

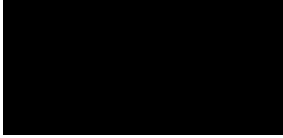


SIGNATURE PAGE

<i>Convening Agent/Participating UN Organization:</i>	<i>Participating UN Organizations:</i>	
UNDP	UNFPA	UN Women
Name: Katarzyna Wawiernia	Name: Birgit Van Hout	Name: Ceren Guven Gures
Title: Resident Representative, UNDP Kazakhstan	Title: Chief, UNFPA Representation Office to the European Union	Title: Head of the Central Asia Liaison Office, UN Women Kazakhstan MCO
Signature: 	Signature: 	Signature: 
Date: 15-Dec-2025	Date: 18-Dec-2025	Date: 15-Dec-2025

ANNEX I

Description of the Action

“Challenging Harmful Attitudes and Norms for Gender Equality (CHANGE)”

Title of the Action	Challenging Harmful Attitudes and Norms for Gender Equality (CHANGE)
Location(s) of the Action	Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan
Total Duration of the Action	36 months
Start Date Planned	January 2026
End Date Planned	December 2028
Multi-Country Programme Team <i>Convening Agent:</i> <i>PUNOs:</i>	United Nations Development Programme (UNDP) in Kazakhstan United Nations Population Fund (UNFPA) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
Implementation Modality	Indirect Management
>> Administrative Agent	The UNDP Multi-Partner Trust Fund Office (MPTFO) - Alain Noudéhou alain.noudehou@undp.org
>> Convening Agent	UNDP CO - Katarzyna Wawiernia, kasia.wawiernia@undp.org
Total EU Funding	USD 6,024,720 (EUR 5,200,000)
Co-financing	UNDP – USD 239,305 (EUR 206,547) UNFPA – USD 149,165 (EUR 128,746) UN Women – USD 169,373 (EUR 146,188) <i>Per Dec 2025 InforEuro</i>

December 2025

Table of Contents

Summary of the Action	4
1. Situation Analysis	5
1.1. Regional Context	5
1.2. Countries' Context	7
1.3. Lessons Learned and Best Practices	13
2. Programme Intervention	15
2.1. Programme Approach	15
2.2. Target groups and beneficiaries	16
2.3. Theory of Change	19
2.4. Programme Action	21
3. Complementarities and synergies	27
4. Cross-Cutting Issues	29
5. Risks and Assumptions	29
6. Programme Management	31
7. Monitoring, Evaluation and Reporting	35
8. Sustainability	37
ANNEX1. Results and Resources Framework	41
ANNEX 2. Work Plan	50

List of Acronyms

CA	Central Asia
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility
DV	Domestic Violence
EU	European Union
EVAWG	Ending Violence Against Women and Girls
FBO	Faith-Based Organisation
GAP	Gender Equality Action Plan
GBV	Gender Based Violence
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
GSNI	Gender Social Norms Index
ILO	International Labour Organisation
HDI	Human Development Index
HRBA	Human Rights-Based Approach
LNOB	Leave No One Behind
MCP	Multi-Country Programme
MPTFO	UN Multi-Partner Trust Fund Office
MoU	Memorandum of Understanding
NGO	Non-Governmental Organisation
PUNO	Participating UN Organisation
SCA	School of Gender Activists
SDG	Sustainable Development Goal
SGBV	Sexual and Gender-Based Violence
SOP	Standard Operating Procedures
ToT	Training of Trainers
TF GBV	Technology-Facilitated Gender Based Violence
TF VAW	Technology-Facilitated Violence Against Women
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
WNGO	Women Non-Governmental Organisation
WRO	Women Rights Organisation

Summary of the Action

<p>Objectives of the Action</p>	<p>Overall Objective: GBV reduction in Central Asia</p> <p>Specific Objectives:</p> <ol style="list-style-type: none"> 1. Social norms increasingly reflect zero tolerance for GBV 2. Civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy 3. Women have increased economic empowerment and access to sustainable livelihoods
<p>Target Group(s)</p>	<ul style="list-style-type: none"> • Adolescents and youth • Men and boys • Faith-based organisations • CSOs and WROs • Central and local public authorities • Service providers • Mass media and influencers • Private sector • Academia and research institutions • Women
<p>Final Beneficiaries</p>	<p>Women and girls in Central Asia</p>
<p>Expected Outputs</p>	<p>Output 1.1. Enhanced capacity and engagement of FBOs and religious leaders across Central Asia in preventing and responding to GBV and other harmful practices</p> <p>Output 1.2. Enhanced capacity and empowerment of adolescents and young people, especially girls and women, on gender equality, prevention and response to GBV and harmful practices</p> <p>Output 1.3. Enhanced awareness and engagement of men and boys in preventing and responding to GBV</p> <p>Output 1.4. Enhanced analytical capacity and skills of regional experts to collect, measure and report data on VAW in Central Asia</p> <p>Output 2.1. Civil society equipped with technical and adaptive organisational capacity to prevent and respond to GBV</p> <p>Output 2.2. Strengthened learning and knowledge management to empower CS to lead change in addressing VAWG in the CA region</p> <p>Output 3.1. Data collection and analysis inform policies and legislation addressing women's vulnerabilities</p> <p>Output 3.2. Enhanced access to employment and income generation opportunities for women</p>

1. Situation Analysis

1.1. Regional Context

The year 2025 finds women in Central Asia (CA) with fewer rights and opportunities compared to men. Countries still lag in gender equality, with Tajikistan ranking 129th, Uzbekistan 110th, Kyrgyzstan 95th and Kazakhstan 92nd out of 146 countries in the 2025 Global Gender Gap Index, each showing a downward shift from their previous year standings¹. Despite lacking data, available evidence highlights comparable enduring gender disparities in Turkmenistan². While the situation varies, all Central Asian countries face similar challenges in women's representation in decision-making roles, unequal distribution in unpaid domestic household and care work, further compounded by inadequate care infrastructure and scarce availability of affordable and quality care services and disparities in access to resources and economic opportunities. Women's participation in the workforce is lower, unemployment rates are higher, and gaps in pay persist.

The COVID-19 pandemic has deepened existing gender inequalities³. Also, in several regions, movements opposing gender equality and human rights have gained traction, leading to setbacks in the advancement of women's rights. Compounding these challenges is a human development crisis in Central Asia, marked by the unprecedented decline in HDI values in 2020 and 2021, followed by only partial recovery by 2025, with most countries yet to return to their pre-pandemic trajectories (UNDP, 2025). Against this backdrop, progress toward SDG 5 in Central Asia remains uneven and limited, with only a few countries meeting half of the gender equality targets (UN, 2025). Recent data indicate that among Central Asian countries, only Turkmenistan shows moderate improvement in SDG 5, while the other four countries are experiencing stagnation in their progress towards achieving gender equality⁴.

Gender-based violence (GBV) perpetuates and exacerbates gender inequality in Central Asia. According to the UN data, 1 in 3 women and girls in Central Asia have experienced violence at some point in their lives⁵. GBV take various forms, including domestic and psychological violence, sexual harassment, economic exploitation. Many disturbing incidents of violence against women occur in their homes, perpetrated by intimate partners, highlighting a significant regional issue. Official statistics reveal alarming trends. Kazakhstan reported a tripling of domestic violence (DV) complaints over five years, reaching in 2023 some 100,000 domestic violence cases officially registered.⁶ In Tajikistan in the first half of 2023 alone, the Committee on Women and Family Affairs under the Government received 1,075 complaints⁷. In Uzbekistan, in 2023, a total of 40,055 cases of violence and harassment against women identified and 39,263 women were issued with protection orders⁸. In Kyrgyzstan, repeatedly rated as the most dangerous for women in Central Asia⁹, at year-end 2023, the number of registered victims of domestic violence amounted to 13,104 people, of which at least 95 percent are women¹⁰. In Turkmenistan existing evidence shows that 12% of women aged 18-59 have been subjected to physical and/or sexual violence by a spouse or partner¹¹. Despite such data, the true scale of unreported cases remains unknown.

Recent disturbing high-profile cases, such as Asel Nogoibaeva's assault in Kyrgyzstan and the femicide of Saltanat Nukenova's in Kazakhstan¹², have had a profound impact on public awareness regarding the prevalence and severity of domestic violence in the region. These tragic incidents have sparked widespread outrage and prompted calls for urgent action from authorities to strengthen protections for individuals vulnerable to domestic abuse. The stark realities exposed by these cases have galvanized communities to demand enhanced support systems, legal reforms, and resources to effectively prevent and address GBV.

1 2025 Global Gender Gap Report, World Economic Forum; https://reports.weforum.org/docs/WEF_GGGR_2025.pdf

2 Situational Analysis of Men and Gender Equality in the Central Asia Region, a report prepared in 2022 for the UNFPA Country Office in the Republic of Kazakhstan under the Spotlight Initiative Regional Programme for Central Asia and Afghanistan.

3 Progress at risk: gender equality in COVID-19 response in Europe and Central Asia, UNDP, 2022

4 According to UN Women only 20.6% and 40.2% of the necessary indicators to monitor the SDGs from a gender perspective are currently available in Turkmenistan and Uzbekistan respectively.

5 UN data, 2023: <https://kazakhstan.un.org/en/238825-uniting-progress-eu-and-un-support-launch-central-asian-alliance-end-gender-based-violence>.

6 <https://www.gov.kz/memleket/entities/qriim/press/news/details/544741?lang=ru>.

7 <https://www.hrw.org/ru/world-report/2024/country-chapters/tajikista>.

8 <https://documents.un.org/api/symbol/access?s=CEDAW%2FC%2FUZB%2FFCO%2F6&l=E>.

9 Women, Peace and Security Index, 2023/2024, Georgetown Institute for Women, Peace and Security.

10 Data from Ministry of Internal Affairs of the Kyrgyz Republic.

11 National Survey on the Health and Status of a Woman in the Family, 2022.

12 <https://www.aljazeera.com/features/2024/5/1/in-kazakhstan-a-storm-over-domestic-violence-after-minister-killed-wife>

GBV is the result of gender inequalities, discrimination and exclusion of women and girls and power imbalances, some of which are reproduced in traditions and social and gender norms, perpetuating its hidden nature within households and communities. These norms foster harmful stereotypes, leading to tolerance for violence, biases regarding domestic and sexual violence. Similarly, forms of GBV such as child, early, and forced marriage are often justified in the name of tradition and culture. These factors of unequal power dynamics and discrimination impede women's access to education, maternal and reproductive healthcare, and economic independence. Poverty further exacerbates the vulnerability of women and girls to exploitation and abuse, often trapping them in abusive relationships. This is especially concerning for girls under 18, who are legally defined as children, with limited legal ability to act independently.

According to the UNDP's 2023 Gender Social Norms Index (GSNI), Uzbekistan reports the lowest percentage of biased attitudes toward women at 80.8%, which, though comparatively lower, still reflects high levels of gender bias. This is followed by Kazakhstan at 93.23%, and alarming 98.2% in Kyrgyzstan and 99.92% in Tajikistan¹³. In Tajikistan, a staggering 97.50% of respondents believe that men are justified in using violence against women. This is followed by Kyrgyzstan with 90.18%, Uzbekistan with 84.18%, and Kazakhstan with 72.56%. Despite the absence of data for Turkmenistan, studies suggest comparable persistent gender bias in the country¹⁴.

Governments in Central Asian countries are increasingly recognizing the pressing need to address GBV and its impact. This acknowledgement extends beyond social and human gains to encompass economic benefits, as addressing gender-based violence unlocks the full potential of all individuals for development and innovation. Therefore, governments are implementing policies, laws, and regulations to address GBV. UN Women reports that in Kyrgyzstan, 91.7% and in Kazakhstan, 83.3% of legal frameworks supporting gender equality (GE), particularly in addressing violence against women under SDG5, are established. However, significant gaps persist, and efforts in enforcement often prove inadequate, necessitating further alignment with international standards in this regard. Limited enforcement, access to services, and fear of stigma and retaliation discourage survivors from seeking help. Societal normalization of violence exacerbates the issue.

Central Asia countries are also making efforts to enhance women's political participation. Uzbekistan stands out with women now constituting 38% of Parliament, while other countries range between 18.4-25.6%¹⁵. However, representation of women in decision-making roles in both central and local governments remains very limited across all countries. Similarly, women's participation in the labour market is significantly lower than men's in most Central Asian countries, with gender gaps ranging from approximately 12.8% to 30.9%¹⁶. In Central Asia, various laws and regulations still create obstacles that prevent women from fully accessing economic opportunities. Women's limited access to formal employment often confines them to the informal sector, worsening gender gaps in income, job security, and social protections. In Central Asia, various laws and regulations still create obstacles that prevent women from fully accessing economic opportunities¹⁷.

The rapid rise of technology is outpacing efforts to combat its misuse for gender-based violence against women. UN Women's research highlights the prevalence of technology-facilitated violence (TF VAW), with inadequate legal and policy frameworks exacerbating the issue¹⁸. In Kazakhstan, 43% of women reported TF VAW, in Kyrgyzstan 42.1%, and in Tajikistan 30.7%, underscoring the urgent need for effective responses and support services.

While technology-facilitated GBV is a growing concern, digital platforms also offer powerful tools to prevent and respond to violence, particularly among Central Asia's digitally active youth and urban populations. Public campaigns like #HearHerStory have used social media to challenge stigma and mobilise community support, reaching wide audiences across the region. In Tajikistan, UN Women's "Be Zurovari" mobile app enhances survivor access to support services. Kazakhstan's Bulbul Telegram chatbot uses artificial intelligence (AI) to deliver trauma-informed guidance to survivors. In Kyrgyzstan, a complementary EU-funded ZeroVAWG programme includes a dedicated digitalisation component that leverages these platforms to promote zero tolerance for violence and support behavioural change among youth, civil society actors, and local authorities. In Uzbekistan, the government has implemented a fully automated system for

¹³ 2023 Social Gender Norms Index, UNDP.

¹⁴ Working Paper on Gender Statistics in Turkmenistan in the light of Survey on the Health and Status of a Woman in the Family, UNFPA, 2023.

¹⁵ https://data.ipu.org/content/uzbekistan?chamber_id=13481.

¹⁶ Eurasian Research Institute, World Bank Gender Data Portal

¹⁷ 2023 Women, Business and the Law, World Bank Group

¹⁸ The Dark Side of Digitalisation: Technology-facilitated violence against women in Eastern Europe and Central Asia, UN Women, 2023.

issuing non-molestation orders through the Unified Portal of Interactive Government Services (UPIGS), allowing victims of harassment and violence to apply online and receive protection orders within 24 hours. These initiatives reflect a broader trend in the region where digital tools are increasingly recognised as key enablers for social mobilisation and improved service delivery in response to GBV.

Civil society organisations (CSOs) and women rights organisations (WROs), bolstered by development partners in each country, make efforts to maintain an active role in supporting governments, with many collaborative initiatives and platforms established or joined by Central Asian countries. These include, but are not limited to, the Central Asia Alliance to End GBV, the Eastern Europe & Central Asia MenEngage Platform, HeForShe Central Asia movement, and participation in the General Equality Forum. In addition, a group of prominent women leaders from Central Asian states and the United Nations launched in 2020 the Central Asian Women Leaders' Caucus to empower women in the region for greater political, economic, and social influence on issues of peace, stability, and sustainable development. As a result, addressing GBV is gradually evolving beyond being perceived solely as a women's movement to increasingly involving men, as well as groups of influential stakeholders, such as faith-based organisations (FBOs).

However, the landscape for CSOs in Central Asia is increasingly hostile, with a tightening space for their activities. In Kyrgyzstan, the adoption of a law targeting foreign-funded CSOs restricts their operations¹⁹, while in Tajikistan, the closure of over 700 CSOs, many focused on human rights and gender equality²⁰, raises concerns. Repression against civil society, especially those advocating for women's rights, exacerbate the challenges for activism in the region.

CSOs in Central Asia have largely concentrated their efforts on raising awareness and advocating for gender mainstreaming and the integration of gender-sensitive approaches into policies and programmes to prevent and combat GBV. While these initiatives have been valuable in raising awareness and incorporating gender considerations into various sectors, they have often fallen short due to social gender norms and biases encountered "on the ground". As a result, there has been a growing recognition of the limitations of these approaches, leading to a shift in the conversation towards embracing gender transformative approaches. While significant strides have been taken in Central Asian countries to bridge gender disparities over the last decade, gender inequality remains deeply entrenched.

Effectively tackling the complexity of gender-based violence demands a holistic, systematic, and transformative approach. Drawing extensively from the insights of the Spotlight Initiative Regional programme for Central Asia, this Multi-Country Programme (MCP) by UNDP, UNFPA, and UN Women seeks to implement such an approach. The Spotlight Initiative's transformative strategy recognized violence against women and girls (VAWG) as a systemic issue, targeting both root causes and intersecting issues^{21,22}.

1.2. Countries' Context

Kazakhstan

Kazakhstan's Family and Gender Policy 2030, alongside sectoral protocols, address domestic violence. The legislative changes enacted in 2023, granting law enforcement officers the authority to intervene in domestic violence cases without the survivor's statement, as well as the adoption of a law criminalizing domestic abuse in Kazakhstan (April 2024) represent a stride in combating GBV. However, further efforts are needed to ensure the effective implementation of the latter law to protect survivors and hold perpetrators accountable.

As a pioneering effort in Central Asia, Kazakhstan established the National Commission on Women, Family, and Demographic Policy to promote gender equality, further reinforced by constitutional guarantees of equal rights and freedoms for all citizens, irrespective of gender. This dedication is complemented by proactive measures to address gender stereotypes and promote women's rights through partnerships with religious leaders, grassroots organisations, and youth-friendly health centres.

National strategies such as the Kazakhstan-2050 Strategy and the updated Concept of Family and Gender Policy until 2030 aim to improve women's leadership, access to employment, and protection from violence.

¹⁹ <https://www.reuters.com/world/europe/kyrgyzstan-adopts-law-targeting-foreign-funded-ngos-2024-04-02/>.

²⁰ <https://www.ohchr.org/en/press-releases/2024/03/tajikistan-un-expert-criticises-dissolution-700-ngos>.

²¹ <https://www.unicef.org/kazakhstan/en/reports/knowledge-attitudes-and-practices-survey-violence-against-children-families-kazakhstan>

²² <https://www.unicef.org/media/92376/file/Child-Protection-Gender-Dimensions-of-VACAG-2021.pdf>

The Government Action Plan on Human Rights and the Rule of Law, along with the 2024–2027 Government Action Plan for the Promotion of Equal Rights and Opportunities, set out key initiatives to advance human rights and gender equality across various sectors.

Women's representation in the national parliament stands at 18.4% in 2024, a notable increase from 10.4% in 2000²³. However, this figure marks a decline from 27.4% in 2023. Over the past two decades, the representation of women in political positions within the executive branch of Kazakhstan has also remained low, with their proportion never exceeding 12%²⁴. In 2022, the number of women political public servants at both the national and local levels was only 59, compared to 667 men, resulting in a low women's representation with just 9 women for every 100 political civil servants²⁵. This underrepresentation is further reflected in the 2024 Cabinet of Ministers, which includes only three women.

