

UPDATE ON GENDER EQUALITY STRATEGY IMPLEMENTATION UNDP UZBEKISTAN, 2012



I. Summary

Trends, Achievements, and Challenges:

There is a steady **40/60 gender balance** among FT holders in the CO in 2012 as in previous 2-3 years. However, among professional categories of FT and among SC holders consistently **only 1/3 are women**. Additionally, more men are present at decision making levels, such as, Project Managers. A consultant is being hired to assist HR unit in identifying possible steps to improve the situation and engage female candidates at higher levels in CO and especially projects.

To further address this, on top of regular capacity building and learning activities **Women's Empowerment and Leadership Programme** was launched for CO and project colleagues in spring 2012 to improve skills of female colleagues at beginner/mid-level. Around 20 participants developed their skills of time management, confidence, goal building, communication, leadership, and planning skills. There is continued need for similar trainings, regular induction for newcomers, building capacity of local gender experts, especially in cross-cutting areas as well as encouraging staff to complete mandatory courses.

A **memo** On mainstreaming gender into HR policies was issued and amended in 2011-2012 that mandates gender knowledge in competencies of ToR/VA, efforts in identifying women candidates, having at least one women in interview, and organizing exit interviews. Two other memos (On ethical behavior and On work and life balance) that apply to both FT and SC holders were issued at the end of 2011 to support friendly working environment in the office to respond to negative feedback on work life balance and stress at work results of 2010 Global Staff Survey.

Two years later **Global Staff Survey 2012** indicates some improvement in staff perception, possibly linked to above-mentioned efforts: 73% UNDP Uzbekistan respondents supported the statement that policy on flexible working arrangements is successfully implemented (+29% from 2010), 65% agree that conflicts and grievances are managed effectively (+26% from 2010), 84% agree that employees are treated fairly without regard to gender, age, nationality, disability or language (+20% from 2010). Further areas for improvement remain, such as insufficient coaching on career development, lack of authority to make decisions on how to do a job, insufficient opportunity to learn new skills and develop talent.

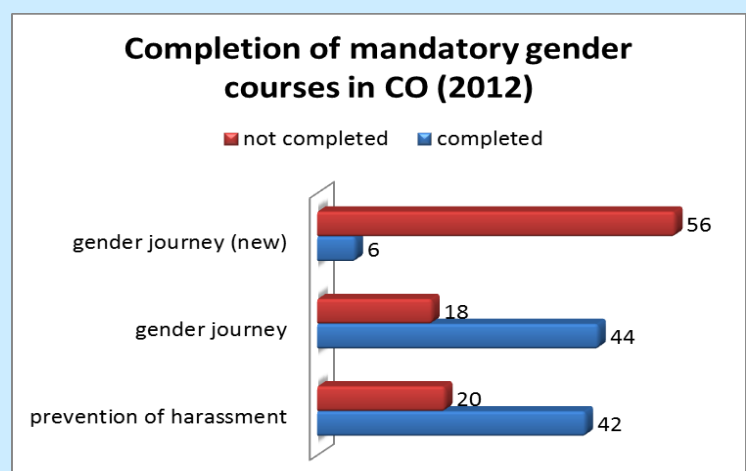
Gender marker ratings of projects are slowly improving, with GEN0 (no impact on gender) decreasing and GEN1 (small impact, one activity) increasing. More efforts at documenting and sharing best practices and success stories are needed both on local website and globally (Teamworks, BRC/RBEC news).

Awareness raising and advocacy efforts continued with UNDP and UNDP-affiliated publications on women's entrepreneurship, gender aspects of employment policy, women rural development, gender based child discrimination as well as blogs and articles on Voices of Eurasia and Teamworks on gender aspects of development. A number of learning hours and trainings for external audience were organized as well as wide celebration of the relevant UN days.

