

UNDP KYRGYZSTAN  
GENDER EQUALITY  
STRATEGY, 2018-2022

## 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.

**UNDP's Strategic Plan 2018-2021** has been designed to reflect three development settings: a) Eradicate poverty in all its forms and dimensions; b) accelerate structural transformations for sustainable development; c) build resilience to shocks and crises. To focus on these issues, UNDP has identified six cross-cutting signature solutions: keeping people out of poverty; governance for peaceful, just, and inclusive societies; crisis prevention and increased resilience; nature-based solutions for development; clean, affordable energy and; women's empowerment and gender equality.

This UNDP in the Kyrgyz Republic Gender Equality Strategy 2018-2020 will serve as a guidance in implementing the core principles of gender equality and empowerment as set in UNDP's Strategic Plan 2018-2021, UNDP's Global Gender Equality Strategy 2018-2022, The United Nations Development Assistance Framework (UNDAF) for the Kyrgyz Republic 2018-2022 and the Country programme document for Kyrgyzstan 2018-2022. This strategy goes beyond Goal 5 on gender equality to drive achievement across all 17 Goals.

**The Kyrgyz Republic's and United Nations Development Assistance Framework (UNDAF)** admits that despite progress 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 and recognizes the importance of the UN system to work with the Government to mainstream gender-sensitive analysis, results, indicators, and developing monitoring instruments in national plan frameworks, strategies, and policies. For the UNDAF, a twin-track approach will be applied - this ensures that all outcomes are measured with indicators that address issues related to gender inequality and gender-based discrimination, as well as dedicated outputs focused on new capacities and services that will promote women's rights, empowerment, and gender mainstreaming.

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 in the Kyrgyz Republic 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**, 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) 2018-2022** is the third such strategy. It articulates the core principles and priorities of the UNDP approach to gender equality and provides entry points for achieving the gender equality targets across the three development settings of the UNDP Strategic Plan, 2018-2021. This strategy reflects the recommendations and management response to the 2015 independent evaluation of the UNDP contribution to gender equality and women's empowerment. The strategy is aligned to the requirements of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and to the common chapter of the strategic plans of UNDP, the United Nations Children's Fund, United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and United Nations Population Fund. UNDP Kyrgyzstan GES leverages the role of UNDP in the joint activity of the **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.

As such, the strategy delineates the UNDP commitment to: (a) strengthen interventions tackling structural changes that accelerate gender equality and women's empowerment rather than engaging primarily in programmes focused on women as beneficiaries; (b) strengthen the integration of gender equality into UNDP work on environment, energy and crisis response and recovery; (c) better align UNDP programming with its corporate messaging on the centrality of gender equality and women's empowerment to the achievement of sustainable development; and (d) build upon institutional mechanisms for gender mainstreaming such as the Gender Equality Seal and the gender marker which provide measurable standards and incentives to drive progress. This strategy, in line with the common chapter of the strategic plans of UNDP, the United Nations Children's Fund (UNICEF), United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and United Nations Population Fund (UNFPA), also reflects recognition of the paramount importance of partnering across the United Nations system to address the root causes of persistent gender inequalities, including discriminatory practices and social norms, and investing in dedicated gender expertise and capacities throughout the spectrum of UNDP development assistance, particularly in such areas as climate change and crisis prevention and recovery that are critical to the achievement of sustainable development but are too often

addressed without a gender lens. In addition, this strategy recognizes the vital importance of UNDP leadership for gender equality as a global advocate, to promote and support women leaders and to foster ownership of and accountability for gender equality within UNDP.

## **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.<sup>1</sup> 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.

## **II. 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 have 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 anaemia, and 39% of women were diagnosed with anaemia 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 pre-requisite 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.

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

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 refuses 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 development<sup>60</sup>. The quality of education is still a challenge with over 60% of students performing below established standards and very poor performance in mathematics<sup>61</sup>. 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.

