**RUNO ANNUAL PROJECT REPORT TEMPLATE 4.4**

 

**PEACEBUILDING FUND (PBF)**

**ANNUAL PROJECT progress report**

**COUNTRY:**

**REPORTING PERIOD: 1 january – 31 December**

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| --- | --- |
| Programme Title & Project Number |  |
| Programme Title: PBF/KGZ/B3 - Peace and Trust: Equal Access to Law Enforcement and JusticeProgramme Number *(if applicable)* PBF/KGZ/B3 MPTF Office Project Reference Number:[[1]](#footnote-1)  |  |

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| --- | --- | --- |
| Recipient UN Organizations |  | Implementing Partners |
| List the organizations that have received direct funding from the MPTF Office under this programme:  United Nations Office on Drugs and Crime | List the national counterparts (government, private, NGOs & others) and other International Organizations:  Ministry of Internal Affairs (MoI) of the Kyrgyz Republic |
| Programme/Project Budget (US$) |  | Programme Duration |
| PBF contribution (by RUNO) 1,460,700  |  |  | Overall Duration *(months)* 30 |  |
|  | Start Date[[2]](#footnote-2) *(dd.mm.yyyy)* 13.02.2014 |  |
| Government Contribution*(if applicable)*N/A |  |  | Original End Date*[[3]](#footnote-3)* *(dd.mm.yyyy)* | 30.06.2016 |
| Other Contributions (donors)*(if applicable)*N/A |  |  | Current End date[[4]](#footnote-4)*(dd.mm.yyyy)* 30.06.2016 |  |
| TOTAL: | 1,460,700  |  |  |  |

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| --- | --- | --- |
| Programme Assessment/Review/Mid-Term Eval. |  | Report Submitted By |
| Assessment/Review - if applicable *please attach*[x]  Yes [ ]  No Date: June 2014Mid-Term Evaluation Report *– if applicable please attach*[x]  Yes [ ]  No Date: April 2015 | Name: Koen MarqueringTitle: International Project CoordinatorParticipating Organization (Lead): UNODCEmail address: koen.marquering@unodc.org |

**PART 1 – RESULTS PROGRESS**

* 1. **Assessment of the current project implementation status and results**

**For PRF projects, please identify Priority Plan outcome and indicators to which this project is contributing:**

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| --- |
| ***Priority Plan Outcome to which the project is contributing.*** Critical laws, policies, reforms and recommendations of human rights mechanisms, including UPR, are implemented to uphold the rule of law, improve access to justice, and respect, and protect and fulfill human rights |
| ***Priority Plan Outcome indicator(s) to which project is contributing.*** Citizens’ trust in national state institutions is increased |

**For both IRF and PRF projects, please rate this project’s overall achievement of results to date:**

**For both IRF and PRF projects, outline progress against each project outcome, using the format below. The space in the template allows for up to four project outcomes.**

**Outcome Statement 1:** The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of minorities in the police and to ensure regular dialogue between police and minority communities

**Rate the current status of the outcome:**

|  |  |
| --- | --- |
| Indicator 1:Number of minorities employed in police (NB. presented as a percentage of the total; specific data on the number of police officers is classified) Indicator 2:Number of minorities enrolled in police schoolsIndicator 3:Number of minorities in senior level positions | Baseline: 6.3% on 1.1.2014Target: 15-20% increase by 2016 Progress:4.9% on 1.1.2015Baseline: 3% on 1.1.2014Target: 10% increase by 2016Progress:1.1% on 1.1.2015Baseline: 5.2% on 1.1.2014Target: 3-5% increase by 2016Progress:5.2% on 1.1.2015 |

**Output progress**

*List the key outputs achieved under this Outcome in the reporting period (1000 character limit).Outputs are the immediate deliverables for a project.*

- Population survey (sample size: 1350) on access to police services completed;

- 250 copies of an infographic on minority representation in the police disseminated;

- National conference on participation of minorities in public affairs prepared (joint UN event)

- Dialogue platforms on crime prevention conducted in each province (25 public events held) resulting in the adoption of crime prevention plans in 3 provinces;

- MoI national forum supported gathering over 1000 participants;

- Methodological tool on crime prevention submitted to the Government;

- Working groups established (involving 172 stakeholders; 30% women and 28% minorities) and crime prevention assessments conducted in 12 PBF priority districts (over 115 interviews, focus groups and public events held involving over 500 people) for the elaboration of crime prevention action plans (benefitting 250,000 inhabitants);

- Working conditions and reception areas improved in 3 police stations in PBF priority districts.

**Outcome progress**

*Describe progress made during the reporting period toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers? Is the theory of change that underpins the project design still relevant for this outcome (3000 character limit)?*

Data collected on minority representation in the police shows a negative trend with the proportion of police officers with a minority background going down from 6.3% in 2013, to 4.9% in 2014, and to 4.5% by October 2015. If this trend continues, the police of the Kyrgyz Republic will gradually become more monoethnic with a potential detrimental effect on public trust in the police and a risk of conflict in the future if the police is not deemed representative of the population as a whole.

