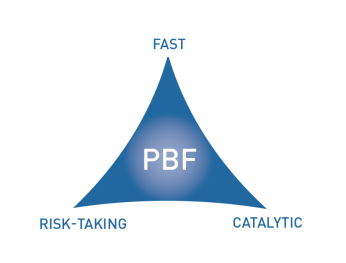
**RUNO END PF PROJECT REPORTING TEMPLATE 4.5**

**PEACEBUILDING FUND (PBF)**

**END OF PROJECT report**

**COUNTRY:**

**REPORTING PERIOD:** February 2014 - June 2016

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

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

|  |  |  |
| --- | --- | --- |
| Programme Assessment/Review/Mid-Term Eval. |  | Report Submitted By |
| Mid-Term Evaluation / Review - if applicable *please attach*  Yes  No Date: June 2014  End of project Evaluation*– if applicable please attach*  Yes  No Date: April 2015 | Name: Koen Marquering  Title: International Project Coordinator  Participating Organization (Lead): UNODC  Email address: koen.marquering@unodc.org |

**PART 1 – RESULTS PROGRESS**

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

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

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

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

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

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

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

|  |  |
| --- | --- |
| Indicator 1:  Number of minorities employed in police (NB. presented as a percentage of the total; specific data on the number of police officers is classified)  Indicator 2:  Number of minorities enrolled in police schools  Indicator 3:  Number of minorities in senior level positions | Baseline: 6.3% on 1.1.2014  Target: 15-20% increase by 2016  Progress:4.9% on 1.1.2015  6.7% on 1.1.2016  Baseline: 3% on 1.1.2014  Target: 10% increase by 2016  Progress:1.1% on 1.1.2015  1.3% on 1.1.2016  Baseline: 5.2% on 1.1.2014  Target: 3-5% increase by 2016  Progress:5.2% on 1.1.2015  5.3% on 1.1.2016 |

**Output progress at the end of project**

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

- Methodological tool, analytical reports and information materials published and high level dialogue platforms conducted to mobilise support for police reform

-Legal advice provided resulting in new policies to promote diversity in the police

- Campaigns on career opportunities in the police conducted, including for the first time a mentoring programme involving young women and men from a minority background, most of whom applied to the Police Academy

- Network of local youth, women and other community leaders established to facilitate inclusive consultations on public safety in multiethnic communities

- Local crime prevention plans adopted in 12 priority districts benefitting 250,000 inhabitants and accompanied by 145,000USD in funding commitments from local state budgets

- Community policing in multi-ethnic communities strengthened through improved reception areas and other technical assistance

**Outcome progress at the end of project**

*Describe progress made toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers (3000 character limit)?*

1. New policies endorsed

The Government of the Kyrgyz Republic adopted 3 new policies:

- Policy on competitive recruitment has potential to increase transparency of police recruitment and promotion

- Policy on police performance evaluation eliminates incentives for torture and corruption and commits the police to strengthen dialogue with local communities

- Policy on police engagement with civil society promotes community engagement in crime prevention

The Parliament adopted amendments to the CPC to introduce simplified judicial proceedings to deal with minor offences at community level more efficiently.

2. Police-public partnerships established throughout the country

The project promoted better police presence in selected priority districts, including 2 multi-ethnic border areas in the south (Kulundu, Uch Korgon) and 1 area (Oktyabr) in the north affected by migration flows, which at times lead to tensions between different population groups.

The project’s investment was matched by additional funding from the State budget enabling the MoI to work more closely with local communities. 201 new police points have been created throughout the country since 2014. 255 additional neighborhood and youth inspectors have been appointed to work at the local level.

As a good practice, the MoI assigned 2 police officers belonging to a minority to work in the police stations where the project provided technical assistance or where the project promoted dialogue between police and population.