The labour force participation rate of women in Kazakhstan is 66%, compared to approximately 75.9% for men, reflecting a persistent gender gap²⁶. Although women constitute 57% of university graduates, they continue to earn significantly less than men, with the gender pay gap reported at 25.2% in 2022 and some studies estimating it as high as 30%²⁷.

High levels of violence against women pose a substantial barrier to gender equality in the country. A UN Women survey conducted in Kazakhstan revealed alarming statistics: 17% of women aged 18 to 75 reported experiencing physical or sexual abuse by a partner, while 21% reported psychological abuse²⁸. Official data paints a grim picture, with at least 80 women killed annually by intimate partners. While the police receive approximately 300 reports of domestic violence daily, the true extent of the problem is likely far greater, as many women remain silent due to fear, shame, or lack of support²⁹.

Deep-seated gender stereotypes and biases persist as significant barriers to gender equality. 93.23% of the population holds prejudiced views against women, according to the UNDP 2023 Gender Social Norms Index. These beliefs include notions of men's superiority in political leadership (68.41%) and business management (66.18%), as well as the acceptance of violence against women (72.56%). Furthermore, a UNFPA-led study revealed that a significant portion of respondents, particularly among religious groups, believe that women should endure violence to preserve family unity³⁰.

This prevailing mindset contributes to the perpetuation of the "double burden" phenomenon, where women undertake both paid work and the majority of household responsibilities, as evidenced by women spending more time on unpaid domestic tasks than men. Women carry a disproportionate share of unpaid domestic and care work, which affects their economic independence and career progression³¹. Women and girls aged 15+ spend 19.9% of their time on unpaid care and domestic work, compared to 6.3% spent by men³². Moreover, many single-parent households, often led by women, face heightened vulnerability and insufficient support. This impacts not only women's empowerment but also child development and the building of human capital.

Kyrgyzstan

Since 2017, Kyrgyzstan has taken several important steps to strengthen its legal framework on gender-based violence. The Law on Domestic Violence was revised that year, followed by updates to the Criminal Code and Criminal Procedure Code in 2021. In 2024, Kyrgyzstan ratified International Labour Organisation Convention No. 190 on the Elimination of Violence and Harassment at Work. Additionally, a Presidential Decree endorsed the State Programme of the Kyrgyz Republic to support women's leadership until 2030. The Law on Amendments to Legislative Acts for Protection from Domestic Violence was adopted in August 2024. This law aims to strengthen measures for protecting women and children from domestic violence. Kyrgyzstan has adopted legal amendments to tighten liability for sexual offenses and is progressing toward

²³ Idem

²⁴ Turning a Blind Eye: Are women represented in politics in Kazakhstan? UN Women

²⁵ Idem

²⁶ World Bank Gender Data Portal: <https://genderdata.worldbank.org/en/economies/kazakhstan>

²⁷ <https://mnu.kz/news/gender-inequality-costs-kazakhstan-billions-mnu-study>

²⁸ Sample survey on violence against women in Kazakhstan, UN Women, 2018

²⁹ Data from General Prosecutors Office of the Republic of Kazakhstan

³⁰ Situational Analysis of Men and Gender Equality in the Central Asia Region, a report prepared in 2022 for the UNFPA Country Office in the Republic of Kazakhstan under the Spotlight Initiative Regional Programme for Central Asia and Afghanistan.

³¹ Report on Unpaid Domestic Work of Women in Kazakhstan, UN Women, 2020

³² UN Women Data Hub: <https://data.unwomen.org/country/kazakhstan>

implementing additional measures, such as electronic monitoring of offenders, to strengthen protection mechanisms and prevent repeated attacks on victims.

A UN Women study shows that Kyrgyzstan ranks high among Central Asian countries, having implemented 91.7% of legal frameworks promoting gender equality, with a particular focus on addressing violence against women³³. Nevertheless, despite progress, significant gaps persist. The revised Law on Domestic Violence in Kyrgyzstan does not fully align with international standards, and the country's Gender Equality Plan, while recognizing the importance of DV prevention, lacks explicit acknowledgment of the link between DV and sexual violence. Although Kyrgyzstan has established sectoral protocols for DV, their effectiveness remains limited. Additionally, while efforts have been made regarding harmful practices, such as adopting a law and Action Plan to combat underage marriages, there is still a lack of systematic solutions. For instance, there is no effective mechanism for tracking religious marriages involving minors or addressing other forms of misconduct related to illegal practices, such as forced marriages. Moreover, deficiencies in the legal framework regarding violence against women, including gaps in defining rape and addressing sexual violence within marriage, remain pressing issues that require urgent attention.

Kyrgyzstan faces significant challenges with domestic violence, as evidenced by a sharp 37% increase in reported cases in 2024, reaching 14,293 incidents³⁴. Harmful practices such as bride kidnapping (Ala Kachuu) persist, affecting over 20% of marriages. The recent Country Gender Equality Profile highlights the urgent need to strengthen efforts to prevent and respond to domestic violence, alongside addressing broader gender inequalities that limit women's political and economic participation.

Entrenched stereotypes and systemic gaps contribute to persistent gender inequality in Kyrgyzstan. According to the 2023 Gender Social Norms Index, 98.2% of the population have biased gender norms. 90.18% demonstrate tolerance towards spousal violence, and 78.81% believe men are more suited for political leadership, while 83.39% perceive men as better CEOs and grant them greater employment rights during economic downturns.

Women's participation in the workforce in Kyrgyzstan continues to lag behind that of men. The labour force participation rate among women is 53%, as compared with 78.6% for men 2024³⁵. Deep-rooted traditional customs impose a disproportionate caregiving burden on women, hindering their ability to equally share household responsibilities and pursue rewarding employment opportunities beyond domestic confines.

In 2022, the UN Working Group on Discrimination against Women and Girls visited Kyrgyzstan and highlighted the challenge of rising religious extremism, which obstructs gender equality efforts. This trend reinforces traditional gender roles, limiting women's opportunities and perpetuating discriminatory practices. Amid these challenges Kyrgyzstan boasts a robust civil society with approximately 22,000 CSOs addressing social, political, and economic vulnerabilities, empowering communities, and advancing gender equality and women's empowerment (GEWE). However, challenges persist, such as the impact of the Law on "Foreign Representatives" and limited donor funding for CSO development, hindering progress in GEWE and ending violence against women and girls (EVAWG) efforts.

In terms of women's representation in politics, as of 2024, women hold 22.2% of seats in Kyrgyzstan's single or lower house of parliament³⁶. The 2022 amended electoral code requires a 30% gender quota on party lists for proportional representation, with candidate order rules to ensure balance. However, since the 2021 electoral reform introduced a mixed system, the quota only applies to the proportional component, limiting its overall impact. Women make up 14.3% of ministers or cabinet members. In public administration, women account for 41.4% of employees (2022), though they remain underrepresented in senior positions. These figures highlight persistent gaps in gender equality across political and administrative spheres, underscoring the need for strengthened policies and implementation not only on GBV prevention but also on promoting women's leadership and participation.

³³ <https://data.unwomen.org/country/kyrgyzstan>

³⁴ Country Gender Equality Profile Kyrgyzstan, UN Women, 2025

³⁵ World Bank Gender Data Portal: <https://genderdata.worldbank.org/en/economies/kyrgyz-republic>

³⁶ <https://www.equalfuture-eurasia.org/womens-representation-in-politics-and-public-administration/kyrgyzstan>

Tajikistan

In December 2024, Tajikistan adopted the National Programme and Action Plan on elimination of domestic violence for the period of 2025-2030. The approved plan includes specific interventions related to addressing discriminatory gender norms and stereotypes.

In February 2025, the Government established a formal Multisectoral Council for the Prevention of Domestic Violence, chaired by the Deputy Prime Minister and Chair of the Committee of Women and Family Affairs under the Government of the Republic of Tajikistan. The Multisectoral Council's primary goal is to coordinate domestic violence prevention efforts and develop proposals and recommendations for implementing state policy on domestic violence prevention and victim assistance.

Efforts to strengthen legal protections and ensure comprehensive support for survivors of gender-based violence and discrimination are ongoing priorities. While the Tajik Criminal Code addresses some forms of violence against women and children, such as kidnapping, early and forced marriage, rape, and sexual abuse, it does not cover all forms, thereby limiting the scope of legal protection available. Moreover, the revision of the Criminal Code, including a proposed article (153) on the criminalisation of domestic violence with penalties of up to seven years' imprisonment, remains pending. While advocacy has led to the inclusion of this provision, the draft was returned to line ministries for further review, and the status of the domestic violence article remains unclear.

Additionally, although Tajikistan introduced the Law on the Prevention of Domestic Violence in 2013 to address domestic violence issues, challenges persist in effectively implementing the law and providing adequate support to survivors, both psychologically and legally. Furthermore, there are notable deficiencies in preventing workplace harassment (including sexual), with insufficient legal support in this area. Moreover, while Tajikistan has made progress by enacting in 2022 the Law on Equality and Elimination of All Forms of Discrimination, concerns remain on the law's scope and effectiveness, mainly due to low public awareness and understanding of its applicability.

UN agencies and development partners persist in lobbying for amendments to the law to ensure its feasibility. Moreover, CSOs in Tajikistan, despite facing challenges like conservative attitudes and cyber-attacks, actively advocate for marginalized women and girls, holding the government accountable. A coalition of 55 CSOs, named "Life Free of Violence," emerged with support from UN Women and UNFPA, yet grappled with funding shortages and high staff turnover amid economic difficulties. Identified during public consultations, there's a pressing need for capacity building in women's leadership and resource mobilization skills.

As of 2024, women's representation in Tajikistan's national parliament stands at 28.6%³⁷. In the cabinet, women occupy 13.6% of ministerial positions³⁸. The absence of electoral quotas and the concentration of women in ministries traditionally associated with gender roles, such as culture and social affairs, suggest the need for further reforms to promote gender equality in governance.

Women's engagement in the workforce lags behind men's, with the labour force participation rate among women representing 31.8% compared to 51.3% for men in 2024³⁹. Official statistics from 2019 indicate that only 46% of wage earners are women⁴⁰. Those women with limited education, particularly without or with only primary education, face a threefold lower likelihood of employment compared to those with secondary-level education or higher. Furthermore, women earn just 64% of what men earn, highlighting a significant gender pay gap⁴¹.

Overall, despite some progress, Tajikistan continues to face significant challenges in achieving gender equality and studies reveal that domestic violence remains alarmingly prevalent, affecting a substantial portion of the women's population, ranging from one-third to one-half of women in the country⁴². Moreover, the prevalence of early marriage remains concerning at 14.3%, unchanged from the previous year. UN estimates suggest that around 30% of women in Tajikistan have experienced abuse by their husbands or

³⁷ <https://data.ipu.org/parliament/TJ/TJ-LC01/data-on-women/>

³⁸ <https://www.weforum.org/stories/2024/06/gender-equality-women-hold-cabinet-positions-2024/>

³⁹ World Bank Gender Data Portal: <https://liveprod.worldbank.org/en/economies/tajikistan>

⁴⁰ Tajikistan Country Gender Assessment, World Bank Group, 2021

⁴¹ <https://www.undp.org/tajikistan/press-releases/expanding-opportunities-technology-job-market-women-can-decrease-pay-gap-between-men-and-women-tajikistan>

⁴² <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

close relatives, though many do not seek help⁴³. Additionally, the Bureau for Human Rights and Rule of Law reports that between 50% and 80% of women and children in Tajikistan experience some form of violence⁴⁴.

Gender stereotypes significantly influence the situation of women and girls in Tajikistan. A recent study found that over 40% of respondents believed beating a woman could be justified and nearly 50% considered violence against women a "private matter," echoing views observed within the Tajikistan police force⁴⁵.

According to the 2023 GSNI, 100% of men in Tajikistan exhibit at least one gender bias, and 91.4% exhibit at least two, reflecting entrenched discriminatory beliefs around male authority and women's roles. A prevailing bias exists regarding women's capacity for political leadership, with 78.33% of the population endorsing such views. Economic biases are also evident, with 78.08% believing that men have greater employment rights during crises and are more adept in executive business roles.

Findings from the 2021 UNDP Survey on Access to Justice reveal significant gaps in knowledge, with only one in nine women being aware of their right to divorce⁴⁶. Leveraging opportunities provided by Tajikistan's State Programme on Human Rights Education 2021 – 2025, efforts should focus on bridging these awareness gaps. Additionally, aligning with recommendations from the CEDAW Committee in 2024, there is a clear imperative for education on CEDAW, especially within law schools, to effectively combat discrimination against women. This highlights the critical importance of implementing legal reforms and holistic strategies to tackle gender prejudices and stereotypes, thereby preventing GBV and promoting women's empowerment in Tajikistan.

Turkmenistan

In line with its international commitments to advance gender equality, Turkmenistan has formulated two National Action Plans on Gender Equality (NAPGE) spanning from 2015 to 2025. These plans underscore the importance of addressing GBV and collecting relevant statistical data, alongside initiatives in legislation, reproductive health and rights, participation, education, and employment opportunities.

However, challenges persist, particularly in the legislative framework, support mechanism for GBV survivors and data availability. While Turkmenistan's Civil and Criminal Codes cover various forms of violence, they still lack explicit definitions of gender discrimination, gender-based violence, and domestic violence. Also, the approval of sectoral GBV standards and standard operating procedures (SOPs) is still pending due to the lack of legislative framework to support their institutionalisation.

According to a UN Women, only 20.6% of the necessary indicators for monitoring the SDGs from a gender perspective are available in Turkmenistan⁴⁷. Significant disparities persist in critical areas such as combating violence against women, addressing unpaid care and domestic work, and measuring essential labour market metrics, including the gender pay gap. Moreover, findings from the EU-supported MICS 2024 conducted by UNICEF highlight persistent challenges related to gender-based violence in Turkmenistan. Nearly half of women (42.7%) and men (48.2%) believe that a husband is justified in beating his wife in certain circumstances, reflecting deeply rooted gender norms. About 9.6% of ever-married women reported experiencing physical, sexual, or psychological violence in the past year, yet 72.2% of those affected never sought help. Only 42.2% of women aged 15-49 years (married or in union) make informed decisions about sex, contraceptive use, and reproductive health. UNFPA supported national survey on the prevalence of gender-based violence shows that 12% of women aged 18-59 have been subjected to physical and/or sexual violence by a spouse or partner (2021)⁴⁸. Additionally, women's average years of schooling (10.9) is among the lowest in the region. In 2023 there were still 21 births per 1,000 girls aged 15-19⁴⁹.

43 <https://eca.unwomen.org/en/stories/press-briefing/2024/11/together-for-change-un-women-tajikistan-and-un-agencies-launch-global-call-to-action-with-the-launch-of-16-days-of-activism-against-gbv>

44 <https://eca.unwomen.org/en/stories/press-release/2025/02/un-women-tajikistan-launches-project-on-womens-access-to-justice-and-gender-capacity-building-of-judges>

45 Baseline/KAPB study "Spotlight Initiative" to End Violence against Women and Girls, UNICEF, 2022.

46 <https://www.undp.org/tajikistan/publications/survey-access-justice-tajikistan>

47 <https://data.unwomen.org/country/turkmenistan>.

48 https://turkmenistan.unfpa.org/sites/default/files/pub-pdf/report_health_and_status_of_a_woman_in_the_family_in_turkmenistan.pdf.

49 World Bank Gender Data Portal: <https://genderdata.worldbank.org/en/economies/turkmenistan>.

Gender quotas are not implemented in either national or local legislative bodies. As of July 2024, women hold 25.6% of seats in the 125-member Parliament of Turkmenistan⁵⁰. The current Speaker of the Parliament is the youngest Speaker in the world. As of 2024, women hold 22.2% of ministerial or cabinet positions in Turkmenistan.

At the same time, compared to other countries in Central Asia, there are signs of progress reported in certain areas. In Turkmenistan, the labour force participation rate among women was 48.7% in 2024, slightly higher than the 46.5% among men for the same period⁵¹. Women's financial inclusion remains low and stagnant at 35.5%, the lowest in Central Asia, and access to justice scores poorly at 0.66 out of 4. Turkmenistan ranks highest in community safety perceptions, with over 90% of women reporting feeling safe walking alone at night⁵². There has been also progress in reducing maternal mortality, with the ratio improving from 25 in 2000 to 5 in 2023⁵³.

Although no formal legislation prohibits women from driving, informal restrictions persist. Since 2017, women have reported having their driving licenses confiscated or renewal requests denied without legal basis. The UN Human Rights Committee and Amnesty International have expressed concern that these practices amount to gender-based discrimination, limiting women's mobility, economic participation, and equal access to public life.

While there are some encouraging trends, significant work remains to be done in combating GBV and achieving gender equality in Turkmenistan. This includes addressing common barriers such as biases and stereotypes, similar to those found in other countries.

Uzbekistan

In September 2019, Uzbekistan enacted the Law on Guarantees of Equal Rights and Opportunities for Men and Women, which addresses both direct and indirect gender discrimination. Uzbekistan's Strategy for Achieving Gender Equality until 2030 provides a framework for the development of sectoral SOPs and referral pathways, though these await final approval. Moreover, despite the presence of sectoral protocols, coordination across different sectors is not always adequate.

In 2023, the Senate of the Oliy Majlis of Uzbekistan approved amendments to the Criminal and Administrative Codes, establishing criminal liability for domestic violence and enhancing protection mechanisms for women and children. These changes established specific penalties, including fines and imprisonment, for offenders. In 2024, further amendments were introduced to strengthen protections for children against domestic violence.

In the first ten months of 2024, Uzbekistan saw a significant increase in the number of people held accountable for domestic violence, with nearly 16,000 individuals sentenced - a rise of over 50% compared to the previous enforcement period⁵⁴. Most offenders faced fines or administrative detention, while a smaller number received criminal convictions and prison sentences. Despite these improvements some victims still face challenges within the justice system, including being pressured to reconcile with their abusers during investigations.

Moreover, Uzbekistan's Law on Violence (2019) lacks a clear definition of DV, and instances of violence against women are frequently not adequately investigated and prosecuted within the judicial system. Like in other countries in the region, legislative documents and protocols often fail to adequately address the needs of victims/survivors with disabilities and other vulnerabilities, highlighting the necessity for a more inclusive approach.

Additionally, UN Women reports that only 40.2% of the indicators necessary to monitor the SDGs from a gender perspective are currently accessible in Uzbekistan. Significant gaps persist in crucial areas, notably in addressing violence against women, unpaid care and domestic work, and essential labour market indicators, including the gender pay gap.

⁵⁰ <https://www.equalfuture-eurasia.org/womens-representation-in-politics-and-public-administration/turkmenistan>

⁵¹ World Bank Gender Data Portal: <https://genderdata.worldbank.org/en/economies/turkmenistan>.

