



**NATIONAL ACTION PLAN ON GENDER  
EQUALITY  
2015-2017**

**Bishkek**

**National Action Plan  
On the achievement of gender equality in the Kyrgyz Republic for 2015-2017**

| No.   | Objectives  | Measures / actions  | Basic data  | Indicator  | Unit of measurement for indicator | Implementation period                | Expected outputs (products)  | Executive in charge   | Partners (subject to agreement) |
|---|---|---|---|--|-----------------------------------|--------------------------------------|--|---|---------------------------------|
| <b>I. WOMEN'S ECONOMIC EMPOWERMENT</b>  |   |   |   |  |                                   |                                      |  |   |                                 |
| <b>The objective 1.1. Improve the labor conditions to combine work and family obligations</b> |   |   |   |  |                                   |                                      |  |   |                                 |
| 1.1.1.  | Introduce the best models of combining the labor and family obligations into the activities of the state bodies within the framework of the Program "State is a model employer" | 1.1.1.1. Study the implementation experience of 2 pilot models to combine work and family obligations (NBKR, KR Government Plenipotentiary Representative Office (GPRO) in Naryn Oblast)  | Implementation Reports on 2 pilot models, in the NBKR and KR GPRO in Naryn Oblast | Guidelines on implementation of the models on combining work and family obligations is developed | Document                          | IV quarter 2015- I-II quarters, 2016 | Step-by-step algorithm of implementation of model on combining the labor and family duties based on studying the experience of NBKR, Office of the Plenipotentiary Representative of the KR Government in Naryn Oblast | MoLSD, NBKR (subject to agreement), KR GPRO in Naryn Oblast | UNDP, UN Women                  |
|   |   | 1.1.1.2. Prepare and conduct the public discussion on the introduction of the model "State is a model employer" followed by the results of analysis on the pilot models to combine the work and family obligations and the development of Guidelines for implementation of the model on |   | Resolution on expansion of the model based on results of public discussion                       | Event                             | IV quarter 2015- I-II quarters 2016  | Public discussion held   | MoLSD   | UNDP                            |

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|  |   | combining work and family obligations  |   |   |                                   |  |  |                                    |                                 |
|  |   | 1.1.1.3.Draft the normative legal act (NLA) on introduction of the approach "State is model employer" to create conditions for combining work and family obligations   |   | NLA   | Document                          | II-III quarters 2016- I-II quarters 2017 | The mechanism of implementation of the approach "State is a model employer" is defined to create conditions for combining work and family obligations, including monitoring and evaluation | MoLSD, NSC (subject to agreement)  |                                 |
| <b>The objective 1.2. Provision of employment for women by the expansion of sources for strengthening the women's economic empowerment</b> |   |  |   |   |                                   |  |  |                                    |                                 |
| 1.2.1.   | To introduce the gender approaches into the activity of financial credit institutions of the republic | 1.2.1.1.Incorporate the gender expert into the process of drafting a microfinance strategy for next mid-term period, and conduct gender analysis of the project  |   | Quantity of measures of the strategy including gender aspect<br><br>Conclusion of the gender expertise                          | Document<br><br>Unit.             | IV quarter 2015 - I-II quarters 2016     | Harmonization of the new strategy on micro-financing with gender legislation .<br><br>Conclusion of the gender expertise on the micro-financing draft strategy is submitted to the GoKR    | MoLSD, AMFO (subject to agreement) | ADB                             |
|  |   | 1.2.1.2. Conduct the inventory of the lending terms and conditions of by the FCE and develop a package of recommendations on application of the financial services most suitable for progress of female business | Project on the development of Women Entrepreneurship (MoE and ADB) has expertise in three pilot FCE | The report with recommendations on possible financial services, the most suitable for the development of women entrepreneurship | Document                          | I-IV quarters 2016                       | The recommendations on the possible financial services most suitable for the development of women entrepreneurship is submitted to the Government of the KR                                | MoE, MoLSD                         | ADB                             |
| 1.2.2.   | Initiate the implementation of  | 1.2.2.1. Develop a project and pilot the   | Business skills are   | Project Proposals /   | Document/ Unit.                   | I quarter 2017                           | The mechanism of support for women's   | MoE, MoLSD                         | ADB, USAID, WB, SDC             |

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|   | the pilot tools for the development of SMBs, including the empowerment of women entrepreneurship | opening of the special National Advisory Centre on training and individual counseling for women, youth, minorities, including PWD, startups, the creation and development of pilot value chains, the creation of pilot technological parks providing the equipment for lease | low, there is no single effective method of teaching in financial literacy, there is no reliable market information for business development in rural areas and small towns | Pilot Counseling Center  |                                   |                       | entrepreneurship with subsequent piloting is developed  |   |                                 |
|   |  | 1.2.2.2 Study the experience of the National Advisory Centre on training and individual counseling and develop a methodology for distribution it nationwide  |   | The report on efficiency of the activity and Guidelines on development of the advisory centers for DWE | Document                          | IV quarter, 2017      | The assessment of the mechanism of support and DWE is conducted   | MoLSD                                   | USAID, WB, SDC                  |
| <b>The Objective 1.3. Provision of accounting for the economic input of women into the social development</b> |  |  |   |  |                                   |                       |   |   |                                 |
| 1.3.1.  | The evaluation of women's informal labor contribution into the social development                | 1.3.1.1. Conduct the inventory and assessment of all formal studies in the field of economy and finance for the last three years (2011-2014.) on the subject of gender aspects   |   | Evaluation Report  | Document                          | IV quarter, 2017      | The assessment is conducted. The recommendations for the institutionalization of gender mainstreaming in formal studies are | MoLSD, NiOSR, NSC(subject to agreement) |                                 |

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|  |  |  |   |  |                                   |                                    | developed   |                                |                                 |
|  |  | 1.3.1.2. To include into the statistical work plan the inquiry on necessity of including the definition of indicators of women's informal employment in KR into the current methodology of the NSC | There is a methodology to determine the share of the informal economy in GDP  | The request is submitted   | Document (%)                      | I quarter, 2017                    | The indicators of informal employment of women in the Kyrgyz Republic are included into statistical work plan | NSC(subject to agreement), MoE |                                 |
| 1.3.2.   | Introduction of the mechanism of gender element into the program budget of MoLSD | 1.3.2.1 Implement the gender dimension in the program budget of the MoLSD  | The proposal of the EU project, UN Women, IS on changes in the methodology of the program budget for the objective of gender mainstreaming in the budgetary process | The presence of the program on gender policy in the budget MoLSD | Document                          | IV quarter 2015. – IV quarter 2016 | The program budget of the MoLSD is included in the program on gender policy                                   | MoLSD, MoF                     | EU Project UN Women             |
|  |  | 1.3.2.2. Pilot the development of gender-oriented program budget in one of example ministry (MoLSD)  |   | Gender-oriented program budget of the Ministry                   | Document                          | I-IV quarters, 2017                | The program budget of the ministry oriented on gender issues (as part of the Law on budget)                   | MoLSD, MoF                     | EU Project UN Women             |
| <b>II. DEVELOPMENT OF THE SYSTEM OF FUNCTIONAL EDUCATION</b> |  |  |   |  |                                   |                                    |   |                                |                                 |

