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Resilient nations.*

July 31, 2012
File:

Dear Ms. Susann Roth,

Subject: Final narrative and financial reports on grant on support for the development of the Kyrgyz National Program on Gender Equality for 2011-2016.

On behalf of UNDP, I express our high appreciation of cooperation with the Asian Development Bank (ADB) and generous financial support rendered by the ADB to the UNDP Gender component.


The supported initiative has achieved significant progress in the areas of its focus. In overall, the project succeeded in its main goals of supporting the development of key gender strategic documents and is appreciated by its beneficiaries. The National Strategy on Gender Equality and the National Action Plan were developed by participatory methodology “bottom up” with active involvement of civil society representatives and gender focal points of ministries and local self governments. Innovative cross-sectoral approach was introduced within formulation of priority areas. The matrix of cross-practice target and indicators was developed and attached to the documents.

We are pleased to send you final narrative and financial reports on implementation of grant contributed by the Asian Development Bank.

Enclosure:

1. Final narrative report
2. Financial report.

With best regards,


Pradeep Sharma,
Deputy Resident Representative

Dr. Susann Roth
Social Development Specialist
Gender and Development
Safeguard, Environment, Social and Gender Unit
Office of the Director General
Central and West Asia Department
Asian Development Bank

Ilima Bokoshova

From: Nurgul Asylbekova [na@dgov.undp.kg]
Sent: Thursday, July 26, 2012 3:05 PM
To: Ilima Bokoshova; Aidai Saparalieva
Subject: RE: UNDP revised report on NGS development
Attachments: FW: UNDP revised report on NGS development

Dear Ilima,

The narrative report is attached. I had sent the version approved by ADB to Pradeep and Lilia.

I asked last week who should sign the letter of request for the last tranche? Do you have any sample?

Thank you in advance!

With best regards,
Nurgul Asylbekova
UNDP Country Programme Gender Coordinator
tel. +996 312 316311
fax: +996 312 316415
Isanova st. 28A, Bishkek
Kyrgyz Republic
www.undp.kg

From: Ilima Bokoshova [mailto:ilima.bokoshova@undp.org]
Sent: Thursday, July 26, 2012 2:45 PM
To: Aidai Saparalieva
Cc: Nurgul Asylbekova
Subject: RE: UNDP revised report on NGS development

Please give a bit of a background. Where is narrative? Will both reports sent with accompanying letter? If so, it should be also drafted.

From: Aidai Saparalieva [mailto:ads@dgov.undp.kg]
Sent: Wednesday, July 25, 2012 4:00 PM
To: Ilima Bokoshova
Cc: Nurgul Asylbekova
Subject: FW: UNDP revised report on NGS development

**Request for payment for contribution agreement
of UNDP Kyrgyzstan with Asian Development Bank**

Date of the request for payment: 25.07.2012

For the attention of Dr. Susann Roth
Social Development Specialist
(Gender and Development)
Safeguard, Environment, Social and Gender Unit
Office of the Director General
Central and West Asia Department
Asian Development Bank
Tel (632) 632-6111
Fax (632) 636-2387
Email sroth@adb.org
www.adb.org

Reference number of the Agreement: **RETA 7563**

Title of the Agreement: **Capacity building of local stakeholders in participatory, bottom-up, gender-sensitive planning (Support for the development of the Kyrgyz National Program on Gender Equality for 2011-2016)**

Name and address of the Organisation: **United Nations Development Programme in the Kyrgyz Republic, 160 Chui Avenue, Bishkek, Kyrgyzstan 720040**

Dear Ms. Susann Roth,

I hereby request payment of the second instalment under the Agreement mentioned above.