3. Community leadership on crime and conflict prevention enhanced

The project facilitated dialogue between police and communities, focusing on addressing safety and crime concerns perceived by the population, as a conflict prevention tool. Gains include:

- Participation: The project’s dialogue platforms involved a wide range of actors, including 30% women and 28% minorities, thus building trust and achieving consensus on joint action to prevent crime and conflict

- Ownership: Establishment of working groups or attribution of responsibility for coordination to local crime prevention centres based on official local government decrees. Local crime prevention plans were signed by the mayor, chair of the local parliament and head of the police in 12 locations. Local authorities pledged around 145,000 USD for the implementation of the plans

4. Improved public trust in the police

The Government showed strong commitment to bring the police closer to the population. Decentralisation of the police, better salaries and other social benefits for police officers, and institutional reforms to reduce corruption were prioritised. The MoI reached out to the population by organising dialogue platforms at national and grassroots level. Independent surveys conducted in 2015 showed improvement in the level of public trust in the police (57.7% trust the police, which is 3.7% more than in 2014) and satisfaction with the work of the police (from 20.4 in 2014 to 67.2 in 2015).

**Reasons for low achievement and rectifying measures**

*If sufficient progress was not made, what were the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How were they addressed (1500 character limit)?*

N/A

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

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

|  |  |
| --- | --- |
| Indicator 1:  Number of women employed in the police  Indicator 2:  Number of women enrolled in police schools  Indicator 3:  Number of women in senior level positions | Baseline: 13% overall; 6.3% certified  on 1.1.2014  Target: 10% increase by 2016  Progress:12.3% overall; 6.1% certified  on 1.1.2015;  11.9% overall; 5.8% certified  on 1.1.2016  Baseline: 13.5% on 1.1.2014  Target: 15-20% increase by 2016  Progress:14.5% on 1.1.2015  13.8% on 1.1.2016  Baseline: 7.6% on 1.1.2014  Target: 3-5% increase by 2016  Progress:7.4% on 1.1.2015  7.1% on 1.1.2016 |

**Output progress at the end of project**

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

- Gender sensitive policing placed on the political agenda through large scale awareness raising events

- Exchange of best practices facilitated, including visits of high level police practitioners from other countries, resulting in 2 action plans on women in policing and strategic development of the Police Women Association

- Advocacy campaign on women in policing conducted, including a webpage, media competition, TV and radio broadcasts and a movie viewed by over 100,000 people

- Capacity of the Police Academy and Police Women Association on gender sensitivity developed, using a newly developed module for ToT and cascaded training of over 220 officers

- Approach to Police Academy admission campaigns modernized by piloting a mentoring programme improving leadership skills of 35 police officers (24 female) who gave career advice to over 120 school pupils

- Introduced gender-balanced police patrols through pilots with newly appointed female inspectors in 2 districts

**Outcome progress at the end of project**

*Describe progress made toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers (3000 character limit)?*

1. New action plan on UN SC1325 adopted

In 2015, the Government of the Kyrgyz Republic adopted a new National Action Plan on Implementation of UN Security Council Resolution 1325. This plan includes several measures put forward within the framework of the project, e.g. establishment of a roster of women to be considered for appointment in management positions and a mentoring programme for women in law enforcement bodies. With support of the project, such a mentoring programme has now been piloted for the first time in Kyrgyzstan. First results show that most last year high school students engaged in the programme apply to enter the Police Academy. If implemented on a regular basis such mentoring can over time significantly increase the number of young women entering the police service through the Police Academy.

2.Gender sensitivity among police officers enhanced throughout the country

Training of trainers on gender sensitivity was undertaken in cooperation with the Police Academy and the Police Women Association. This approach was successful in securing buy-in for gender equality from these institutions and from heads of police departments in the PBF priority districts. Following the TOT, basic gender sensitivity trainings were conducted in all 14 priority districts. These reached 220 police officers who learned about national laws and policies on gender equality and exchanged their views on steps to increase the role of women in their police units. A training module was developed, which can be further used for similar training in the future.