Reasons for the reduction are manifold. The police profession lacks prestige due to low salaries, poor working conditions and a bad public image. Ethnic minorities avoid military service, a general requirement for entry into the police service. The MoI does not conduct attractive recruitment campaigns. Youth belonging to ethnic minorities may also have difficulties passing the required exams for the Police Academy due to low levels of Kyrgyz language knowledge and/or general education.

In 2015, minority representation in the police remained a politically sensitive issue. The project therefore concentrated its efforts on the establishment of dialogue platforms on crime and conflict prevention at the local level with engagement of minorities. The development of local crime prevention plans has been accompanied by modest, but useful funding commitments by local authorities. These funds help to build social partnerships at the local level, supporting efforts to strengthen local crime prevention centres, improve reception areas in police stations and implement sports and cultural activities for local communities and youth so as to keep people away from crime and prevent local tensions.

Following a pilot with dialogue platforms at the provincial level, the project is currently engaged in a large scale effort to work on adoption of crime prevention action plans in 12 of the PBF priority districts. Catalytic effects are visible in some locations, such as the Oktyabrsky municipality outside Bishkek where the dialogue on crime prevention triggered investment of USD 10,000 on several local public safety initiatives, such as the improvement of street lighting, renovation of sports facilities and a kindergarten, and subsidised public transportation for school children.

The project’s investment in technical assistance to promote better police presence in selected PBF priority districts (2 multi-ethnic border areas in the south (Kulundu, Uch Korgon) and 1 area (Oktyabr) affected by migration flows in the north) was matched by additional funding from the State budget enabling the MoI to work more closely with local communities. 201 new police points and substations have been created throughout the country since 2014. 255 additional neighborhood and youth inspectors have been appointed to work at the local level (as a result of an internal MoI reorganisation by which positions in central police departments in the provinces were moved to local police stations).

**Reasons for low achievement and rectifying measures**

*If sufficient progress is not being made, what are the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How are they being addressed and what will be the rectifying measures (1500 character limit)?*

Many of the abovementioned factors hampering increased representation of minorities in the police are beyond the scope of the project. The project was designed to support measures to improve ethnic diversity in the police, as foreseen in the National police reform strategy, adopted by the Government of the Kyrgyz Republic in 2013, and related action plan (e.g. recruitment campaigns, quota system, creation of model police stations).

Given the sensitivity surrounding temporary special measures, the project employs diverse strategies to support broad police reform, which can over time promote diversity and professionalism in the police. These include: a) advocating for improved human resources policies (e.g. competitive recruitment and new performance evaluation criteria); b) mobilising support and building public demand for police reform by supporting civil society networks; c) investing in the development of social partnerships at the local level on issues related to crime prevention as an entry point for dialogue and confidence building between police, local self-government and communities; d) promoting innovative initiatives to raise interest in the police profession, such as a mentoring programme; e) advocating for improved working conditions and protection of police labour rights; and f) partnering with other UN agencies to facilitate broad discussion on the participation of ethnic minorities in public life.

**Outcome Statement 2:** The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of women in the police force and to ensure regular dialogue between police and women in local communities

**Rate the current status of the outcome:**

|  |  |
| --- | --- |
| Indicator 1:Number of women employed in the policeIndicator 2:Number of women enrolled in police schoolsIndicator 3:Number of women in senior level positions | Baseline: 13% overall; 6.3% certified on 1.1.2014Target: 10% increase by 2016Progress:12.3% overall; 6.1% certified on 1.1.2015Baseline: 13.5% on 1.1.2014Target: 15-20% increase by 2016Progress:14.5% on 1.1.2015Baseline: 7.6% on 1.1.2014Target: 3-5% increase by 2016Progress:7.4% on 1.1.2015 |

**Output progress**

*List the key outputs achieved under this Outcome in the reporting period (1000 character limit).Outputs are the immediate deliverables for a project.*

- Survey amongst 15 members of the Police Women Association completed;

- 850 copies of an infographic on representation of women in the police disseminated;

- National Women's Forum facilitated gathering over 1200 activists in support of gender equality;

- Visit of the Minister of Justice of Estonia (former head of police) organized, including a roundtable on steps to promote gender balance in the police;

- Webpage on gender and policing launched on the official MoI website (gender.mvd.kg);

- Media competition conducted on the role of women in the police (17 articles and 6 radio programs published);

- 220 police officers (25 women) trained on gender-responsive policing and 27 police officers on gender training techniques (15 women);

- Mentoring programme involving 30 police officers (24 female) and 60 school pupils (mostly girls) launched;

- Preparations made for pilots with gender-balanced police patrols in 2 PBF priority districts, including procurement of vehicles.