The amount requested is **USD 2,000**

Please find attached the following supporting document:

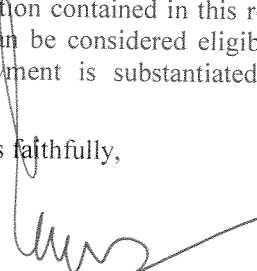
- Project completion report/TCR
- Financial report for period from July 20, 2011 to December 31, 2011

The payment should be made to the following bank account:

UNDP Representative in Kyrgyzstan USD Account
Account No. 3752174485
Bank of America, NA
730 15th Street, NW
Washington DC 20005
SWIFT: BOFAUS33
ABA: 111000012

I hereby certify on honour that the information contained in this request for payment is full, reliable and true, that the costs incurred can be considered eligible in accordance with the Agreement and that this request for payment is substantiated by adequate supporting documents that can be checked.

Yours faithfully,



Pradeep Sharma,

UNDP Deputy Resident Representative

STATEMENT OF EXPENDITURES: Asian Development Bank funds

00076904 Improving institutionalization of Gender Mainstreaming practices into national policies




ACTIVITY	Vendor	Description	Amount	Date
ACTIVITY1	TASHTANOVA NURGUL ABDISAVIROVNA, local expert	Logistic support to organization of Osh regional and city workshops	\$300,00	2011-11-30
ACTIVITY1	STATE SOUTHERN RESIDENCE OF PRESIDENT OF	CR, MEAL, Accommodation of participants of Osh regional workshop NOV 11/12	\$1 121,68	2011-11-22
ACTIVITY1	PE YBYKEEVA KALIMAN NURDINOVNA	LUNCH/DINNER of participants of Naryn regional workshop	\$464,16	2011-11-23
ACTIVITY1	PE JANABILOVA BAKTYGUL	Accommodation of participants of Naryn regional workshop	\$231,19	2011-11-23
ACTIVITY1	HOTEL ISSYK-KUL KARAKOL	Accommodation of participants of Issyk-Kul workshop	\$745,59	2011-12-01
ACTIVITY1	NARYN OFFICE OF DGP	CR, COFFEE BREAK of Naryn regional workshop	\$147,74	2011-12-14
ACTIVITY1	TAIROV SHARABIDIN ERKEBAEVICH, UNDP regional specialist in Osh	Reimbursement of travel expenses of Osh regional workshop's participants	\$231,49	2011-12-14
ACTIVITY1	YRYSYGUL OROZAKUNOVA, UNDP regional specialist at Issyk-Kul	Reimbursement of travel expenses of Issyk-Kul regional workshop's participants	\$48,78	2011-12-14
ACTIVITY1	NARYN OFFICE OF DGP	Reimbursement of travel expenses of Naryn regional workshop's participants	\$174,07	2011-12-14
ACTIVITY1	NARYNSKOE AGENSTVO OBRAZOVATEL'NYH PROEKT	Revising of Naryn regional gender action plan	\$1 000,00	2011-12-30
ACTIVITY1	LEADER PU CENTER OF CIVIL INITIATIVES	Revising of Issyk-Kul regional gender action plan	\$2 438,04	2011-12-30
ACTIVITY1	JAPAROV RYSBEK PE	STATIONERY for Naryn regional workshop	\$141,92	2011-11-21
ACTIVITY1	ESENALIEV ILYAZ PE/KEL KEL	STATIONERY for Osh regional workshop 11/12 NOV	\$135,62	2011-11-22
ACTIVITY1	ESENALIEV ILYAZ PE/KEL KEL	STATIONERY for Osh city gender workshop 9/10 NOV	\$100,00	2011-11-24

ACTIVITY1	TAIROV SHARABIDIN ERKEBAEVICH, UNDP regional specialist in Osh	Reimbursement for copying handouts of Osh regional workshop NOV11/12	\$56,47	2011-11-23
ACTIVITY1	DIA PUBLIC FUND	Handouts of Osh city workshop NOV9-10	\$159,20	2011-11-28
ACTIVITY1	VITENBERG ANNA ARTOVNA	Copying handouts for Issyk-Kul regional workshop	\$118,28	2011-12-01
ACTIVITY1	DIA PUBLIC FUND	Revising of Osh regional gender action plan	\$1 487,10	2011-12-30
ACTIVITY1	AGENCY OF SOCIAL TECHNOLOGIES	Seminar on Gender Strategy - part of expenditures	\$149,22	2011-12-29
	TOTAL EXPENSES:		\$9 345,79	
	7% DONOR CHARGES		\$654,21	2011-11-30
	TOTAL		\$10 000,00	