⁵² Women Peace and Security Index 2023/24: Focus on Turkmenistan, Georgetown Institute for WPS

⁵³ World Bank Gender Data Portal: <https://genderdata.worldbank.org/en/economies/turkmenistan>.

⁵⁴ <https://www.gazeta.uz/en/2024/11/26/domestic-violence/>

The representation of women in politics in Uzbekistan demonstrates slight improvement compared to other countries in the region. The electoral code mandates that at least 40% of candidates nominated by political parties must be women, up from the previous 30% quota. After 2024 parliamentary elections there was a historic increase of women in the parliament, now holding 38% of seats.

In 2022, Uzbekistan introduced Labor Code reforms prohibiting gender discrimination and removing employment restrictions on women. However, labour force participation exhibits inequalities. As of 2024, Uzbekistan's labour force participation rate for women stood at 39.9%, compared with 72.3% for men⁵⁵. This is notably lower than the global average of 51.1% and reflects a persistent gender gap in economic engagement. In addition, according to government statistics, in 2022 women earned 34 percent less than men on average, a much larger gap than the 20 percent global average⁵⁶. Nevertheless, Uzbekistan's efforts to improve gender equality have been internationally recognised; in 2024, the country was named one of the top five global improvers in the Women, Business and the Law Index⁵⁷.

Deeply rooted stereotypes persist in Uzbekistan as well. According to the 2023 GSNI, 80.8% of individuals in Uzbekistan hold biases favouring men as more effective political leaders than women, while 81.19% believe that men outperform women as business executives. 84.18% of the population shows tolerance towards intimate partner violence.

Despite some positive dynamics, there is still a considerable amount of ground to cover in Uzbekistan's efforts to combat GBV and attain gender equality. This necessitates tackling prevalent obstacles like biases and stereotypes, which are commonly encountered in various other Central Asian countries as well.

1.3. Lessons Learned and Best Practices

Promising practices and lessons learned from recent evaluations and reviews have shaped the structure of this programme. The UN Women Independent Evaluation Service (IES) Global Evaluation Report Oversight System (GEROS) Meta-Analysis 2017–2022 highlighted that interventions that combine institutional capacity-building with targeted advocacy, especially when grounded in national policy commitments, are most effective in advancing gender equality outcomes⁵⁸. Long-term success of addressing GBV hinges on sustained government engagement, survivor-centred service models, and robust coordination between sectors and stakeholders. Community-driven prevention initiatives, particularly those engaging men and boys, are most effective when tailored to local social norms and supported by evidence-informed messaging and peer-led delivery. Best practices emerging from successful interventions include the institutionalisation of multi-sectoral coordination mechanisms, legal and policy reform backed by implementation capacity, and meaningful participation of CSOs, especially those representing marginalised groups. Crucially, programmes that embedded rigorous monitoring, disaggregated data collection, and feedback loops into their design were more adaptive, equitable, and impactful.

Women's economic empowerment is an important strategy to combat GBV by fostering financial independence and reducing vulnerability. Reducing unpaid care work and expanding access to quality, affordable care services enable more women to participate in the labour force. The regional gender-responsive review of care systems, conducted across Moldova, North Macedonia, Turkey, Ukraine, and Uzbekistan, has identified key gender gaps and produced concrete recommendations aligned with EU and ILO standards. Uzbekistan's participation provided valuable insights now guiding national action. This harmonized review can be replicated regionally through CHANGE activities to enhance cross-country learning and coherence. The key lesson is that strengthening equitable care systems supports women's economic inclusion, autonomy, and resilience, thereby contributing to GBV prevention.

Important lessons learned and good practices stem from the Spotlight Initiative Programme in Central Asia and Afghanistan. Launched in 2020 and completed in 2023, this initiative, implemented by UN Women, UNDP, and UNFPA, aimed to combat VAWG through a multifaceted approach. The programme focused on legal reforms, institutional capacity-building, social norm transformation, survivor support services, data management, and strengthening women's movements and CSOs, providing valuable insights for similar initiatives in the region.

⁵⁵ World Bank, Gender Data Portal: <https://genderdata.worldbank.org/en/economies/uzbekistan>

⁵⁶ Country Gender Assessment, Uzbekistan, World Bank, 2024

⁵⁷ <https://wbi.worldbank.org/en/reports>

⁵⁸ Evidence and lessons on types of UN Women support: A meta-synthesis of UN Women evaluations, 2022

Key achievements varied across the countries involved but collectively included the successful adoption of critical legislation and policies, improved coordination among institutions to address VAWG, and the establishment of multi-sectoral survivor support services. Positive shifts in social norms and attitudes towards gender equality were also observed, alongside strengthened capacities of CSOs and grassroots women's rights movements. However, challenges related to sustainability, institutional memory, and limited engagement with grassroots organisations hindered the programme's impact in certain contexts. High staff turnover and frequent changes in government counterparts, combined with restrictive selection criteria for CSOs, created barriers to progress.

The lessons learned from the Spotlight Initiative, both globally and in Central Asia, highlight several key factors which informed the programme. The Spotlight Initiative has underscored the necessity of a robust, multi-sectoral approach that includes legislative and institutional reforms, social norm transformation, and civil society activism. A critical insight is the importance of treating GBV not only as a women's rights issue but also as a societal issue affecting all aspects of life, including public health, education, and the rule of law. In particular, the following lessons learned, and best practices were considered in the design of the Multi Country Programme:

Lessons Learned

1. **Importance of formal government endorsements.** To strengthen advocacy efforts and align commitments, it is essential to obtain formal government agreements before initiating programmes, particularly those related to SGBV. For instance, in Kazakhstan and Kyrgyzstan, securing government support has been crucial for the success of the MenEngage and HeForShe campaigns. These formal agreements provide a framework for aligning the programme's objectives with national policies and ensuring long-term sustainability.
2. **Geographic inclusivity.** Expanding coverage to underserved populations, especially in rural or remote areas, is necessary for comprehensive service delivery. In Tajikistan, efforts to reach isolated communities have highlighted the importance of targeting geographic gaps to ensure all survivors of SGBV can access support, regardless of their location.
3. **Strengthening NGO-state collaboration.** Facilitating stronger partnerships between state institutions and CSOs is essential for enhancing support systems for SGBV survivors. In Uzbekistan, collaborations between government bodies and CSOs have demonstrated the value of shared resources and expertise in addressing gaps in service provision and accessibility.
4. **Data-driven decision-making.** Regular data collection and analysis are important for identifying gaps, assessing intervention impact, and informing future programming. In Turkmenistan, the integration of GBV topics into national surveys, such as the Multiple Indicator Cluster Surveys (MICS), has provided valuable data that has informed policy and programme adjustments. Kazakhstan has made strides by integrating GBV questions into national surveys, providing reliable data to inform policy and future interventions.
5. **Sustainability challenges in psychosocial services.** In Central Asia as a whole, psychosocial services for SGBV victims primarily rely on donor funding, posing challenges for sustainability. For example, in Kyrgyzstan, diversifying funding sources and advocating for government financial support was critical to ensuring the long-term viability of these essential services.
6. **Need for experts in positive masculinity.** The lack of national experts on positive masculinity and engaging men presents a challenge in many Central Asian countries. In Kyrgyzstan, a comprehensive strategy on engaging men was developed.

Best Practices

1. **kNOwVAWdata Course.** The adaptation of the kNOwVAWdata online training course for Central Asia has been a successful initiative. In Uzbekistan, this course has been instrumental in building the capacity of national partners, including statisticians and researchers, to measure and analyse VAW data. The course supports the development of national prevalence studies and strengthens local expertise in GBV data collection.
2. **Spotlight Digital Challenge.** The Spotlight Digital Challenge, launched in all Central Asia countries, utilised ICT to address SGBV issues and engage youth in creating technology-based solutions. This initiative empowered young people to address SGBV through creative problem-solving, increasing awareness of both the potential of digital technologies and the risks they pose in cyberspace.

3. **Youth-Led Organisations.** The involvement of youth-led organisations has proven effective in understanding the needs and aspirations of young people. In Kyrgyzstan, youth-led groups mobilised and engaged their peers to address SGBV prevention, creating a self-sustained network that continues to share ideas and opportunities for youth-driven initiatives.
4. **MenEngage & HeForShe Campaigns.** The implementation of the MenEngage concept in Kazakhstan and Kyrgyzstan, and the launch of the HeForShe campaign across Central Asia, has successfully raised awareness about masculinities and social norms surrounding SGBV. In Kazakhstan, the campaign reached over 15 million people, and collaboration with influencers and the private sector, particularly on platforms like TikTok, helped amplify the message.
5. **Intersectional Research on SGBV.** Engaging by and for CSOs in the design and implementation of research on intersectionality and SGBV has proved valuable. In Tajikistan, research focusing on the unique challenges faced by marginalised women (e.g., women living with HIV, women with disabilities) is providing critical insights into the intersection of gender inequality with other social inequalities and informing more inclusive policies and programmes.
6. **Offline Engagement for Networking.** While digital platforms have been essential, offline engagement has proven more effective in some instances. In Kyrgyzstan, in-person workshops and events helped expand the network of partners and beneficiaries, facilitating deeper connections and collaborations that may not have been possible through online platforms alone.

These lessons learned and best practices, alongside extensive consultations among UN agencies and with key stakeholders, have informed the current programme, ensuring that it reflects the most up-to-date needs and priorities of beneficiaries.

2. Programme Intervention

2.1. Programme Approach

Spanning from 2026 to 2028, this EU-funded programme is implemented collaboratively by UNDP, UNFPA, and UN Women across all five Central Asian countries. This initiative not only complements national efforts but also enhances cross-border cooperation, reflecting the EU's value in promoting sustainable, inclusive development in a complex and diverse regional landscape.

The MCP approach is in line with the Gender Equality Action Plan (GAP) III for 2021-2027, reflecting the EU's commitment to advancing gender equality in its external actions and accelerating global efforts in line with international and SDG commitments. In addition, by prioritizing social norms change and gender equality, this programme also aligns closely with the objectives of the 2030 Agenda for Sustainable Development.

The intervention logic of the MCP is rooted in a comprehensive understanding of the multifaceted nature of GBV and the underlying structural inequalities that perpetuate it. As such, the programme aims to address the pervasive issue of GBV in Central Asia, which is perpetuated by systemic inequalities, power imbalances and discriminatory social and gender norms. These create an environment where violence against women is used by men and tolerated by society and where women are denied equal rights and opportunities.

Recognizing that GBV is not merely a result of individual behaviours but rather deeply ingrained in social and gender norms, gender biases and stereotypes, discriminatory practices, and unequal power dynamics, the programme adopts a holistic, gender-transformative approach that aims to challenge and change these root causes across multiple levels of intervention. It is specifically based on the following key change strategies:

- a) Challenging structural barriers that uphold gender inequality, such as discriminatory laws and policies.
- b) Empowering civil society, grassroots organisations, women, and girls with the knowledge, skills, and resources to claim their rights, while strengthening the capacity of CSOs to address GBV and build networks and coalitions to amplify their collective voice and influence policy change. Ensuring the voices of those left behind are heard and have influence in programme implementation and evaluation, while applying a human rights-based approach (HRBA) to address power imbalances, discrimination, and inequalities, particularly in their most extreme forms. Engaging boys and men in embracing gender equality and positive masculinities for sustainable change.

- c) Focusing on approaches with potential for scale and sustainability by mainstreaming gender equality, engaging in targeted community outreach, building partnerships with diverse stakeholders, including social movements, the private sector, and religious institutions, and implementing evidence-based interventions to prevent GBV.
- d) Applying intersectionality, which acknowledges the diverse experiences within gender categories, considering factors like ethnicity, religion, age, disability, socio-economic status, and migration status.
- e) Leveraging digital platforms for awareness and advocacy and digital solutions for service delivery and capacity building.

This programme leverages the EU's unique role as a supranational actor with the capacity to coordinate and unify diverse national efforts across Central Asia. The EU brings a comprehensive regional approach that promotes coherence and complementarity between bilateral and multilateral initiatives on gender-based violence. The EU's established political dialogue and strategic partnerships with Central Asian governments enable it to support harmonised policy frameworks and strengthen regional cooperation.

2.2. Target groups and beneficiaries

The MCP engages a wide spectrum of target groups whose roles, influence, and reach are critical to tackling GBV in Central Asia. Each group plays a distinct yet interconnected role in challenging harmful social norms, delivering services, shaping policy, and driving social change. Their respective roles and contributions are integral to addressing the complex issue of GBV comprehensively and effectively. Their engagement will be facilitated through tailored approaches such as capacity-building, awareness-raising, advocacy, multi-stakeholder dialogues, and policy support. An analysis of these stakeholders was conducted to ensure the programme is aligned with their specific needs, capacities, and potential contributions, and to maximise the effectiveness and sustainability of interventions. Below is an overview **target groups** and of engagement approaches:

1. **Men and boys.** Men and boys hold significant power and influence in challenging harmful gender norms. They can advocate for gender equality and play a crucial role in dismantling harmful stereotypes and behaviours. Individually, men and boys can serve as allies and advocates by challenging gender norms within their households, communities, and spheres of influence. Additionally, their participation in platforms such as the Eastern Europe & Central Asia MenEngage Platform and the HeForShe Central Asia movement provides opportunities for collective action and collaboration on gender equality initiatives. Engaging men and boys involves educational initiatives that promote awareness and understanding of gender issues, mentorship programmes that encourage positive role modelling, and efforts to redefine masculinity in a way that promotes respect, equality, and empathy.
2. **Adolescents and youth.** They play dual roles as both beneficiaries and agents of change, advocating for their rights individually and through platforms like the Youth Peer Education (Y-PEER) Network and Central Asian Youth Alliance. They are important in breaking cycles of violence and will be engaged through youth-led initiatives, education, and peer support programmes. These young individuals need life skills education, sexual and reproductive health services, and comprehensive sexuality education. Young women will receive targeted support to address gender-based violence and reproductive health and will be empowered to establish peer support groups and safe spaces for psychological first aid and referral. Young men will be engaged in programmes promoting positive masculinity and violence prevention. Ensuring the inclusion of marginalized youth, including those with disabilities and in rural areas, and offering them opportunities for leadership and participation are crucial for the success of the programme.
3. **Public authorities.** Public authorities, including parliament, central, and local government, are very important in addressing GBV, holding authority and legitimacy. Parliamentarians enact laws to protect survivors and promote gender equality, while central government agencies develop and implement policies, and allocate resources. Local government officials coordinate community efforts and deliver services. Collaboration with these authorities involves training, resource allocation, and accountability measures to strengthen policy enforcement and service delivery. Together, they can create an environment where GBV is not tolerated, survivors are supported, and perpetrators are held accountable. In addition, Child Rights Ombudspersons,

who are increasingly active across Central Asia, will be engaged as important agents in protecting and promoting the rights of children, particularly in addressing violence and ensuring child protection measures are implemented effectively. Within the programme, the following government institutions will play key roles in aligning national priorities with the programme’s goals, ensuring coordination, and supporting implementation.

Country	Key National Partners
Kazakhstan	<ul style="list-style-type: none"> • Parliament • Ministry of Culture and Information • Ministry of Labour and Social Protection • Ministry of National Economy • National Commission for Women Affairs, Family and Demographic Policy under the President • Ministry of Foreign Affairs • Ministry of Health • The Spiritual Administration of Muslims
Kyrgyzstan	<ul style="list-style-type: none"> • Parliament • Ministry of Labour, Social Welfare and Migration. • Ministry of Economy and Commerce. • Ministry of Health • Ministry of Interior • Ministry of Justice • Ministry of Emergency Situations • State Commission for Religious Affairs
Tajikistan	<ul style="list-style-type: none"> • Ministry of Health and Social Protection of the Population • Ministry of Economic Development and Trade • Committee on Women and Family Affairs under the Government of Tajikistan • Agency on Statistics under the President of Tajikistan • Committee of Youth Affairs and Sports under the Government of Tajikistan • Local municipalities
Turkmenistan	<ul style="list-style-type: none"> • Parliament • Ministry of Sports and Youth • Ministry of Labor and Social Protection • Institute of State, Law and Democracy • State Committee on Physical Culture and Sports • National Red Crescent Society
Uzbekistan	<ul style="list-style-type: none"> • Senate of the Oliy Majlis • Ministry of Employment and Poverty Reduction • Ministry of Preschool and School Education • Committee for Religious Affairs • National Agency for Social Protection • Youth Affairs Agency • Association of Mahallas

4. **Mass media and influencers.** Mass media and influencers wield significant sway over societal attitudes and perceptions, making them key players in addressing GBV. Given their reach and credibility, the mass media and influencers have the legitimacy to promote accurate portrayals of GBV issues and combat misinformation surrounding these issues. Through targeted awareness campaigns, the mass media and influencers can raise public consciousness about the prevalence and impact of GBV, fostering empathy and understanding among audiences. Moreover, by ensuring accurate and sensitive reporting on GBV incidents, they can help destigmatize survivors and encourage victims to seek support and justice.
5. **CSOs and WROs.** CSOs and WROs play a crucial role as advocates and service providers, representing marginalized voices and offering crucial support to survivors of GBV. Grassroots-

level CSOs are closest to the final beneficiaries and have a strong understanding of local realities, making them important actors in designing and delivering responsive and context-specific support. They provide tailored services, such as counselling and legal assistance, while also conducting outreach programmes to empower individuals and raise awareness about GBV. Also, they work to promote gender-equitable dynamics through education and economic empowerment initiatives. In communities, they engage in grassroots advocacy and capacity-building activities to challenge harmful norms. Additionally, they actively engage in policy advocacy at both national and regional levels, participating in policy dialogues, contributing research-based recommendations, and advocating for legal reforms to strengthen protections for survivors and address root causes of GBV. Through collaboration in platforms like the Central Asia Alliance to End GBV, the Central Asia Women Leaders Caucus, National CSO Networks, and the Eastern Europe & Central Asia Spotlight Initiative, they amplify their impact and contribute to collective efforts aimed at advancing gender equality and ending GBV across the region. Despite their central role, women's activists, CSOs, and other rights-based organisations face significant pushback, often encountering resistance and opposition to their efforts in advocating for gender equality and combating GBV, as well as experiencing a significant underfunding. Also, since they help produce and collect community-based GBV data, their capacity on GBV data and gender sensitive programme evaluation requires strengthening. The intervention will be tailored to address and mitigate resistance, ensuring effective navigation and overcoming of pushback while advancing gender equality and combating GBV. This includes bringing together a diverse group to refresh their knowledge on GE and sexual and gender-based violence (SGBV), passing knowledge across generations, prioritizing leave no one behind (LNOB) principles, engaging experts and leaders, facilitating communication between CSOs, studying CSOs' participation in policymaking, strengthening CSOs' capacity on SGBV, utilizing innovative approaches like social media, and learning from international best practices on voluntarism.