3. Women leadership within the police service expanded

18 female police officers involved in the project's gender related events were appointed to more senior positions during the life span of the project - to the level of heads/deputy heads and senior inspectors in local and central police divisions in project priority areas.

In 2 priority districts (Djety-Oguz and Kara-Kyldja) police management committed to hiring women as neighbourhood inspectors (a function traditionally occupied by men). The project supported pilots with joint patrolling in these areas, which could be further replicated, in particular in the context of the establishment of a new police patrol service.

A recent development is the creation of a unit within the MoI’s Antiterrorism Department tasked with the coordination of efforts to prevent violent extremism and radicalisation among women that could lead to terrorism. The MoI has assigned 4 female officers to work in this unit (NB. for 3 of them this is a promotion).

4. Women empowered in local level dialogue on public safety

Women actively coordinated and participated in local level dialogue on public safety. Working groups discussed gender-based violence and other relevant issues of concern to women. As a result, in 4 districts gender-based violence was included as a priority issue in the approved local crime prevention plan.

**Reasons for low achievement and rectifying measures**

*If sufficient progress was not made, what were the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How were they addressed (1500 character limit)?*

N/A

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

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

|  |  |
| --- | --- |
| Indicator 1:  Number of police officers sanctioned in disciplinary and criminal proceedings in relation to misconduct  Indicator 2:  % of recommendations from oversight organizations implemented  Indicator 3:  N/A | Baseline: 546 in 2013  Target: % 10-15 increase by 2016  Progress:653 in 2014  904 in 2015  Baseline: Very low level of implementation  Target: 50% implementation rate  Progress: 53% implementation rate  Baseline:  Target:  Progress: |

**Output progress at the end of project**

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

- Internal police system for officer control strengthened by introducing a unified e-accounting system on disciplinary measures

- Training programme for 150 police officers in 14 priority districts implemented increasing knowledge and skills on effective communication with citizens

- Public awareness on complaints handling procedures in cases of police misconduct increased through a nationwide advocacy and media campaign

- Civil society hotline and network of lawyers established to assist citizens with cases of police misconduct

- Crime trends compilation published as a tool for analysis of police performance

- Independent oversight of the police enhanced through the consolidation of a civil society network to monitor police performance and capacity development of oversight bodies (i.e. MoI Public Council and Ombudsman)

- Poor police labor conditions placed on the political agenda as a root cause of police misconduct by supporting a study and hearings in the Parliament

**Outcome progress at the end of project**

*Describe progress made toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers (3000 character limit)?*

1. Strong commitment to improve police accountability and responsiveness

The Government of the Kyrgyz Republic showed commitment to improve police accountability by adopting relevant policies, including a new disciplinary statute to govern internal disciplinary procedures in the police service. The MoI worked to strengthen the role and capacity of its Internal Oversight Department with technical assistance provided by the project. This led to a significant increase in the number of police officers sanctioned for misconduct (up by 65% over a 2 year period).

The Internal Oversight Department started engaging more actively with the public by opening an online complaints box in relation to misconduct by the traffic police and publishing a leaflet on its mandate and the procedure for complaints handling. Together with the nationwide public awareness raising campaign implemented by the project to further increase access to information on available complaints handling procedures (i.e. through public presentations in all provinces, distribution of manuals, leaflets and posters, online dissemination of information), this contributed to a rise in the number of complaints brought by citizens directly to the police: up from 1721 in 2013, to 2132 in 2014 and 3290 in 2015.

The Government has also committed to launching an electronic crime registry, which can further enhance transparency and accountability of the police. A practice of developing annual plans of the Minister of Interior has been introduced, which also serves as an accountability mechanism at the governmental level.