Prepared by: DGP FA Aidai Saparaliev

Approved by: Gender Programme Country Coordinator Nurgul Asylbekova

Certified by: UNDP DRR Mr. Pradeep Sharma

RETA 7563 – GRANT COMPLETION REPORT

***Capacity building of local stakeholders in participatory, bottom-up, gender-sensitive planning
(Support for the development of the Kyrgyz National Program on Gender Equality for 2011-2016)***

Division: CWOD-PSS

TA No., Country and Name			Amount Approved: \$10,000	
RETA 7563: Promoting Gender Inclusive Growth in Central and West Asian Developing Member Countries (DMCs)			Revised Amount: N/A	
Executing Agency: UNDP in the Kyrgyz Republic		Source of Funding RETA 7563	Amount Undisbursed: 2000	Amount Utilized: 8000
Grant Approval Date:	Grant Signing Date:	Fielding of First Consultants:	Grant Completion Date Original: 20 Oct 2011 Actual: 28 Dec 2010	
20 July 2011	20 July 2011	N/A	Account Closing Date Original: 20 Oct 2011 Actual: 30/12/2011	

Description

The Kyrgyz Republic has undertaken a number of commitments to achieve gender equality by ratifying basic international conventions and political documents on women's rights, including CEDAW, BPA and MDG. National institutional mechanism on gender policy is represented by the special department within the Ministry of Labor, Employment and Migration and Institute of gender focal points (GFPs) in all ministries, state agencies and local authorities. The favorable legislative framework is in place and since 1996 three national programs on gender equality have been adopted and implemented. As the previous National Action Plan (NAP) on achieving gender equality in the KR 2007-2010 was completed, there was a need to draft the National Strategy to achieve gender equality in KR for 2012-2020. But due to lack of capacity and resources within the government the national gender machinery the Ministry of Labor, Employment and Migration requested the UN Gender Theme Group to support the Government in the development of the Kyrgyz National Program on gender Equality for 2011-2020. UNDP in the Kyrgyz Republic approached RETA 7563 to join the initiative of development partners and assist the process.

Expected Impact, Outcome and Outputs

The overall objective of this joint initiative was to assist the Kyrgyz Government in developing National Programme on Gender Equality for 2011-2020 based on open and participatory approach involving the government, line ministries, civil society and donors with GAD mandate. The expected outputs were: a) one training-consultation workshop Module on participatory, bottom-up and gender-sensitive planning developed; b) two training-consultation workshops (2 days each) for at least 66 stakeholders¹ representing three provinces - Osh, Issyk-Kul and Naryn - conducted; and c) three draft baseline analyses and specific province priorities on Gender Equality are formulated for Osh, Issyk-Kul and Naryn provinces, which will include baseline and outcome indicators.

Delivery of Inputs and Conduct of Activities

On 4 April 2011 the Parliamentary Committee on Human Rights, Equal opportunities and Public associations adopted a decision to develop the National Gender Strategy 2011-2020 and National Gender Action Plan 2012-2014. In May 2011, the executive body of national gender machinery – the Ministry of labor, migration and employment, addressed to UN Gender Thematic Group (GTG) to support the development of national long and mid-term strategic documents on Gender Equality based on "bottom-up" methodology². The UN GTG invited other donors to join the initiative. The development partners agreed to assist the Government through provision of expert

¹ Local government units, NGOs and local women's organizations, etc.