6. **Multi-faith-based Organisations (FBOs).** Multi-faith-based organisations are religious, faith-based groups, and/or faith-inspired groups which operate as registered or unregistered non-profit institutions. The term is preferred instead of, e.g. churches, synagogues, mosques, as well as for other forms of religious organisations providing social services (e.g. in health, education, humanitarian relief, etc.). The term is increasingly used in global development contexts and, as it is inclusive (non-judgmental about the validity of any expression of faith) and moves away from historical patterns of thought. UNFPA partners with human rights-oriented FBOs which are service deliverers and/or advocates (existing and potential) of the Programme of Action of the International Conference on Population and Development. FBOs and religious leaders hold significant authority and legitimacy within Central Asian communities, particularly, but not exclusively, within the context of Islam prevalent in the region. These entities are crucial stakeholders in addressing GBV within their communities, as they can provide guidance, support survivors, and promote awareness about GBV prevention within religious frameworks. Engaging FBOs and religious leaders involves collaborating with them on educational initiatives, advocacy campaigns, and community outreach programmes that integrate GBV prevention strategies with religious teachings, without compromising the rights or safety of affected populations. Engagement with FBOs will be conducted in close consultation with national authorities and aligned with government frameworks to ensure policy coherence, national ownership, and full transparency. The programme will adopt a cautious, inclusive, and context-sensitive approach, ensuring the meaningful participation of religious minorities and non-Muslim communities, as well as secular organisations working on similar issues.
7. **Service providers.** Service providers play a crucial role as frontline support for survivors of GBV, offering essential services and resources to those in need. Their legitimacy in providing survivor-centred care underscores the importance of their role in addressing the diverse needs of survivors, including those with disabilities, victims of violence, and women living with HIV. Through specialized training programmes, service providers can enhance their capacity to offer sensitive and inclusive support tailored to the unique circumstances of each survivor. Moreover, coordination among service providers, both through traditional and digital channels, ensures a holistic and coordinated response to GBV, facilitating access to a comprehensive range of services, including medical care, legal assistance, counselling, and psychosocial support.

8. **Private sector.** The private sector wields considerable power and resources, providing a unique opportunity to advance family friendly workplace policies and support GBV prevention efforts through corporate social responsibility (CSR) frameworks. Alongside funding initiatives, they can also offer paid apprenticeships tailored specifically for women, further enhancing their engagement in these programmes.
9. **Academia and research representatives.** Academia and research entities contribute significantly to addressing GBV by providing evidence-based solutions. Leveraging their authority in research and expertise, these institutions offer valuable insights into the root causes, prevalence, and impacts of GBV. Through collaboration with stakeholders and engagement in data sharing initiatives, academia and research representatives strengthen the evidence base for addressing GBV and aid in developing effective interventions.
10. **Other UN Agencies.** Collaboration with other UN entities to address GBV in Central Asia will be instrumental in the implementation of MCP, such as UNICEF for its established work with children and girls in the region. Engaging with key agencies like IOM, WHO, and OHCHR will be selective and strategic aimed at complementing efforts and ensuring coordinated action. This partnership will amplify the programme's impact, meet the needs of women and girls while supporting their roles as agents of change in advancing gender equality. Additionally, the programme will ensure synergies with ongoing or planned EU gender programmes in Central Asia's countries implemented by UN agencies and other organisations. This will help avoid duplications, foster complementary efforts, and strengthen the overall effectiveness of gender equality initiatives in the region.

The main **beneficiaries** of the MCP are women and girls across Central Asia, whose rights, safety, and well-being the programme seeks to protect and advance. Beyond receiving support and services, women and girls will be empowered as active agents of change - leading advocacy, shaping solutions, and contributing to gender equality within their communities. This dual role ensures the programme is responsive, locally owned, and sustainable.

The programme is highly relevant to all key stakeholders as it comprehensively addresses the multifaceted nature of GBV in Central Asia by aligning with their specific needs and roles.

2.3. Theory of Change

The MCP is grounded in the understanding that GBV is a multidimensional issue rooted in unequal power relations, discriminatory social norms, and institutional limitations. Effectively addressing GBV requires a comprehensive, intersectional, and sustained approach. The proposed Theory of Change posits that by achieving three interrelated and mutually reinforcing outcomes, GBV can be sustainably reduced in Central Asia:

IF social norms increasingly reflect zero tolerance for gender-based violence...

Transforming harmful social norms that normalise, or excuse violence is essential. In Central Asia, entrenched gender roles and patriarchal beliefs contribute to the persistence of GBV, reinforced by stigma, silence, and impunity. Evidence from global and regional studies (e.g. UN Women, UNICEF, UNFPA) shows that targeted interventions, especially those engaging men and boys, can effectively shift attitudes and behaviours. For example:

- In Kyrgyzstan, school-based curricula and public awareness campaigns have led to measurable changes in attitudes toward bride kidnapping and domestic violence.
- In countries such as Georgia and Moldova, strong zero-tolerance campaigns combined with legal enforcement have increased awareness and reduced social acceptance of GBV, as shown in DHS and MICS data.

Fostering zero-tolerance norms also strengthens the enabling environment for the other two outcomes by mitigating backlash and increasing public and institutional support for reforms.

...AND civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy...

CSOs play a central role in prevention, protection, service delivery, and policy change. However, in Central Asia, women's rights organisations often face limited funding, shrinking civic space, and fragmentation. By

building CSO capacity, promoting shared platforms (e.g. the Spotlight Virtual Platform), and enhancing coordination, the programme will:

- Amplify survivor voices and community engagement
- Improve service delivery and outreach
- Enhance advocacy and accountability mechanisms

Evidence from similar efforts (e.g. the Spotlight Initiative in other regions) confirms that well-coordinated civil society leads to more responsive policies and greater resilience in communities.

...AND women have increased economic empowerment and access to sustainable livelihoods...

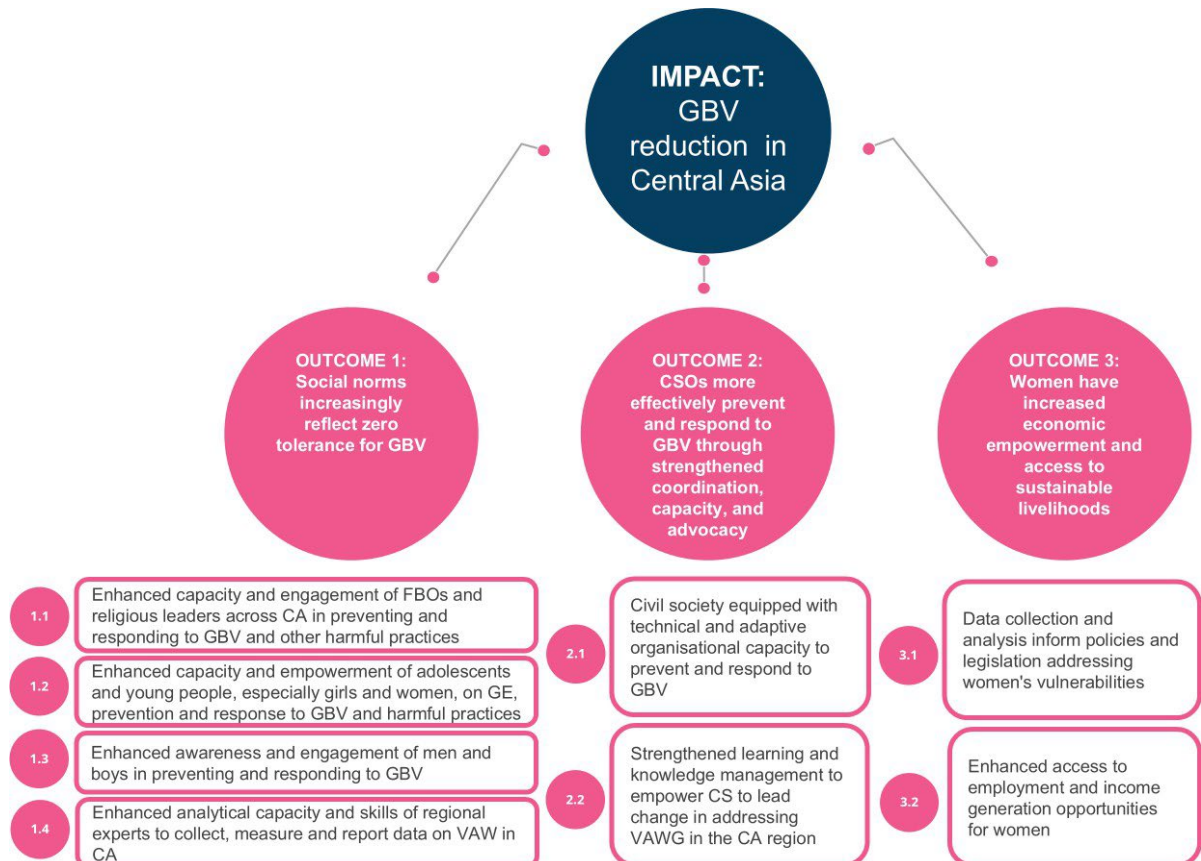
When women gain financial literacy and access to decent work, they become more independent, resilient, and able to escape or prevent abusive situations. Strengthened legal frameworks that protect labour rights and ensure safe, equal employment reinforce and sustain these outcomes, reducing women’s vulnerability to GBV and promoting lasting economic independence. This is especially relevant in Central Asia, where many women:

- Have limited awareness of their rights
- Face institutional and cultural barriers to employment, including the disproportionate burden of unpaid care work and the lack of accessible, affordable, and quality care services
- Are at greater risk of GBV due to economic dependency

Evidence shows that when women gain economic autonomy, they also gain greater agency, safety, and influence in both household and community decisions.

THEN a more equitable and violence-free environment will be enabled, LEADING TO a reduction in GBV.

The diagram below provides an illustration of the Theory of Change:



This approach aligns with global best practices, including the Spotlight Initiative's global Theory of Change and the INSPIRE framework (WHO, UNICEF, UNODC), maximising the likelihood of sustainable GBV reduction across the region.

2.4. Programme Action

The Overall Objective (Impact) of the MCP is to contribute to the reduction of GBV across Central Asia, aligned with SDG 5 and, specifically, Target 5.2 on eliminating all forms of violence against women and girls. While this long-term goal provides a clear strategic direction, it is important to recognise that reduction in GBV prevalence is influenced by a complex interplay of structural, behavioural, and systemic factors that extend beyond the direct scope and timeframe of the programme. Consequently, observable changes in GBV prevalence may not be immediately measurable or directly attributable to programme interventions within the three-year implementation period. Moreover, the limited availability of recent, comparable, and regularly updated data across the region, particularly for SDG Indicator 5.2.1: Percentage of women and girls aged 15-49 who have experienced physical and/or sexual violence by a current or former intimate partner in the previous 12 months, presents challenges for setting specific, time-bound targets related to GBV reduction at this stage. To address these limitations, the programme has set a directional impact target to contribute to a reduction in reported rates of GBV, using various proxy indicators where data is available, while simultaneously strengthening national systems for data collection, measurement, and response mechanisms.

To achieve this overarching aim, the programme pursues three interlinked **Specific Objectives (Outcomes)** that together address the structural, behavioural, and institutional drivers of gender-based violence. These objectives reflect a comprehensive approach rooted in prevention, empowerment, and systems strengthening and are the following:

1. Social norms increasingly reflect zero tolerance for GBV
2. Civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy
3. Women have increased economic empowerment and access to sustainable livelihoods

Each of the specific objectives is operationalised through a set of strategically defined eight **Outputs** and corresponding activities. These are designed to translate the programme's vision into measurable results, ensuring coherence between the overarching impact and the interventions at national and regional levels. The outputs serve as the building blocks of change, addressing normative, institutional, and individual dimensions of GBV prevention and response, while the activities reflect context-specific approaches tailored to the diverse realities across the five Central Asian countries.

Outcome 1. Social norms increasingly reflect zero tolerance for GBV

Output 1.1. Enhanced capacity and engagement of FBOs and religious leaders across Central Asia in preventing and responding to GBV and other harmful practices

Activity 1.1.1. Engage FBOs, religious and community leaders into national formal and informal GBV response mechanisms

This activity involves mobilising multi-faith-based organisations, religious, community and opinion leaders and other relevant stakeholders, including national government authorities and CSOs, to actively participate in both formal and informal national mechanisms addressing gender-based violence. It includes convening national consultations in Kazakhstan, Kyrgyzstan and Uzbekistan to strengthen their engagement in GBV prevention and response, as well as conducting offline and online awareness-raising sessions in selected communities in Kazakhstan and Uzbekistan. These sessions, led by religious leaders, will promote GEWE and enhance community-level understanding and action to prevent and respond to GBV.

Activity 1.1.2. Build capacity of religious leaders and FBOs on GEWE, family wellbeing, responsible parenthood and changing negative/biased social norms and stereotypes

This activity focuses on strengthening the capacity of religious leaders and multi-faith-based organisations to promote GEWE, family wellbeing, and positive social norms. It includes demand creation interventions

targeting religious leaders, FBOs, journalists and NGOs for the utilization of the online platform, "Basics for a Healthy and Prosperous Family in Islam" in Kazakhstan, which will provide accessible guidance on gender equality, GBV, family wellbeing, and the rights of women, children, and men, aligned with humane Islamic values. Additionally, capacity-building sessions will be organised for imams in selected regions of Uzbekistan using the UNFPA-developed "Gender Equality in Islam" manual. Further training will be conducted with FBOs in Kyrgyzstan to actively engage men and boys in GBV prevention and promote responsible fatherhood, positive masculinities, family planning, and reproductive health.

Activity 1.1.3. Strengthen cross-fertilization among FBOs, religious leaders and other relevant stakeholders across the sub-region on best practices in the prevention and response to GBV in Central Asia

This activity aims to enhance collaboration and knowledge exchange among faith-based organisations, religious leaders and other relevant stakeholders, including national authorities and CSOs across Central Asia on effective approaches to prevent and respond to gender-based violence. It includes organising a sub-regional workshop to share best practices and challenges related to GBV prevention and response. Following the workshop, a technical summary report will be developed to document key discussions, best practices, action points, and recommendations, which will support sub-regional advocacy and inform country-level follow-up and programming.

Output 1.2. Enhanced capacity and empowerment of adolescents and young people, especially girls and women, on gender equality, prevention and response to GBV and harmful practices

Activity 1.2.1. In selected regions in Kazakhstan and Uzbekistan, raise awareness and build the capacity of teachers and other educators to conduct evidence-based, age appropriate and context adapted sessions on GE, GBV prevention and response and respectful relationships for children, adolescents and young people in secondary and specialized boarding schools.

This activity focuses on raising awareness and building the capacity of teachers and educators in selected regions. In Uzbekistan, it involves developing specialized training materials for psychologists in boarding schools for children with disabilities to help them identify, address, and prevent GBV, as well as creating guidelines for secondary school teachers on gender equality, GBV prevention, response, and harmful practices. In both Kazakhstan and Uzbekistan, schoolteachers in secondary schools will be trained to strengthen their ability to integrate gender equality, GBV prevention, and harmful practices into their teaching through evidence-based, age-appropriate, and context-adapted sessions for children, adolescents, and young people.

Activity 1.2.2. Build capacity of young people on awareness raising and advocacy for GBV related issues and women and girls' empowerment

This activity aims to build the capacity of young people in Kazakhstan, Tajikistan, and Uzbekistan to raise awareness and advocate on GBV and women's and girls' empowerment. It includes organising discussion sessions and peer-to-peer capacity-building activities ("orange cafés") for adolescent boys and girls in all three countries to challenge gender stereotypes and develop leadership skills. In Tajikistan and Uzbekistan, the activity also involves partnering with youth organisations, women's rights CSOs, and universities to hold additional discussion sessions focused on GBV awareness and advocacy. Furthermore, in these two countries, partnerships with digital platforms, youth podcasts, and social media influencers will be established to expand youth access to GBV information and services, including those addressing technology-facilitated GBV (TFGBV).

Activity 1.2.3. Establish Women and Girls Safe Spaces to address negative social norms and gender stereotypes, access to counselling and MHPSS and empowerment of young women and girls, including GBV survivors in 5 regions and Ashgabat city (co-implemented with UNDP)

This activity aims to establish Women and Girls Safe Spaces (WGSS) in five regional capitals and Ashgabat city in Turkmenistan. These spaces will serve as resource centres to prevent and respond to GBV, challenge negative social norms and gender stereotypes, and empower young women and girls. The activity includes conducting awareness sessions for community members, local governance, and civil society organisations to support the WGSS by addressing GBV, including (TFGBV), and promoting positive social attitudes. This activity is co-implemented with UNDP.

Output 1.3. Enhanced awareness and engagement of men and boys in preventing and responding to GBV

Activity 1.3.1. Engage men and boys in changing social norms to zero tolerance to GBV, including TFGBV, and other harmful traditional practices

This activity engages men and boys across all CA countries to promote social norms of zero tolerance toward GBV, including TFGBV, and to challenge harmful traditional practices. It involves collaborating with the MenEngage initiative, CSOs, relevant national authorities and other social influencers to launch a large-scale nationwide media campaign across TV, radio, podcasts, and social media, promoting positive masculinity, shifting social norms, and reinforcing zero tolerance to GBV and other harmful practices in all five countries. In Uzbekistan, stories of men and boys who challenge harmful norms and stand against GBV will be compiled into a storybook used as an educational tool to teach positive masculinity. In Turkmenistan, young men and boys aged 12–18 will be engaged through sports schools and community activities in five regions and Ashgabat city to address toxic masculinity, promote gender equality, and advocate zero tolerance toward GBV including TFGBV. In Kyrgyzstan, the nationwide alliance of men and boys will be strengthened through workshops and training sessions aimed at building their capacity to advocate against GBV and promote gender-equitable values and behaviours. This activity will also increase awareness and build the capacity of civil society organisations, local authorities, and communities in all CA countries to engage men and boys in promoting positive gender norms, zero tolerance to GBV, TFGBV, and other harmful practices, including through MenEngage initiatives. It includes conducting training and workshops to strengthen the ability of selected civil society organisations, local authorities, and communities to work effectively with men and boys on positive masculinity, gender equality, and zero tolerance toward GBV across all five countries. Additionally, in Kyrgyzstan, gender-transformative fatherhood programmes will be implemented in collaboration with community-based health facilities and committees to challenge stereotypes about men’s roles in caregiving, childrearing, mediation, and reproductive health engagement.