II. Overview of Situation

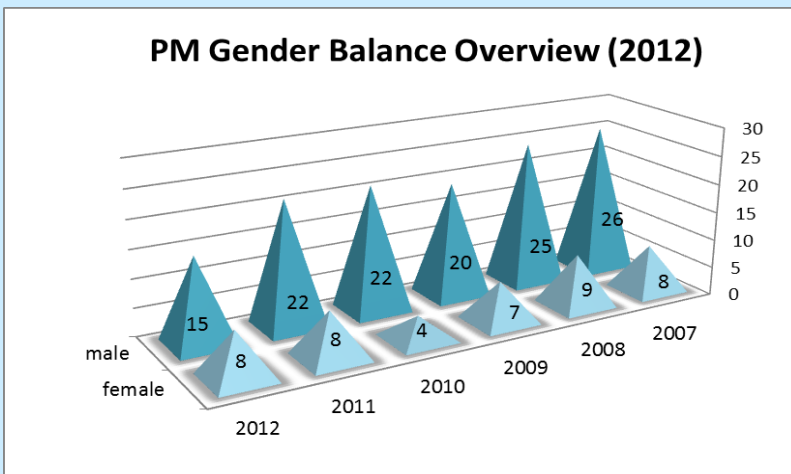
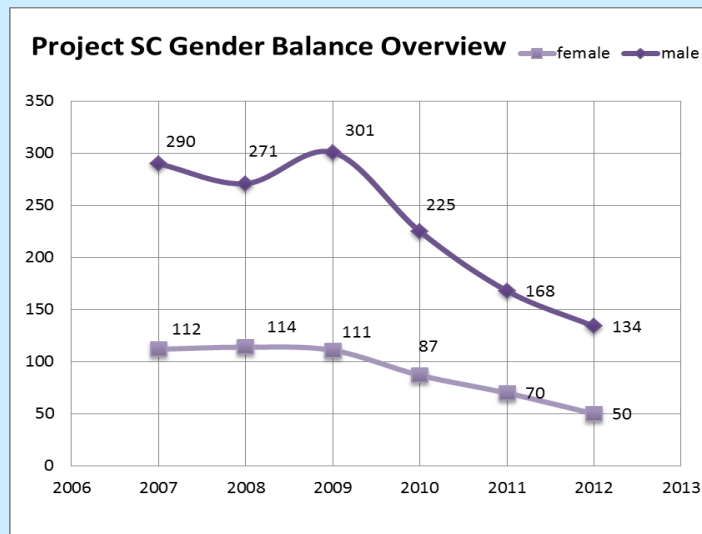
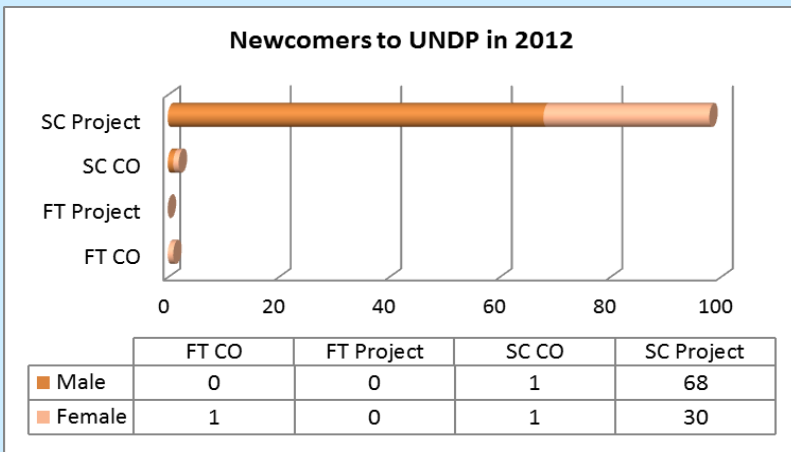
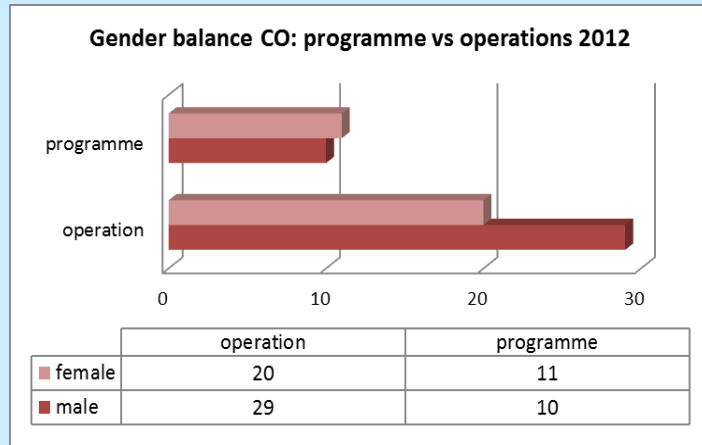
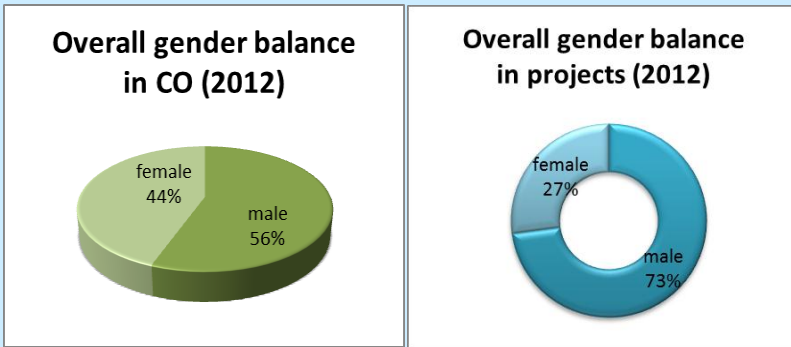
Capacity building & raising awareness