² This approach involves strategic planning, demographic analysis and gender budgeting, it was successfully piloted by UNDP, UNIFEM and UNFA in Chui province of the Kyrgyz Republic.

support and support in organizing consultations/workshops at province and national levels. Within the GTG a smaller group represented by Deputy Minister of labor, employment and migration, gender experts, UN agencies, OSCE and ADB was set up for better coordination of the process. The GTG developed a Matrix of elaboration of NSGE (Annex 1). On 6 July 2011 the Government established an inter-agency working group specifically assigned to develop two strategic documents. The group was led by the Vice-Prime Minister and consisted of all line ministries, parliamentary committees, civil society organizations and donors with GAD mandate

A team of national experts and facilitators was identified, it was led by the Deputy Minister of labor, employment and migration, and facilitated by the national coordinator. In July-September 2011 a series of participatory consultative meetings with the stakeholders was conducted to discuss and agree on the methodology of the Strategy and Plan; structure of the documents (Annex 2); and the workplan (Annex 3). Since the structure of previous National Gender Action Plans was criticized for its sectoral approach, which did not follow coherent and joint vision of national gender goals and objectives, it was agreed that the structure of the new NSGE will be based on functional approach and include cross-cutting priority activities as the following:

- *Regulation policy and governance measures;*
- *Strengthening women's economic opportunities;*
- *Development of functional education to insure equal opportunities of women and men;*
- *Increasing access to justice and human rights' protection;*
- *Promotion of gender parity in decision making and political participation.*

In October 2011 with the significant delay from originally planned date the Government conducted a high-level meeting, led by the Vice-Prime Minister on social issues, and represented by the heads of government agencies and heads of provinces, to present the outline of the Strategy and NAP, the methodology and workplan; this meeting served as the green-light for province administrations to start the sub-national/province consultations.

The sub-national trainings-consultations were preceded by the training-consultation workshop for the representatives of the oblast state administrations and the regional facilitators (24-25 October 2011) on situation analysis on gender sphere; presentation and discussion the draft structure of the NSGE and development the programme and expected outputs of province workshops. 36 people participated in the training, including 8 Deputy Governors, representatives of the mayor's offices from Osh and Bishkek (30 women and 6 men). In November 2011 a series of 2 days sub-national workshops were conducted in UNDP/ADB pilot provinces:

- 9-10 November - Naryn province – one workshop;
- 10-12 November - Osh province - two workshops³;
- 15-16 November - Issyk-Kul province – one workshop;

At least 3 representatives of each rayon [district] of pilot provinces participated at the consultative workshops – deputy head of province and local state administration, heads of social policy department, district departments' on statistic, education and public health, province and district police departments and women's NGO. The workshops attracted remarkably high level attendance from province level administrations and this has been observed for the first time in the history of development of previous documents in the area of gender policy. As a result of workshops draft regional situation analyses and specific priority directions and baseline indicators at province level were formulated (Annex 5). Special consultation was conducted with national consultant on M&E for improving the formulation of baseline and target indicators. However, due to the lack of capacity of province level government staff, the quality of developed draft plans was low. UNDP mobilized additional resources in amount of 3540 USD to provide extra experts' support to local state administrations in UNDP/ADB pilot provinces. Additional 3 workshops with Gender Focal Points from province administrations and local gender activists for improving the formulation of the regional plans were organized through local women's NGOs. ⁴ Also presentation of draft plans was conducted for local media. The total 137 women and 48 men attended the workshops in three pilot provinces (detailed

³ As per request of the Ministry on labor, migration and employment a separate 2 days workshop for Osh city was conducted on 11-12 November. The expenses of the workshop were co-shared by UNDP (ADB grant) and UNICEF.

⁴ NGO "DIA" in Osh province, NGO "Leader" in Issyk-Kul province and NGO "Naryn Agency of Educational Projects" in Naryn province.

breakdown is provided in Annex 4).

All the activities at the sub-national level were completed by 28 December and the proposed changes to the draft National strategy till 2020 and the National Gender Action Plan 2012- 2014 are to be summarized.