### **III. Integration of Gender Equality in UNDP CPD 2018-2022 Outcomes**

#### **UNDP Pillars and Gender Equality:**

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

#### **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 Office of the President, Prime-Minister's Office. ministries of finance, economy, education, local and international Finance Institutions like the Kyrgyz Russian Development Fund and Eurasian Development Bank, some private sector enterprises, including business associations, to support economic policies and their implementation that recognize, reduce or eliminate the barriers, often invisible, to women's economic empowerment. 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) 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 agriculture and other labor intensive sectors through capacity building and networking for cooperation between women at the sub-regional level , and getting an access to marketing and export opportunities, 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.
- e) UNDP will be leveraging new skills building for the women and girls to enable their equal participation in digital economy. Series of coherent interventions will address the capacity gaps of women as girls in ICT and creative industries, also accompanied by intensive awareness raising campaign to eliminate existing gender stereotypes in ICT industry. The interventions will be specifically focused on women and girls in rural area.

#### **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.

**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.

**UN Partnership:**

**UN Gender Thematic Group** the United Nations Gender Thematic Group (UN GTG) aims to strengthen the UN Country Team and Agencies (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. UNDP in Kyrgyzstan Gender Equality Strategy 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 by active engagement and participation. UN GTG activities will be clustered around the following functional areas: 1. Research and analysis; 2. Support to UNCT gender mainstreaming; 3. Promoting accountability of UNCT on gender equality; 4. Policy, technical and normative support; 5. Advocacy and communication campaigns; 6. Capacity development on gender mainstreaming. The indicative contribution of UNDP to UN GTG will be outlines as “at least one substantive input should be provided once per year”.

**The common chapter** In line QCPR, UNDP remains committed to working ever more closely with partners across the United Nations. The common chapter of the strategic plans of UNDP, UNFPA, UNICEF, and UN-Women describes key areas of collaboration among these four funds and programmes, and ways in which collaboration will be further strengthened during the strategic plan period. 2 Key areas of collaboration are: (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 common chapter intervention led by UNDP will be supported through development of a concept paper of implementation by 2022.

**The UNDP MOU with UN Women** builds on the common chapter of UNDP Strategic Plans and commits to stronger collaboration, to meet the 2030 Agenda and the Sustainable Development Goals builds on the common

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<sup>2</sup> UNDP Strategic Plan 218-2021 <http://undocs.org/DP/2017/38>

chapter of UNDP Strategic Plans and comes to stronger collaborative progress, to meet the 2030 Agenda and the Sustainable Development Goals. This strengthened partnership is a chance to move forward and leverage comparative advantages to achieve results. It provides a useful framework for UNDP and UN Women to enhance collaboration in concrete ways under seven areas of work: Legal and Policy Reforms to Advance Gender Equality, Gender Based Violence, Crisis and Post Crisis Response and Early Recovery, Women's Political Leadership, Mobilizing the Private Sector to Advance Gender Equality, Economic Empowerment, and Energy. UNDP in Kyrgyzstan will seek for opportunities to cooperate with UN Women both: in programming and in advocacy

#### **IV. 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.

##### **Accountability mechanism with regard to achieving gender results:**

###### ***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. Because of systemic work on institutional framework on gender mainstreaming and implementation of the Appraisal mission' recommendation the CO received Gold level of certification which is in the process of revalidation within the Strategy cycle.

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

First stage – gender review of a concept notes; 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 are signed. TORs and RFPs submitted to Procurement Unit undergo gender expertise on a mandatory basis.

###### ***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.

## ***Knowledge and communication***

UNDP will be issuing knowledge management, 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 gender-sensitive communication and update an on-line internal gender library

## ***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.

## **UNDP in the Kyrgyz Republic 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 Team leaders, 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 and Team leaders 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.

#### **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. Team leaders 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.

#### **V. 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 AWP. 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 and allocated 10% of its budget to gender training
- 100% of UNDP staff to complete on-line training "Gender journey" and PSEA
- 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 strive to achieve parity in recruitments;
- Progress made to introduce gender sensitive procurement measures within UNDP with further internal policies to be endorsed;