**Outcome progress**

*Describe progress made during the reporting period toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers? Is the theory of change that underpins the project design still relevant for this outcome (3000 character limit)?*

Data collected on gender representation in the police shows that the number of women remains stable. In 2014, 6.1% of all certified police officers were female as compared to 6.3% in 2013.

In 2015, a 7 step action plan on gender equality in the police was discussed with the MoI. A number of recommendations made within this context were taken up in the new National action plan on implementation of UN Security Council Resolution 1325. This plan is due to be endorsed by the Government of the Kyrgyz Republic and will commit the Government to establish a roster of police women who could be considered for appointment in management positions and to implement a mentoring programme for women in law enforcement bodies. With support of the project, such a mentoring programme has already been launched. This includes capacity development of police women and the organization of promotional work amongst youth in PBF priority districts to encourage more young women and ethnic minorities to consider a career in the police.

Training of trainers on gender sensitivity was undertaken in cooperation with the Police Academy and the Police Women Association. This approach was successful in securing buy-in for gender equality from these institutions and from heads of police departments in the PBF priority districts. Following the TOT, basic gender sensitivity trainings were conducted in all 14 priority districts. These reached 220 police officers who learned about national laws and policies on gender equality. Specific gender-related labour issues were discussed, such as provisions stipulating that the time spent by women on maternity leave and by those replacing them temporarily is counted as regular work experience and taken into consideration when determining eligibility for a higher police rank.

Participants brainstormed on actions that could be taken at the local level to attract more women to the police service and to improve working conditions for police women. In 2 PBF priority districts (Djety-Oguz and Kara-Kyldja) police heads expressed readiness to appoint women as neighbourhood inspectors (a function traditionally occupied by men). Hence, the project selected these districts for the procurement of vehicles, which will be used to field gender balanced street patrols in 2016.

Several female police officers involved in the project's gender trainings were appointed to more senior positions during the reporting period.

**Reasons for low achievement and rectifying measures**

*If sufficient progress is not being made, what are the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How are they being addressed and what will be the rectifying measures (1500 character limit)?*

Concrete progress towards achievement of the project's indicators requires a comprehensive approach, which goes beyond work with the police to address gender stereotypes in society at large. To this end, the project a) promoted the dialogue of the Government of the Kyrgyz Republic with the UN Committee on the Elimination of All Forms of Discrimination against Women (CEDAW), including by supporting the participation of the MoI’s Gender Adviser in the Government delegation, by contributing to a joint submission of the UN Country Team on the implementation of the CEDAW Convention, and by presenting and discussing CEDAW recommendations at gender-related UNODC events; b) invested in broad advocacy efforts on gender equality, such as a large scale women's forum, which included debates on the role of women in policing, police responses to gender based violence, access to justice and participation of women in public affairs; and c) prepared several videos and public service advertisements (e.g. “Why women are needed in the police”, www.youtube.com/watch?v=7bnNBcZSgnI) and supported production of a blockbuster movie, which promotes a positive image of women in the police and includes key messages on anti-corruption and access to justice. This movie has nationwide coverage and broad appeal being shown in cinemas across the country (NB. within one month since its release the movie has already been viewed by more than 50,000 people).

**Outcome Statement 3:** Police becomes more accountable and responsive to the grievances/needs of people through established complaints handling procedures and more effective independent monitoring of police performance.

**Rate the current status of the outcome:**

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| --- | --- |
| Indicator 1:Number of police officers sanctioned in disciplinary and criminal proceedings in relation to misconductIndicator 2:% of recommendations from oversight organizations implementedIndicator 3:      | Baseline: 546 in 2013Target: % 10-15 increase by 2016Progress:653 in 2014Baseline: Very low level of implementationTarget: 50% implementation rate Progress:To be measured by the end of the projectBaseline:      Target:      Progress:      |

**Output progress**

*List the key outputs achieved under this Outcome in the reporting period (1000 character limit).Outputs are the immediate deliverables for a project.*

- Unified e-accounting system on disciplinary measures against police officers launched by the MoI's Internal Oversight Department;

- Public awareness raising campaign on complaints handling procedures in cases of police misconduct held, including over 20 public presentations for over 400 people and dissemination of 2000 copies of information materials in Kyrgyz and Russian;

- Civil society hotline for cases of police misconduct opened (37 legal consults provided)

- 150 police officers (9 women) in all 14 PBF priority districts trained on human rights, effective communication;

- Study on gender mainstreaming in police human resources policies completed;

- Study on police labor rights by the Ombudsman Office facilitated, including a survey amongst 1500 police officers and 2 public hearings;

- Public hearings on annual report of the Ombudsman supported;

- Strategic planning process for the MoI Public Oversight Council facilitated and monitoring of the patrol police conducted.

**Outcome progress**

*Describe progress made during the reporting period toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers? Is the theory of change that underpins the project design still relevant for this outcome (3000 character limit)?*

The number of police officers sanctioned for misconduct rose by 20% in 2014 compared to 2013. This is largely due to increased internal investigations conducted by the MoI's Internal Oversight Department. This is generally a positive trend. However, a lack of transparency and fairness of disciplinary proceedings (as perceived by police officers themselves and civil society) may limit the credibility of this internal accountability mechanism.