Output 1.4. Enhanced analytical capacity and skills of regional experts to collect, measure and report data on VAW in Central Asia

Activity 1.4.1. Facilitate participation of a selected number of experts and practitioners from Central Asia in the kNOWVAWdata course developed under the Regional Programme “Spotlight Initiative”

This activity supports the professional development of selected data experts and practitioners, statisticians and researchers from all CA countries by enabling their participation in the kNOWVAWdata course, a specialized training originally developed under the Regional Programme “Spotlight Initiative” and taught by the American University of Central Asia, in Bishkek. The course aims to enhance their knowledge and skills in collecting, analysing, and using data on violence against women, thereby strengthening regional capacity to improve evidence-based policies and interventions. This is a cross-cutting output housed within Outcome 1, under UNFPA’s technical expertise, which will contribute to generating data and evidence to inform different areas of programming related to gender and GBV at local, national and regional levels. Due to budget constraints, this course is expected to run once only during the course of this Programme.

Outcome 2. Civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy

Output 2.1. Civil society equipped with technical and adaptive organisational capacity to prevent and respond to GBV

Activity 2.1.1. Strengthen the capacity of CSOs, youth-led organisations and young girls in Kazakhstan to effectively prevent and respond to gender-based violence through inclusive, intersectional, and survivor-centred approaches

This activity aims to strengthen the capacity of CSOs, youth-led organisations and young girls, in Kazakhstan to prevent and respond to GBV through inclusive, intersectional, and survivor-centred approaches. It involves the co-design of modular training programmes, delivered both in-person and online, tailored to Kazakhstan-specific GBV trends. The training will cover survivor-centred response, technology-facilitated violence, prevention strategies, and referral pathways, ensuring accessibility for a diverse range of CSOs and youth, including grassroots, youth-led, and those representing marginalised groups. A national-level ToT will equip CSO and youth representatives with skills in intersectional approaches, peer

education, and safe advocacy, supported by ongoing mentoring. Additionally, a digital learning curriculum with interactive, mobile-friendly content in Kazakh and Russian will be developed and launched via the Spotlight Virtual Knowledge Platform, with targeted outreach to CSOs in rural and hard-to-reach areas.

Activity 2.1.2. Strengthen School of Gender Activists for VAWG prevention and gender responsive data management, gender statistics presentation, report writing and communication for partnership in Tajikistan

This activity focuses on strengthening the School of Gender Activists (SGA) in Tajikistan by enhancing their capacities in VAWG prevention, gender-responsive data management, gender statistics presentation, report writing, and communication to support effective partnerships. It includes delivering advanced training sessions specifically for SGA members in Tajikistan, organising a summer retreat to encourage networking and collaboration among members, and hosting a CSOs' Forum as part of the Global Campaign on the 16 Days of Activism to End Violence, aimed at raising awareness and promoting advocacy locally. To further expand the pool of gender experts in the country, the establishment of a new group of gender activists in Dushanbe is envisaged for the second year of project implementation. Graduates of the advanced group will be involved in conducting ToTs to share their knowledge and expertise with the new cohort."

Activity 2.1.3. Support CSOs and WNGOs in Kyrgyzstan to revise organisational development (OD) plans and engage in GBV prevention and response

This activity supports CSOs and women's non-governmental organisations (WNGOs) in Kyrgyzstan to revise their organisational development plans by integrating GBV prevention and response. It includes providing tailored mentorship and coaching to CSO and WNGO leaders to help apply organisational development principles effectively while embedding GBV-focused strategies. Additionally, workshops will be conducted to guide these organisations through a strategic planning process that prioritizes GBV prevention and response as a key component of their overall mission and operations.

Activity 2.1.4. Conduct tailored capacity-building workshops for CSOs in Kyrgyzstan on adaptive programming approaches to EAWG in Central Asia, complemented by peer exchange sessions with experienced EAWG practitioners from across Central Asia to foster regional learning and practical application

This activity aims to strengthen the technical capacity and adaptive skills of CSOs in Kyrgyzstan to design and implement gender-transformative initiatives that prevent and respond to violence against women and girls. It focuses on equipping CSOs with the knowledge, tools, and innovative approaches needed to address the root causes of gender-based violence, challenge harmful social norms, and promote gender equality effectively.

Activity 2.1.5. Conduct trainings for CSOs in Tajikistan – members of the network “Life Free of Violence” - EAW data producers, that use the E-system of violence case registration

This activity focuses on delivering targeted capacity-building trainings for members of the “Life Free of Violence” network in Tajikistan, who are responsible for producing EAW data. The trainings aim to enhance their skills in effectively using the electronic system for violence case registration, ensuring accurate data collection, management, and reporting.

Activity 2.1.6. Strengthen the Spotlight Virtual Platform for CSOs engagement in Uzbekistan who work on GEWE

This activity aims to strengthen the Spotlight Virtual Platform to enhance the engagement of CSOs in Uzbekistan working on gender equality and women's empowerment. It focuses on facilitating regular exchanges among organisations and building their capacity to address the interconnected issues of violence against women and violence against children.

Output 2.2. Strengthened learning and knowledge management to empower CS to lead change in addressing VAWG in the CA region

Activity 2.2.1. Facilitate Central Asia GBV Learning Circles through virtual thematic exchanges, peer learning, and documentation of promising practices on the Central Asian Alliance on GBV platform

This activity focuses on fostering regional collaboration and knowledge sharing through the establishment of Central Asia GBV Learning Circles. These virtual thematic exchanges will be designed to address priority topics identified from Spotlight Initiative, as well as the Central Asian Alliance to End GBV and from specific country needs, such as digital violence, men engagement, and the intersection of violence against children and women (VAC-GBV). Organised biannually, these hybrid or fully virtual peer exchanges will be co-hosted by CSOs from different Central Asian countries, combining expert insights with practical experiences from community-level cases. The key lessons and best practices from each session will be documented and made accessible via a shared Virtual Knowledge Platform, promoting ongoing learning and coordinated regional action on GBV prevention and response.

Activity 2.2.2. Conduct cross-country GBV awareness and advocacy campaigns aligned with global movements coordinated digital and on-ground advocacy campaigns across Central Asia that elevate youth voices and engage institutions for broader change

This activity aims to implement cross-country awareness and advocacy campaigns across Central Asia to prevent gender-based violence. The campaigns will amplify diverse civil society voices, particularly those of young people, and promote institutional accountability. Aligned with global movements such as the 16 Days of Activism and International Women's Day, the campaigns will be co-developed with civil society organisations, European Union Delegations, government institutions, media, and local authorities. Advocacy efforts will combine digital outreach and coordinated on-the-ground engagement to foster broader societal change.

Activity 2.2.3. Facilitate Central Asia GBV Policy & Practice Dialogue jointly with the Central Asian Alliance on GBV

This activity focuses on fostering a collaborative platform for dialogue on GBV policy and practice across Central Asia. It includes organising an annual hybrid-format GBV Policy & Practice Dialogue hosted in different participating countries, addressing critical topics such as domestic violence criminalization, digital violence, and referral models between CSOs and governments. The activity supports CSO-led side events to highlight innovative prevention and response initiatives, particularly youth-led and grassroots efforts. An annual Action Brief will be produced to capture key recommendations and best practices from the Dialogue, and follow-up mechanisms will ensure engagement with national stakeholders to promote policy adoption and institutional learning across the region. In addition, the programme will actively support the Central Asia GBV Alliance, recognising it as a key legacy of the Spotlight Initiative. This support will include providing targeted assistance to Alliance members, facilitating coordination and information sharing across the region. The programme will co-host regional exchanges, support advocacy initiatives, and promote the Alliance's role as a central platform for knowledge sharing, policy influence, and sustained regional cooperation on GBV prevention and response.

Activity 2.2.4. Provide Small Grants for CSOs in the region to enhance the services provided to survivors of violence

This activity in Uzbekistan focuses on providing small grants to CSOs to strengthen services for survivors of violence. It involves selecting CSOs to carry out small-scale projects related to legislative reform engagement. The programme also integrates capacity-building and mentorship components to develop the grantees' long-term skills in legislative advocacy. Additionally, it facilitates networking opportunities among grantees to promote collaboration and the exchange of knowledge and best practices in advocacy efforts.

Activity 2.2.5. Provide small grants to CSOs in Kazakhstan to strengthen their ability to address GBV-related issues in their communities

Small grants will be provided to CSOs and youth-led organisations in Kazakhstan to enhance their role in addressing GBV-related issues at the community level. The support will help organisations apply and expand their knowledge, engage communities, and contribute to improved access to information and assistance. Grantees will receive light mentoring to ensure that activities are carried out in a safe, survivor-centered manner.

Activity 2.2.6. Develop a webpage with coded EVAW case registration data from CSOs and support data collection, quality assurance, and stakeholder use to track VAWG dynamics in Tajikistan

This activity focuses on developing a dedicated webpage to host coded data collected by CSOs on violence against women and girls case registration in Tajikistan. The webpage will serve as a dynamic tool to track and analyse trends in VAWG cases. The activity includes designing and delivering training sessions for CSO partners on effective data collection methods, ensuring data quality, and utilizing the webpage for advocacy purposes. Ongoing technical support will be provided to CSOs to facilitate smooth data submission and resolve any challenges. Additionally, efforts will be made to promote the use of the webpage's data among policymakers, service providers, and other stakeholders to guide informed interventions, resource allocation, and policy reforms aimed at combating VAWG.

Outcome 3. Women have increased economic empowerment and access to sustainable livelihoods

Output 3.1. Data collection and analysis inform policies and legislation addressing women's vulnerabilities

Activity 3.1.1. Conduct a national assessment to develop the social portrait of women from vulnerable categories, including methodology design, data analysis, and preparation of a comprehensive report.

This activity in Kazakhstan involves conducting a comprehensive assessment aimed at developing a detailed social portrait of women from vulnerable categories. The assessment will gather and analyse data on the socioeconomic status, living conditions, challenges, and needs of these women. The insights gained will help to better understand the specific barriers they face, inform the design of targeted interventions, and support evidence-based policymaking to improve their social inclusion and wellbeing.

Activity 3.1.2. Develop and disseminate policy recommendations on unpaid care

This activity focuses on strengthening policy and institutional responses to unpaid care work in Kazakhstan, Kyrgyzstan, Turkmenistan, and Uzbekistan. It includes comprehensive policy and legislative analysis on unpaid care, exploring existing mechanisms, gender roles, cultural norms, and their implications for women's economic participation. Findings will be discussed with government stakeholders through dedicated workshops to inform the development of policy recommendations. These recommendations will be finalized and shared with relevant authorities for consideration. In Kazakhstan and Uzbekistan, the activity will also support the development of standardised training and certification programmes for domestic workers, alongside awareness-raising efforts targeting both workers and employers to promote formal employment and recognition of care-related skills.

Activity 3.1.3. Support the Government in advancing the implementation of ILO Convention 190 through policy review, institutional capacity-building, awareness-raising, and the development of monitoring and enforcement mechanisms to prevent violence and harassment in the world of work.

This activity supports the adoption and operationalization of a national regulatory and normative framework for implementing ILO Convention 190 in Kazakhstan and Kyrgyzstan, with a focus on creating an inclusive, integrated, and gender-responsive approach to preventing and eliminating violence and harassment in the world of work. Through facilitation of the Government Interdepartmental Working Group, the activity will help identify legislative and institutional gaps and support state ministries and focal points in aligning national laws with international labour standards. Capacity-building initiatives will target public institutions, trade unions, business communities, and employer associations to promote confidential reporting mechanisms, effective workplace policies, and safe work environments. Additionally, the activity will generate and disseminate awareness-raising materials and good practices, while establishing monitoring systems to ensure ongoing compliance with Convention 190 provisions.

Activity 3.1.4. Strengthen digital tools and data systems to enhance visibility, monitoring, and formalization of women's work in the informal economy, with a focus on domestic employment.

This activity aims to enhance digital systems and data collection mechanisms in Kazakhstan, Turkmenistan, and Uzbekistan to better address the needs of women working in the informal economy. Key interventions include the development of a domestic employment contracts registration module and the creation of a digital dashboard to monitor gender-disaggregated data on domestic workers. These tools will support improved labour market governance, inform policy decisions, and promote greater visibility and protection for women in informal employment.

Activity 3.1.5. Conduct labour market needs assessment through gender lenses in Turkmenistan

This activity entails conducting a labour market needs assessment through a gender lens to identify barriers and opportunities for women's participation in the workforce in Turkmenistan. The assessment will analyse gender disparities in employment, skills gaps, sectoral demands, and socio-cultural norms that impact women's access to decent work. This evidence will inform the development of gender-responsive employment policies and programmes, including vocational training, job placement services, and economic empowerment initiatives tailored to women's needs, particularly those in vulnerable or marginalised groups.

Output 3.2. Enhanced access to employment and income generation opportunities for women**Activity 3.2.1.** Support CSOs through grants, capacity-building, and mentorship to enhance sustainable economic opportunities for vulnerable women

This activity supports the establishment of programmes in Kazakhstan and Turkmenistan through a grants programme targeting CSOs. Wherever possible, the initiative will build upon and expand existing institutional platforms rather than creating new centres from scratch, thus minimising startup costs and leveraging local infrastructure. In cases where new centres are established, feasibility assessments will guide design and budgeting. Selected CSOs will receive funding to set up and manage these centres, with integrated capacity building and mentorship to ensure their sustainability and impact. The centres will serve as platforms to support women's economic empowerment by offering training, mentorship, and resources to foster entrepreneurship in the creative industries.

Activity 3.2.2. Support the design, implementation, and promotion of paid apprenticeship programmes that provide women with practical skills and work experience, through partnerships with local businesses, academia, NGOs, and municipalities.

This activity supports the development and implementation of paid apprenticeship programs in Kazakhstan and Turkmenistan to enable women to gain practical skills and valuable work experience. The approach involves collaboration with universities, vocational schools, local businesses, and NGOs to design curricula that integrate theoretical knowledge with hands-on training. Partnerships are formalised through Memoranda of Understanding, clearly defining roles to ensure sustainability. A fair and transparent selection process will match women with apprenticeships suited to their skills and aspirations, with ongoing mentorship and supervision provided by participating businesses. The program's progress will be closely monitored, with efforts to promote the apprenticeship model widely across sectors to encourage broader adoption and enhance women's economic opportunities.

Activity 3.2.3. Promote equal access to economic opportunities through the removal of structural barriers and gender-responsive vocational education and training in Kyrgyzstan

This activity promotes equal access to economic opportunities for women in Kyrgyzstan by addressing structural barriers and enhancing gender responsiveness in vocational education and training. It focuses on lifting legal restrictions that ban women from certain professions and developing gender-responsive TVET curricula to encourage women's participation in non-traditional, high-growth sectors. By expanding safe and decent employment options and reducing women's economic dependency, these interventions directly contribute to GBV prevention—empowering women, including TVET graduates, to achieve financial independence and leave abusive situations.

Activity 3.2.4. Support for economic empowerment of women in target areas in Tajikistan through mentorship by entrepreneurs, capacity building and technical assistance

This activity enhances women's economic empowerment in three target regions of Tajikistan through mentorship, financial literacy, and entrepreneurship training, implemented in partnership with local CSOs, crisis centres, and government institutions such as the Committee on Women and Family Affairs and the Ministry of Labour, Migration and Employment. By equipping women — including survivors and those at risk of GBV — with skills, mentoring, and support to start income-generating activities, the initiative reduces economic dependency and vulnerability to violence, fostering long-term safety and self-reliance.

3. Complementarities and synergies

The MCP is designed to complement existing regional and national initiatives addressing GBV and women's empowerment in Central Asia, funded by the EU and other donors, to enhance coherence, avoid duplication, and maximize impact. While there are numerous initiatives in the region, we highlight here a selection of key partnerships and projects with which this programme aligns.

At the regional level, the programme aligns with ongoing EU efforts under the 2021–2027 Multiannual Indicative Programme (MIP), which supports regional cooperation, governance, economic development, and social inclusion. It reinforces priorities outlined in the EU-Central Asia Joint Roadmap (2023), including political dialogue, gender equality, and digitalisation. The programme also builds on the legal framework established by the Enhanced Partnership and Cooperation Agreements (EPCAs) with Central Asian countries to maintain coherence with regional reform agendas and EU investments, while leveraging existing partnerships to improve outcomes in women's empowerment, gender-based violence prevention, and inclusive local development.

The programme is highly complementary to UNFPA's regional project Strengthening Prevention and Response to Violence Against Women and Girls in Central Asia, funded by the UK Integrated Security Fund. This initiative focuses on enhancing the provision of inclusive, multi-sectoral, survivor-centred GBV services for women and girls, including those with disabilities, and on fostering the acceptance of gender-equitable social norms across Central Asian countries. In particular, the programme aligns with efforts to strengthen the capacities of national and subnational authorities, as well as other service providers, to deliver a coordinated, multi-stakeholder, sustainable, and human rights-based response to GBV. It also supports the development and operationalisation of integrated GBV and sexual and reproductive health (SRH) emergency response systems, such as standard operating procedures, training modules, and referral mechanisms, in disaster- and conflict-prone areas, thereby enhancing humanitarian preparedness across the region.

The "EU Civil Society Facility in Central Asia" project, implemented by UNOPS, also complements the MCP by strengthening regional civil society engagement on gender equality, women's empowerment, and youth participation, key pillars supporting our GBV prevention and women's rights efforts. Thematic Working Groups and Youth Sounding Boards foster multi-country collaboration and advocacy, amplifying aligned voices. Their focus on gender mainstreaming and use of existing women's networks create strong synergies for joint capacity-building, knowledge sharing, and sustainable regional impact.

Country-level complementarity is a key feature of the programme. In Kazakhstan, it complements UN Women's ongoing partnership with the Government, which is unique in the region for funding GBV prevention initiatives through tied grants. That partnership focuses on institutional capacity-building, multisectoral coordination, and awareness-raising interventions. The programme's regional focus and civil society engagement provide a parallel approach that reinforces national efforts by supporting grassroots GBV prevention.

In Kyrgyzstan, the programme aligns closely with the EU- and UN Women-funded "Action Now, Result Now" project (2025–2027), which empowers women and youth CSOs across 35 communities to lead local efforts to prevent violence against women and girls. The MCP promotes gender equality by implementing the 'zero VAWG community' model and reinforcing grassroots capacities across all seven oblasts, creating synergies with the project that boost community-driven prevention efforts, advance digital innovation, and improve coordination among multiple stakeholders.

ActNow and Regional GBV Programme build Synergy and Complementarity. While the ActNow programme in Kyrgyzstan, funded by the European Union, is to enhance the ending of gender-based violence in the Kyrgyz Republic (The Action is under Outcome 2 of the "Youth Empowerment, Gender Equality and Human Rights for All in the Kyrgyz Republic) and adopts a grass-root approach. Which is grounded in localization, youth and civil society engagement, and community-driven prevention. The EU-funded Regional Programme on Ending GBV in Central Asia, complements ActNow by targeting regional-level cooperation, cross-border learning, and policy harmonization among Central Asian countries. It supports knowledge exchange, regional platforms, and advocacy for alignment with international standards. Together, these programmes work at different levels but mutually reinforcing.

