



United Nations Development Programme

Country: Kyrgyzstan

Annual Working Plan of the Project

Improving institutionalization of gender mainstreaming practices into national policies

|                                 |  |
|---------------------------------|--|
| <b>UNDAF Result:</b>            | <b>Good governance</b> reforms and practices have been introduced at all levels by the Government, civil society organizations, and private sector and directed at poverty reduction, protection of the rights and sustainable human development |
| <b>Expected CP Outcome(s):</b>  | Public policy strengthened in the areas of human rights, anti-corruption and rule of law   |
| <b>Expected CPAP Output(s):</b> | National capacity to comply with international convention on human rights, gender equality and good governance strengthened.   |
| <b>Implementing partner:</b>    | UNDP Kyrgyz Republic   |

### Brief description

The primary goal of the Project is to assist the Government of KR in introducing of gender mainstreaming methods in national policies through UNDP programme activities

It will be achieved through the following actions:

- 1) Capacity development of state institutions and women's network on enhancing women's meaningful participation in politics;
- 2) Assistance to the Government of KR in completion of functional review recommendations and modification of relevant normative and legal acts and program documents on gender equality;
- 3) Capacity building of UNDP programme staff concerning the gender equality policy in KR;
- 4) Strengthening of interaction of the state structures and the civil society.

The project will contribute to implementation of international commitments of the Kyrgyz Republic on gender equality (CEDAW, Beijing Declaration, MDGs) and national legislation on human rights and good governance. The project is basing on UNDP Global Gender Equality Strategy and UNDP KGZ Country Gender Mainstreaming Strategy for 2008-2011.

Program duration: 2011

Program component: Democratic governance

Project title: **Improving institutionalization of gender mainstreaming practices into national policies**

Project code:

Duration of the project: 12 month

Budget: 68,000 USD

Total budget: 68,000 USD

Donor: Japan Government – 18,000 USD

UNDP TRAC – 50,000 USD

“No objection” UNDP Authorized Official: \_\_\_\_\_

Name: Mr. Neal Walker, UNDP Resident Representative in Kyrgyz Republic

Date: DEC 2011

| EXPECTED RESULTS  | KEY ACTIONS  |   | TERMS |       |       |  | Responsible partners                         | Financing source | THE PLANNED BUDGET |                 |     |
|---|--|---|-------|-------|-------|--|--|------------------|--------------------|-----------------|-----|
|   |  |   | 1 qtr | 2 qtr | 3 qtr | 4 qtr  |  |                  | Type of expense    | Available funds | TBM |
|   |  |   |       |       |       |  |  |                  |                    |                 |     |
| <p><b>Output 1. Introducing of gender mainstreaming methods in national policies through UNDP programme activities</b></p> <p><b>Baseline:</b></p> <ul style="list-style-type: none"> <li>- Gender equality issues are poor reflected in policies of UNDP national partners;</li> <li>- National partners from state institutions and CSOs have low capacity for development and implementation of gender policy;</li> <li>- Capacity of state institutions and women's network on enhancing women's meaningful participation in politics is not sufficient;</li> <li>- Capacity of UNDP programme and project staff on gender mainstreaming need to be improved;</li> <li>- Shortage of gender experts from civil society, both of general profile, and specific profile</li> <li>- Reporting procedures is not gender sensitive.</li> </ul> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>- Gender equality objectives reflected in Programme AWP's, sufficient resources for its achievements allocated.</li> <li>- Capacity of staff of Country Office and UNDP PMU and PIU in gender mainstreaming and women's empowerment is sufficient for implementing of GM Strategy.</li> <li>- Gender-sensitive indicators included into reporting procedures on programme level;</li> </ul> | <p><b>Activity result 1. Capacity of state institutions and women's network on enhancing women's meaningful participation in politics increased. Recommendations on improving national gender policy developed and introduced in UNDP programmes AWP's.</b></p>          | X | X     | X     |       | National gender machinery, Parliament of KR, civil society organizations (CSO)         |  | 20079            | 16822              |                 |     |
|   | <p><b>Action 1.1.</b><br/>Develop capacity of National Parliament on promotion of women in politics;</p>   | X | X     |       |       | State Personnel Service, civil society organizations (CSO)                             | Expert fees                                  |                  | 1000               |                 |     |
|   | <p><b>Action 1.2.</b><br/>Developing recommendations to State Personnel Service and elaborate amendments in the regulation on civil service on promotion of women in decision making;</p>  | X | X     | X     |       | State Personnel Service, civil society organizations (CSO)                             | Round tables, meetings                       |                  | 1500               |                 |     |
|   | <p><b>Action 1.3.</b><br/>Develop the educational programme on gender mainstreaming in governance for civil and municipal servants and introduce it to the Curriculum of the Capacity Development Center of the Academy of Management under the President of the KR;</p> | X | X     | X     | X     | Academy of management under the President of the KR, civil society organizations (CSO) | Expert fees, trainings expenses, publishing. |                  | 4322               |                 |     |
| <p><b>Action 1.4.</b><br/>Provide technical assistance to National Parliament on strengthening gender expertise of legislation;</p>   | X  | X | X     | X     | AWLI  | Expert fees, meetings  |  | 2000             |                    |                 |     |

