

**Annex 1. Information/report on kick-off workshop held by RUNOs for Implementing Partners**



**МИГРАНТ АЯЛ-ӨНУГҮҮ  
ТҮРКҮГҮ**

**Kick-off meeting with  
implementing partners  
within PBF-funded  
“Empowering women  
and girls affected by  
migration  
for inclusive  
community  
development and  
peacebuilding” project**

29 July – 3 & 5 August  
2020

Online, Bishkek



## **SUMMARY REPORT**

Kick-off workshop content:

### **29 July (Day 1):**

- Session 1. Introduction of partners, RUNOs, expectations
- Session 2. Overview of peacebuilding in Kyrgyzstan (by PBF)
- Session 3. Adaptive leadership for transformative changes
- Session 4. Conceptual framework: human rights-based approach
- Session 5. Conceptual framework: LNOB
- Session 6. Conceptual framework: Do no Harm

### **August 3 (Day 2):**

- Session 1: Conceptual framework: Positive Deviants approach
- Session 2: Work in groups: design thinking
- Session 3: Work in groups: Mural introduction
- Session 4. Work in groups: empathy card
- Session 5. Work in groups: ecosystem
- Session 6. Work in groups: situational analysis
- Session 7. Work in groups: theory of change
- Session 8. Work in groups: outcomes

### **August 5 (Day 3):**

- Session 1. Homework: coordination mechanisms
- Session 2. MEL
- Session 3. Reporting PBF
- Session 4. Reporting GPI
- Overall workshop reflection

RUNOs (UN Women, IOM and ILO) organized a kick-off workshop for selected three implementing partners/IPs within GPI project with the aim to:

- provide a brief overview on how the project is aligned with strategic documents, programs and frameworks on national and international levels,
- ensure that all RPs involved in project implementation have a common understanding on the concept of national ownership,
- provide overall guidance on RUNO's position and approaches in the COVID-19 context,
- introduce new conceptual frameworks and follow design-thinking approach in strategizing adaptive interventions, such as adaptive leadership, positive deviance, co-creation, community engagement in monitoring and owning the results and finally, project results framework,
- visualize discussions using Mural interactive board and with the use of various e-tools like Jamboard.

Implementing partners:

1. International Public Foundation Roza Otunbaeva's Initiative/IPF ROI to lead Project Outputs 1.1 and 3.2
2. Public Foundation Community Development Alliance/PF CDA to lead Project Outputs 1.2 and 2.1

- Public Foundation Association of trainers and consultants/PF ATK to lead Project Outputs 2.2, 2.3 and 2.4

[Annex 10. List of Participants of the workshop](#)

[Annex 11. Agenda of the workshop](#)

## **KEY CONCEPTS, POINTS, AGREEMENTS, CHALLENGES FROM EACH SESSION**

### **29 July (Day 1):**

#### **Session 1. Introduction of partners, RUNOs, expectations**

Participants following the quote by Joseph Campbell: “If you want to change the world, you have to change the metaphor.”, introduced each other and shared their expectations from the workshop using various sets of metaphors, and the majority expressed readiness for testing new and innovative approaches in implementation of the project towards bigger results taking into account the context of COVID-19, especially in engaging and empowering women affected by migration. The role of the team was highlighted in delivering the results and building more effective partnership, coordination and communication. Expectations were to get common and shared understanding of the project goals and expected results among all partners and every member to ensure synergy between all components and partners and make significant contribution to peacebuilding agenda in the communities. It was noted that it is critical to ensure social inclusion, equality and diversity principles in all aspects of the project, looking for changes and solutions inside communities/households and their replication for positive social norm changes. More detailed info in [Annex 1. Expectations.](#)

Implementing partners made short presentations about their organizations mission, strengths and expertise that the project would benefit for, and their team with their specific roles in the project. Presentations are available in [Annex 2. PPP IPF ROI/PF CDA/PF ATK.](#)

#### **Session 2. Overview of peacebuilding in Kyrgyzstan (by PBF Secretariat)**

In this session, the representative of the Office of the UN Resident Coordinator of the Kyrgyz Republic - Ulan Shabynov made a presentation on the General overview of ongoing projects funded by the UN Peacebuilding Fund, including the current GPI project [\(Annex 3. PPP UN PBF in Kyrgyzstan\).](#)

#### *Sessions' key points:*

Participants were introduced to the UN Peacebuilding Work, the History of the UN Peacebuilding Fund in Kyrgyzstan, total investment since 2010, Joint Steering Committee Survey group. Also, information was provided on the analysis of the emergence of conflicts and support of peace. Regarding the factors of supporting peace, participants were introduced to the sources of sustainability, priorities and

pathways to keeping peace, positive trends and strengths, as well as the potential areas of engagement.