In Tajikistan, the programme complements UN Women's Access to Justice and Gender Capacity Building of Judges project (2025–2026), funded by the U.S. Department of State's Bureau of International Narcotics

and Law Enforcement Affairs. While that project focuses on improving judicial responses and survivors' legal access, this programme supports broader GBV prevention, awareness-raising and capacity building of diverse groups, creating synergies for a more holistic regional impact.

In Uzbekistan, the programme supports and extends the EU-Tabassum project (2024–2026), implemented by DW Akademie and local partners, which promotes gender-sensitive media and youth engagement to combat gender stereotypes. The MCP complements Tabassum's focus on information and awareness by prioritising youth and other groups such as religious leaders, men and boys resulting in a comprehensive, multi-dimensional approach to gender equality. The MCP is also synergetic with the EU-funded Women's Economic Empowerment project (2024–2027) in Uzbekistan by providing diverse opportunities for economic empowerment for women. In addition, the Women's Economic Empowerment project in Uzbekistan funded by the EU and implemented by UNFPA, UNICEF, and UN Women, complements the MCP by addressing economic, social, and health dimensions critical for gender equality. Its integrated approach, combining vocational training, social norm change, and enhanced family planning access, synergises with MCP's focus on GBV prevention and women's empowerment.

At a broader level, the programme will align with forthcoming UN Sustainable Development Cooperation Framework (2026–2030) by contributing to shared outcomes on gender equality, access to justice, and inclusive governance. This will include coordination on indicators, stakeholder engagement, and regional knowledge-sharing events to promote coherence and mutual learning.

Finally, collaboration with the Central Asian Alliance to End Gender-Based Violence, supported by the EU and coordinated by UN Women in partnership with UNDP and UNFPA, will enable the programme to leverage regional expertise and networks. This will strengthen advocacy, knowledge exchange, and the sustainability of GBV prevention and response efforts across Central Asia.

4. Cross-Cutting Issues

In line with EU programming principles and the commitments outlined in the Gender Action Plan III, this programme takes a deliberate and systematic approach to integrating key cross-cutting issues throughout its design, implementation, and monitoring. These include gender equality and women's empowerment, rights-based approaches, inclusion of vulnerable groups, environmental sustainability, and conflict sensitivity - all of which are particularly relevant in the context of preventing and responding to gender-based violence in Central Asia.

1. The programme directly contributes to gender equality by strengthening capacities to prevent and respond to GBV and tackling discriminatory social norms. It ensures women's leadership and participation in the design, implementation, and oversight of GBV response systems, including through partnerships with women-led CSOs. Gender analysis informs all phases of the programme, from context assessments to budgeting and evaluation.
2. A rights-based approach underpins all programme activities, affirming the dignity, agency, and voice of survivors. The programme promotes access to quality, confidential, and non-discriminatory services in line with international human rights and humanitarian standards. Mechanisms are built to support informed consent, survivor autonomy, and accountability of institutions, while ensuring non-revictimisation and intersectional sensitivity (e.g. to age, disability, ethnicity, or migration status).
3. Special attention is given to groups most at risk of GBV and least likely to access services, such as adolescent girls, women and girls with disabilities, ethnic minorities, and migrants. The programme will support tailored outreach strategies and equitable resource allocation. Efforts will be made to strengthen disaggregated data systems and ensure community feedback is integrated into programme adjustments.
4. Although not directly focused on environmental issues, the programme will encourage energy-efficient, inclusive, and climate-resilient standards. Social sustainability will be addressed through long-term capacity development of service providers and community structures.
5. In multi-ethnic and politically diverse contexts, the programme is designed and will be delivered in a way that does not exacerbate tensions or inequalities. Context analysis will inform risk

mitigation strategies, particularly when addressing sensitive issues such as GBV in conservative or conflict-affected areas. Local actors will be engaged to ensure that messaging and interventions are culturally appropriate and non-polarising.

The above cross-cutting principles are embedded in the programme’s design, logical framework, partner selection criteria, monitoring system, and communication strategy, and will be reviewed periodically to ensure coherence with EU values and evolving national contexts.

5. Risks and Assumptions

The MCP adopts a proactive and structured approach to risk assessment and mitigation in line with EU standards, recognising that achieving transformative results in addressing GBV in Central Asia requires navigating a complex and often volatile environment. Risks are assessed based on their likelihood and potential impact, and mitigation measures are designed to be both realistic and responsive to the regional context. This includes anticipating socio-political resistance, operational barriers, and challenges to stakeholder engagement. The programme prioritises early identification and continuous monitoring of risks throughout implementation, coupled with adaptive management strategies to ensure responsiveness to emerging threats. A strong emphasis is placed on community consultations, stakeholder coordination, and capacity development as integral components of risk mitigation, with special attention to the protection of women’s rights actors and ensuring the programme’s operational continuity and integrity.

Risk	Likelihood (1–5)	Impact (1–5)	Risk Level (L x I)	Mitigation Measures
1. Resistance to change from individuals or groups, including representatives from the state bodies entrenched in traditional gender norms.	4	4	16 – High	Engage in robust community consultations and awareness campaigns to build support and address resistance; identify and support change agents within institutions; use tailored messaging to resonate with different audiences.
2. Lack of support or buy-in from key stakeholders, including government officials and community leaders.	3	4	12 – Moderate	Build strong relationships with key stakeholders through ongoing communication and collaboration; align programme objectives with national priorities; involve stakeholders early and consistently in planning and implementation; build on findings already validated and agreed upon by national stakeholders.
3. Pushback against women’s rights organisations and activists, including harassment, defamation, or legal challenges aimed at impeding their advocacy efforts and stifling progress towards gender equality. Lack of funding for CSOs and CSO-run crisis centres affects regularity and consistency in their work supporting victims of violence.	4	5	20 – High	Advocate robust security measures to protect activists and organisations; build alliances with supportive stakeholders; strengthen legal and institutional protection mechanisms; diversify funding sources and promote pooled funding modalities for CSOs.
4. Limited access to marginalised or remote communities, hindering outreach efforts.	3	3	9 – Moderate	Implement innovative strategies such as mobile outreach teams or community liaisons; partner with local organisations that have established trust; ensure logistical planning is tailored to reach the most remote areas.

5. Political instability or changes in government priorities affecting funding or support.	3	4	12 – Moderate	Maintain flexibility and adaptability in programme design; ensure alignment with longer-term development plans; establish multi-stakeholder governance mechanisms that ensure continuity beyond political cycles.
6. Staff turnover or shortage of qualified personnel impacting programme continuity.	3	3	9 – Moderate	Invest in staff training and professional development; maintain institutional knowledge through knowledge management systems; ensure competitive recruitment and retainment strategies; engage local experts to ensure continuity.
7. Misinterpretation or misrepresentation of programme goals leading to misunderstandings or conflicts.	3	3	9 – Moderate	Ensure clear and transparent communication about programme goals and objectives; adapt messages to local contexts; use participatory methods to foster understanding and trust among stakeholders.

While risks are continuously monitored and mitigated through context-specific, adaptive strategies, the programme also relies on a set of well-grounded assumptions, specifically:

1. **Commitment of stakeholders.** Stakeholders, including governments, CSOs, and community leaders, are expected to demonstrate sustained commitment to addressing GBV through policy, resource allocation, and active participation in programme initiatives.
2. **Political will and support.** Political leadership at national and local levels is anticipated to prioritise GBV prevention and response, supporting legal reforms, implementation of policies, and allocation of funding for survivor-centred services.
3. **Access to technology and infrastructure.** Sufficient infrastructure and access to technology, including communication platforms, digital tools, and data management systems, are in place to enable efficient implementation, coordination, and monitoring of programme interventions.
4. **Community engagement and participation.** Communities are willing to engage with and take ownership of efforts to challenge harmful social norms and contribute to creating safer, more equitable environments, particularly through inclusive dialogue and local leadership.
5. **Data availability and accuracy.** Accurate, timely, and disaggregated data on GBV is accessible to inform evidence-based planning, track progress, and ensure accountability throughout the programme cycle.
6. **Security and stability.** A stable security context is maintained, allowing programme activities—including outreach, service delivery, and community mobilisation—to be carried out safely and without disruption.
7. **Cultural sensitivity and adaptability.** Interventions are designed and implemented with sensitivity to local cultural dynamics, with the flexibility to adapt to diverse social norms and ensure relevance across different communities and contexts.
8. **Coordination among UN agencies and partners.** UN agencies, as implementing partners, and relevant stakeholders maintain strong collaboration and coordination mechanisms to ensure harmonised efforts, reduce duplication, and enhance the programme’s collective impact.

These assumptions are not taken for granted; rather, they will be subject to continuous monitoring alongside identified risks. This will allow the programme to detect early warning signs of change and to introduce

timely adjustments in strategy, partnerships, or delivery modalities to maintain relevance and effectiveness throughout implementation.

6. Programme Management

UNDP, UNFPA, and UN Women will be each responsible for implementing the specific programme's outputs and activities and delivering the results as per the programme Theory of Change and Results and Resources Framework (RRF).

UNDP Kazakhstan will act as both the Participating United Nations Organization (PUNO) and the Convening Agent (CA) for the MCP and will be responsible for facilitating coordination among all PUNOs and for consolidating programme-level narrative and financial reports based on inputs received from each participating agency in Kazakhstan. UNDP Kazakhstan will oversee the day-to-day implementation of the MCP, ensuring achievement of its objectives, targets, and results, including activities that span across the five Central Asian countries. The Country Office will recruit and host a full-time Regional Programme Manager (NPSA-9) and a full-time Project Associate (NPSA-7). In addition, the Head of Governance and Local Development, Communications Specialist, and M&E Analyst will form part of the core team to provide strategic guidance, ensure robust monitoring and evaluation, and strengthen programme communications and outreach. Additional technical and support staff will be engaged, as appropriate, to ensure effective programme monitoring, visibility, and stakeholder engagement across all countries.

The Steering Committee (SC) serves as the primary governance body of the MCP, providing strategic direction, oversight, and high-level decision-making throughout its implementation. The SC ensures that the MCP aligns with the priorities of the participating Central Asian governments, the mandates of the UN agencies involved, and the expectations of the European Union. Co-chaired by a representative of the national government and a member of the UN Country Team (or the UN Resident Coordinator), the SC includes all PUNOs, representatives of the European Union Delegation in Kazakhstan, as well as representatives of other EUDs in Central Asia. Where relevant, non-UN implementing partners or stakeholders may also be invited to SC meetings. The SC will meet at least twice a year to:

- Review and endorse the RRF, annual work plans, and budgets;
- Examine consolidated narrative and financial reports;
- Approve any substantive changes to expected results or budget reallocations;
- Address strategic challenges or external risks affecting the programme;
- Ensure coherence, complementarity, and coordination across countries and agencies.

UNDP Kazakhstan will serve as the Secretariat to the Steering Committee. In this role, UNDP Kazakhstan is responsible for preparing and distributing meeting materials, documenting decisions, coordinating across PUNOs, and consolidating programme-level reporting.

UNDP CO in Central Asia will lead their respective country-level components within the programme. Each CO will designate focal staff for coordination, reporting, and oversight. UNDP Kyrgyzstan will engage a Project Specialist, Project Analyst, and Administrative & Finance Assistant to manage and implement programme activities. Public Effectiveness and Responsive Institutions program/cluster Team Leader, Gender Expert and Communications Specialist will ensure coherence and additional quality control. In Tajikistan, a National Project Manager and a Project Administrative Associate will oversee implementation. UNDP Turkmenistan will deploy a full-time Project Manager, a Project Assistant, and a Communications support role, while DG Portfolio Manager, Communications Head and M&E Associate will act as focal points for additional programme guidance. In Uzbekistan, staffing will include a Project Analyst and a Project Associate. Head of SPIU, Programme Analyst on Effective Governance and Programme Analyst on Effective and Inclusive Institutions and Service Delivery for All will provide additional programmatic guidance and substantive contribution to project implementation.

Collaboration mechanisms within the MCP will be anchored by regular coordination meetings convened by the UNDP Country Offices, bringing together programme staff from UNDP, UNFPA, and UN Women at the country level to ensure alignment of activities, information exchange, and timely problem-solving. These meetings will review programme progress, adapt activities to the specific country context, and foster strong collaboration on the ground. Key updates and issues will be communicated to the Regional Task Force

Manager to inform regional coordination and upward to the Steering Committee to support strategic decision-making.

UNFPA will act as a Participating UN Organisation (PUNO). At the regional level, oversight of UNFPA activities will be under the guidance of the International Partnerships and Programme Coordinator at the Sub-Regional Office (SRO) for Central Asia in Almaty. Additionally, a Programme Manager and Finance Associate will offer management, administrative and financial support, stationed at UNFPA's SRO in Almaty. In-country operations will be managed and overseen by the National Programme Officers (NPA) on Gender in Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan and Uzbekistan, who will be technically responsible for the implementation, monitoring and reporting of the country-specific work plans and related interventions. These NPAs will be further supported by a Programme Associate (in Kazakhstan) and an Operations Manager (in Tajikistan) who will assist with issues related to procurement, financial reporting and the engagement of relevant Implementing Partners; as well as, a NPA on Reproductive Health (in Turkmenistan) who will support the smooth integration of reproductive health components into the country-specific activities and a Programme Associate on Advocacy and Communication (in Uzbekistan), who will support implementation of the different media, advocacy and communications related activities included in the country-specific workplan. Each of the 5 country offices will also receive support for in-country activities, with additional assistance provided through consultancies, and overall financial support and guidance provided by a Finance Specialist stationed at UNFPA's Regional Office for the European Union (ROEU), in Brussels. The services of the Finance Specialist of the ROEU are required due to the specificities of financial management and reporting of projects funded by the European Commission. The Finance Specialist is 100% dedicated to the financial management, monitoring, and reporting of European Commission-funded projects. The proportion of the Unit costs included in the proposed budget corresponds to the tasks and time dedicated by the Finance Specialist to the financial management, monitoring and reporting of this specific project.

UN Women as the PUNO within the programme will assign a Programme Coordinator and Programme Expert based in Kazakhstan and reporting to the UN Women Country Office Kazakhstan, providing overall management, coordination, and technical coherence to UN Women Country Offices. A Programme Specialist will also be engaged to ensure overall coordination, technical support, and programmatic coherence with broader Country Office priorities. Programme teams in each UN Women Country Office will be responsible for the overall accountability and quality implementation of programme interventions at the country level. Each Country Office will designate focal staff for coordination, reporting, and oversight to ensure efficient implementation and alignment with regional objectives under UN Women's leadership.

In Kyrgyzstan, UN Women will engage a Programme Analyst to oversee and coordinate implementation, supported by a Finance Associate responsible for financial management and operational oversight.

In Uzbekistan, the team will include a Programme Analyst to ensure effective coordination and alignment of activities, as well as a Country Programme Manager and Project Assistant to provide programmatic guidance, operational coordination, and reporting support.

UN Women Tajikistan will deploy a Project Assistant to support coordination and implementation of national-level activities, together with a Programme Specialist ensuring programmatic oversight and quality delivery.

The MCP will be using a pass-through fund management modality where UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent (AA) under which the funds will be channelled for the MCP through the AA. Each participating UN organization receiving funds through the pass-through would have to sign a standardized Memorandum of Understanding with the AA.

The Administrative Agent will:

- Establish a separate ledger account under its financial regulations and rules for the receipt and administration of the funds received from the donor(s) pursuant to the Administrative Arrangement. This Joint Programme Account will be administered by the Administrative Agent in accordance with the regulations, rules, directives and procedures applicable to it;
- Make disbursements to Participating UN Organizations from the Joint Programme Account based on instructions from the Steering Committee, in line with the budget set forth in the Joint Programme Document.

The Participating UN Organizations will:

- Assume full programmatic and financial responsibility and accountability for the funds disbursed by the AA.
- Establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.
- Each UN organization is entitled to deduct their indirect costs on contributions received according to their own regulation and rules, taking into account the size and complexity of the programme. Each UN organization will deduct 7% as overhead costs of the total allocation received for the agency.

The MPTF Office will charge a direct cost for administrative agent services to the Joint Programme.

The Convening Agency will consolidate narrative reports provided by the Participating United Nations Organizations. As per the MoU:

- Annual narrative progress report and the final narrative report, to be provided no later than three months (31 March) after the end of the calendar year.

The MPTF Office will:

- Prepare consolidated narrative and financial progress reports, based on the narrative consolidated report prepared by the Convening Agency and the financial statements/ reports submitted by each of the Participating UN Organizations in accordance with the timetable established in the MoU;
- Provide those consolidated reports to each donor that has contributed to the Joint Programme Account, as well as the Steering Committee, in accordance with the timetable established in the Administrative Arrangement.
- Provide the donors, Steering Committee and Participating Organizations with:
- Certified annual financial statement ("Source and Use of Funds" as defined by UNDG guidelines) to be provided no later than five months (31 May) after the end of the calendar year;
- Certified final financial statement ("Source and Use of Funds") to be provided no later than seven months (31 July) of the year following the financial closing of the Joint Programme.

Budget Preparation - The Convening Agency will prepare an aggregated/consolidated budget, showing the budget components of each participating UN organization.

Accounting - Each UN organization will account for the income received to fund its programme components in accordance with its financial regulations and rules.

Joint Programme Structure / Project Office Costs - Under the JP, there are several categories of the project office costs that are envisaged for the functioning of the JP, including costs of the AA and PUNOs staff and personnel along with other costs necessary for the implementation of the JP such as travel and subsistence costs for staff and other persons directly assigned to the operations of the project office; office rent costs, depreciation costs, rental costs or lease of equipment and assets composing the project office; costs of maintenance and repair contracts specifically awarded for the operations of the project office; costs of consumables and supplies specifically purchased for the operations of the project office; costs of IT and telecommunication services specifically purchased for the operations of the project office; costs of energy and water specifically supplied for the operations of the project office; costs of facility management contracts including security fees and insurance costs specifically awarded for the operations of the project office.

Admin Fees and Indirect Costs

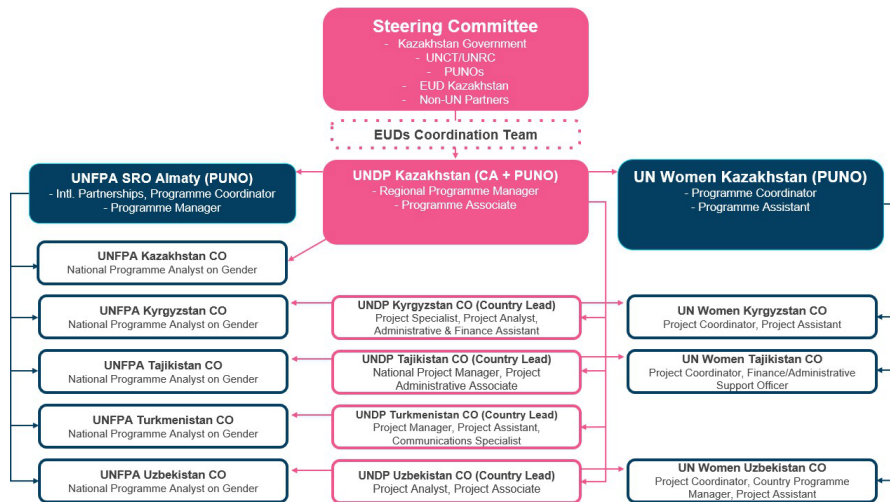
- **Administrative Agent:** The AA (UNDP) shall be entitled to allocate a direct cost for its costs of performing the AA's functions.