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| <b>The objective 2.1. The development of functional education in the field of illiteracy parenting in pilot areas</b> |   |   |  |   |   |   |   |  |   |
| 2.1.1.  | Analysis of the model projects on functional education for parents, generalization of experience and preparation of materials for distribution in regions | 2.1.1.1 Generalization of experience and preparation of materials for parents, created in the framework of children's centers in Jeti-Oguz Rayon, Issyk-Kul Oblast and community kindergartens in Aravan Rayon, Osh Oblast; experience of the project "School of fathers" in Batken, Talas and Chui Oblasts; experience of the project "The Magic Box" (within the UNICEF project) in Batken Oblast to work with parents on early childhood development | Experience of pilot projects activities  | Review of experience, recommendations and package of information materials for distribution to the local communities of pilot districts     | Document                                | IV quarter, 2015- I-II quarters, 2016     | Experience is generalized, the recommendations are provided for dissemination and implementation in pilot areas | MoLSD, MoES, MoH, LSA, AoVE, RCoSH, LSGB (subject to agreement)  | UNICEF, UNPF, AoRH, VHC                         |
| 2.1.2.  | Disseminate the experience of pilot projects in the Batken, Issyk-Kul, Naryn, Talas, Osh Oblasts and Bishkek city   | 2.1.2.1. Conduct 19 workshops to share the experiences and materials for parents in Balykchy and Karakol cities, in local communities Issyk-Kul and Tuip Rayons of Issyk-Kul Oblast, as well as Osh and Kara-Kulja Rayons of Osh Oblast; Leilek and   | The generalized experience, information and training materials of the projects | Number of preschool educational facilities, in which the experience is being introduced<br><br>The number of family members involved in the | Organizational units.<br><br>The person | I-IV quarters, 2016 - I-II quarters, 2017 | The experience of the projects is distributed on the territory of the republic                                  | MoLSD, MoES, MoH, LSA, AoVE, RCoSH, LSGB (subject to agreement ) | UNICEF, UNPF, VHC, PL, schools, PEO, local NGOs |

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|  |  | Batken Rayons of Batken Oblast, in all districts of Talas Oblast, Issyk-Ata and Sokuluk Rayons of Chui Oblast                     |   | events<br><br>The number of "Schools for fathers" in the pilot areas<br><br>The number of parents and other family members trained in VHC on Project materials | Organizational unit ("school")<br><br>The person      |  |   |                     |                                 |
| 2.1.3.   | Conduct the final evaluation of extending the experience within the objectives set out in paragraphs 2.1.1. and 2.1.2. | 2.1.3.1. Carry out the monitoring and assessment of results of the work done  | Activities in accordance with the NAP                         | Monitoring Report  | Document  | III-IV quarters, 2017                        | Summarized results of the NAP implementation in the framework of the objectives referred to in paragraphs 2.1.1. and 2.1.2. | MoLSD               | LSA, LSGB, NGO                  |
| <b>The objective 2.2. Create the system of functional education in the field of reproductive health in the pilot areas</b> |  |   |   |  |   |  |   |                     |                                 |
| 2.2.1.   | Propagation of base knowledge on RH among teenagers  | 2.2.1.1. The opening of the new CoFY-based on CoFM in Bishkek city, Chui, Talas and Batken Oblasts, Karakol and Kyzyl-Kiya cities | 8 opened CoFY in all regions and 2 CoFY-based on AoRH clinics | Number of the new CoFY<br><br>The number of teens who have used the CoFY services  | Organizational units (Room, office)<br><br>The person | I-IV quarters, 2016-<br>I-II quarters, 2017  | Teens use the services of CoFY, the reproductive health of the teens is being improved                                      | MoH, CoFM, MoLSD    | UNPF, AoRH, LSGB, Local NGOs    |
|  |  | 2.2.1.2. Carrying out of courses on RH based on VSH   | Teachers from VSH, trained on the course "Healthy Lifestyle"  | Carrying out of 12 one-day seminars (1 annual seminar on the   | The person  | I-IV quarters, 2016 -<br>I-II quarters, 2017 | Reproductive health of young people is improving, rate of teenage pregnancies and DSTI among                                | AoVE, MoH, MoLSD    | UNPF, VSH, LSGB, Local NGOs     |

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|        |   |   |   | basis of 4 pilot VSH)  |                                      |   | young people is declining  |  |                                 |
| 2.2.2. | Distribution of basic knowledge on RH among officers serving in the Armed Forces of the Kyrgyz Republic | 2.2.2.1. Conduct consultations with SCoD and one-day information brief for military doctors and paramedics on selection of 12 pilot military units    | Working with management of SCoD   | Military units identified for the pilot                      | Organizational unit (military units) | I quarter, 2016                           | There are units ready to participate in the implementation of the NAP                    | SCoD, MoLSD                            | Local garrisons                 |
|        |   | 2.2.2.2. Conduct 2 three-days trainings for trainers among officers and junior commanders of the military medics                                      | Availability of training modules on RH for youths                         | Officers-coaches on RH                                       | The person                           | IV quarter, 2015- I-II quarters, 2016     | Officers and the younger command structure, ready to carry-out trainings on RH           | SCoD, MoH, RCoSH, MoLSD                | UNPF, AoRH                      |
|        |   | 2.2.2.3. Carry out 24 two-days trainings by the officers-trainers (1 training per year) in the pilot units of the Armed Forces of the Kyrgyz Republic | Trained coaches among officers  | The conducted trainings<br><br>Quantity the soldiers trained | Training<br><br>Person               | I-IV quarters, 2016 – I-II quarters, 2017 | Military personnel have been trained.<br>The level of RH among young people is improving | SCoD, MoH, ROoSH, MoLSD                | UNPF, AoRH                      |
| 2.2.3. | Creating the system of distribution of basic knowledge on RH among men in rural areas                   | 2.2.3.1. To consult with the Ministry of Health on selection of two pilot regions   | Necessity of improvement the for RH of men in the rural area              | The pilot regions are defined                                | Division of the MoH                  | IV quarter, 2015 - I quarter, 2016        | The pilot regions are selected   | MoH, National Center of Urology, MoLSD | UNPF, ROoSH, RCoSH, VHC         |
|        |   | 2.2.3.2. Preparation of information and training materials package for health officers and the population   | Availability of the developed materials for training and public awareness | The package of training and information materials            | Document                             | IV quarter, 2015 - I quarter 2016         | The package of training and information materials is prepared                            | MoH, National Center of Urology, MoLSD | UNPF, RCoSC                     |
|        |   | 2.2.3.3. Carry out two one-day seminars to explain the principles   | Available package of training and   | The conducted seminars                                       | Workshop                             | I-IV quarters 2016 r.                     | Health care workers and members of the VHC trained                                       | MoH, National Center of Urology,       | UNPF, AoRH RCoSH, ROoSH,        |

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|   |  | of information and counseling for men in each of the pilot regions   | information materials                                       | Quantity of the physicians trained                        | The person                        |   |  | MoLSD               | CoFM                            |
| 2.2.4.  | Conduct the final assessment in the framework of the objectives referred to in paragraphs 2.2.1 – 2.2.3  | 2.2.4.1. Collection of reports and summary of the results of the work done   | Activities in accordance with the NAP                       | Monitoring Report   | Document                          | III-IV quarters 2017                    | Summarized results of the implementation of the NAP in the framework of the objectives referred to in paragraphs 2.2.1. - 2.2.3                              | MoLSD               | LGA, LSGB, CoFM, VCoH, NGO      |
| <b>The objective 2.3. Create the system of functional education in improving the skills of living in diverse society in pilot areas</b> |  |  |   |   |                                   |   |  |                     |                                 |
| 2.3.1.  | Organize the work at the level of the pilot communities to conduct training on the topic of diversity management, conflict and the implementation of UN resolution 1325 (Bishkek, Osh, Jalal-Abad, Chui, Batken) among the activists of women's NGOs | 2.3.1.1. Consult with SALGIR and select pilot communities in cities Bishkek and Osh, Batken, Jalal-abad, Issyk-Kul, Osh and Chui Oblasts       | The presence of trainers and training modules in the region | List of regions   | Документ                          | IV quarter 2015- I quarter 2016         | The Pilot communities are identified   | MoLSD, SALGIR       | UNDP, OSCE NGO                  |
|   |  | 2.3.1.2. Conduct 7 three-days training with gender activists, members of local government bodies and local activists in the pilot regions      | Readiness of the regions for work                           | Quantity of trained people                                | The person                        | I-IV quarters 2016 - I-II quarters 2017 | Representatives of gender NGOs and local government bodies are trained. The risk of inter-ethnic conflicts is reduced  | MoLSD, SALGIR       | UNDP, OSCE NGO                  |
|   |  | 2.3.1.3. Conduct training of girls and boys in conflict management and gender equality on the principle of "peer to peer" in 120 pilot schools |   | Quantity of trained people involved in project activities | The person                        | 2015 – 2017.                            | 15,000 young girls and boys are aware of the rights for young women and men, on gender equality, how to analyze the conflict situation and prevent conflict. | MoES, Pilot schools | UN Women, NGOs                  |