*Agreements:*

At the end of the session, the presenter explained to the participants of the seminar that they can get acquainted with the information on the projects and work of the UN Peacebuilding Fund on the UN website. The participants expressed their gratitude for the information provided, that this information was informative and useful for them.

### Session 3. Adaptive leadership for transformative changes

*Overview:*

The session highlighted key concepts of adaptive leadership, and how this approach could be integrated in project interventions.

*Sessions' key points:*

- Many laws and regulations, some might be progressive, along with numerous technical interventions by projects and programs have been devised over the last quarter of a century to treat this challenge. However, they barely scratch the surface of this problem of epic proportion as they deal with human nature. Most of them, however, offer technical fixes to this adaptive challenge. This is the gravest error of our time that leads to fixing effects rather than causes of the problem that lie in the adaptive realm.
- Adaptive challenge at its root requires refashioning maladaptive norms, values, beliefs and priorities in order to reduce the gap between the current tough reality (high prevalence of GBV) and desired improved predicament (world with least GBV incidences). Adaptive challenges require adaptive solutions and continuous innovation in diagnosing, interpreting, and applying solutions centered on humans. As a result, most laws and programs tend to not work as only people who carry the maladaptive value, norm, behavior. Adaptive Leadership (AL) may offer a unique angle to exploring, understanding, interpreting various perspectives within the GBV ecosystem.
- Group work was organized on clearly identifying the problem statement for project components using the AL framework and describing proposed one or two solutions to the existing problem. Participants were assigned a homework exercise, to formulate the problem statements under their relevant project components, formulate proposed solutions and interventions in linkage to the specific problem they address.

*Agreements:*

Participants were asked to complete homework assignments, applying the AL framework in their respective project components ([Annex 4. Group work on AL](#))

*Challenges:*

Re-formulating the problem, to which solution is proposed through project interventions wasn't very easy for many participants.

## Session 4. Conceptual framework: human rights-based approach

### Overview:

The session was organized for the highlighted key notion of conceptual framework: the human rights-based approach within project how could be integrated in project interventions.

### Sessions' key points:

- Why a Human Rights-Based Approach to Development? - Discrimination, violation of fundamental human rights and exclusion with regards to access to resources and decision-making are often root causes for poverty and social injustice and may contribute to tensions and violent conflicts. During the past two decades, human rights have been increasingly incorporated into the development agenda's, including SDG through the adoption of a human rights-based approach (HRBA).
- Key elements, definitions, principles and methods of HBRA- Human Rights-Based Techniques Used: participatory rural appraisal, participatory situational assessment, participatory monitoring and evaluation, community dialogues between communities and district officials and villages, private sector mapping, transparent bidding processes for the natural resources and other services like water supply, rent of land and etc. Implementation process (this focuses on community participation and dialogue, enabling communities to put forward their demands for supply, use, ownership and maintenance of services), community user groups (which build village consensus on contribution conditions, quality all kind of services from local government and their responsibility for liaising with officials - Duty-bearer and right holders in the project;
- For integrating a human rights-based approach, the project will be guided by the following human rights principles and norms:
  - Equality and non-discrimination
  - Participation and empowerment
  - Accountability
  - Indivisibility and universality of human rights

### Agreements:

Participants were asked to complete homework assignments, use information from human rights mechanisms to guide the analysis and fill the table in their respective components - unpacking outcomes:

- identify right-holders and duty-bearers;
- Identify rights that are not being fulfilled not only "needs", and their root causes;
- Identify discrimination, marginalization, and vulnerable groups - women and girls;
- Identify right holders, duty bearers and lines of accountability;
- Identify capacity gaps;

[\(Annex 5. Group work on HRBA\)](#)

### Challenges:

Participants could not fully participate and to present results of a workgroup and discussed together. They worked only into the small group.