- Induction for newcomers (gender briefing)
- UN days celebrations (photo-contest and photo-exhibition on stereotype free profession choice, joint UN 16 days activism campaign with sports association - e-cards, quizzes/games for youth)
- In-house Women's Empowerment Programme
- Learning hours on prevention of harassment, and on giving/receiving feedback for staff
- External sessions on gender and UN Conventions for Parliamentarians and youth, on gender and oil&gas sector, women and disaster preparedness for youth
- Gender and water management training of trainers for teachers

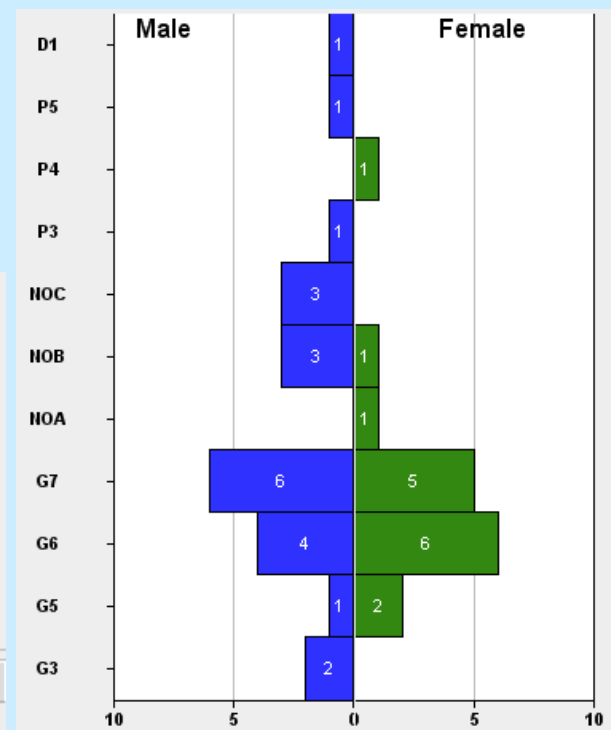


Gender balance among personnel (source: *Executive Snapshot & Balance Scorecard Jan 2013 and HR unit Dec 012)