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|   |   |  |  |                                 |                                   |   | 5000 have acquired the skills of conflict management and promotion of gender equality. The coaches are prepared –mentors from youth               |   |                                 |
| 2.3.2.  | Conduct the final assessment in the framework of the objectives specified in paragraph 2.3.1.   | 2.3.2.1. Collection of reports and generalization of results of the work done  | Activities in accordance with the NAP  | The report on monitoring        | Document                          | III-IV quarters 2017                    | Summarized results on the implementation of the NAP in the framework of the objectives specified in paragraph 2.3.1.                              | MoLSD   | LSA, LSGB, NGO                  |
| <b>The objective 2.4. Create the system of functional of education in the field of gender equality in the pilot areas</b> |   |  |  |                                 |                                   |   |   |   |                                 |
| 2.4.1.  | Organize the work at the level of pilot communities to conduct training on gender equality, women's conductedership , gender budgeting (Bishkek city, Issyk-Kul, Chui and Batken Oblasts) | 2.4.1.1. Select pilot communities in Bishkek city, Batken, Issyk-Kul and Chui Oblasts  | Availability of operational experience in separate regions and the information from the database | List of regions                 | Document                          | IV quarter 2015 - I-II quarters 2016    | Pilot communities are identified  | MoLSD, ministries and departments, LSGB (subject to agreement) Bishkek city Mayor's Office (subject to agreement) | UNDP, Local NGOs                |
|   |   | 2.4.1.2. To conduct 8 two-day trainings with employees of the LSGB and local activists in pilot regions                          | Readiness of the regions for work  | Quantity of the persons trained | Seminar-training<br>The person    | I-IV quarters 2016 - I-II quarters 2017 | In pilot regions the awareness in area of a gender is growing. The number of women-conducteders is increasing                                     | MoLSD, LSGB pilot areas (subject to agreement)  | UNDP, Local NGOs                |
|   |   | 2.4.1.3. Conduct training of local women activists and representatives of the local government bodies in 30 pilot municipalities |  | Quantity of the persons trained | Seminar-training<br>The person    | IV quarter 2015 - I-IV quarters 2016    | In the pilot communities, the sustainable support groups for gender-sensitive local planning and promotion of women's political participation are | LSGB pilot areas (subject to agreement)   | UN Women NGOs                   |

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|   |   |   |  |   |                                      |   | developed   |                             |                                 |
| 2.4.2.  | Propagation of basic knowledge on gender equality and bride-kidnapping, early marriages, among the short term recruited soldiers of Armed forces KR | 2.4.2.1 To conduct consultations with SCoD and one-day information brief for command structure at the selection of 12 pilot military units of the Army                  | Working with the SCoD management                       | Military units identified for the pilot                         | Organizational unit (military units) | I quarter 2016                              | There are units ready to participate in the implementation of the NAP   | SCoD, MoLSD                 | Local garrisons                 |
|   |   | 2.4.2.2. Conduct 2 three-days trainings for trainers among officers and junior officers   | Available training modules on gender equality for boys | The officers-trainers on gender equality                        | The person                           | I-II quarters 2016                          | Officers and the younger command structure are ready to conduct trainings on gender equality  | SCoD, MoLSD                 | UNDP, Local NGOs                |
|   |   | 2.4.2.3. Carry out 24 two-days trainings of trainers by the officers in the pilot units of armed forces of the Kyrgyz Republic (1 training per year in each pilot unit) | The prepared couches among officers                    | The conducted trainings<br><br>Quantity of the soldiers trained | Training<br><br>The person           | II-IV quarters 2016-<br>I-II quarters 2017r | Military personnel have passed trainings.<br>The quantity of cases on bride-kidnapping is decreased.<br>The level of domestic violence is decreased | SCoD, MoLSD                 | UNDP, Local NGOs                |
| 2.4.3.  | Conduct the final assessment in the framework of the objectives referred to in paragraphs 2.4.1. and 2.4.2.   | 2.4.3.1. Collection of reports and generalization of results of the work done   | Activities in accordance with the NAP                  | The report on monitoring  | Document                             | III-IV quarters 2017                        | Summarized results of the implementation of the NAP in the framework of the objectives referred to in paragraphs 2.4.1. and 2.4.2.                  | MoLSD                       | LSA, LSGB, NGO                  |
| <b>III. ERADICATION OF DISCRIMINATION AND EXPANSION OF ACCESS TO JUSTICE</b>  |   |   |  |   |                                      |   |   |                             |                                 |
| <b>The objective 3.1. Strengthening the legal and institutional mechanisms of access to justice in cases of gender discrimination and gender violence</b> |   |   |  |   |                                      |   |   |                             |                                 |
| 3.1.1.  | To make amendments to   | 3.1.1.1. To carry out the study on the  | Special report by Ombudsmen                            | Document  | unit                                 | I-III quarters 2016                         | The practice of violations of the rights  | Ombudsmen of the KR(subject | NGO                             |

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|     | the current legislation regarding the prevention of gender discrimination both gender violence, and expansion of access to justice | violation of the rights of women in labour area, including sexual harassments in area of labour, office relationships   | KR concerning the violations of the rights of women in labour area                   |   |                                   |                                   | of women in employment is defined, including by sexual harassment; recommendations on the results of the study to make changes to the current legislation | to agreement), MoLSD, SIETS, AoPM under the President of the KR (subject to agreement)   |                                 |
|     |  | 3.1.1.2. To carry out the studies concerning the attitude of society to gender, bride-kidnapping of women for forced marriage, issues of the domestic violence, commerce and sexual exploitation of women and girls, sexual violence, including from vulnerable and marginal groups, as well as in the places of imprisonment, including study of the issue on access to justice for the victims of gender violence |  | Document  | Unit                              | IV quarter 2015 – II quarter 2016 | The issues in the studied areas are defined. Recommendations are developed for modification in the current legislation                                    | MoLSD, MoH, MoIA, MoED, SPS, SBS, GPO (subject to agreement) LSGB(subject to agreement) AoPM under the President of the KR(subject to agreement) NSC(subject to agreement) | NGO, UNPF, IOM, UN Women        |
|     |  | 3.1.1.3. To establish the inter-agency working group for development of proposals on modification in NLA regarding the  | Experience of formation of the inter-agency working groups on the development of NLA | Order of the MoLSD on establishment of the inter-agency working group | Document                          | III quarter 2016                  | The inter-agency Working Group is formed  | MoLSD, SIETS, MoIA, MoH, MoES, SALGIR, SPS(subject to agreement) GPO(subject to  | FoTU of Kyrgyzstan, NGO         |

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|     |            | elimination of norms, specifying the gender discrimination, violence and expansion of access to justice   |   |  |                                   |                                       |  | agreement)AoP M under the Prezident of the KR(subject to agreement) Ombudsmen of the KR (subject to agreement) |                                 |
|     |            | 3.1.1.4. Development of proposals on amendments to the NLA by the Inter-agency Working Group, including the Law "On social and legal protection from the domestic violence" for the elimination of gender discrimination, violence and access to justice, including on the issues: women's labor rights, sexual harassment in labor relations; regulate the process of religious marriage "Nike", the abduction of women for forced marriage, issues of domestic violence, trafficking in sexual exploitation of women and girls, sexual violence, including vulnerable and marginalized groups | Data of the conducted studies on sexual harassment and sexual violence, early marriages. The Draft Law on introduction of the administrative responsibility of the representatives of RBMK for carrying out the religious marriage ceremony "Nike" without the state registration of marriage | List of the NLAs which is necessary to amend | Unit.                             | III-IV quarters 2016– IV quarter 2017 | The proposals on amendments and changes to the NLA are developed | MoLSD, RBMK SCoRA(subject to agreement)  | FoTU, NGO, RBMK                 |