Overall Assessment and Rating

Since the methodology of development of such important documents as long-term NSGE and short-term regional action plans was innovative and requested of uniting of effort and recourses of many stakeholders including national and local state institutions, donors, national consultants with deferent backgrounds, the initial timeline was shifted several times. More time was devoted for coordination and agreement on positions, roles and schedules of different stakeholders. Presidential election on October 30th and following reform of the Government structure and composition led to delays from responsible state institutions and pilot LSGs in providing statistic and analytical data and correspondent parts of the documents.

On 23 December 2011 new Government's structure was approved by the Parliament. The number of ministries was cut from 21 to 16 and Ministry of labor, employment and migration was reformed to the Ministry of youth, employment and migration. The process of development of new provisions of ministries is ongoing and it is unclear whether the function of coordinating the gender policy implementation will be kept with the new Ministry. Nevertheless, the working group on NSGE is finalizing their work under supervision of acting Deputy Minister on Youth, Employment and Migration and will submit the final document to the Government Office and the Parliament in near future.

UNDP overall assessment of the results is **successful** since all expected outputs are implemented at good level.

Major Lessons

The capacity of districts and provinces state administrations staff in policy formulation and monitoring has dramatically decreased as a result of permanent staff turn-over, and also due to the lack of corporative requirement on gender analysis and strategic planning. The quality of initially submitted regional plans was not meeting expected level. Thus additional resources, efforts and time of working group was required to increase the understanding and gender awareness of province level officials for improving the quality of the documents.

Another challenge faced was identification of baseline and outcome indicators for regional action plans due to the lack of sex-disaggregated statistic data acknowledged even by the representatives of district statistic committees. The capacity of national and local experts was not enough for formulating outcome indicators so additional efforts of experts on M&E with each national consultant were needed in all target areas. The matrix with list of baseline and outcome indicators was submitted with the final document.

One of the main obstacles in development the NSGE and regional action plans in a participatory manner is lack of political will and support from the Government officials in setting gender equality goals as a national priority.

As a result the final UNDP report to ADB is being submitted with a delay. In future more time has to be allocated for implementation of such ambitious initiative in turbulent political situation.

Recommendations and Follow-Up Actions

The expert team will work on consolidating of the document, formulating of the medium-term goals and tasks, and indicators of their achievement. During January 2012 the process of national consultations will be continued and expected date of submitting the final documents is the second quarter 2012.

Despite many challenges faced the exercise of development of NSGE and regional gender action plans in participatory, bottom-up and gender-sensitive approach was unique and exciting. As a part of this process which enriched us with many lessons learned, UNDP Gender Team strongly recommends the methodology of uniting efforts and recourses of all stakeholders from national and local levels and different sectors as the most efficient

approach to develop national programme documents with common strategic goals, targeting concrete issues, addressing the most vulnerable groups, responding to local specifics and based on available recourses.

Attachments:

1. Matrix of GAD network inputs
2. The outline of the NSGE
3. Final calendar plan of activities
4. Data on workshops participants
5. Regional consultative workshops' agenda, LOPs, handouts;
6. Reports of regional facilitators with draft regional gender action plans of Osh, Naryn and Issyk-Kul provinces;
7. Analysis of evaluation lists of the workshops' participants;
8. Workshops documentation (proceedings and photos)
9. Financial documents.

Approved by: Pradeep Sharma

Designation: UNDP Kyrgyzstan Deputy Resident Representative

Prepared by: Nurgul Asylbekova

Designation: UNDP Kyrgyzstan Country Gender Coordinator

Annex 4.

The composition of participants is following:

- Osh province and Osh city – 91 participants;
- Including:
- Women – 70
- Men – 21
- NGOs representation – 15
- State institutions and LSGs - 76
-
- Naryn – 53 participants;
- Including:
- Women – 36
- Men- 17
- NGO representatives – 14
- State institutions and LSG – 29
- Mass media – 9
- Busyness - 1
-
- Issyk-Kul – 41 participants;
- Including:
- Women – 31
- Men – 10
- NGO representatives – 12
- State institutions and LSG - 29
- Including 138 women and 48 men;
- Representatives of state institutions and LGS – 134;
- Civil society organizations – 41
- Mass media – 9

- Busyness - 1