The MoI Internal Oversight Department has shown openness to engage more actively with the public. In 2015, the MoI opened an online complaints box in relation to misconduct by the traffic police on its website. The Internal Oversight Department published a leaflet on its mandate and the procedure for complaints handling.

In 2014, 2132 citizen complaints were brought directly to the police (of which 358 confirmed). This is up from 1727 in 2013. To further increase access to information on available complaints handling procedures, the project implemented a nationwide public awareness raising campaign. This campaign included public presentations in all provinces, distribution of manuals, leaflets and posters (for placement in police stations and local crime prevention centres), and online dissemination of information.

This approach was combined with thematic trainings for police officers of 14 PBF priority areas. Over 150 police officers gained knowledge on human rights and practiced their communication skills.

As for independent monitoring, a new Public Council for the MoI was established in early 2015 (following the adoption, in 2014, of a new Law on public councils). The project conducted consultations with members of this Council and supported a strategic planning process. By the end of 2015, monitoring of the MoI's street patrol service was underway (by civil society with involvement of the Public Council), a timely exercise given the MoI's intention to merge this service and the traffic police in a new patrol service in order to increase professionalism and address corruption.

The Public Council expressed readiness to support the elaboration of a methodology for external evaluation of police performance, as foreseen by a new policy on police performance evaluation, which was adopted by the Government of the Kyrgyz Republic in February 2015. The project advocated for the adoption of this policy, which has potential to change the nature of policing, away from a narrow focus on crime detection rates, towards a more qualitative assessment of police work. This will eliminate some of the incentives for torture and corruption and commit the police to strengthen dialogue and work with local communities in order to enhance public trust. Through its work with the Ombudsman Office, the project placed another incentive for corruption, i.e. low salaries and poor working conditions, higher on the political agenda. The Ombudsman's report on police labour rights is due to be presented in the Parliament.

**Reasons for low achievement and rectifying measures**

*If sufficient progress is not being made, what are the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How are they being addressed and what will be the rectifying measures (1500 character limit)?*

Overall, properly assessing police performance remains difficult due to a lack of access to relevant information. Basic information on the budget for policing, the organisational structure of the police service and the number of police officers in the country is classified. The project continues to advocate for the organisation of a functional analysis of the policing structure and increased access to information in relevant forums, such as the Coordination Council on Police Reform.

National human rights institutions and other oversight mechanisms remain weak with little capacity to conduct concrete and regular monitoring of police performance. In order to address this, the project worked with the Ombudsman Office, providing expert advice in relation to specific monitoring (i.e. of police labour rights). The MoI Public Council started its work with some delay in 2015 and lacked a clear work plan. Hence, the project initially focused on a strategic planning exercise for this institution rather than concrete monitoring initiatives. As a result, by the end of the year, the Public Council had formulated a clearer vision and identified priorities for its work. It is expected that this will enable the Public Council to be more actively engaged in public debates on police reform in 2016.

**Outcome Statement 4:**

**Rate the current status of the outcome:**

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| --- | --- |
| Indicator 1:     Indicator 2:     Indicator 3:      | Baseline:      Target:      Progress:     Baseline:      Target:      Progress:     Baseline:      Target:      Progress:      |

**Output progress**

*List the key outputs achieved under this Outcome in the reporting period (1000 character limit).Outputs are the immediate deliverables for a project.*

**Outcome progress**

*Describe progress made during the reporting period toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers? Is the theory of change that underpins the project design still relevant for this outcome (3000 character limit)?*

**Reasons for low achievement and rectifying measures**

*If sufficient progress is not being made, what are the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How are they being addressed and what will be the rectifying measures (1500 character limit)?*

* 1. **Assessment of project evidence base, risk, catalytic effects, gender in the reporting period**