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|        |  | 3.1.1.5. To conduct the public discussion to consider the proposals of the Inter-agency Working Group at the meeting of the National Council for Gender Development under the Government of the Kyrgyz Republic and submit the NAP to the Government of the Kyrgyz Republic for consideration |  | Quantity of the activities  | Unit                              | II-III quarters 2017  | In draft NLAs, the remarks and comments are considered. Draft NLAs are submitted for consideration of the Government of KR | MoLSD  | NGO                             |
| 3.1.2. | Promote the correct and uniform application of the rules of law by the courts for crimes against women and girls | 3.1.2.1. To generalize the judicial practice on crimes against women and girls during the period of 2011-2014 (Articles 129, 130, 132, 133, 144, 153, 154, 155 of the Criminal Code), and to prepare recommendations for the correct and uniform application of the rules of law by courts    | Generalization of court practice           | Recommendations for the uniform application of the rules of law on crimes against women and girls | Document                          | I quarter 2016 r.     | Generalization of court practice and publication on the official website of the SC   | SC (subject to agreement)<br>JD (subject to agreement)   |                                 |
|        |  | 3.1.2.2. Develop a document on the training of judges of district, inter-district and regional courts to make recommendations to the correct and  | There is experience in the Training Center | To include issues of consideration of crimes concerning women and girls in the program of         | Document                          | I-IV quarters 2016 r. | The judicial body uniformly applies rules of law when considering the crimes concerning women and girls                    | SC(subject to agreement),<br>JD(subject to agreement),<br>The judicial body (subject to agreement) |                                 |

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|--------|--|--|---|---|-----------------------------------|-----------------------------------|---|--|-----------------------------------|
|        |  | uniform application of the rules of law by the courts for crimes against women and girls   |   | the Training center   |                                   |                                   |   |  |                                   |
| 3.1.3. | Establish 12 committees on prevention the domestic violence in Osh and Chui Oblasts  | 3.1.3.1.Training for community on CoPDV  |   | Quantity of trainings   | Unit                              | 2015–2017                         | Trainings for local community are conducted   | MoLSD  | The UN Trust Fund, PF "Open Line" |
|        |  | Creating the official site for CoPDV   |   | Quantity of the trained persons   | The person                        |                                   | Designed for the official website of the CoPDV  |  |                                   |
|        |  | 3.1.3.2.Establish the platform for informal learning and to mobilize women and men   |   | Site  | Unit                              |                                   |   |  |                                   |
|        |  | 3.1.3.3. Conduct the exhibition and the final conference of the CoPDV  |   | Quantity of the conducted actions   | Unit                              | 2015-2017                         | As part of the work: 1 event in 2015, two events in 2016, 1 event in 2017 are carried out.  | MoLSD  | The UN Trust Fund, PF "Open Line" |
|        |  |  |   |   |                                   | 2017                              | The conference is held  | MoLSD  | The UN Trust Fund                 |
| 3.1.4. | Implement the sustainable system of coordination and cooperation between state bodies, LSGB in terms of prevention, detection, response, medical, social, legal aid and rehabilitation in cases of gender-based violence, abuse, torture | 3.1.4.1. Develop the mechanism for inter-agency coordinated response and service standards for prevention, detection, response, medical, social, legal aid and rehabilitation in cases of gender-based violence, abuse, torture and other forms of violence, including in emergency situations | The experience of Bishkek, Osh, Jalal-Abad, Uzgen cities. Experience of the CoPDV. Clinical Protocol of the Ministry of Health for assisting in cases of sexual violence. Results of the study of family problems, sexual violence, | The system of inter-agency coordinated response, the standards of services / help | Document                          | IV quarter2015 – I quarter2017 r. | The mechanism of the Inter-agency coordinated response is developed<br><br>The list of minimum standards and services can be provided by government agencies and local government bodies is develop | MoLSD, MoIA, MoH, SALGIR, MoES, MoEM, Ombudsman of the KR(subject to agreement), LSGB (subject to agreement) | NGO                               |

| No. | Objectives   | Measures / actions   | Basic data  | Indicator   | Unit of measurement for indicator | Implementation period                | Expected outputs (products)   | Executive in charge  | Partners (subject to agreement) |
|-----|--|--|---|---|-----------------------------------|--------------------------------------|---|--|---------------------------------|
|     | and other forms of violence, including in emergency situations |  | abduction of women for marriage   |   |                                   |                                      |   |  |                                 |
|     |  | 3.1.4.2. In all regions, conduct the training for employees of state bodies and local self- government bodies for the dissemination of coordinated inter-agency response mechanism and standards for prevention, detection, response, medical, social, legal aid and rehabilitation in cases of gender-based violence, abuse, torture and other forms of violence, including in emergency situations | The experience of the pilot projects of Bishkek, Osh, Jalal-Abad, Uzgen cities  | Quantity of trainings<br><br>Quantity of the persons trained                                | Unit<br><br>The person            | IV quarter 2016–<br>IV quarter 2017  | The potential of the state bodies and LSGB on the system of coordinated response standards and standards of providing the assistance to victims of domestic and sexual violence increased | MoIA, MoLSD, MoH, SAfLGIR, MoEM, MoES, Ombudsman of the KR(subject to agreement)   | NGO, UNPF                       |
|     |  | 3.1.4.3. Run five pilot projects for inclusion in the curriculum of the training for personnel of the law enforcement and judicial bodies, health, education, social protection bodies and LSG, issues for coordinated   | Programs of some educational institutions contain issues of gender training for students (for example, faculty of law in KRSU, course in the Academy of | Quantity of the educational institutions introduced a gender component into the curriculums | Unit                              | IV quarter 2015–<br>III quarter 2016 | Curriculums on improvement of professional skill, programs of training in high educational institutions   | MoLSD, GPO(subject to agreement), SC(subject to agreement) MoIA, MoH, MoES, SALGIR | NGO, Fund "Soros - Kyrgyzstan"  |

| No.    | Objectives   | Measures / actions   | Basic data                        | Indicator  | Unit of measurement for indicator | Implementation period                | Expected outputs (products)  | Executive in charge  | Partners (subject to agreement) |
|--------|--|--|-----------------------------------|--|-----------------------------------|--------------------------------------|--|--|---------------------------------|
|        |  | interagency response and service standards for prevention, detection, response, medical, social, legal aid and rehabilitation in cases of gender-based violence, abuse, torture and other forms of violence and to recommend them for inclusion in the program to other educational institutions | the Ministry of Internal Affairs) |  |                                   |                                      |  |  |                                 |
| 3.1.5. | Capacity building for the employees of the law enforcement bodies in the area of efficient investigation of gender crimes and calling to account of guilty persons | 3.1.5.1. Include into the attestation objectives of law enforcement bodies staff the questions on gender equality, gender discrimination and violence  |                                   | Changing of the attestation materials  | Document                          | IV quarter 2015 – II quarter 2016 r. | When attesting the personnel of the law enforcement bodies gender competence is considered   | GPO (subject to agreement) MoIA, Ombudsman of the KR(subject to agreement) MoLSD | NGO                             |
|        |  | 3.1.5.2.To develop the Guidelines for employees of law enforcement bodies effective investigation of the crimes against life and health, freedom,  |                                   | Guidelines on the investigation of gender crimes<br><br>Quantity of seminars | Document<br><br>Unit              | I-IV quarters 2016                   | Guidelines on the effective investigation of the gender-based crimes is developed, introduced into the practice of law enforcement bodies. Law enforcement | GPO og the KR (subject to agreement) MoIA  | NGO                             |

| No.    | Objectives  | Measures / actions   | Basic data   | Indicator | Unit of measurement for indicator | Implementation period | Expected outputs (products)  | Executive in charge  | Partners (subject to agreement) |
|--------|---|--|--|-----------|-----------------------------------|-----------------------|--|--|---------------------------------|
|        |   | honour and dignity of the person, against sexual immunity and personal sexual freedom, against the family, accomplished against women, to enter it into practical activities and to conduct one seminar in each region for employees of law enforcement bodies to study it         |  |           |                                   |                       | officers are trained   |  |                                 |
| 3.1.6. | Improvement of the collection system , the analysis and quality of statistical data on gender discrimination and violence | 3.1.6.1.Analyze the national statistical reporting on gender-based discrimination and violence, to develop recommendations on its improvement with further consideration at the meeting of the National Council for Gender Development under the Government of the Kyrgyz Republic | There is experience in assessing the reporting of the courts, the MoIA, MoH on domestic violence. There is the experience of submission of the decisions of the National Council for Gender Development under the Government on improving the NLA to the Government of the Kyrgyz Republic | Document  | Unit                              | II-IV quarters 2016   | The analysis is conducted, the list of statistical indicators to be included in the national statistics is prepared<br><br>The recommendations are considered, the decision of the National Council for Gender Development under the Government of the Kyrgyz Republic is made | MoLSD, NSC(subject to agreement) MoIA, SC(subject to agreement), JB(subject to agreement), MoH, MoES, SALGIR | NGO                             |