- Participating UN Organizations:** Each UN organization participating in the joint programme will recover indirect costs in accordance with its financial regulations and rules and as documented in the Memorandum of Understanding signed with the AA.

Interest on funds - Interest will be administered in accordance with the financial regulations and rules of each UN organization and as documented in the Standard Administrative Arrangement signed with the donor.

In addition to the EUD in Kazakhstan, represented on the Steering Committee, the EUD Coordination Team (EUD-CT) will comprise EUDs or designated EU representatives from other participating countries. Each member of the EUD-CT will work in close collaboration with the respective UNDP Country Office, which leads the implementation of the MCP at the national level. Through this partnership, the EUD-CT will facilitate strategic and operational alignment of programme activities with overarching EU priorities, will support visibility and communication initiatives, and will engage in regular exchanges to monitor progress and proactively address emerging challenges.

The diagram below presents the tentative programmatic governance structure of the programme.



UNDP, UNFPA and UN Women will ensure close coordination with other UN Agencies during the implementation of this MCP, including with UNICEF who plays a critical complementary role in this collaboration, addressing the intersection of violence against women and children by supporting legal and policy reforms, focusing on prevention programming from early childhood through adolescence, and strengthening social services to ensure coordinated responses for both child protection and violence against women.

7. Monitoring, Evaluation and Reporting

The Monitoring, Evaluation, and Reporting (MER) framework of the programme is designed to ensure evidence-based decision-making, transparency, accountability, and continuous learning across all levels of implementation, in line with EU requirements and UN system standards.

Monitoring will be ongoing and participatory, using both quantitative indicators and qualitative tools such as focus group discussions, case studies, and structured feedback from beneficiaries and partners. To the extent possible, disaggregated data will be collected to ensure inclusivity and responsiveness to marginalised groups. Robust data quality assurance processes, including validation checks, data cleaning, and reconciliation of financial data, will be systematically applied to maintain accuracy and reliability of information.

A structured risk monitoring and mitigation mechanism will be integrated into the MER framework, enabling systematic identification, tracking, and management of risks and issues arising during implementation.

Furthermore, the MER framework will facilitate compliance with donor and UN internal control requirements, including timely provision of data and documentation for verification or review purposes.

Each PUNO - UNDP, UNFPA, and UN Women, will be responsible for monitoring and reporting on its assigned outputs and activities, ensuring that progress is measured against the agreed Theory of Change and RRF. UNDP Kazakhstan will have the overarching responsibility for consolidating programme-wide data and reports, including those related to regional activities based on data and progress updates collected from all participating UNDP Country Offices in Central Asia. These inputs will be gathered through regular coordination and information-sharing with UNFPA and UN Women counterparts to ensure comprehensive and accurate reflection of activities and results. These reports will reflect the collective achievements, challenges, and lessons learned across the programme. They will also include analysis of progress against indicators, financial utilisation, risk updates, and compliance with EU visibility and communication guidelines. The consolidation process will include verification, synthesis, and quality assurance to produce coherent reports aligned with donor requirements. The Regional Task Force Coordinator will lead this coordination and ensure coherence in monitoring practices across agencies and countries, ensuring alignment with EU requirements and that all reporting meets quality standards.

In addition, supplementary updates and thematic briefings may be provided as needed to inform decision-making, address emerging issues, and maintain effective communication with the donor and key programme stakeholders.

The Steering Committee will receive and review consolidated narrative and financial reports during its biannual meetings to fulfil its oversight and strategic guidance role. Based on these reports, the SC will assess overall programme progress against planned results, ensure alignment with strategic priorities, and monitor compliance with donor requirements. It will also review key implementation challenges, assess risk management measures, and provide direction on necessary adjustments. Where relevant, the SC will endorse modifications to the RRF, work plan, and budget allocations to ensure continued relevance and effectiveness of the programme.

Monitoring and reporting functions will be supported by a dedicated team of programme staff across all participating countries, with clearly defined roles to manage data collection, analysis, and documentation. These staff members will work closely with national stakeholders to ensure comprehensive and timely gathering of both narrative and financial information. Coordination between country-level teams and the regional task force will be maintained through regular communication and joint reviews, enabling consistent quality assurance and alignment with donor requirements. The Regional Task Force Coordinator will undertake monitoring missions to participant countries during the programme cycle to directly assess implementation progress, offer technical guidance, and support the identification and resolution of any implementation challenges. Ongoing capacity strengthening and technical support will be provided to country-level teams and partners to enhance monitoring and reporting competencies and promote effective data use.

Monitoring and reporting will rely on a combination of primary and secondary data sources to ensure comprehensive and accurate tracking of programme results. Outcome-level indicators will primarily be informed by primary data collected through online surveys, focus group discussions (FGDs), and community or institutional events involving target groups, complemented, where available, by secondary data from national, regional, or international surveys. Output-level indicators will be based exclusively on primary data generated during programme implementation, including pre- and post-capacity building assessments, event records, attendance lists, and other documentation collected at the time of each intervention. While most targets are defined for the end of the programme, certain indicators are intervention-specific and will be updated in the RRF progress matrix once relevant activities have concluded and data becomes available. The Regional Task Force Manager will ensure timely introduction and validation of all results in OPSYS on a yearly basis, in accordance with EU reporting requirements.

A final, independent evaluation, cost-shared by the 3 PUNOs, will be conducted in the last year of implementation (planned for late 2028), following EU and UN evaluation principles of independence, inclusiveness, utility, and rigour. This evaluation will assess the programme's effectiveness, efficiency, sustainability, document lessons learned, promote replicability and contribute to long-term change in preventing and responding to gender-based violence in Central Asia. The Steering Committee will oversee the evaluation process, approve its terms of reference, and review its findings.

Learning and adaptation are integral to the MER framework. Regular reflection sessions, learning workshops, and joint field missions will enable cross-country exchange, adaptive programming, and shared ownership of emerging good practices. This approach will reinforce synergies among the three UN agencies, national counterparts, and civil society, contributing to sustained impact and alignment with EU priorities in gender equality and human rights. Evaluation findings, lessons learned, and key insights will be communicated beyond the donor to relevant national and regional stakeholders, enhancing transparency and fostering broader knowledge sharing.

8. Sustainability

While some elements of sustainability depend on broader systemic factors outside the immediate control of the programme, efforts will be made to promote local ownership, align with national policy frameworks, and encourage early engagement of responsible institutions. The programme's sustainability rests on several interlinked pillars closely aligned with ongoing activities and the contextual realities of Central Asia, specifically:

- **Community and faith-based engagement.** Working directly with FBOs and religious leaders ensures that gender equality and prevention of violence messages are grounded in cultural and spiritual contexts that resonate locally. Trusted religious and community leaders will be engaged through national consultations and capacity-building sessions to promote gender-equitable values and positive social norms. By involving these trusted community actors in training, dialogue, and dissemination efforts, and equipping religious leaders with the tools and confidence to sustain conversations, the programme embeds new attitudes within existing social frameworks. This approach increases the likelihood that behavioural changes will persist beyond the programme lifecycle, as community leaders continue advocating for zero tolerance of violence.
- **Youth empowerment and education.** By integrating gender equality and GBV prevention content into formal education through teacher training and the development of digital learning materials, the programme creates a sustainable channel to influence the attitudes of future generations. In Uzbekistan, specialised training materials will be developed for teachers and psychologists in boarding schools for children with disabilities, while in Kazakhstan and Uzbekistan, secondary school teachers will be trained to deliver evidence-based content on GBV prevention and respectful relationships. These resources will be accessible through the Spotlight Virtual Knowledge Platform and integrated into national training frameworks, ensuring long-term use. In parallel, the programme will engage youth through peer-led initiatives such as “orange cafés,” intergenerational debates, and partnerships with youth organisations, influencers, and digital platforms. For example, in Kyrgyzstan and Kazakhstan, digital content co-created with youth will be disseminated through podcasts and social media to increase access to GBV-related services and information, contributing to lasting shifts in norms and knowledge among future generations. Engaging adolescents and young people as active participants, not just beneficiaries, through peer-led initiatives and digital platforms strengthens their capacity to advocate for change and sustain community awareness in the long term.
- **Men and boys as partners.** Targeting men and boys with tailored campaigns and workshops through existing networks like MenEngage recognises their crucial role in shifting social norms. In Kyrgyzstan, a nationwide alliance of men and boys will be trained and supported to lead community workshops, while in Turkmenistan, sports schools will serve as entry points for engaging adolescent boys aged 12–18 in discussions on toxic masculinity, gender roles, and violence prevention. In Uzbekistan, a storybook of positive male role models will be developed to showcase local examples of men standing up against GBV. All activities will be supported by a comprehensive media campaign, including radio, TV, and social media, implemented through MenEngage networks and community influencers. Manuals and dialogue guides produced under the programme will remain publicly available, and community-based organisations will be trained to continue facilitating discussions after the programme ends. The capacity building of community actors to facilitate constructive discussions on positive masculinity and fatherhood will help institutionalise these messages within family and community settings, promoting ongoing reflection and change.
- **Women's economic empowerment and local entrepreneurship.** In Kazakhstan, Uzbekistan, and Turkmenistan, the programme will support the establishment or enhancement of Centres that will serve as long-term platforms for women's economic empowerment. These centres will provide entrepreneurship training, vocational skills development, and mentoring to women and girls,

including GBV survivors. A phased approach to capacity-building, local ownership, and exit planning will enable the Centres to operate independently after external funding ends. By embedding them within existing institutional structures, linking them to national employment services and local authorities, and exploring diversified funding (including public–private partnerships), the programme will ensure the Centres’ sustainability and continued impact beyond the project’s lifespan. Women economic empowerment in Kyrgyzstan will be achieved by removing discriminatory legal barriers, modernizing vocational training through a gender lens, and connecting women’s employment pathways to GBV prevention and resilience-building — ensuring that empowerment is both structural and sustainable. In Tajikistan, the planned interventions will provide vulnerable women, including GBV survivors, with practical entrepreneurship training, mentorship, and technical assistance to launch small businesses as a pathway to economic independence and resilience. To ensure long-term impact, the proven mentorship model and training curricula will be transferred to relevant government bodies.

- **Capacity building of civil society.** Continuous support to CSOs through tailored training, mentorship, and knowledge exchange is central to the programme’s sustainability. These organisations, already embedded in local contexts, are positioned to continue GBV prevention and response activities independently. In Kyrgyzstan, selected CSOs will be supported to revise their organisational development plans to prioritise GBV prevention and response in their core mandates. Small grants and capacity-building initiatives will enhance CSOs’ skills in legislative advocacy and service provision, particularly in Uzbekistan and Kazakhstan. These investments will ensure that local organisations, already embedded within communities, can continue driving change, delivering services, and adapting tools beyond the programme’s timeline. All capacity-strengthening activities will use a cascade approach, enabling trained CSOs and youth-led organisations to further mentor and train their local partners. UN Women will continue coordination with the Spotlight Regional CSO Network and the Central Asian Alliance on GBV, whose Secretariat is managed by UN Women and supported by the Government of Kazakhstan, ensuring continuity of regional collaboration beyond EU support. In addition, the new Gender Knowledge Centre, jointly launched in 2025 by UN Women and the Government of Kazakhstan, will serve as a regional platform for hosting and promoting the tools, materials, and learning products developed under the programme, securing long-term access to resources and continued capacity-building beyond the project’s duration.
- **Regional cooperation and knowledge sharing.** By facilitating sub-regional workshops and learning forums, the programme fosters a network of practitioners and policymakers who can share experiences, address common challenges, and coordinate actions. The programme will establish durable regional networks through Central Asia GBV Learning Circles, enabling CSOs to exchange knowledge, document best practices, and coordinate actions on priority issues like digital violence and male engagement. Virtual exchanges co-hosted by local CSOs will foster peer learning and create resources accessible via a shared Spotlight Virtual Knowledge Platform. Strengthening the Central Asia GBV Alliance will provide a lasting platform for advocacy and regional coordination. Cross-country advocacy campaigns and small grants will empower CSOs to sustain survivor services and awareness-raising efforts. This regional ecosystem encourages mutual accountability and maintains momentum on gender equality initiatives beyond national programme cycles. To ensure institutional anchoring, UN Women will link the GBV Learning Circles and the Spotlight Virtual Platform with the Gender Knowledge Centre, allowing regional exchanges and data to remain active after EU funding ends. Where relevant, partnerships will be formalized through Memoranda of Understanding with national women’s machineries and regional bodies, reinforcing government participation and co-ownership
- **Policy integration and institutional linkages.** Efforts to engage government stakeholders at multiple levels, including through advocacy, joint trainings, and data generation and sharing, help institutionalise gender and GBV priorities within national frameworks. Sustainability will be ensured by embedding GBV priorities in national and regional policies through the annual Central Asia GBV Policy & Practice Dialogue, which will generate actionable recommendations and support ongoing policy adoption. The programme will also improve government ownership by supporting CSOs in data collection and analysis, such as, for example, through the development of a Tajikistan webpage for coded VAWG case data, enabling evidence-based policymaking and resource allocation that endure beyond project timelines. The database will be integrated with the national VAWG registration system and maintained jointly with relevant ministries, ensuring continued use and visibility in official statistics. The strengthening of data systems and evidence-based decision-making supports government ownership, increasing the chance that programme results are

reflected in policies, funding allocations, and service delivery improvements going forward. The School of Gender Activists (SGA), established under Spotlight 1.0, already provides a sustainable pool of experts validated by the Committee on Women's and Family Affairs and Parliament. CoWFA and other institutions continue to rely on this network for advocacy and policy consultations, ensuring ongoing institutional engagement. The new project will refresh their knowledge and expand the pool to additional regions, at CoWFA's request. At the country level, exit strategies will align with government budget cycles and national priorities, with sustainability indicators such as the proportion of services absorbed by public institutions and the number of CSOs continuing GBV-related activities beyond the grant period included in the Results Framework.

Sustainability considerations have been incorporated from the outset of the intervention. The approach aims to support the progressive integration of programme-supported activities into national and sub-national structures, with a view to maintaining key functions beyond the period of external assistance. A phase-out strategy will be developed to guide the responsible transition of roles, resources, and technical support. Exit criteria and indicative timelines are expected to be clarified in consultation with national stakeholders, allowing for flexibility while ensuring continuity of core functions.

ANNEX1. Results and Resources Framework

	Result Chain	Indicators	Baseline	Target	Sources and means of Verification	Assumptions
Overall Objective (Impact)	GBV reduction in Central Asia	Prevalence of intimate partner violence against women and girls aged 15 - 49 within the last 12 months, % (aligned with SDG 5.2.1, acknowledging variations in measurement and data sources across countries)	<p>17% of ever-partnered women and girls aged 15 or older in Kazakhstan who were subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months (2017)</p> <p>13% of ever-partnered women and girls aged 15 or older in Kyrgyzstan who were subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months (2024)</p> <p>12% of ever-partnered women and girls aged 15 or older in Tajikistan who were subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months (2023)</p> <p>3.4% of ever-partnered women and girls aged 15 or older in Turkmenistan who were subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months (2022)</p>	Directional target: Contribute to the reduction of reported rates of GBV where data is available, while strengthening national systems for measurement and response	Demographic and Health Surveys, Multiple Indicator Cluster Surveys, National surveys on VAW, WHO Multi-country Study on Women's Health and Domestic Violence, other National and Regional Surveys	<p>Key government and non-government actors in CA maintain a sustained commitment to developing and enforcing laws and policies aimed at preventing and addressing GBV</p> <p>Reliable and consistent data on GBV is collected across all countries in Central Asia</p>

			40.7% of women aged 15–49 in Uzbekistan who believe a husband is justified in beating his wife in various circumstances (2022)			
Specific Objective 1 (Outcome 1)	Social norms increasingly reflect zero tolerance for GBV	% of target population in programme areas who disagree with the statement "violence against women can be justified in some cases"	TBC	By 2028, increase by at least 25% the proportion of respondents in programme areas who disagree with the justification of violence against women	Perception/attitude surveys conducted by MCP or partners in target regions; supported by available national, regional and international survey data	There is sustained political and community leadership support, for promoting gender-equitable norms and challenging acceptance of violence
Output 1.1.	Enhanced capacity and engagement of FBOs and religious leaders across Central Asia in preventing and responding to GBV and other harmful practices	% of trained religious leaders and FBO representatives who demonstrate improved knowledge of GBV causes, consequences, and response mechanisms	TBC	At least 80% of trained participants demonstrate increased knowledge based on post-training assessment	Pre/post-training assessments	Religious leaders and FBO representatives are willing to engage in capacity-building efforts and apply the acquired knowledge within their communities to prevent and respond to GBV and harmful practices
Output 1.2.	Enhanced capacity and empowerment of adolescents and young people, especially girls and women, on gender equality, prevention and response to	% of adolescent and young participants who demonstrate increased knowledge on gender equality, GBV, and harmful practices	TBC	At least 80% of trained participants demonstrate increased knowledge based on post-training assessment	Pre-/post-training assessments	Adolescents and young people, particularly girls and young women, are open to engaging on issues of gender equality and GBV, and the social environment allows for their meaningful participation without
		Number of women and girls actively participating in Women and Girls Safe Spaces in 5 regions and	0	At least 20 women and girls per region	Attendance records, activity reports, participant engagement	

	GBV and harmful practices	Ashgabat city, with documented evidence of engagement in activities aimed at addressing negative social norms, gender stereotypes, and GBV prevention and response			documentation, feedback forms	fear of backlash or stigma Educational institutions and training providers are willing and able to implement and deliver gender-focused courses and awareness-raising activities, with a focus on survivor-centred approaches and legal rights
		Number of youths engaged in awareness-raising activities on gender equality and legal rights organised by grant recipients (TJ, UZ)	0	At least 300 by the end of the programme	Grant recipients' activity reports, participant attendance logs, and feedback surveys from youths involved in the awareness-raising activities	
Output 1.3.	Enhanced awareness and engagement of men and boys in preventing and responding to GBV	% of men and boys demonstrating increased knowledge of VAWG and gender equality	TBC	At least 80% of participants demonstrate increased knowledge based on post-intervention assessment	Pre-/post-training assessments	Men and boys are willing to engage in dialogue on VAWG and gender equality, and sociocultural norms do not significantly hinder their participation or acceptance of changed attitudes
Output 1.4.	Enhanced analytical capacity and skills of regional experts to collect, measure and report data on VAW in Central Asia	% of training participants who enhanced their skills to collect, measure and report prevalence of VaW in Central Asia	TBC	At least 75% of participants demonstrate increased knowledge based on post-intervention assessment	Pre-/post-course assessments	