## Session 5. Conceptual framework: LNOB

### *Overview:*

The session outlined the basics of the Leave No One Behind approach, particularly highlighting the importance of ensuring the integration of this approach in planning and implementation of the project interventions.

### *Sessions' key points:*

- The discussions with the participants showed that there is a full understanding of the principle Leave No One Behind, but the complexity of its practical implementation is often insufficiently acknowledged.
- The responsible partners highlighted their readiness towards the achievement of leaving no one behind within the project and that the approach will be fully addressed to ensure the respect, protection and fulfillment of human rights.
- It was also noted that it is important to take into account the innovation practices, in the course of project implementation, that while technology has great potential to advance inclusive development and quality.
- To leave no one behind, the project interventions and actions must be coherent and support, the responsible partners realized the importance of the need to promote an equitable distribution of development opportunities at the community, local and national levels, taking effective action on migration issues.

### *Agreements:*

- Participants were invited to complete a group exercise, to identify the potential groups applying the "Leave No one Behind" approach and consider the most marginalized like women and girls coming from religious and ethnic backgrounds, people with disabilities, with health restrictions, HIV positive, etc. ([Annex 6. Group work on LNOB](#))

### *Challenges:*

No particular challenges were observed. The participants had productive discussions about this approach and identified the potential groups that are required to be integrated in project interventions.

## Session 6. Conceptual framework: Do No Harm

### *Overview*

The session outlined the basics of the DO NO HARM approach, particularly highlighting importance of contextual and local situation, and key steps on how it could be integrated in planning and implementation of the project interventions.

### *Sessions' key points*

DO NO HARM (DNH) approach:

- Helps to identify the complexity of the conflict environments and observe casual relationships of decisions made on intergroup relationships.
- The aim is to ensure that development project deal with the real complexities in conflict affected situation, with better outcomes for the community.
- Prompts to identify conflict-exacerbating impacts of assistance much sooner than is typical without the analysis.
- Heightens awareness of intergroup relations in project sites and enables us to play a conscious role in helping people come together.
- Seven steps in using DO NO HARM Approach were discussed in detail, namely: Step 1: Understanding the Context of Conflict; Step 2: Analyzing DIVIDERS and TENSIONS; Step 3: Analyzing CONNECTORS and LOCAL CAPACITIES FOR PEACE; Step 4: Analyzing the Assistance Programme; Step 5: Analyzing the Assistance Programme's Impact on DIVIDERS and CONNECTORS; Step 6: Considering (and Generating) Programming Options; Step 7: Test options and redesign programme.

#### *Agreements:*

- Participants were invited to complete a group exercise, using contextual information derived for Project Output 1.2. Target communities increase awareness of harmful attitudes and practices of gender norms towards women and girls in migrant communities. Participants brainstormed how key steps of DNH Approach can be integrated in project planning and implementation.
- Participants were invited to complete homework, analyzing and using key steps of DNH for Project Outputs they are responsible for. ([Annex 7. Group work on DNH](#))

#### **Challenges**

No particular challenges were observed.

#### **August 3 (Day 2):**

#### **Session 1. Conceptual framework: Positive Deviants approach**

##### *Overview:*

The session provided the basics of the concept of Positive Deviance approach that brings about sustainable behavioral and social change by identifying solutions already existing in the system and promotes further change by ensuring the community creates its own criteria for success and monitors progress.

##### *Sessions' key points:*

- In different context in all communities there are individuals or groups, whose unusual behaviors make it possible to find better solutions to problems than their peers – though they have the same constraints and resources
- The problem is not technical with clear solutions, but rather complex that requires social change



- PD principles: ownership by the community of the whole PD implementation process; identification by the community of the existing positive practices and behaviors; replication by the community the identified solutions by adapting them to their context and engaging every community member; success defining and monitoring by the community

#### *Agreements:*

- Participants tried to reflect on PD in the context of the project at various level: household, community and among local authorities ([Annex 8. Group work on PD](#))
- As the project has two assessments on (i) identifying positive practices in recognizing women's role in peacebuilding and community development and (ii) identifying good and negative social norms towards GEWE in communities, and identifying positive norm holders, whom to engage in project interventions on changing the negative social norms and bring more favorable changes towards GEWE

#### *Challenges:*

Participants would still need deeper knowledge about PD to be integrated into methodologies in identifying positive social norms and positive norm holders, and in implementing PD approach together with communities. UN Women will organize a session by co-authors of PD concept later in autumn.