| No.    | Objectives   | Measures / actions   | Basic data   | Indicator  | Unit of measurement for indicator | Implementation period             | Expected outputs (products)   | Executive in charge  | Partners (subject to agreement) |
|--------|--|--|--|--|-----------------------------------|-----------------------------------|---|--|---------------------------------|
|        |  | 3.1.6.2. Make changes in the national and agency statistics on gender-based discrimination and violence  | There is the experience in improving the statistical forms of reporting, MoIA, MoH | The number of entered new/agreed indicators in the statistical forms                             | Unit                              | IV quarters2015 – IV quarters2016 | Improved forms of the statistical reporting   | NSC(subject to agreement), MoIA, SC(subject to agreement), JB(subject to agreement), MoH, MoLSD, MoES, SAfLGIR, AoCC(subject to agreement) | NGO                             |
|        |  | 3.1.6.3. Conduct one workshop in all regions for the statistical services, for the employees of the MoIA, SC, JB, MoH, NSC on collection of data on gender-based discrimination and violence | Manuals on the collection of data on domestic violence in the courts, MoIA, MoH    | Number of employees of statistical offices trained   | The person                        | I-IV quarters2017                 | Employees of the statistical services are trained   | NSC (subject to agreement), MoIA, SC (subject to agreement), JB(subject to agreement), MoH   | NGO                             |
|        |  | 3.1.6.4. Publish data on violations against women and domestic violence on the departmental websites   | Gender page on the website of NSC  | The number of departments, placing data on the gender-based discrimination and violence on sites | Unit                              | Annually, from I quarter 2016     | Departmental reports on gender-based discrimination and violence are published on the websites of MoIA, MoH, MoES, MoLSD, NSC | NSC(subject to agreement), MoIA, MoH, MoES, MoLSD,   | NGO                             |
| 3.1.7. | Conduct annual monitoring of the implementation of international | 3.1.7.1. Develop and test instructions for monitoring the performance of the CEDAW and the   | National reports on the implementation of CEDAW                                    | Document   | Unit                              | I quarter 2016                    | The methodology for the annual monitoring is developed  | MoLSD, CCHR(subject to agreement)  | NGO                             |

| No.  | Objectives  | Measures / actions  | Basic data  | Indicator                                | Unit of measurement for indicator | Implementation period                          | Expected outputs (products)  | Executive in charge               | Partners (subject to agreement) |
|--|---|---|---|--|-----------------------------------|--|--|-----------------------------------|---------------------------------|
|  | legislation to eliminate discrimination and violence against women  | concluding observations of the UN Committee on the Elimination of Discrimination against Women  |   |  |                                   |  |  |                                   |                                 |
|  |   | 3.1.7.2. Conduct annual monitoring of the performance of the CEDAW and the concluding observations of the UN Committee on the Elimination of Discrimination against Women   | National reports on the implementation of CEDAW                                 | Report on monitoring                     | Unit                              | 2015–2017                                      | Annual monitoring of the implementation of CEDAW and the recommendations of the UN Committee           | MoLSD, CCHR(subject to agreement) | NGO                             |
|  |   | 3.1.7.3. Development of reports on implementation of the observations of the Committee on the Elimination of Discrimination against Women   | National reports on the implementation of comments on periodic reports of CEDAW | Document                                 | Unit                              | Annually, IV quarter 2016 - IV quarter 2017 r. | Preparation of the report on the implementation of the UN Committee comments on CEDAW is held annually | MoLSD, CCHR(subject to agreement) | NGO                             |
| <b>The objective 3.2. Development of the system for assisting the victims of gender discrimination and gender-based violence</b> |   |   |   |  |                                   |  |  |                                   |                                 |
| 3.2.1.   | To increase the capacity of lawyers, civil rights activists and social workers at the local level on the issues of gender discrimination and violence | 3.2.1.1. To train, on two-days seminar, the lawyers and independent human rights activists on the issues of gender discrimination and violence, including the protection of women from vulnerable and marginalized groups | The training modules exist  | Number of workshops<br>Number of trained | Unit<br>Person                    | I quarter 2016– II quarter 2017.               | The minimum of 20 lawyers and 10 legal experts are trained   | MoLSD, MoJ                        | The union of lawyers, NGO       |

| No.    | Objectives   | Measures / actions   | Basic data | Indicator  | Unit of measurement for indicator | Implementation period                 | Expected outputs (products)  | Executive in charge   | Partners (subject to agreement) |
|--------|--|--|------------|--|-----------------------------------|---------------------------------------|--|---|---------------------------------|
|        |  | 3.2.1.2. To include the questions in test and examination on reception of the license for lawyer activity, questions on measures of protection and security against gender discrimination and violence |            | The list of the questions included in the list of test/examination questions on reception of the license for lawyer activity | Document                          | I quarter 2016                        | Development of the questions and their inclusion in the list of test/examination questions on reception of the license for lawyer activity | MoLSD, MoJ  | NGO                             |
|        |  | 3.2.1.3. To train social workers on the issues of the assistance and support injured from gender violence  |            | Quantity of seminars<br><br>Quantity of trained people   | Unit<br><br>Person                | I quarter 2016. –<br>II quarter 2017. | Minimum of 100 social workers are trained  | MoLSD, SALGIR, LSGB(subject to agreement)   | NGO                             |
| 3.2.2. | To carry out the annual support for the crisis centers (CC) for victims of domestic violence, from the non-budgetary funds | 3.2.2.1. Assess the financing needs of the CC for victims of domestic violence in each region  |            | Document   | Ед.                               | IV quarter 2015 –<br>II quarter 2016  | The volume of necessary financial means for activity of one CC in each region is defined   | MoLSD, Office of the Plenipotentiary Representative of the Government of the Kyrgyz Republic, Bishkek city Mayor's Office and Osh city (subject to agreement) | NGO                             |
|        |  | 3.2.2.2. To develop and submit to the Government of KR the proposal on financing the CC within the limits of the current mechanism of stimulating grants   |            | Document   | Unit                              | I quarter 2016                        | The funding of the CC is done within the framework of the current incentive grants mechanism   | MoLSD, Office of the Plenipotentiary Representative of the Government of the Kyrgyz Republic, Mayor's Office  | NGO                             |

| No.  | Objectives  | Measures / actions  | Basic data   | Indicator   | Unit of measurement for indicator | Implementation period   | Expected outputs (products)                          | Executive in charge  | Partners (subject to agreement) |
|--|---|---|--|---|-----------------------------------|---|--|--|---------------------------------|
|  |   |   |  |   |                                   |   |  | of Bishkek and Osh cities (subject to agreement), LSGB(subject to agreement) |                                 |
| 3.2.3.   | To assist for the improvement of quality of the services provided by CC and shelters                        | 3.2.3.1. Development and testing of new minimum standards for services provided by CC                                       |  | Document  | Unit                              | 2016  | Minimum standards are developed                      | MoLSD  | The UN Trust Fund, NGO, AoCC    |
| 3.2.3.2. Piloting of new minimal standards CC and shelters   |   |   | Quantity of the pilot CC and shelters                | Unit  | 2016                              | Minimum standards approved by AoCC  | MoLSD  | The UN Trust Fund, NGO, AoCC   |                                 |
| 3.2.3.3. capacity building for CC and shelters   |   |   | Quantity of trained                                  | Person  | 2016 г.                           | Workers of the CC and shelters are trained  | MoLSD  | The UN Trust Fund, NGO, AoCC, CC «Sezim»                                     |                                 |
| 3.2.4.   | Implement the program to work with perpetrators of domestic violence, including on the basis of state order | 3.2.4.1 Work out and approve a program for perpetrators of domestic violence based on international and national experience | Experience in Bishkek city; international experience | The amount of funds allocated for the development and piloting of the program | Som                               | IV quarter 2015<br>IV quarter 2016  | The program was approved and implemented in practice | MoLSD, MoIA, SAfLGIR, LSGB(subject to agreement)                             | NGO                             |
| 3.2.4.2. Develop and submit to the Government of the Kyrgyz Republic proposals for amendments to the NLA, for the introduction of programs for perpetrators of domestic violence |   | The experience of piloting a program to work with perpetrators of domestic violence   | List of the NLA necessary to be amended              | Unit  | I-IV quarter 2017                 | Proposals for the implementation of the program to work with perpetrators of domestic violence are developed and submitted to the Government of the Kyrgyz Republic | MoLSD  | NGO  |                                 |