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| --- | --- |
| Evidence base: What is the evidence base for this report and for project progress? What consultation/validation process has taken place on this report *(1000 character limit)?* | Relevant statistical and other data is based on official correspondence with the Ministry of Interior, various project mission and training reports, as well as reports submitted by implementing partners involved in different project components (e.g. the development of social partnerships between police and communities, the implementation of a mentoring programme for the police, and the realisation of an information campaign and training on human rights and communications skills). In 2015, two meetings of the project's steering committee were held bringing together project beneficiaries, civil society and other stakeholders. The project steering committee approved project performance reports and activity plans until the end of the year. In 2015, an independent mid-term evaluation of the project (as part of the broader UNODC Criminal Justice Programme) was conducted. Recommendations were shared with partners and a follow up plan developed.  |
| Funding gaps: Did the project fill critical funding gaps in peacebuilding in the country? Briefly describe. *(1500 character limit)* | The project supports specific interventions foreseen in the Government's National police reform strategy, which was adopted in 2013. Many peacebuilding related activities in this strategy, such as those aimed at refocusing police work on community policing principles and the development of social partnerships to build trust between the police, local self-government and communities, are not properly funded. The project filled some of these gaps. |
| Catalytic effects: Did the project achieve any catalytic effects, either through attracting additional funding commitments or creating immediate conditions to unblock/ accelerate peace relevant processes? Briefly describe. *(1500 character limit)* | The project's efforts to promote dialogue on the development of local crime prevention plans have been accompanied by modest, but useful funding commitments (to date over 20,000 USD) by local authorities. These funds help to build social partnerships at the local level. In some of the priority districts, such as the Okyabrsky municipality, the assistance provided by the project triggered new initiatives and investments in important areas for public safety, such as sports facilities, street lighting and public transportation for school children. The project's efforts to improve presence of police and local crime prevention centres in selected PBF priority districts has been matched by corresponding efforts of the MoI nationwide. This has resulted in the establishment of over 200 new police points and substations (in neighborhoods) since 2014 and assignment of 122 additional neighbourhood inspectors and 133 new youth inspectors in communities.Progress was made with the institutionalisation of crime prevention efforts. In 2015, the Government of the Kyrgyz Republic adopted a new policy on cooperation between the police and civil society, which includes provisions on the development of local crime prevention plans, as well as a Statute for the functioning of Local crime prevention centres. The project developed a methodological tool to further guide stakeholders during the preparation of crime prevention plans. |
| Risk taking/ innovation: Did the project support any innovative or risky activities to achieve peacebuilding results? What were they and what was the result? *(1500 character limit)* | Despite the sensitive nature of some of the issues addressed by the project, the project has been able to identify innovative entry points for its work. These include the implementation, for the first time in Kyrgyzstan, of a mentoring programme for the police and a foreseen pilot with gender-balanced street patrols. This also entails the appointment of more women as neighbourhood inspectors, a role traditionally covered by men. If successful, this approach could be further rolled out as part of the reform of the traffic police (an important reform initiative initiated by the MoI this year).Some of the project's initiatives have been included in the new National action plan for the implementation of the UN Security Council Resolution 1325, which has been submitted for government approval. |
| Gender: How have gender considerations been mainstreamed in the project to the extent possible? Is the original gender marker for the project still the right one? Briefly justify. *(1500 character limit)* | The project has been designed to support implementation of the National Action Plan on implementation of UN Security Council Resolution 1325 on women, peace and security with a focus on gender representation in the police and gender sensitivity of police officers.The project has completed several gender related research, training and advocacy initiatives, including studies on gender representation in the police, gender training for police officers, and awareness raising on the role of women in the police in order to alter prevailing gender stereotypes (see under outcome 2). The project has invested in gender expertise of relevant human resources policies, including a new competitive recruitment policy for police officers, which was adopted in November 2014. As a result, one specific measure was introduced: if two candidates obtain equal results, preference shall be given to the candidate belonging to the underrepresented ethnicity or gender. In 2015, the project advocated for wider application of the new policy, which is currently limited to positions in the traffic police and Police Academy.The gender composition of crime prevention working groups in PBF priority districts is: 70% men, 30% women. 4 working groups identified gender-based violence as a core safety issue, 2 prioritised GBV in their draft plans. The project works in partnership with the MoI's Gender Advisor, the Police Academy and the Police Women Association to ensure sustainable results. |
| Other issues: Are there any other issues concerning project implementation that should be shared with PBSO? This can include any cross-cutting issues or other issues which have not been included in the report so far. *(1500 character limit)* | The project has revealed the potential of corporate social responsibility in the Kyrgyz Republic. One example is the work in Oktyabrsky municipality where a private built a football field and exploits this pitch commercially. However, an arrangement has been made with local schools, which can use the pitch for free for 5 hours every day. Such public-private partnerships of relevance to public safety and crime prevention should be stimulated and expanded. |