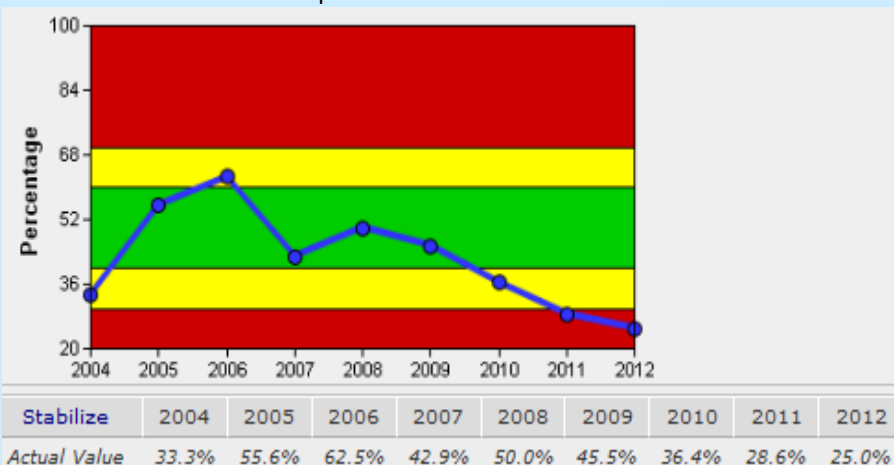
Gender ratio is regularly tracked for CO, projects, SC/FT and grades, newcomers, and PMs. It has remained steady in the last 2-3 years with 40-45% females vs 60-55% males in CO and roughly 30% females vs 70% males in projects and among project managers. However, the number of female professional staff (NPO) has been decreasing since 2008 from 50% to 25% in 2012.



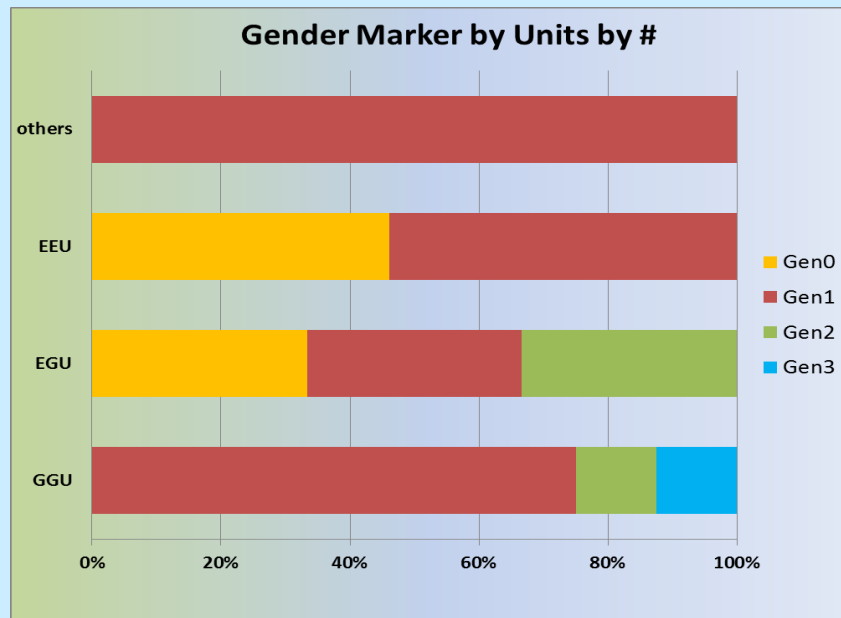
* Gender and grade FT CO Jan 2013



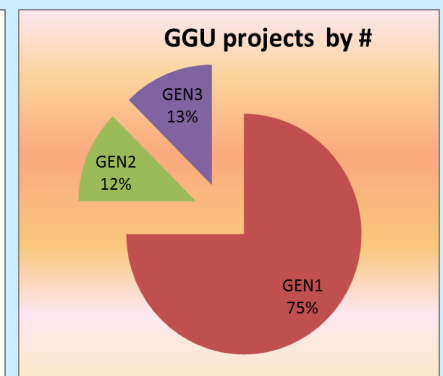
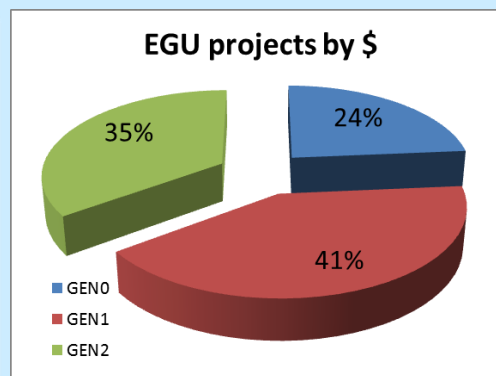
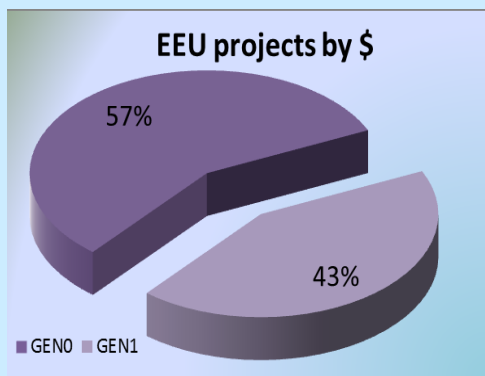
*Gender balance in professional levels FT CO Jan 2013