| No.    | Objectives   | Measures / actions  | Basic data  | Indicator                             | Unit of measurement for indicator | Implementation period                 | Expected outputs (products)   | Executive in charge   | Partners (subject to agreement) |
|--------|--|---|---|---------------------------------------|-----------------------------------|---------------------------------------|---|---|---------------------------------|
| 3.2.5. | To expand access of victims of gender and family violence to the services of the state bodies and LSGB through using the line of the MoES « System 112 » | 3.2.5.1. To prepare and approve the documents regulating activity of the «System 112 » for reception and operative redirection of the free calls from victims of gender violence                                    | There is experience of work for telephone hotlines of the crisis centers, the operational experience of the hot line, "Service 11" at emergencies | Document                              | Unit                              | IV quarter 2015г.- I-II quarters 2016 | Conditions for starting the hot line are created  | MoEM, MoLSD MoIA, MoH, SAoC   | NGO                             |
|        |  | 3.2.5.2. Conduct 2 five-days training for operators, supervisors and shift supervisors of the "System 112" for receiving calls from victims of gender and domestic violence   | Experience around the 24 hours "hotline" of the crisis centers  | Quantity of employees                 | Person                            | III-IV quarters 2016                  | Employees of the "Systems 112" are ready to accept phone calls from victims of gender and family violence                                     | MoEM, MoLSD, MoIA, MoH, SAoC, LSGB(subject to agreement)            | NGO                             |
|        |  | 3.2.5.3. Conduct the quarterly awareness campaigns in all regions via television and print media to disseminate information about the "System 112" for receiving calls from victims of gender and domestic violence |   | Quantity of references                | Document                          | I-IV quarters 2017                    | Calls to "System 112" from victims of gender and domestic violence are received . "System 112" is available for the population of all regions | MoEM,, MoLSD,, MoIA, MoH, MoES, SAfLGIR, LSGB(subject to agreement) | NGO                             |
| 3.2.6. | To introduce the practical guidelines on effective documenting of the violence, tortures and types of the of   | 3.2.6.1. To develop and approve plan of measures MoH on introduction of practical guidance on effective documenting all forms of violence   | There is an experience of acceptance of plans MoH   | The plan on introduction<br>Order MoH | Document                          | IV quarter 2015- I quarter 2016       | Plan MoH is approved by the order   | MoH, MoLSD  | NGO                             |

| No.  | Objectives   | Measures / actions  | Basic data  | Indicator   | Unit of measurement for indicator | Implementation period                              | Expected outputs (products)  | Executive in charge   | Partners (subject to agreement) |
|--|--|---|---|---|-----------------------------------|--|--|---|---------------------------------|
|  | other types of cruel, brutal or humiliating dignity treatment and punishment, appropriating the international standard                     | 3.2.6.2. To develop the training module and conduct 3 trainings in each region for the heads and workers of the organizations of healthcare at all levels on use of practical guidance (pediatricians, therapists, surgeons, obstetricians-gynecologists, family doctors, psychiatrists, doctors of the first aid, traumatologists, judicial experts) | There is the existing experience of carrying out of trainings in the system of the MoH                                    | The training module<br><br>Quantity of trainings, persons | Document<br><br>Unit              | IV quarter 2015 - I quarter 2016                   | The employees of the healthcare are trained and conduct effective documenting of all forms of violence | MoH, KSMIoR AT, KSMA  | NGO, Fund "Soros - Kyrgyzstan"  |
|  |  | 3.2.6.3. Develop the methodology and monitor the effectiveness for introduction of the practical guidelines   | Experience of monitoring the implementation of the Law "On social and legal protection from domestic violence"            | Report on monitoring                                      | Document                          | IV quarter 2016                                    | Progress of introduction of practical guidance in MoH is conducted                                     | MoH, KSMIoRAT, KSMA MoLSD   | NGO                             |
| <b>The objective 3.3. Developing the culture of intolerance against discrimination and gender-based violence</b> |  |   |   |   |                                   |  |  |   |                                 |
| 3.3.1.   | To develop culture of intolerance against gender discrimination and violence over women and men of all social layers and age groups at all | 3.3.1.1. Conduct the quarterly awareness events with operational measures, aimed at different social, ethnic and religious groups using the traditional and innovative ways to spread information   | Annually, at support of the international agencies, the awareness campaign is held on «16 days of activism against gender | Quantity of awareness events                              | Unit                              | Quarterly since I quarter 2016– By IV quarter 2017 | Not less than 1 awareness event is held by each responsible subject per quarter                        | MoLSD, MoIA, MoH, MoKIT, MoEM, MoES, SCoD, NSC(subject to agreement), SAfLGIR, LSGB(subject to agreement), PBC(subject to | NGO                             |

| No. | Objectives          | Measures / actions  | Basic data | Indicator   | Unit of measurement for indicator | Implementation period        | Expected outputs (products)  | Executive in charge                                | Partners (subject to agreement) |
|-----|---------------------|---|------------|---|-----------------------------------|------------------------------|--|--|---------------------------------|
|     | levels of a society | for:<br>-removal of patriarchal attitudes concerning the roles of women and men in the family and society;<br>- Eradication of all forms of gender violence;<br>-encourage women to file complaints for protection from gender-based violence   | violence » |   |                                   |                              |  | agreement),, Ombudsman KR ((subject to agreement), |                                 |
|     |                     | 3.3.1.2. Include special lectures, courses and interactive activities to the additional programs of the educational institutions on unacceptability of violence against women and girls, as well as the criminal nature and the adverse effects of harmful practices on women, such as marriage involving minors (under-age ), they, bride kidnapping |            | Quantity of educational establishments introduced the additional programs on gender discrimination and violence | Unit                              | IV quarter 2015-2017         | Systematically carried out awareness-raising activities among schoolchildren, students of VSh / PS | MoES, AoVE   | NGO                             |
|     |                     | 3.3.1.3. To conduct in all regions of the country, awareness raising campaigns  | Опыт НПО   | Quantity of the information actions   | Unit                              | IV quarter 2015 - II quarter |  | MoLSD, MoH, MoES, MoCIT, SALGIR, LSGB(upon         | NGO                             |

| No.  | Objectives   | Measures / actions   | Basic data | Indicator  | Unit of measurement for indicator | Implementation period | Expected outputs (products)   | Executive in charge  | Partners (subject to agreement) |
|--|--|--|------------|--|-----------------------------------|-----------------------|---|--|---------------------------------|
|  |  | for the population and religious leaders about inadmissibility of carrying out of religious practice of "Nike" without official registration of marriage (9 "Round tables », 2 programs on TV, 4 radio broadcasts, one publication in regional printed mass-media) |            |  |                                   | 2016.                 |   | agreement), SCoRA(subject to agreement) , PBC(subject to agreement),, Ombudsman(subject to agreement),, SMOm(subject to agreement),, |                                 |
|  |  | 3.3.1.4.To conduct five-days training for media staff on the issues of domestic violence, and 2 meetings of Media Club   |            | Quantity of the trained journalists                          | Person                            | 2016-2017             | At least 25 journalists have been trained. 2 meetings of the Media Club are conducted   | MoLSD  | The UN Trust Fund               |
| <b>IV. PROMOTION OF GENDER PARITY IN DECISION-MAKING AND EXPANSION OF THE WOMEN'S POLITICAL PARTICIPATION</b>                              |  |  |            |  |                                   |                       |   |  |                                 |
| <b>The objective 4.1. The introduction of gender-sensitive principles in the human resources policy at the state and municipal service</b> |  |  |            |  |                                   |                       |   |  |                                 |
| 4.1.1.   | The development and adoption of special measures to ensure gender representation in political, special state and municipal offices (not more than 70% of the same sex) | 4.1.1.1. To establish the Inter-agency working group and develop proposals on special measures for the maintenance of gender representation in political, special state and municipal positions  |            | Decree on the establishment of an Inter-agency working group | Document                          | I quarter 2016        | Representatives of the state bodies, experts of gender public organizations are included into the structure of Inter-agency working group | MoLSD  | Gender NGOs                     |
|  |  | 4.1.1.2.Hold national public consultations and consider the  |            | quantity participants in events                              | Person                            | I quarter 2016        | The recommendations of public discussions will be considered by   | MoLSD  | GenderNGOs                      |