**1.3 INDICATOR BASED PERFORMANCE ASSESSMENT*:*** *Using the* ***Project Results Framework as per the approved project document****- provide an update on the achievement of key indicators at both the outcome and output level in the table below. Where it has not been possible to collect data on indicators, state this and provide any explanation in the qualitative text above.* (250 characters max per entry)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Performance Indicators** | **Indicator Baseline** | **End of project Indicator Target** | **Current indicator progress** | **Reasons for Variance/ Delay****(if any)** | **Adjustment of target (if any)** |
| **Outcome 1**The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of minorities in the police and to ensure regular dialogue between police and minority communities | Indicator 1.1Number of minorities employed in police  | 6.3%  | 15-20% increase by 2016 | 4.9%  | Reasons for the reduction are manifold:- Lack of public trust in the police; low salaries and poor working conditions;- Ethnic minorities avoid military service, a general requirement for entry into the police service.  |  |
| Indicator 1.2Number of minorities enrolled in the police schools | 3% | 10% increase by 2016 | 1.1% | In addition to the above:- The MoI does not conduct effective recruitment campaigns for the Police Academy;- Ethnic minorities have difficulties passing the required exams due to low levels of Kyrgyz language knowledge and/or general education.  |  |
| Indicator 1.3Number of minorities in senior level positions | 5.2% | 3-5% increase by 2016 | 5.2% |  |  |
| Output 1.1Regulations on participation and representation of minorities, including plan for pro-active recruitment, training & career advancement adopted | Indicator 1.1.1MoI Resolution adopted and Action Plan developed | No policy paper available | Policy paper endorsed and effectively implemented | 3 relevant policies endorsed | 1) Policy on competitive recruitment of police officers 2) Policy on police performance evaluation3) Policy on police cooperation with civil society More specific action plan on minorities in policing to be discussed at joint UN conference  |  |
| Indicator 1.1.2No. of public events conducted | 0 | 84 | 140 |  |  |
| Output 1.2 | Indicator 1.2.1 |  |  |  |  |  |
| Indicator 1.2.2 |  |  |  |  |  |
| Output 1.3 | Indicator 1.3.1 |  |  |  |  |  |
| Indicator 1.3.2 |  |  |  |  |  |
| **Outcome 2**The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of women in the police force and to ensure regular dialogue between police and women in local communities | Indicator 2.1Number of women employed in the police | 13% | 10% increase by 2016 | 12.3% | The number of women in the police remains stable. The proportion presents a decrease as a result of the transfer of 1,000 male officers from the Ministry of Defense to the MoI.  |  |
| Indicator 2.2Number of women enrolled in police schoolsIndicator 2.3Number of women in senior level positions | 13.5%7.6% | 15-20% increase by 20163-5% increase by 2016 | 14.5% 7.4% | The proportion of women enrolled in the Police Academy has fluctuated between 13.2% and 19.2% during the last 5 years. An additional obstacle for women to enter the Police Academy is the lack of a dormitory for women cadets. |  |
| Output 2.1Regulations on participation of women, including plan for pro-active recruitment, training & career advancement adopted and effectively implemented | Indicator 2.1.1MoI Resolution adopted and Action Plan developed | No policy paper available | Policy paper endorsed and effectively implemented | Action plan developed | Relevant recommendations on women in policing included in the new National action plan on implementation of UN Security Council Resolution 1325. |  |
| Indicator 2.1.2 No of police officers trained  | 0 | 140 | 250 |  |  |
| Output 2.2 | Indicator 2.2.1 |  |  |  |  |  |
| Indicator 2.2.2 |  |  |  |  |  |
| Output 2.3 | Indicator 2.3.1 |  |  |  |  |  |
| Indicator 2.3.2 |  |  |  |  |  |
| **Outcome 3**Police becomes more accountable and responsive to the grievances/ needs of people through established complaints handling procedures and more effective independent monitoring of police performance | Indicator 3.1Number of police officers sanctioned in disciplinary and criminal proceedings in relation to misconduct | 171 - criminal proceedings 375 - disciplinary proceedings | % 10-15 increase by 2016 | 135 - criminal proceedings 518 - disciplinary proceedings  |  |  |
| Indicator 3.2% of recommendations from oversight organizations implemented | Very low level of implementation | 50% implementation rate  | N/A | Various reports under preparation (Ombudsman report on police labour rights; MoI Public Council/civil society monitoring of police patrol service). Implementation of recommendations to be measured at a later stage. |  |
| Output 3.1Complaint mechanism established to increase police accountability | Indicator 3.1.1No. of designated reception areas created | 0 | 14 | 3  | Based on a joint assessment report and decision by the project Steering Committee, technical assistance is provided in 3 police stations in PBF priority districts. Information materials have been disseminated in all 14 PBF priority districts. |  |
| Indicator 3.1.2 |  |  |  |  |  |
| Output 3.2Independent monitoring of police performance strengthened | Indicator 3.2.1No of reports on police performance published | At least 1 report per year on police detention  | At least 2 thematic reports on police performance  | 1 report available:Report of the Ombudsman on police officers' labor rights |  Second thematic report on the performance of the police patrol service under preparation. |  |
| Indicator 3.2.2 |  |  |  |  |  |
| Output 3.3 | Indicator 3.3.1 |  |  |  |  |  |
| Indicator 3.3.2 |  |  |  |  |  |
| **Outcome 4** | Indicator 4.1 |  |  |  |  |  |
| Indicator 4.2 |  |  |  |  |  |
| Output 4.1 | Indicator 4.1.1 |  |  |  |  |  |
| Indicator 4.1.2 |  |  |  |  |  |
| Output 4.2 | Indicator 4.2.1 |  |  |  |  |  |
| Indicator 4.2.2 |  |  |  |  |  |
| Output 4.3 | Indicator 4.3.1 |  |  |  |  |  |
| Indicator 4.3.2 |  |  |  |  |  |