Gender Marker



Gender marker, introduced in 2009, rates projects on gender goals and results with GEN 0 meaning no results, GEN 1- one gender activity/result, GEN 2 – gender is mainstreamed in all project activities, GEN 3 – gender equality is the main project goal. The corporate goal is to increase GEN 1, 2 and 3 ratings and decrease GEN 0. The office figures have slightly improved in 2012: the number of projects with GEN 0 rating decreased from 38% to 26% (now 9 projects in total), the GEN 1 projects have increased from 46% to 55% (16 projects), GEN 2 and 3 rating projects have remained unchanged (5 projects). Standalone gender project 2012 budget was \$437.000, GES implementation budget - \$10.000.



PR & Outreach

Compared to previous years, UNDP Uzbekistan is discussing development issues in news, blogs, articles, project updates, publications, and events with an increased awareness of how women can contribute to foster development and also how a certain problem is affecting the well-being of women. For 2012, out of 1200 knowledge/communication products and services 800 (66%) include a gender aspect, this is a 25% increase from previous years. Specifically UNDP and UNDP-affiliated publications targeted women's entrepreneurship (being published), gender aspects of employment policy (being published), [women in rural development](#), [intra household gender based child discrimination](#) and others.



Corporate knowledge sharing tools are actively used to stir broader dialogue on development issues through the gender prism. These include Teamworks ([IT contributing to gender empowerment](#), [Aspect of gender in budgeting](#), [Encouraging women to become involved in development in environmental crisis stricken Aral Sea](#)), Voices from Eurasia ([Encouraging women entrepreneurship](#), [Access to water affecting women’s well-being](#), [Does profession have gender](#), [What is beauty, 40 lives](#), [UN Conventions on marriage and family](#), [Confessions of gender specialist](#)) and AKVO – simple reporting ([Small business support to women with disabilities](#)).

	2012	2011	2010
Total articles on www.undp.uz	126	126	115
Articles with photos of women and men	126 (100%)	118 (99% of pictures depict women & men taking active part in a process)	67 (38 have pix of men only and 10 pix with no people)
Articles with quotes from women	51 (41 %)	35 (63 quote men only and 22 have no quotes) (The number was significantly impacted by having all women senior management)	40 (55 quotes from men only and 20 no quotes)
Articles that discuss issues affecting women and UNDP's assistance in addressing them	31 (25%)	17 (which is 20% of the total articles published)	10

Major external activities for raising awareness included, among others, the organization of non-traditional female professions photo-contest and exhibition to mark International Women’s Day as well as 16 days activism by the UN team in Uzbekistan to prevent violence against women:

- <https://undp.unteamworks.org/node/201418>
- <http://www.flickr.com/photos/undpeuropeandcis/sets/72157629628024197/>
- <http://www.undp.uz/en/news/story.php?id=1764>
- <http://europeandcis.undp.org/blog/2012/11/29/kurash-wrestling-to-eliminate-violence-against-women/>
- <http://www.un.uz/en/news/85.html>
- <http://www.undp.uz/en/news/story.php?id=1655>

III. Programmatic updates

Goal 1: Achieving the MDGs and reducing human poverty

The activities of rural development programmes of UNDP Uzbekistan included capacity building of local government authorities to advocate for gender sensitive policy formulation, implementation and service delivery; community development plans incorporating women and young people’s needs and priorities; and sex-disaggregated data collection is promoted for informed policy making and local planning. There is a direct impact on increasing rural women’s employment, and women’s access to services and finance and local policy making has become more informed and gender sensitive. At least 120 local regional and district government officials trained to advocate gender sensitive policy formulation, implementation and service deliver as well as collect socioeconomic sex disaggregated data and use it for local planning; 200 communities have produced CDPs which incorporate needs of women, youth and low income priorities. Public service delivery for women’s needs has been improved by 50% as a result of rural development projects. There is increase engagement of women in decision-making processes, developing their leadership potential thus at least 3 female members in each initiative group (in 200 communities targeted by UNDP) are trained in project management.