| No.   | Objectives   | Measures / actions   | Basic data                          | Indicator   | Unit of measurement for indicator | Implementation period | Expected outputs (products)   | Executive in charge              | Partners (subject to agreement) |
|---|--|--|-------------------------------------|---|-----------------------------------|-----------------------|---|----------------------------------|---------------------------------|
|   |  | proposals of the Inter-agency working group at the meeting of National Council for Gender Development under the Government of the Kyrgyz Republic    |                                     |   |                                   |                       | Inter-agency working group<br><br>Recommendations of the National Council on gender development under the Government of the KR will be considered by Inter-agency working group |                                  |                                 |
|   |  | 4.1.1.3. To develop draft NLA on introduction of special measures and submit for the consideration of the Governments of KR                          |                                     | Developed NLA   | Document                          | II-IV quarters 2016   | Draft NLA are developed   | MoLSD                            | Gender NGOs                     |
| 4.1.2.  | Use of special measures to ensure gender representation in political, special state and municipal office (not more than 70% of the same sex) | 4.1.2.1. Monitoring and evaluation of the representation of women and men in the political and special positions at the state and municipal services | Statistical data as of the end 2014 | The proportion of women and men:<br>- In the political public positions;<br>- On the political municipal positions;<br>- On special public positions;<br>- In special municipal posts | %                                 | 2017г.                | the representation of women and men will be ensured in various positions at the level of no more than 70% of persons of the same sex  | MoLSD, NSC(subject to agreement) |                                 |
| <b>The objective 4.2. Information promoting of the women's political participation and leadership</b> |  |  |                                     |   |                                   |                       |   |                                  |                                 |
| 4.2.1.  | Develop and implement of   | 4.2.1.1. Adoption of the concept of the  | Draft information                   | There is the approved   | Document                          | I quarter             | The concept of the information strategy to  | MoLSD, MoCIT,                    | International organizations,    |

| No.  | Objectives  | Measures / actions  | Basic data  | Indicator   | Unit of measurement for indicator | Implementation period            | Expected outputs (products)   | Executive in charge   | Partners (subject to agreement)          |
|--|---|---|---|---|-----------------------------------|----------------------------------|---|---|--|
|  | the communication strategy to promote women's political leadership and participation of women in social development | information strategy to promote women's political leadership and participation of women in social development and development of plans for the production of media products in the framework of strategy implementation | strategy developed MoLSD  | concept and production plan of media products   |                                   | 2016                             | promote women's political participation and leadership, and plan of the production of media products are approved   | PBC(subject to agreement)mass media(subject to agreement)                         | Gender NGOs                              |
|  |   | 4.2.1.2. The implementation of the Production Plan of media products in the framework of the strategy   |   | Quantity of the media-products  | Unit                              | I quarter 2016 - IV quarter 2017 | Media products produced in the framework of the information strategy, are regularly placed in the media   | MoLSD, MoCIT, PBC(subject to agreement)mass media (subject to agreement)          | International organizations, Gender NGOs |
|  |   | 4.2.1.3. Monitoring of implementation of the Production Plan for media products in the framework of the strategy  |   | Availability of reports on the monitoring results   | Document                          | IV quarter 2016, IV quarter 2017 | Monitoring is carried out on the constant basis, results of monitoring are published on official site MoLSD, MoCIT  | MoLSD, MoCIT, PBC(subject to agreement) mass media (subject to agreement)         |  |
| <b>V. REGULATORY POLICY</b>  |   |   |   |   |                                   |                                  |   |   |  |
| <b>The objective 5.1. Improving the national institutional mechanism for achieving gender equality at all levels of governance</b> |   |   |   |   |                                   |                                  |   |   |  |
| 5.1.1.   | Strengthening of the state and municipal bodies for promotion of policy of gender equality                          | 5.1.1.1. To develop and submit the draft NLA on the assignment of functional obligations on gender issues into the activities of state bodies and LSGB, to the National Council   | Operating NIM, operating NLB.<br><br>The functional analysis NIM. | Updated management structure.<br><br>The regulations of the state bodies, LSGB, including | Document                          | I quarter 2016.                  | At the level of the heads, the responsibility for coordination of the work of public authority / local government bodies in the area of gender policy is assigned | MoLSD, SPS(by agreement), SAFLGIR, Ministries and departments, LSGB(by agreement) |  |

| No.    | Objectives   | Measures / actions  | Basic data | Indicator   | Unit of measurement for indicator | Implementation period | Expected outputs (products)  | Executive in charge  | Partners (subject to agreement) |
|--------|--|---|------------|---|-----------------------------------|-----------------------|--|--|---------------------------------|
|        |  | for Gender Development under the Government   |            | obligations for gender issues.<br><br>Reporting structures                          |                                   |                       | (eg: Permanent Secretaries). The separate units responsible for gender issues are identified at the level of individual executors<br>Gender issues are included into the functional obligations of specialists in strategic planning and analysis of the management of human resources, legal, information security (for example, Press Service) |  |                                 |
|        |  | 5.1.1.2. Carry out in the prescribed manner approved by the approval by the National Council for Gender Development under the Government draft NAP and submit it to the Government of the Kyrgyz Republic |            |   | Document                          | Iquarter2016.         |  | MoLSD, SALGIR, Ministries and departments, Office of the Government under the President of the KR, Mayor's Office of Bishkek and Osh cities (subject to agreement) |                                 |
| 5.1.2. | Establish criteria of gender competence in recruitment and promotion at the state and municipal services | 5.1.2.1. Introduce criteria on the gender competence into the departmental list of qualifying requirements for appropriating positions of state and municipal servants                                    |            | Changes in the list of qualifying requirements of the state and municipal employees | Document                          | 2016                  | The gender competence is a mandatory condition at hiring and promotion of experts on the state and municipal services  | MoLSD, Ministries and departments, LSGB(subject to agreement)  |                                 |

| No.    | Objectives  | Measures / actions   | Basic data  | Indicator   | Unit of measurement for indicator | Implementation period                        | Expected outputs (products)  | Executive in charge | Partners (subject to agreement) |
|--------|---|--|---|---|-----------------------------------|--|--|---------------------|---------------------------------|
| 5.1.3. | Introduce the gender dimension in provision of the state and municipal services | 5.1.3.1. Approval and application of methodology of accounting of gender aspects by development of standards of the state and municipal services | Methodological recommendations of 2014 on accounting the gender measurement by development and examination of standards of the state and municipal services in the KR | Methodological recommendations on accounting of gender aspects<br><br>Quantity of standards of the state and municipal services developed in the view of gender aspects | Document                          | I quarter 2016<br><br>2016 – IV quarter 2017 | The methodology developed and approved<br><br>Service standards include the gender aspects | SALGIR, MoLSD       |                                 |

**The objective 5.2. Improving the regulatory framework and enforcement practices for the implementation of the gender policy**

|        |   |  |   |                                |                 |                    |  |                                   |  |
|--------|---|--|---|--------------------------------|-----------------|--------------------|--|-----------------------------------|--|
| 5.2.1. | The implementation of international obligations of the Kyrgyz Republic on gender equality | 5.2.1.1. Inventory of the national legislation for compliance with the principles and norms of international law in the field of gender equality, including the recommendations of the CEDAW | Experience of streamlining the NLA in conformity with the international obligations | The conclusion about inventory | Document (unit) | I quarter 2016     | The gaps in national and international commitments of the Kyrgyz Republic are identified in the field of gender equality | MoLSD, Ministries and departments |  |
|        |   | 5.2.1.2. Development of the draft NLA aimed on harmonization and synchronization of national obligations with international obligations of the KR  |   | Package of the NLA             | Document        | I-II quarters 2016 | A package of the NLA subject to adoption by the Government of the Kyrgyz Republic and the Jogorku Kenesh is developed    | MoLSD, Ministries and departments |  |