**PART 2: LESSONS LEARNED AND SUCCESS STORY**

**2.1 Lessons learned**

*Provide at least three key lessons learned from the implementation of the project. These can include lessons on the themes supported by the project or the project processes and management.*

|  |  |
| --- | --- |
| Lesson 1 *(1000 character limit)* | Work on police reform will only be successful if linked with broader reform of the criminal justice system, as gains in public trust in the police can be easily offset by failures in other parts of the justice chain. This is why UNODC is also extensively engaged in judicial reform, including the preparation of new criminal legislation, which would strengthen judicial control over police investigations, improve fair trial guarantees, and promote alternatives to incarceration and social reintegration of offenders.Work on police reform should target both Government, MoI/police and civil society at national and local levels. Building public demand for police reform and independent oversight remains necessary in the current context. The project therefore continues to work actively with civil society platforms and oversight bodies that monitor police performance and advocate for police reform and issues related to gender equality. |
| Lesson 2 *(1000 character limit)* | Representation of women and minorities in the police remain sensitive issues. Progress depends on several factors beyond the project's control (e.g. police salaries; overall level of education, language education for minorities, encouraging minorities to go through military service and making the army more accessible and receptive to minorities). Progress in these areas also requires societal change in relation to gender equality (increasing overall participation of women in different sectors of the economy and political life; breaking through stereotypes that the police is only for men) and inter-ethnic dialogue. Hence, the project will continue to link its work with the police to broader interventions on gender equality and inter-ethnic unity (e.g. National women's forum, conference on minorities in public affairs). |
| Lesson 3 *(1000 character limit)*  | In order to achieve sustainability of dialogue platforms and related local crime prevention plans, a national level institutional mechanism and local level capacity building are needed. For this purpose, the project has supported an interdepartmental working group to further elaborate the methodological tool developed by the project. If the tool is approved by the Government of the KR, the process for the development of local crime prevention plans can become more institutionalized. The project has facilitated 2 coordination meetings/trainings for its implementing partners to build capacity on crime prevention. In the future, more capacity building will be needed at the local level to enable local actors to learn about crime prevention concepts and use the methodological tool to identify and prioritize crime problems.Engagement of youth in crime prevention efforts remains weak. More attention needs to be paid to stimulating youth led initiatives.  |
| Lesson 4 *(1000 character limit)* | In order to raise funds for the implementation of local crime prevention plans, these need to be linked to and embedded in local socio-economic development plans, which provide the basis for funding allocations at the local level; the Resolution adopted in 2015 as a result of the MoI's dialogue platforms and national forum emphasized this point.The Oktyabrsky example shows the promise of corporate social responsibility. A private company built a football field, but grants free daily access to schools (5 hours per day). Such public-private partnerships on public safety need to be expanded.  |
| Lesson 5 *(1000 character limit)* | Experience in operative and investigative work remains the main path for career advancement in the police service in Kyrgyzstan. In addition to the mentioned initiatives to establish a roster of female police officers who are eligible for management positions, to implement a mentoring programme, and to pilot joint patrolling with more women employed as neighbourhood inspectors, the project's advocacy will need to focus on developing programmes to give more young female cadets an opportunity to get work experience in operative work and criminal investigations. The Minister of Interior has expressed interest to facilitate this process, but this needs to be backed up by capacity development so that female officers are better prepared for these policing tasks. This will require additional resources and more long-term support. |

**2.2 Success story (OPTIONAL)**

*Provide one success story from the project implementation which can be shared on the PBSO website and Newsletter as well as the Annual Report on Fund performance. Please include key facts and figures and any citations (3000 character limit).*

1. Promoting gender-sensitivity in the police - An integral part of peacebuilding in Kyrgyzstan

Isabek Murzajanov, Deputy Head of the Osh Province Police Department

"When women first joined the police, I was against it. Now I have seen how the presence of women improves our internal working culture and increases professionalism"

In early 2015, the UN CEDAW Committee reviewed the status of women's rights in Kyrgyzstan. In its concluding observations, the Committee noted "the persistence of deep-rooted patriarchal attitudes and stereotypes concerning the roles and responsibilities of women and men in the family and in society [..], which are reflected in women’s educational and professional choices, their limited participation in political and public life, unequal participation in the labour market, and unequal status in marriage and family relations."

One sector in which few women are employed in Kyrgyzstan is law enforcement. At present only 6.1% of all certified police officers are female. With support from the UN Peace Building Fund, UNODC has been supporting efforts to address this. UNODC employs a comprehensive approach, which includes gender assessments, gender training for police officers and awareness raising on the role of women in the police.

Isabek Murzajanov, Deputy Head of the Osh Province Police Department, is one of the participants of UNODC's gender sensitivity trainings. In 2015, following a training of trainers, Mr. Murzajanov acted as a trainer during the roll out of gender trainings for police officers in the Osh province. Since 2010, the number of women in police subdivisions of Osh province has gone up from 12 to 36. "Lately, we have seen a rise in the number of crimes committed by women", noted Mr. Murzajanov. "Searches and interrogations in such cases are now handled by our female officers. Recently, we appointed, for the first time, a woman to work in our Special operations team, which intervenes in high risk crime and violent situations", he added. "In our province, women also work in the traffic police and in criminal investigations. It is our intention to continue to increase the representation of women in our police service, including in management positions".