While planning and implementing research activities due attention is given to incorporate gender aspects to the process. UNDP promotes gender responsive budgeting among national partners and public. It has developed indicators for assessing the gender sensitivity of local budgets, which were tested in two regions – Jizzakh and Tashkent oblasts. These indicators help decision-makers in assessing the gender impact of budgetary decisions. It is expected that local authorities will employ these indicators for assessing the gender impact of their policies.

UNDP supported the Government to reduce regulatory burden for the sector through standardization of operations, effective use of management tools, introduction of periodic reporting and better client protection policies. As a result, the number of clients of Microcredit Organizations increased from 6,322 clients (2008) to 11,520 (2010 the latest data available). The number of female borrowers increased from 58% to 64%.

The UN Joint Programme has greatly focused on gender mainstreaming in its activities as one of its key goals is improvement of income generation opportunities among rural population, and specifically women. In particular, it set up a group of 24 extension agents from three target districts responsible for dissemination of best practices in agriculture among their local peers. These extension agents have received an extensive training, including agro-consulting, effective water and land management. Out of them 5 are women farmers. In addition, the programme stimulates the development of business plans among rural population and especially women. Overall in 2012, 516 people (40% women) were trained across all programme components. Awareness on women's role in development of Karakalpakstan was raised through blogs and a widely disseminated poster highlighting the involvement of women in agriculture and farming.

UNDP supports the creation and sustainability of social enterprises for employment of vulnerable women and persons with disabilities in various parts of the country. About 80% of people employed in pilot social enterprises are women (mostly women with disabilities and women in vulnerable situations).

In the area of HIV/AIDS, UNDP, through its project funded by the Global Fund, assisted the Behavioral and Surveillance Study in 2011. The results indicated that 2.2% of female commercial sex workers are HIV positive, the rate has not changed since 2009. Based on the same survey % of injecting drug users who are HIV infected has fallen since 2009 from 10.9% to 8.5% in 2012 and among men having sex with men from 6.8% in 2009 to 0.7%. UNDP is contributing to achieving these positive results through provision of harm reduction services for the above groups.

Goal 2: Managing environment and energy for sustainable development

The role of women in sustainable management of natural resources has been recognized as increasingly important. Climate risk assessment, conducted in 6 pilot areas in Kashkadarya region, revealed the water resources scarcity as the main problem of farmers & households in the region, and women mainly involved into these activities, being the most vulnerable to the problem. Based on that, a study tour to Kazakhstan was organized for women farmers (100% of participants were women) to learn effective water-saving technologies in the conditions of arid climate. The technologies allow 2.5-fold saving of water & increased productivity of food & horticultural crops. As a follow-up, 2 participants established Young Farmers Schools attached to schools to engage children to water saving farming, other participants are nearly to start equipping & employing the techniques at farms & household plots.

Gender issues are incorporated into key strategic documents on improving water management sector to be recommended for Government implementation. Additionally, the partners and contractors awareness on gender equality issues in water management was raised. The assessment of water challenges from gender perspectives was conducted in pilot communities in Samarkand. Importance of equal involvement of men and women into water resources management, central role of women in water provision, management and safeguarding were emphasized among local communities through awareness raising campaign & trainings. Review of existing social, economic, environmental & gender dimensions of pilot community in Samarkand region through a gender study was conducted. Special activity on increasing gender competency of academic staff of secondary special vocational education (college/lyceums) for greater involvement of women to water management career was initiated. A Handbook on Gender mainstreaming in secondary special vocational education has been developed and series of 18 academic hour trainings was provided for academic staff of lyceums and colleges in Tashkent, Samarkand and Navoi regions.