**The objective 5.3. Standardization of national gender statistics and harmonizing of indicators with international obligations**

| No.    | Objectives  | Measures / actions  | Basic data   | Indicator   | Unit of measurement for indicator | Implementation period | Expected outputs (products)   | Executive in charge  | Partners (subject to agreement) |
|--------|---|---|--|---|-----------------------------------|-----------------------|---|--|---------------------------------|
| 5.3.1. | Formation and use of gender indicators for the planning, monitoring and evaluation of the State programs and development strategies | 5.3.1.1. Development and implementation of gender indicators in the system of analysis, forecasting, monitoring and evaluation of development   | Harmonized indicators of the Beijing Platform for Action, the Millennium Development Goals | A list of recommended indicators of gender development  | Document                          | I quarter 2016        | The set of gender indicators is generated and ready to application at all stages of policy              | MoLSD, Ministries and departments, NSC (by agreement)  |                                 |
|        |   | 5.3.1.2. Annual publication of statistical collection "Women and Men of the Kyrgyz Republic"  |  |   |                                   | 2015-2017             |   | NSC (subject to agreement)   | UNPF                            |
| 5.3.2. | Maintenance of conformity of the state statistics with the international obligations in the field of gender equality                | 5.3.2.1. Analysis of the compliance gaps between international standards and national statistics  | International standards of the European Commission   | The report on the comparative analysis  | Document                          | I quarter 2016        | National statistical data and indicators of development are comparable to indicators of other countries | MoLSD, NSC (by agreement)  |                                 |
|        |   | 5.3.2.2. Preparation of the draft NLA on the compliance of existing statistics according to the international standards and inclusion of new indicators / statistics, followed by the introduction of the issue at the meeting of National Council for Gender Development under the Government of the Kyrgyz Republic | Analysis of compliance and gaps between international standards and national statistics    | The decision of the National Council for Gender Development under the Government of the Kyrgyz Republic | Document                          | I quarter 2016        | Parameters of statistics allow to describe and analyze development process, dynamics of indicators      | MoLSD, NSC (subject to agreement) members of the National Council for Gender Development under the Government of the Kyrgyz Republic |                                 |
|        |   | 5.3.2.3. The coordination of the draft NLA on   |  | New indicators of statistics.   | Document                          | I-II quarters         |   | MoLSD, NSC (subject to agreement)  |                                 |

| No. | Objectives | Measures / actions   | Basic data | Indicator  | Unit of measurement for indicator | Implementation period             | Expected outputs (products) | Executive in charge | Partners (subject to agreement) |
|-----|------------|--|------------|--|-----------------------------------|-----------------------------------|-----------------------------|---------------------|---------------------------------|
|     |            | conformity of existing statistical data to the international standards and inclusion of new parameters |            | The corrected parameters of statistics.<br>Former parameters of statistics.<br>The plan of statistical works | Unit.<br><br>Document             | 2016<br><br>II-III quarters 2016. |                             |                     |                                 |

### Список сокращений:

|        |   |
|--------|---|
| ADB    | Asian Development Bank  |
| AoPA   | Academy of Public Administration under the President of the Kyrgyz Republic                                 |
| AMFO   | Association of microfinance organization  |
| OoPRoG | Office of the Plenipotentiary Representative of the Government of the Kyrgyz Republic in the Oblast         |
| AoVE   | Agency of Vocational Education  |
| AoRH   | Alliance on reproductive health   |
| AoCC   | Association of Crisis Centers   |
| DSTI   | Disease, sexually transmitted infections  |
| WB     | The World Bank  |
| SC     | Supreme Court of the Kyrgyz Republic  |
| SALGIR | The State Agency for local government and interethnic relations under the Government of the Kyrgyz Republic |
| SCA    | State Communications Agency under the Government of the Kyrgyz Republic                                     |
| SIETS  | State Inspectorate for ecological and technical safety under the Government of the Kyrgyz Republic          |
| SPS    | State Personnel Service of the Kyrgyz Republic  |
| SCoD   | State Committee of the Defense of the Kyrgyz Republic   |
| SCoRA  | The State Commission on Religious Affairs of the Kyrgyz Republic  |
| GPO    | General Prosecutor's Office of the Kyrgyz Republic  |
| SBS    | The State Border Service of the Kyrgyz Republic   |

|                |  |
|----------------|--|
| SPS            | The State Penitentiary Service of the Kyrgyz Republic                              |
| PSO            | Pre-school educational organizations   |
| RBMK           | Religious Board of Muslims of Kyrgyzstan   |
| IS             | Public organization of "Innovative solution"                                       |
| KSMA           | Kyrgyz State Medical Academy named after Ahunbaev I.K                              |
| CoFY           | Cabinets of friendly youth   |
| <b>CEADAW</b>  | The UN Convention on the Elimination of All Forms of Discrimination against Women  |
| CoPDV          | Committee on prevention of domestic violence                                       |
| <b>CCHR</b>    | The Coordination Council for Human Rights of the Government of the Kyrgyz Republic |
| <b>KSMIRAT</b> | Kyrgyz State Medical Institute of retraining and advanced training                 |
| KR             | Kyrgyz Republic  |
| PWD            | People with disabilities   |
| MoIA           | The Ministry of Internal Affairs of the Kyrgyz Republic                            |
| LSA            | Local state administration   |
| MoH            | Ministry of Health of the Kyrgyz Republic  |
| MoCIT          | Ministry of Culture, Information and Tourism of the Kyrgyz Republic                |
| MoES           | Ministry of Education and Science of the Kyrgyz Republic                           |
| IOM            | International Organization for Migration   |
| SMB            | Small and medium businesses  |
| <b>MLSD</b>    | The Ministry of Labour and Social Development of the Kyrgyz Republic               |
| MoES           | Ministry of Emergency Situations of the Kyrgyz Republic                            |
| MoF            | The Ministry of Finance of the Kyrgyz Republic                                     |
| MoE            | Ministry of Economy of the Kyrgyz Republic   |
| MoJ            | The Ministry of Justice of the Kyrgyz Republic                                     |
| NBKR           | The National Bank of the Kyrgyz Republic   |
| NISR           | The National Institute of Strategic Researches of the Kyrgyz Republic              |
| NIMMGE         | National institutional mechanisms on maintenance of gender equality                |
| NLB            | Normative legal base of the Kyrgyz Republic  |
| NAP            | The National Plan of Action for achieving gender equality in the Kyrgyz Republic   |
| NLA            | Normative legal acts of the Kyrgyz Republic  |
| NGO            | Non governmental organization  |
| NSC            | The National Statistics Committee of the Kyrgyz Republic                           |

|        |   |
|--------|---|
| OSCE   | The Organization for Security and Cooperation in Europe                 |
| LSGB   | Local self-government body  |
| PBC    | Public Broadcasting Corporation of the Kyrgyz Republic                  |
| PL     | Professional licea  |
| UNDP   | United Nations Development Programme                                    |
| DWE    | Development of women entrepreneurship                                   |
| RH     | Reproductive Health   |
| RCoSH  | Regional cabinets of strengthening of health                            |
| RCoSH  | The republican center of strengthening of health                        |
| JD     | Judicial Department of the Supreme Court of the Kyrgyz Republic         |
| VHC    | Village health committees   |
| CC KR  | The Criminal Code of the Kyrgyz Republic                                |
| TC     | Judicial Training Center under the Supreme Court of the Kyrgyz Republic |
| FCE    | Financial-credit establishment  |
| FoTU   | Federation of Trade Unions of Kyrgyzstan                                |
| CoFM   | Centers of Family Medicine  |
| UNICEF | UN Children's Fund  |
| UNPF   | United Nations Population Fund  |
| SADC   | Swiss Agency for Development and Cooperation                            |

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