| EXPECTED RESULTS  | KEY ACTIONS   | TERMS |       |       |       | Responsible partners   | Financing source   | THE PLANNED BUDGET                         |                 |     |
|---|---|-------|-------|-------|-------|--|--|--|-----------------|-----|
|   |   | 1 qtr | 2 qtr | 3 qtr | 4 qtr |  |  | Type of expense                            | Available funds | TBM |
|   |   |       |       |       |       |  |  |  |                 |     |
| <p>- Capacity of national partners in gender mainstreaming and women's political participation strengthened.</p> <p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>- Amount of resources allocated for implementing gender mainstreaming activity within Programme AWP's;</li> <li>- # of meetings at CO level on discussion of implementation GM Strategy</li> <li>- # of joint initiatives within GTG Working Plan ;</li> <li>- # of staff completed on-line gender mainstreaming courses;</li> <li>- # of staff participated at national and international trainings on GM and WE;</li> <li>- # gender specific projects implementing by Programmes;</li> <li>- # of trainings on GM and WE conducted for national partners;</li> <li>- # of sectoral development strategic and programme documents developed with support on UNDP and included gender equality principles, mechanisms and indicators;</li> <li>- # of training modules included gender dimension;</li> </ul> <p><b>Component:</b> Improvement of the national institutional mechanism on gender policy</p> <p><b>The purposes:</b><br/>Assist the UNDP national partners in quality improvement of the national gender policy according international and national commitments of the Kyrgyz</p> | <p><b>Action 1.5.</b><br/>Provide support to AWLI on building women's caucus in the National Parliament.</p>  | X     | X     | X     | X     | AWLI, National Parliament  | Sub-contract   | 5000                                       |                 |     |
|   | <p><b>Action 1.6.</b><br/>Disseminate the information to the wider society through round tables, networks, websites, etc.;</p>  |       |       |       |       |  | AWLI, mass media   | Expert fees, information campaign expenses | 3000            |     |
|   | <p><b>Action 1.7.</b><br/>Coordinate with all project managers and approve project work plans of all main UNDP programmes (Poverty Reduction, Democratic Governance, HIV/AIDS, Disaster and Risk Management, Peace and Development, BOMCA/CADAP, Environment Protection for Sustainable Development) taking into account gender aspects of the projects</p> | X     |       |       |       |  | National gender machinery, Parliament of KR, civil society organizations (CSO) | Fees of programme staff                    | 6693            |     |
| <p><b>Action 1.8.</b><br/>Develop, coordinate with all project managers and implement summary work plan of UNDP on gender mainstreaming on the basis of approved project work plans of all main UNDP programmes</p>   | X   | X     | X     | X     | X     | National gender machinery, Parliament of KR, civil society organizations (CSO) | Fees of programme staff  | 6693                                       |                 |     |
|   | <p><b>Action 1.9.</b><br/>Conducting gender expertise of work plans of UNDP programmes for 2012</p>   |       |       |       | X     |  | National gender machinery, Parliament of KR, civil society organizations (CSO) | Fees of programme staff                    | 6693            |     |

