marriages: 24%⁵</p>

³ As of 2015

⁴ Beijing+20 National Review (2014)

⁵ Multi-indicator cluster research, UNICEF, 2014