2. More effective independent monitoring of police performance

The project proactively worked with civil society networks and oversight bodies to support and facilitate their monitoring of police reform and different aspects of police performance. Relevant civil society networks and oversight bodies became more professional and experienced in strategic planning, project management, research, advocacy and grassroots capacity development. As a result:

- Civil society networks gained better access to policy and decision makers who committed to various reform initiatives (with an overall implementation rate of civil society recommendations of over 50%)

- The MoI Public Council adopted a strategic development plan and is now well established as a regular dialogue platform to engage high level MoI and government representatives on police reform with involvement of civil society and media

- The regional network of lawyers and hotline for legal advice on complaints in cases of misconduct was embedded in the legal programme of a leading human rights NGO in order to guarantee sustainability

- Parliamentary control over the police was strengthened. The project's support to the publication of a special Ombudsman report led to a Parliamentary decision calling on the Government to improve police labour conditions. The Parliament initiated a debate on the development of a new police law.

**Reasons for low achievement and rectifying measures**

*If sufficient progress was not made, what were the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How were they addressed (1500 character limit)?*

N/A

**Outcome Statement 4:** N/A

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

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

**Output progress at the end of project**

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

N/A

**Outcome progress at the end of project**

*Describe progress made toward the achievement of this outcome. This analysis should reflect the above indicator progress and the output achievement. Is there evidence of the outcome contributing to peacebuilding and to the specific conflict triggers (3000 character limit)?*

N/A

**Reasons for low achievement and rectifying measures**

*If sufficient progress was not made, what were the key reasons, bottlenecks and challenges? Were these foreseen in the risk matrix? How were they addressed (1500 character limit)?*

N/A

* 1. **Assessment of project evidence base, risk, catalytic effects, gender at the end of the project**