| EXPECTED RESULTS   | KEY ACTIONS  | TERMS |       |       |  | Responsible partners   | Financing source  | THE PLANNED BUDGET                          |                 |     |
|--|--|-------|-------|-------|--|--|---|---|-----------------|-----|
|  |  | 1 qtr | 2 qtr | 3 qtr | 4 qtr  |  |   | Type of expense                             | Available funds | TBM |
|  |  |       |       |       |  |  |   |   |                 |     |
| Republic.<br><b>Result:</b> Implementation of national gender policy is improved.  | <b>Activity Result 2. Programme management and Operational Policies and Procedures promote implementation of GM Strategy</b>   | X     | X     | X     | X  | National gender machinery, Parliament of KR, civil society organizations (CSO) |   | Fees of programme staff                     | 16 295,36       |     |
|  | <b>Action 2.1.</b><br>Hold working meetings with participation of all managers of UNDP programmes in disseminating experience in conducting gender mainstreaming (on results of activity in 2010)  | X     | X     | X     | X  | National gender machinery, Parliament of KR, civil society organizations (CSO) |   | Fees of programme staff                     | 2382.56         |     |
|  | <b>Action 2.2.</b><br>Conduct series of capacity development seminars as follow:<br>- Introduction training on gender for new programme staff;<br>- Specialized thematic training for each practice area;<br>- Advanced gender analysis training | X     | X     |       |  | National gender machinery, Parliament of KR, civil society organizations (CSO) |   | Fees of programme staff, Trainings expenses | 2382.56         |     |
|  | <b>Action 2.3.</b><br>Support of participation of CO and PMU staff at international workshops on gender issues   |       | X     | X     | X  | BRC  |   | Travel expenses                             | 2000            |     |
|  | <b>Action 2.4.</b><br>Introduce gender modules in all UNDP training programs   |       |       |       |  | Civil society organizations (CSO)  |   |   | 2382.56         |     |
|  | <b>Action 2.5.</b><br>Assist in preparing specialized experts on gender issues from staff of national partners   |       | X     | X     | X  | National gender machinery, Parliament of KR, civil society organizations (CSO) |   | Trainings expenses                          | 2382.56         |     |
| <b>Action 2.6.</b><br>Assist national partners in gender mainstreaming into implemented and developed sectoral programmes and projects |  | X     | X     |       | National gender machinery, Parliament of KR, civil society organizations (CSO) | TRAC   | Workshop operational expenses, Fees of experts, Transportation expenses, Handouts | 2382.56                                     |                 |     |

| EXPECTED RESULTS | KEY ACTIONS  | TERMS |       |       |       | Responsible partners  | Financing source | THE PLANNED BUDGET   |                 |     |
|------------------|--|-------|-------|-------|-------|---|------------------|--|-----------------|-----|
|                  |  | 1 qtr | 2 qtr | 3 qtr | 4 qtr |   |                  | Type of expense  | Available funds | TBM |
|                  |  |       |       |       |       |   |                  |  |                 |     |
|                  | <b>Action 2.7.</b><br>Assist in introducing gender indicators in processes of monitoring sectoral development programmes.                    | X     | X     | X     | X     | National gender machinery, Parliament of KR, civil society organizations (CSO)      | TRAC             | Fees of programme staff  | 2382.56         |     |
|                  | <b>Action 2.8.</b><br>Hold discussions on results of Global Staff Survey in 2010 and implementation of recommendations on changing attitudes | X     |       |       |       | UNDP HR Unit  | TRAC             | Workshop operational expenses  |                 |     |
|                  | <b>Activity Result 3. Strengthen partnership with UN Gender Thematic Group by participation in joint UNCT gender programme</b>               |       |       |       |       |   |                  |  | 8856.20         |     |
|                  | <b>Action 3.1.</b><br>Participate at GTG informational campaigns 8 March, 16 days campaign on combating violence against women.              |       | X     | X     | X     | National gender machinery, Parliament of KR, civil society organizations (CSO), GTG | TRAC             | Operational expenses, Fees of experts, Transportation expenses, Handouts | 4000            |     |
|                  | <b>Action 3.2.</b><br>Contribution to GTG AWP events regarding UNCT Gender Mainstreaming strategy  |       | X     | X     | X     | National gender machinery, Parliament of KR, civil society organizations (CSO), GTG | TRAC             | Operational expenses, Fees of experts, Transportation expenses, Handouts | 4856.20         |     |

| EXPECTED RESULTS | KEY ACTIONS | THE PLANNED BUDGET |       |       |       |                      |                  |                 |                 |     |
|------------------|-------------|--------------------|-------|-------|-------|----------------------|------------------|-----------------|-----------------|-----|
|                  |             | TERMS              |       |       |       | Responsible partners | Financing source | Type of expense | Available funds | TBM |
|                  |             | 1 qtr              | 2 qtr | 3 qtr | 4 qtr |                      |                  |                 |                 |     |

| Activity 2010   | Amount (US\$)     | TRAC              | Japan Gov         |
|---|-------------------|-------------------|-------------------|
| Project #   |                   |                   |                   |
| Activity result 1. Capacity of state institutions and women's network on enhancing women's meaningful participation in politics increased. Recommendations on improving national gender policy developed and introduced in UNDP programmes AWP. | 36819.00          | 20079.00          | 16822.00          |
| Activity Result. 2. Programme management and Operational Policies and Procedures promote implementation of GM Strategy  | 16 295.36         | 16 295.36         |                   |
| Activity Result. 3. Strengthen partnership with UN Gender Thematic Group by participation in joint UNCT gender programme  | 8856.20           | 8856.20           |                   |
| Activity Result 4. Management/Administrative costs  | 4769.44           | 4769.44           |                   |
| Donor fees/GMS (7%)   | 1260.00           |                   | 1178.00           |
| <b>Total</b>  | <b>\$68000.00</b> | <b>\$50000.00</b> | <b>\$18000.00</b> |