<p>Specific Objective 2 (Outcome 2)</p>	<p>Civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy</p>	<p>% of women and girls who perceive an improvement in community-level prevention and response to GBV due to increased CSO advocacy, coordination, and capacity</p>	<p>TBD through baseline survey capturing women’s and girls’ perceptions of GBV prevention and response effectiveness in their communities</p>	<p>By 2028, increase by 25% the proportion of women and girls who report positive changes in community awareness, attitudes, and responsiveness to GBV attributable to CSO efforts</p>	<p>Survey results from women and girls in the programme areas (baseline and endline); Focus group discussions with beneficiaries; Reports from CSOs on coordination and capacity-building activities; Programme monitoring data</p>	<p>CSOs have the willingness and capacity to collaborate effectively, and there is a conducive environment for joint initiatives and advocacy campaigns on GBV, supported by a network of stakeholders committed to collective action</p>
<p>Output 2.1.</p>	<p>Civil society equipped with technical and adaptive organisational capacity to prevent and respond to GBV</p>	<p>% of CSOs in Kazakhstan reporting improved capacity to address GBV-related issues after completing project supported trainings and the learning modules(in person or via Digital Action Learning Hub</p>	<p>TBD through pre-training assessment</p>	<p>At least 80% of trained participants demonstrate increased knowledge based on post-training assessment</p>	<p>Pre-/post-training assessments</p>	<p>CSOs across the region have the necessary support, resources, and motivation to actively participate in capacity-building activities and initiatives aimed at improving GBV prevention and response</p>
<p>% of School of Gender Activists members in Tajikistan demonstrating improved knowledge and skills in VAWG prevention, gender-responsive data management, and report writing after advanced training and summer retreat</p>	<p>TBD through pre-training assessment</p>	<p>At least 80% of trained participants demonstrate increased knowledge based on post-training assessment</p>	<p>Pre-/post-training assessments</p>			
<p>% of CSOs and WNGOs in Kyrgyzstan</p>	<p>TBD through pre-training assessment</p>	<p>At least 80% of participants</p>	<p>Revised organisational</p>			

		that integrate GBV prevention and response into their revised organisational development plans after mentorship and strategic planning workshops		demonstrate increased knowledge based on post-capacity assessment	development plans of CSOs and WNGOs; workshop attendance records; feedback and evaluation forms from participants	
		Number of CSOs from Uzbekistan actively participating in the Spotlight Virtual Platform	TBC	At least 30 CSOs from Uzbekistan actively participate in the Spotlight Virtual Platform by the end of the programme	Spotlight Initiative Virtual Knowledge Platform, Platform analytics and registration logs	
Output 2.2.	Strengthened learning and knowledge management to empower CS to lead change in addressing VAWG in the CA region	% of participants in the Central Asia GBV Learning Circles who report increased understanding of GBV prevention, response strategies, and relevant regional themes (e.g., digital violence, VAC-GBV integration)	TBD through pre-training assessment	At least 80% of trained participants demonstrate increased understanding based on post-training assessment	Pre-/post-training assessments	CSOs in the region have the capacity, resources, and motivation to actively participate in GBV learning initiatives, collaborate on knowledge management strategies, and

		Number of regional and national CSOs that actively engage in the collaborative development of a regional knowledge management strategy on GBV and apply best practices learned in their work	TBC	At least 50 regional and national CSOs actively engage in the collaborative development of the regional knowledge management strategy on GBV and apply the best practices in their work by the end of the programme	Records of CSO participation in strategy development workshops and meetings, reports from CSOs on the integration of best practices, and documentation of collaborative activities	implement best practices in their work CSOs in the region have the necessary support and technical expertise to engage in legislative advocacy and apply new knowledge effectively to address GBV and related regional themes.
		Number of CSOs in Uzbekistan awarded small grants and successfully implementing legislative advocacy projects, with documented improvements in their capacity for advocacy (e.g., legislative engagement, collaboration, and knowledge-sharing activities)	0	10	Grant records, programme progress reports, advocacy-related documentation, and evaluation reports detailing improvements in advocacy capacity (e.g., legislative engagement, collaboration, knowledge-sharing activities)	
		Number of CSOs in Kazakhstan awarded small grants and implementing community-level activities related to GBV	0	Up to 12	Grant agreements; short activity reports from CSOs; documentation of outreach activities (e.g., meeting summaries, communication	

					materials), monitoring notes	
		Number of policymakers, service providers, and other stakeholders in Tajikistan actively using the webpage for data submission, reporting, and advocacy on VAWG prevention	0	200 annually	Web analytics and usage logs from the data-driven web platform, including user registration and activity records (e.g., frequency of access, data submissions, reports, and advocacy engagement)	
Specific Objective 3 (Outcome 3)	Women have increased economic empowerment and access to sustainable livelihoods	% of women reporting enhanced economic independence and empowerment	TBD through baseline survey	At least 60% of women report enhanced economic independence by the end of the program	Baseline and endline survey	Women are able to apply their enhanced economic independence and legal knowledge in real-life situations, leading to tangible changes in their vulnerability to GBV
Output 3.1.	Data collection and analysis inform policies and legislation addressing women's vulnerabilities	Number of policy recommendations on unpaid care work developed and formally submitted to government stakeholders (KZ, KG, TKM, UZ)	0	At least one new per country	Documentation of policy recommendations , formal submission records, meeting minutes	Government stakeholders are receptive to policy recommendations on unpaid care work and are committed to addressing the formalisation of labour standards, including domestic work and workplace protection
		Number of legal or regulatory documents developed, formally submitted and adopted by government stakeholders to	0	At least four new per country	Official records of legal and regulatory documents, meeting minutes, and	There is political will and institutional

		improve the protection and formalisation of labour standards - including domestic work and violence- and harassment-free workplaces (KZ, KG, UZ)			endorsements from relevant government bodies	capacity to develop, review, and endorse legal and regulatory documents that improve the protection of women's labour rights and prevent violence and harassment in the workplace
		Number of awareness-raising products to inform domestic workers and their employers about legislative changes, certification programmes and the benefits of formal delivered employment (KZ, UZ)	0	At least four new per country by the end of programme	Reports on the development and distribution of awareness-raising products, including copies of materials (brochures, posters, etc.) and distribution logs	The necessary infrastructure and technical capacity exist to improve or create a functioning digital system that effectively collects and disaggregates data on women in the informal economy across different sectors.
		Number of standardised training initiatives and skills certification programmes developed for domestic workers to recognise and validate their skills (KZ, KG, UZ)	0	At least two comprehensive training programmes/curricula and two skills certification programmes per country	Documentation of developed training curricula, certification programme materials	Employers and relevant stakeholders are willing to design and pilot evidence-based employment support measures for women, informed by gender-responsive labour market analysis
		Functioning digital system improved or created to collect data on women in the informal economy, with data disaggregated by sex and sector (KZ, TKM, UZ)	Lack of inclusive functional digital system	A fully functioning digital system by 2027	System development or upgrade records, data reports from the digital system,	
		Number of evidence-based employment	0	At least three evidence-based	Documentation of designed	

		support measures for women piloted based on gender-responsive labour market analysis (TKM)		employment support measures designed and piloted in Turkmenistan	employment support measures, pilot reports, and gender-responsive labour market analysis data	
Output 3.2.	Enhanced access to employment and income generation opportunities for women	Number of individuals who accessed services and programmes offered (KZ, TKM, UZ)	0	At least 300 individuals, with 70% women in each country, access services and programmes by programme end	Records of individuals accessing services, program participation logs, registration forms, or database reports	Women have sufficient access to information and support to participate in paid apprenticeship programmes, and businesses are willing to offer these opportunities
		Number of women participating in paid apprenticeship programmes (KZ, TKM)	0	At least ten women participate in paid apprenticeship programmes per country by the end of programme	Apprenticeship programme records, tracking data, feedback surveys from both women participants and businesses, and programme evaluation reports	

		Number of women in target regions of Tajikistan who complete mentorship and capacity-building programmes and develop viable business plans	0	225 women complete orientation training to increase awareness of launching businesses 135 women develop business plans through the mentorship programme 30 women with business plans receive tailored technical support to implement their initiatives	Programme reports and attendance records (disaggregated by region); Copies or summaries of developed business plans; Technical support logs or follow-up documentation; Mentor feedback and participant satisfaction surveys	
--	--	--	---	--	--	--

ANNEX 2. Work Plan

Activity/sub-activity	Schedule												Implementing Partner
	2026				2027				2028				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Outcome 1. Social norms increasingly reflect zero tolerance for GBV													
Output 1.1. Enhanced capacity and engagement of FBOs and religious leaders across Central Asia in preventing and responding to GBV and other harmful practices													
Activity 1.1.1. Engage FBOs, religious and community leaders into national formal and informal GBV response mechanisms													UNFPA KZ, KG, UZ
Activity 1.1.2. Build capacity of religious leaders and FBOs on GEWE, family wellbeing, responsible parenthood and changing negative/biased social norms and stereotypes													UNFPA KZ, KG, UZ
Activity 1.1.3. Strengthen cross-fertilization among FBOs, religious leaders and other stakeholders across the sub-region on best practices in the prevention and response to GBV in Central Asia													UNFPA KZ, KG, TJ, TKM, UZ
Output 1.2. Enhanced capacity and empowerment of adolescents and young people, especially girls and women, on gender equality, prevention and response to GBV and harmful practices													
Activity 1.2.1. In selected regions, raise awareness and build the capacity of teachers and other educators to conduct evidence-based, age appropriate and context adapted sessions on gender equality, GBV prevention and response and respectful relationships for children, adolescents and young people in secondary and specialised boarding schools													UNFPA KZ, UZ
Activity 1.2.2. Build capacity of young people on awareness raising and advocacy for GBV related issues and women and girls' empowerment													UNFPA KZ, TJ, UZ
Activity 1.2.3. Establish Women and Girls Safe Spaces to address negative social norms and gender stereotypes, access to counselling and MHPSS and empowerment of young women and girls, including GBV survivors in 5 regions and Ashgabat													UNFPA TKM

city (co-implemented with UNDP)														
Output 1.3. Enhanced awareness and engagement of men and boys in preventing and responding to GBV														
Activity 1.3.1. Engage men and boys in changing social norms to zero tolerance to GBV, including TFGBV, and other harmful traditional practices														UNFPA KZ, KG, TJ, TKM, UZ
Output 1.4. Enhanced analytical capacity and skills of regional experts to collect, measure and report data on VAW in Central Asia														
Activity 1.4.1. Facilitate participation of a selected number of experts and practitioners from Central Asia in the kNOwVAWdata course developed under the Regional Programme “Spotlight Initiative”														UNFPA KZ, KG, TJ, TKM, UZ
Outcome 2. Civil society organisations more effectively prevent and respond to GBV through strengthened coordination, capacity, and advocacy														
Output 2.1. Civil society equipped with technical and adaptive organisational capacity to prevent and respond to GBV														
Activity 2.1.1. Strengthen the capacity of CSOs, youth-led organisations and young girls in Kazakhstan to effectively prevent and respond to gender-based violence through inclusive, intersectional, and survivor-centred approaches														UN Women KZ
Activity 2.1.2. Strengthen School of Gender Activists for VAWG prevention and gender responsive data management, gender statistics presentation, report writing and communication for partnership in Tajikistan														UN Women TJ
Activity 2.1.3. Support CSOs and WNGOs in Kyrgyzstan to revise organisational development (OD) plans and engage in GBV prevention and response														UN Women KG
Activity 2.1.4. Conduct tailored capacity-building workshops for CSOs in Kyrgyzstan on adaptive programming approaches to EAWG in Central Asia, complemented by peer exchange sessions with experienced EAWG practitioners from across Central Asia to foster regional learning and practical application														UN Women KG
Activity 2.1.5. Conduct trainings for CSOs in Tajikistan – members of the network “Life Free of Violence” - EAWG data producers, that use the E-system of violence case registration														UN Women TJ
Activity 2.1.6. Strengthen the Spotlight Virtual Platform for														UN Women UZ

CSOs engagement in Uzbekistan who work on GEWE													
Output 2.2. Strengthened learning and knowledge management to empower CS to lead change in addressing VAWG in the CA region													
Activity 2.2.1. Facilitate Central Asia GBV Learning Circles through virtual thematic exchanges, peer learning, and documentation of promising practices on the Central Asian Alliance on GBV platform													UN Women KZ, KG, TJ, TKM, UZ
Activity 2.2.2. Conduct cross-country GBV awareness and advocacy campaigns aligned with global movements coordinated digital and on-ground advocacy campaigns across Central Asia that elevate youth voices and engage institutions for broader change													UN Women KZ, KG, TJ, TKM, UZ
Activity 2.2.3. Facilitate Central Asia GBV Policy & Practice Dialogue jointly with the Central Asian Alliance on GBV."													UN Women KZ, KG, TJ, TKM, UZ
Activity 2.2.4. Provide Small Grants for CSOs in the region to enhance the services provided to survivors of violence													UN Women UZ
Activity 2.2.5. Provide small grants to CSOs in Kazakhstan to strengthen their ability to address GBV-related issues in their communities													UN Women KZ
Activity 2.2.6. Develop a webpage with coded EVAW case registration data from CSOs and support data collection, quality assurance, and stakeholder use to track VAWG dynamics in Tajikistan													UN Women TJ
Outcome 3. Women have increased economic empowerment and access to sustainable livelihoods													
Output 3.1. Data collection and analysis inform policies and legislation addressing women's vulnerabilities													
Activity 3.1.1. Conduct a national assessment to develop the social portrait of women from vulnerable categories, including methodology design, data analysis, and preparation of a comprehensive report.													UNDP KZ
Activity 3.1.2. Develop and disseminate policy recommendations on unpaid care													UNDP KZ, KG, TKM, UZ
Activity 3.1.3. Support the Government in advancing the implementation of ILO Convention 190 through policy review, institutional capacity-building, awareness-raising, and the													UNDP KZ, KG

development of monitoring and enforcement mechanisms to prevent violence and harassment in the world of work.													
Activity 3.1.4. Strengthen digital tools and data systems to enhance visibility, monitoring, and formalization of women’s work in the informal economy, with a focus on domestic employment.													UNDP KZ, TKM, UZ
Activity 3.1.5. Conduct labour market needs assessment through gender lenses in Turkmenistan													UNDP TKM
Output 3.2. Enhanced access to employment and income generation opportunities for women													
Activity 3.2.1. Support CSOs through grants, capacity-building, and mentorship to enhance sustainable economic opportunities for vulnerable women													UNDP KZ, TKM, UZ
Activity 3.2.2. Support the design, implementation, and promotion of paid apprenticeship programmes that provide women with practical skills and work experience, through partnerships with local businesses, academia, NGOs, and municipalities.													UNDP KZ, TKM
Activity 3.2.3. Promote equal access to economic opportunities through the removal of structural barriers and gender-responsive vocational education and training in Kyrgyzstan													UNDP KG
Activity 3.2.4. Support for economic empowerment of women in target areas in Tajikistan through mentorship by entrepreneurs, capacity building and technical assistance													UNDP TJ

Certificate Of Completion

Envelope Id: B48437AE-1789-40C4-8461-4E21A5B0F9AB

Status: Completed

Subject: Complete with Docusign: 01 Annex I DoA_EU GBV CA_CHANGE Final_3 Dec.pdf, Signature Page.pdf

EnvelopeLocalData:

Source Envelope:

Document Pages: 55

Signatures: 3

Envelope Originator:

Certificate Pages: 5

Initials: 0

Gaukhar Nursha

AutoNav: Enabled

One United Nations Plaza

Envelopeld Stamping: Enabled

New York, NY 10017

Time Zone: (UTC+06:00) Dhaka

gaukhar.nursha@undp.org

IP Address: 151.236.196.42

Record Tracking

Status: Original

Holder: Gaukhar Nursha

Location: DocuSign

12/15/2025 1:57:54 PM

gaukhar.nursha@undp.org

Signer Events

Katarzyna Wawiernia

kasia.wawiernia@undp.org

Resident Representative

UNDP Headquarters

Security Level: Email, Account Authentication (None), Login with SSO

Signature

DocuSigned by:

15AE19A41B5A4B3...

Timestamp

Sent: 12/15/2025 2:44:29 PM

Viewed: 12/15/2025 3:27:50 PM

Signed: 12/15/2025 3:28:01 PM

Signature Adoption: Uploaded Signature Image

Using IP Address: 178.89.151.129

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Ceren GUVEN GURES

ceren.gures@unwomen.org

Security Level: Email, Account Authentication (None)

DocuSigned by:

320CE14C83F34CE...

Sent: 12/15/2025 3:28:04 PM

Viewed: 12/15/2025 5:09:46 PM

Signed: 12/16/2025 10:45:38 AM

Signature Adoption: Pre-selected Style

Using IP Address: 5.76.58.101

Electronic Record and Signature Disclosure:

Accepted: 12/15/2025 5:09:46 PM

ID: 6801b72d-3848-4e37-b8ce-2daab5834625

Birgit Van Hout

vanhout@unfpa.org

Security Level: Email, Account Authentication (None)

DocuSigned by:

R37C4FD1D470498

Sent: 12/16/2025 10:45:40 AM

Viewed: 12/18/2025 6:24:20 PM

Signed: 12/18/2025 6:24:36 PM

Signature Adoption: Pre-selected Style

Using IP Address: 190.218.129.161

Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 12/18/2025 6:24:20 PM

ID: 950478ae-d6af-4a93-8c79-a227d6671d00

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events	Status	Timestamp
Inkara Mukatova inkara.mukatova@unwomen.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 11/15/2024 1:01:23 PM ID: 9f33104a-31d3-4c5a-a2a7-c1e407566812	COPIED	Sent: 12/18/2025 6:24:38 PM
Sergio Esperanca esperanca@unfpa.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/18/2025 6:24:39 PM Viewed: 12/18/2025 6:53:53 PM

Witness Events	Signature	Timestamp
----------------	-----------	-----------

Notary Events	Signature	Timestamp
---------------	-----------	-----------

Envelope Summary Events	Status	Timestamps
-------------------------	--------	------------

Envelope Sent	Hashed/Encrypted	12/15/2025 2:44:29 PM
Certified Delivered	Security Checked	12/18/2025 6:24:20 PM
Signing Complete	Security Checked	12/18/2025 6:24:36 PM
Completed	Security Checked	12/18/2025 6:24:40 PM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure
--

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, United Nations Development Program (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact United Nations Development Program:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: olivier.simah@undp.org

To advise United Nations Development Program of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at olivier.simah@undp.org and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from United Nations Development Program

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to olivier.simah@undp.org and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with United Nations Development Program

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to olivier.simah@undp.org and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify United Nations Development Program as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by United Nations Development Program during the course of your relationship with United Nations Development Program.