|  |  |
| --- | --- |
| Evidence base: What was the evidence base for this report and for project progress? What consultation/validation process has taken place on this report *(1000 character limit)?* | Relevant statistical and other data is based on official correspondence with the Ministry of Interior, project mission and training reports, as well as reports submitted by implementing partners involved in different project components (e.g. development of social partnerships between police and communities, implementation of a mentoring programme for the police, an information campaign and training on human rights and communications skills).  During the implementation period, five official project steering committee meetings were held bringing together project beneficiaries, civil society and other stakeholders to monitor project performance and validate the project's work plan.  A number of stocktaking/wrap up events were held during the final period of project implementation. The results of these events, which included a national conference on crime prevention and the 5th year anniversary conference of the Police Women Association, fed into the preparation of this report. |
| Funding gaps: Did the project fill critical funding gaps in peacebuilding in the country? Briefly describe. *(1500 character limit)* | The project supported specific interventions stipulated in the Government's National Police Reform Strategy, the Concept on Inter-Ethnic Unity and the National Action Plan on Implementation of UN SC Resolution 1325. Many peacebuilding related activities in these national policies, such as those aimed at refocusing police work on community policing principles, building trust between the police and local communities and promoting gender and ethnic representation in the police, are not properly funded. The project filled some of these gaps (e.g. police recruitment campaigns, gender sensitivity and other training of police officers, participatory consultations between police and communities at local level). |
| Catalytic effects: Did the project achieve any catalytic effects, either through attracting additional funding commitments or creating immediate conditions to unblock/ accelerate peace relevant processes? Briefly describe. *(1500 character limit)* | The project's investment in police presence in PBF locations produced a catalytic effect by triggering State funding for the establishment of over 200 new police points. The MoI has also shown strong commitment to bring the police closer to the population by moving 250 police officers from police departments at the provincial level to police stations in communities.  The project introduced a new approach to community policing in Kyrgyzstan by facilitating participatory and inclusive public safety and crime prevention planning in 12 communities. This initiative, which brought together police, local government and citizens, has triggered over 145,000USD in investments by local authorities who have come to see their role and responsibility in ensuring public safety in their communities. Local crime prevention plans have shown their value not only as a mechanism for dialogue, trust and consensus building, but also as a fundraising tool for communities to rally around crime and safety issues of concern to the population.  Progress was made with the institutionalisation of such community based crime prevention efforts. In 2015, the Government of the Kyrgyz Republic adopted a new policy on cooperation between the police and civil society, and a Statute for the functioning of local crime prevention centres. The project developed a methodological tool, which can be used to replicate and roll out participatory crime and safety planning initiatives across the country. |
| Risk taking/ innovation: Did the project support any innovative or risky activities to achieve peacebuilding results? What were they and what was the result? *(1500 character limit)* | Innovative activities include:  - promotion of access to information: information on gender and minority representation in the police is classified in Kyrgyzstan. The project, nevertheless, managed to collect and disseminate data for the first time. This served as a basis for dialogue at the policy level on broad police reform initiatives, such as the introduction of competitive recruitment of police officers.    - the implementation, for the first time in Kyrgyzstan, of a mentoring programme for the police to attract more youth to consider a career in the police: the mentoring programme paired up police officers with youth (including 100 young women and 21 young men, many of whom from a minority background) who had the opportunity to learn firsthand about work as a police officer. Two thirds of all high school graduates among the mentees submitted their application to enter the Police Academy. The regular organisation of such a programme could significantly increase the number of women and minorities entering the police service through the Police Academy.  - piloting of gender-balanced street patrols with the involvement of women as neighbourhood inspectors (i.e. a role traditionally covered by men): the project's initiative on joint patrols triggered the appointment of women as neighbourhood inspectors in 2 PBF priority districts. This approach has been replicated with the appointment of 4 women in the newly formed patrol service (a key MoI reform initiative). |
| Gender marker: How have gender considerations been mainstreamed in the project to the extent possible? Is the original gender marker for the project still the right one? Briefly justify. *(1500 character limit)* | The project was designed to support implementation of the National Action Plan on implementation of UN Security Council Resolution 1325 with a focus on gender representation in the police and gender sensitivity of police officers.  The project placed gender considerations at its core, implementing a comprehensive set of initiatives, including studies on gender representation in the police, gender training for police officers, awareness raising on the role of women in the police to alter prevailing gender stereotypes, and promotion of women empowerment in community based crime prevention.  The project invested in gender expertise of legislation to promote temporary special measures. For the first time in Kyrgyzstan, competitive recruitment of police officers was introduced. As a result of the project's legal advice, the new recruitment policy includes the following rule: if two candidates obtain equal results, preference shall be given to the candidate belonging to the underrepresented ethnicity or gender.  The project actively supported the MoI to promote professional development of police women and break glass ceilings in the police service. 18 female police officers, most of whom involved in the project, were promoted to senior positions during the life span of the project. Additionally, the MoI has created a special group of 4 female officers within the Central Antiterrorism Department to work on prevention of radicalisation among women. |