Within Sustainable Land Management initiatives, small businesses established as alternative income sources for 8 women in pilot area in Karakalpakstan. Women trained on garden & yard works, farming, harvest storage & conservation methods to allow addressing family economic issues.

Due to its technical nature, energy & environment sector constantly comes across with lack of qualified women specialists in this field. A discussion to showcase successful women managers in oil and gas industry sector was organized to increase awareness of student girls in possibly pursuing careers in these fields.

Gender issues in environment widely illustrated through information materials & internet. Reports reflected gender issues, used sex-disaggregated data, identified gender gaps & gender-related successes. Affirmative actions are being taken to ensure participation of women in activities/events/pilots.

Goal 3: Supporting crisis prevention and recovery

Supporting crisis prevention and recovery is relatively new and limited programming area for UNDP Uzbekistan. As such, the work is mainly focused on capacity building on disaster risk management throughout Uzbekistan and is currently at the beginning stage of implementation. This area, however, is considered to be highly gender sensitive, since women are referred as the most vulnerable to disaster risks. During the reporting period gender mainstreaming activities into disaster risk management area were implemented through the following:

- Awareness raising campaign for youth – contest on essay competition among students-journalists on “Disaster Risk Reduction: Prevention Pays”, where 75% of participants and 100% of winners were women.
- A project advocacy and outreach strategy on disaster and emergency situations preparedness by local population is developed. The strategy is particularly focused on women as one of the most vulnerable category of population.
- International Disaster Risk Reduction Day was widely celebrate through organization of a disaster risk reduction week, involving a wide range of events, such as exhibition, roundtables, competitions, simulation exercise. 2012 theme was “[Women and girls are invisible force](#)” and UNDP cooperated with UN Women in organizing the week
- Knowledge on earthquake risk mitigation was increased through trainings among about 300 community leaders, school/college/lyceum directors, were 80% of participants were women, in pilot territory in Tashkent city.
- [Manuals](#) on seismic safe construction were [published](#) and broadcasted via TV for public. The TV program aroused a high interest to the topic among audience, as a result a number of community leaders-women referred to the project for detailed consultation and replication of experience.

Goal 4: Fostering democratic governance

With support of UNDP, starting from 2012 The State Employment Programmes reflect gender issues and include sex-disaggregated indicators. Specialists from the Ministry of Labour and Social Protection of Population involved in the formulation of the employment policy making increased their understanding of the importance of gender issues. The policy brief on “Effective employment policy: realization of women’s employment capacities” has been prepared. Support is being provided to the establishment of 5 new innovative social services for women in vulnerable situations (victims of traffic, domestic violence, women from low-income rural areas, women with disabilities) such as: establishment of 3 shelters, Centers for rehabilitation and job placement of women with disabilities, Service of personal assistants (within which unemployed women from low-income area will be trained as personal assistants. About 70% of beneficiaries of NGO-based Social Services supported by UNDP in 2012 were women.

UNDP contributed to the improved understanding of gender aspects of law-making and knowledge about major UN Conventions on family and marriage issues – CEDAW, Convention on Consent to Marriage, CRC, CRPD, ILO maternity protection convention- of around 100 MPs and Senators of Uzbekistan helping the nation to achieve the 3rd MDG ‘Promote Gender Equality and Empower Women’.

Local governance initiatives of UNDP have mainstreamed gender in a number of ways. Firstly, participation of women in local governments’ decision making process was a core subject of research conducted in khokimiyats (local authorities) of Jizzakh and Namangan regions. Policy advisory recommendations on inclusion of qualified women candidates into official reserve of human resources for managerial positions of local authorities were presented to regional partners and stakeholders. Secondly, income generation of guest-houses in Zaamin tourism district of Jizzakh region was improved through decorative handcrafting skills training for women. Finally, one of pilot local public services One-Stop-Shops launched by UNDP, located in Namangan city, provided social and interactive information services for 3328 clients for the period between January and mid-September 2012. Women made up 39% of clients.

Useful links: [UNDP Uzbekistan Gender Equality Strategy 2010-2015](#), previous reports ([2010](#), [2011](#))