## **Session 2: Work in groups: Design thinking**

#### *Overview:*

The session provided basics of the design thinking approach to encourage partners to be innovative in their interventions while addressing complex issues of inequality, faced by women affected by migration, in the context of peacebuilding and community development, including the current crisis caused by COVID-19.

#### *Sessions' key points*

- Creative problem solving in design thinking approach is looking at complex problems through lens of human-centered design, i.e. in our project Who we work with, What their needs are, and How they will be overcoming their problems
- Introduction to design thinking approach stages: empathize, define, ideate, prototype, test
- Participants had a chance to exercise the Empathy Map tool on Women migrants to look at the way they think and the values they hold based on their previous experience, research findings (Gender in Society Perception Study; 'House built by...')

#### *Agreements:*

- Empathy map tool participants tried to revisit the project problem statement, expand and visualize that ([Annex 9. Empathy Map GPI Mural board kickoff workshop 3Aug20](#))
- After that participants revisited the theory of change with detailed discussion and unpacking of every outcome that proposes specific approaches. Participants agreed to accept those approaches as prototyping and testing, which will be also adapted in line with *emerging needs*. ([Annex 9. Visualization of the problem statement, Ecosystem, TOC, Journey Map, unpacking Outcomes GPI Mural board kickoff workshop 3Aug20](#))

### *Challenges:*

- It was noted by participants that design thinking requires some mindset shift, which would be not an easy process, especially in working with representatives of local authorities and in the context of shrinking space for women in general, where gender specific resistance from mainly traditional communities who promote harmful patriarchal agendas that limit all women and girls having voice, choice and control of their own lives and bodies.

### **Session 3: Work in groups: Mural e-tool**

During this session, Diana Mamatova introduced to the participants about the work in MURAL. MURAL is a digital workspace for visual collaboration, which enables innovative teams to think and collaborate visually to solve important problems. People benefit from MURAL's speed and ease of use in creating diagrams, which are popular in design thinking and agile methodologies, as well as tools to facilitate more impactful meetings and workshops. Given the current pandemic situation and when everyone is working online, this is a very good tool to come and work together on the project tasks and results and to improve the communication and creativity.

### *Session's key points:*

This session was supposed to work online, all participants were first given general rules for working in MURAL. How to work, how to enter texts and stickers, use simple drawings in work - face to face or remotely. Participants were shown a video on working at MURAL, where they familiarize themselves with the building blocks of visual collaboration in order to use them to develop a strategic approach to solving visual problems. Participants were introduced to the basic principles of agile working through hands-on exercises in this session, opportunities to collaborate in small groups to create a virtual prototype, and then share their findings with a wider group. All the participants were given the opportunity to practically try to work on a common MURAL test interactive board, which was provided by the presenter.

### *Agreements:*

In order to fully assimilate and consolidate the learned material on MURAL, it was proposed to all participants to consolidate with practical work, working independently or together. Try to practically consolidate the skills in work in the created test board in MURAL, as a part of homework.

### *Challenges:*

Since almost all the participants did not know how to use and work in MURAL, some technical problems arose at the beginning of the practical work. Also, the problem in this session was with the Internet connection of the participants, since some of the participants somehow belatedly connected to the general practical work. It should be noted that in the work in MURAL, some participants showed their activity, and some responded slowly to tasks. But at the end of the session, it can be noted that the participants had previously learned how to work in this application.

### **Session 4. Work in groups: Empathy card**

### *Overview:*

Empathy map is a collaborative tool which was given to workshop's participants to gain a deeper insight into the target audience of the project. It helped to externalize knowledge about project's

beneficiaries in order to create a shared understanding of beneficiaries' needs. For this session, the given tool was applied to women migrants. It is based on concept to understand what they **say/think/do/feel**. The exercise was suggested to be conducted in online platform MURAL.