| Other issues: Are there any other issues concerning project implementation that should be shared with PBSO? This can include any cross-cutting issues or other issues which have not been included in the report so far. *(1500 character limit)* | The project revealed the potential of corporate social responsibility in the Kyrgyz Republic. One example is the work in Oktyabrsky municipality where a local businessman built a football pitch. Although for commercial exploitation, an arrangement was made with local schools, which can use the pitch for free for 5 hours every day. Such public-private partnerships of relevance to public safety and crime prevention should be further stimulated and expanded. |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Performance Indicators** | **Indicator Baseline** | **End of project Indicator Target** | **Current indicator progress** | **Reasons for Variance/ Delay**  **(if any)** | **Adjustment of target (if any)** |
| **Outcome 1** | Indicator 1.1  Number of minorities employed in police | 6.3% | 15-20% increase by 2016 | 6.7% | Reasons for the insignificant increase are manifold:  - Lack of public trust in the police; low salaries and poor working conditions;  - Ethnic minorities avoid military service, a general requirement for entry into the police service. |  |
| Indicator 1.2  Number of minorities enrolled in the police schools | 3% | 10% increase by 2016 | 1.3% | In addition to the above:  - The MoI does not conduct effective recruitment campaigns for the Police Academy;  - Ethnic minorities have difficulties passing the required exams due to low levels of Kyrgyz and Russian language knowledge. |  |
| Indicator 1.3  Number of minorities in senior level positions | 5.2% | 3-5% increase by 2016 | 5.3% |  |  |
| Output 1.1  Regulations on participation and representation of minorities, including plan for pro-active recruitment, training & career advancement adopted | Indicator 1.1.1  MoI Resolution adopted and Action Plan developed | No policy paper available | Policy paper endorsed and effectively implemented | 3 relevant policies endorsed | 1) Policy on competitive recruitment of police officers  2) Policy on police performance evaluation  3) Policy on police cooperation with civil society |  |
| Indicator 1.1.2 |  |  |  |  |  |
| Output 1.2  Regular dialogue between the police and minority communities established | Indicator 1.2.1  No. of public events conducted | 0 | 84 | 155 |  |  |
| Indicator 1.2.2 |  |  |  |  |  |
| Output 1.3  N/A | Indicator 1.3.1 |  |  |  |  |  |
| Indicator 1.3.2 |  |  |  |  |  |
| **Outcome 2**  The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of women in the police force and to ensure regular dialogue between police and women in local communities | Indicator 2.1  Number of women employed in the police | 13% | 10% increase by 2016 | 11.9% | The number of women in the police remains relatively stable. The proportion presents a decrease as a result of the transfer of 1,000 male officers from the Ministry of Defense to the MoI. |  |
| Indicator 2.2  Number of women enrolled in police schools  Indicator 2.3  Number of women in senior level positions | 13.5%  7.6% | 15-20% increase by 2016  3-5% increase by 2016 | 13.8%  7.1% | Serious obstacles for women to enter the Police Academy are height restrictions and lack of a dormitory for women cadets (particularly important for young girls from provinces).  18 police women promoted to senior ranks in 2015 and 1st half of 2016. |  |
| Output 2.1  Regulations on participation of women, including plan for pro-active recruitment, training & career advancement adopted and effectively implemented | Indicator 2.1.1  MoI Resolution adopted and Action Plan developed | No policy paper available | Policy paper endorsed and effectively implemented | Action plan developed | Relevant recommendations on women in policing included in the new National Action Plan on implementation of UN Security Council Resolution 1325 (endorsed by the KR Government on 17 November 2016). |  |
| Indicator 2.1.2 |  |  |  |  |  |
| Output 2.2  Gender sensitive approaches in the work of the police service introduced | Indicator 2.2.1  No of police officers trained | 0 | 140 | 282 | 220 police officers (25 women) trained on gender-responsive policing and 27 police officers on gender training techniques (15 women);  35 police officers (24 female) trained in mentoring programme |  |
| Indicator 2.2.2 |  |  |  |  |  |
| Output 2.3  N/A | Indicator 2.3.1 |  |  |  |  |  |
| Indicator 2.3.2 |  |  |  |  |  |
| **Outcome 3**  Police becomes more accountable and responsive to the grievances/ needs of people through established complaints handling procedures and more effective independent monitoring of police performance | Indicator 3.1  Number of police officers sanctioned in disciplinary and criminal proceedings in relation to misconduct | 546 sanctioned:  171 - criminal proceedings  375 - disciplinary proceedings | % 10-15 increase by 2016 | 904 sanctioned:  160 - criminal proceedings  744 - disciplinary proceedings | Overall number of citizens’ complaints to police re police performance:  2013 – 1721  2014 – 2132  2015 – 3290 |  |
| Indicator 3.2  % of recommendations from oversight organizations implemented | Very low level of implementation | 50% implementation rate | 53% implementation rate on recommendations (based on implementing partners' reports) |  |  |
| Output 3.1  Complaint mechanism established to increase police accountability | Indicator 3.1.1  No. of designated reception areas created | 0 | 14 | 3  NB.Based on a joint assessment report and decision by the project Steering Committee, technical assistance was provided in 3 police stations in priority districts. | The infrastructural improvements in the designated police stations include office and meeting space for local crime prevention centres.  Awareness raising campaigns and training of police staff on effective communication targeted all 14 districts. |  |
| Indicator 3.1.2 |  |  |  |  |  |
| Output 3.2  Independent monitoring of police performance strengthened | Indicator 3.2.1  No of reports on police performance published | At least 1 report per year on police detention | At least 2 thematic reports on police performance | 3 reports published:  1) Report of the Ombudsman on police officers' labor rights  2) Report on the performance of the police patrol service  3) Report on the MoI Internal Oversight Department | All 3 reports were officially presented in the Parliament and in the MoI Public Council. Decisions on implementation of the reports' recommendations were taken (e.g.Parliament decision, MoI Public Council minutes) |  |
| Indicator 3.2.2 |  |  |  |  |  |
| Output 3.3  N/A | Indicator 3.3.1 |  |  |  |  |  |
| Indicator 3.3.2 |  |  |  |  |  |
| **Outcome 4**  N/A | Indicator 4.1 |  |  |  |  |  |
| Indicator 4.2 |  |  |  |  |  |
| Output 4.1 | Indicator 4.1.1 |  |  |  |  |  |
| Indicator 4.1.2 |  |  |  |  |  |
| Output 4.2 | Indicator 4.2.1 |  |  |  |  |  |
| Indicator 4.2.2 |  |  |  |  |  |
| Output 4.3 | Indicator 4.3.1 |  |  |  |  |  |
| Indicator 4.3.2 |  |  |  |  |  |