With the support of stakeholders like Mr. Murzajanov, UNODC continues to implement innovative activities, such as a mentoring programme aimed at encouraging more young women and ethnic minorities to consider a career in the police. A pilot with gender-balanced street patrols is also foreseen in some PBF priority districts.

Some of these interventions have been included in the new National Action Plan on Implementation of the UN Security Council Resolution 1325 on women, peace and security, which currently awaits endorsement by the Government of the Kyrgyz Republic.

2. Crime prevention: It's our joint responsibility! PBF case study from the Oktyabrskiy municipality based on testimony by the Head of the municipality. Available on request.

**PART 3 *–* FINANCIAL PROGRESS AND MANAGEMENT ARRANGEMENTS**

* 1. **Comments on the overall state of financial expenditure**

*Please rate whether project financial expenditures are on track, slightly delayed, or off track:*

If expenditure is delayed or off track, please provide a brief explanation (500 characters maximum):

Please provide an overview of expensed project budget by outcome and output as per the table below.[[5]](#footnote-5)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Output number | Output name | RUNOs | Approved budget | Expensed budget | Any remarks on expenditure |
| Outcome 1: The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of minorities in the police and to ensure regular dialogue between police and minority communities |
| Output 1.1 |       | UNODC | $101,000 | $73,694 |       |
| Output 1.2 |       | UNODC | $130,200 | $127,507 |       |
| Output 1.3 |       |       |       |       |       |
| Outcome 2: The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of women in the police force and to ensure regular dialogue between police and women in local communities |
| Output 2.1 |       | UNODC | $117,400 | $120,329 |       |
| Output 2.2 |       | UNODC | $190,000 |       |       |
| Output 2.3 |       |       |       |       |       |
| Outcome 3: Police becomes more accountable and responsive to the grievances/needs of people through established complaints handling procedures and more effective independent monitoring of police performance |
| Output 3.1 |       | UNODC | $186,000 | $151,820 |       |
| Output 3.2 |       | UNODC | $115,740 | $41,466 |       |
| Output 3.3 |       |       |       |       |       |
| Outcome 4:       |
| Output 4.1 |       |       |       |       |       |
| Output 4.2 |       |       |       |       |       |
| Output 4.3 |       |       |       |       |       |
| Total: |       | UNODC | $840,340 | $589,364 |       |

* 1. **Comments on management and implementation arrangements**

*Please comment on the management and implementation arrangements for the project, such as: the effectiveness of the implementation partnerships, coordination/coherence with other projects, any South-South cooperation, the modalities of support, any capacity building aspect, the use of partner country systems if any, the support by the PBF Secretariat and oversight by the Joint Steering Committee (for PRF only). Please also mention if there have been any changes to the project (what kind and when); or whether any changes are envisaged in the near future* (2000 character maximum):

The project is implemented by a project team at the UNODC office in Bishkek. An M&E officer and National Project Officer were hired specifically for this project in 2014.

Decision making on project activities takes place during project Steering Committee meetings and is based on consultations with the main project beneficiary, the MoI, usually at the level of the Minister or Deputy Minister and with involvement of core staff in the MoI's Operations Department and the Gender Advisor.

The project has sought to tap into national resources during project implementation. The initial assessment mission was set up as a joint effort involving project staff, MoI representatives and independent national experts. Training on gender sensitivity was conducted in partnership with the Police Academy and the Police Women Association. These institutions have been involved in the further roll out of gender ToT and gender sensitivity training in the PBF priority districts. For the development of a training module on gender sensitivity in the police, the project employed an international gender expert.

The project has partnered with civil society on key aspects of project implementation. This includes the establishment of dialogue platforms on crime prevention, a series of events and an information campaign on complaints handling procedures and mentoring programme. The development of crime prevention plans in PBF priority districts is led by coordinators who are from these communities themselves. Through this implementation modality, the project builds capacity and supports the work of NGO and lawyer coalitions at the national level and key stakeholders at the local level, who can take the work on police reform and crime prevention forward beyond the duration of the project.

The project has well established partnerships with national human rights institutions and oversights bodies, in particular the Ombudsman Office and the MoI Public Council.

1. The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to “Project ID” on the [MPTF Office GATEWAY](http://mdtf.undp.org) [↑](#footnote-ref-1)
2. The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](http://mdtf.undp.org/) [↑](#footnote-ref-2)
3. As per approval of the original project document by the relevant decision-making body/Steering Committee. [↑](#footnote-ref-3)
4. If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. [↑](#footnote-ref-4)
5. Please note that financial information is preliminary pending submission of annual financial report to the Administrative Agent. [↑](#footnote-ref-5)