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

**2.1 Lessons learned**

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

|  |  |
| --- | --- |
| Lesson 1 *(1000 character limit)* | Work on police reform will only be successful if linked with broader reform of the criminal justice system, as gains in public trust in the police can be easily offset by failures in other parts of the justice chain. This is why UNODC is also extensively engaged in judicial reform, including the preparation of new criminal legislation, which would strengthen judicial control over police investigations, improve fair trial guarantees, and promote alternatives to incarceration and social reintegration of offenders.  Work on police reform should target both Government, MoI/police and civil society at national and local levels. Building public demand for police reform and independent oversight remains necessary in the current context. The project therefore has been working actively with civil society platforms and oversight bodies that monitor police performance and advocate for police reform and issues related to gender equality. |
| Lesson 2 *(1000 character limit)* | Representation of women and minorities in the police remain sensitive issues. Progress depends on several factors beyond the project's control (e.g. police salaries; overall level of education, language education for minorities, encouraging minorities to go through military service and making the army more accessible and receptive to minorities). Progress in these areas also requires societal change in relation to gender equality (increasing overall participation of women in different sectors of the economy and political life; breaking through stereotypes that the police is only for men) and inter-ethnic dialogue. Hence, the project's efforts were focused on linking its work with the police to broader interventions on gender equality and inter-ethnic unity (e.g. National women's forum, conference on minorities in public affairs, mentorship programme). |
| Lesson 3 *(1000 character limit)* | In order to achieve sustainability of dialogue platforms and related local crime prevention plans, a national level institutional mechanism and local level capacity building are needed. For this purpose, the project supported an interdepartmental working group to elaborate a methodological tool. The project also facilitated workshops for its implementing partners and local stakeholders to build their overall strategic planning, project management and fundraising capacity. However, engagement of youth in crime prevention efforts remains weak. More attention needs to be paid to stimulating youth led initiatives. |
| Lesson 4 *(1000 character limit)* | In order to raise funds for the implementation of local crime prevention plans, these need to be linked to and embedded in local socio-economic development plans, which provide the basis for funding allocations at the local level.  The project's experience shows the promise of corporate social responsibility. Local crime prevention initiatives often benefit from private sector investments, for example in the promotion of sports and other structured leisure for youth and other population groups. Such public-private partnerships on public safety need to be expanded. |
| Lesson 5 *(1000 character limit)* | The mentoring programme proved successful in attracting selected high school graduates to consider a career in the police. It is now necessary to institutionalise such mentoring in the practice of the police service. This requires adoption of an internal MoI order instructing police officers (e.g. youth inspectors, members of the Police Women Association in each province) to do this.  Experience in operative and investigative work remains the main path for career advancement in the police service in Kyrgyzstan. It is suggested to develop programmes to give more young female cadets an opportunity to get work experience in operative work and criminal investigations. The Minister of Interior has expressed interest to facilitate this process, but this needs to be backed up by capacity development so that female officers are prepared for these policing tasks. This will require more long-term support. |

**2.2 Success story (OPTIONAL)**

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

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

Quote:

Isabek Murzajanov, Deputy Head of the Osh Province Police Department:

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

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

One sector in which few women are employed in Kyrgyzstan is law enforcement. At present only 5.8% of all certified police officers are female. With support from the UN Peace Building Fund, UNODC has supported efforts to address this.

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

With the support of stakeholders like Mr. Murzajanov, UNODC employed a comprehensive approach, which included gender assessments, gender training for police officers, and awareness raising on the role of women in the police. Some innovative activities, such as a mentoring programme aimed at encouraging more young women and ethnic minorities to consider a career in the police, and gender-balanced street patrols have been piloted in PBF priority districts.

Some of these interventions have been included in the new National Action Plan on Implementation of the UN Security Council Resolution 1325 on women, peace and security, endorsed by the Government of the Kyrgyz Republic on 17 November 2015.

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

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

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

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

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Output number | Output name | RUNOs | Approved budget | Expensed budget | Any remarks on expenditure |
| Outcome 1: The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of minorities in the police and to ensure regular dialogue between police and minority communities | | | | | |
| Output 1.1 |  | UNODC | $101,000 | $95,347 |  |
| Output 1.2 |  | UNODC | $130,200 | $134,960 |  |
| Output 1.3 |  |  |  |  |  |
| Outcome 2: The Government of the Kyrgyz Republic adopts and implements policies to increase participation and representation of women in the police force and to ensure regular dialogue between police and women in local communities | | | | | |
| Output 2.1 |  | UNODC | $117,400 | $120,329 |  |
| Output 2.2 |  | UNODC | $190,000 | $187,050 |  |
| Output 2.3 |  |  |  |  |  |
| Outcome 3: Police becomes more accountable and responsive to the grievances/needs of people through established complaints handling procedures and more effective independent monitoring of police performance | | | | | |
| Output 3.1 |  | UNODC | 186,000 | $183,268 |  |
| Output 3.2 |  | UNODC | 115,740 | $118,240 |  |
| Output 3.3 |  |  |  |  |  |
| Outcome 4: | | | | | |
| Output 4.1 |  |  |  |  |  |
| Output 4.2 |  |  |  |  |  |
| Output 4.3 |  |  |  |  |  |
| Total |  |  |  |  |  |

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

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

The project was implemented by a project team based in the UNODC Office in Bishkek.

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

The project tapped into national resources. An initial assessment mission was set up as a joint effort involving project staff, MoI representatives and independent national experts. Training on gender sensitivity was conducted in partnership with the Police Academy and the Police Women Association. Experts from these institutions led the further roll out of gender sensitivity training in priority districts. A Russian speaking international expert provided methodological support (ToT, training module).

The project partnered with civil society on key aspects of project implementation. This included the development of local crime prevention plans, public awareness raising on complaints handling procedures and the implementation of a police mentoring programme for youth. The development of crime prevention plans in priority districts was led by coordinators who were from these communities themselves. This was a key factor in ensuring buy in and ownership. Through this implementation modality, the project developed capacity and supported the work of NGO and lawyer coalitions at the national level and key stakeholders at the local level, who can take the work on police reform and crime prevention forward beyond the duration of the project.

The project worked in partnership with national human rights institutions and oversights bodies. With project support, the Ombudsman Office presented a special report to the Parliament. The project assisted the Public Council with strategic planning in order to establish itself as a regular dialogue platform for debate on police reform.

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