*Sessions' key points:*

Participants easily understood the concept of this exercise and delivered really good results at the end of given time. As the exercise was focused on women/girls migrants, participants were really informed about main challenges and hardship beneficiaries facing before/during/after migration. As participants represented different implementing organizations responsible for project's different components such as economic component, awareness raising, capacity building and working on political level, it helped to define the map from different perspectives. Participants used quotes to convey the challenges, needs and problems of women/girls migrants. Other thing is observed is that, even though participants represent different organizations, they all have common understanding when understanding the needs and challenges of women/girls migrants.

*Agreements:*

Upon completion of the session, RUNOs suggested participants to continue working on Empathy Map on Mural as a part of their homework.

*Challenges:*

The only challenges of this session were related to technical issues, not all participants were able to navigate themselves in MURAL, and some participants had bad internet connection. Other than that, the session went as planned. At the same time, it was noted by participants that a full picture of empathy map could be enriched during the implementation and direct interaction with women migrants.

## **Session 5. Work in groups: ecosystem**

*Overview:*

Ecosystem is a collaborative tool which was given to workshop's participants to gain a deeper insight into the target audience of the project, differentiate various interest groups and key stakeholders, who may have or will be impacted by the project. The exercise was suggested to be conducted in online platform MURAL.

*Session's key points:*

Participants completed the assignment, grouping project beneficiaries, stakeholders and interest groups, dividing them to Individual level, Community level and Structural level groups.

The following groups were identified:

**INDIVIDUAL LEVEL:**

Wife, mother, daughter-in-law, sister, daughter

Husband, children, mother and father in-laws

Family status: single, married, divorced

Neighbors, friends, girlfriends, relatives, villagers

Occupation: physician, teacher, peasant woman, unemployed, unemployed youth

#### COMMUNITY LEVEL

- Head of LSG
- Deputies of local keneshes
- Women's Councils, activists
- Shirs of Aksakals
- Health Committees
- Schools, FAPs
- Workers of KINDERGARTENS
- Libraries
- Clubs
- Local activist women
- Parental committees
- Youth committees
- Religious groups, institutions
- Creative organizations
- Local media
- Self-help groups
- Sports clubs

#### STRUCTURAL LEVEL:

Government of KR  
Assembly of People of KR  
Women Peace Network  
Forum of women parliamentarians  
NGOs  
Legislators  
Social protection/ social service providers  
Media  
Ombudsman office

#### *Agreements:*

Participants agreed on using Ecosystem approach to further finalize the project workplan and targeting for project interventions on individual, community and structural levels.

#### *Challenges:*

No particular challenges were observed.

### **Session 6. Work in groups: situational analysis**

#### *Overview:*

During this session, the participants were suggested to work in MURAL and complete the visualization of project's situational analysis.

### *Session's key points:*

This session did not imply the work in groups, however almost all participants stayed active in proposing additional suggestions of root problems which supplement project's theory of changes and context analysis. As a result, more than 10 additional problems were added to the context analysis visualization. Problems were suggested from different perspectives of implementing organizations, including focusing on GBV (CDA), lack of economic opportunities (ATiK) and lack of recognition of women migrants' role and contribution (PF ROI).

### *Agreements:*

Upon completion of the session, RUNOs suggested participants to continue working on Context Analysis on Mural as a part of their homework.

### *Challenges:*

One of the challenges was lack of active participation among participants. Some participants were very active and some not. Second, it was hard to moderate such big group of participants simultaneously, as they did not work in groups. Finally, not all the participants were aware of how to use MURAL, so some technical issues appeared. From the session's content perspective, it is important to explain the exercise and what exact output RUNOs want to see at the end of this session, in particular what are the root causes and why situational analysis is important in the project's design. For further work, there is a need to explain to participants that this analysis could be supplemented during project implementation as well.

## **Session 7. Work in groups: theory of change**

### *Overview:*

This session aimed at letting participants to have a shared understanding of the project's TOC, goal and expected results through unpacking the Theory of change/TOC and visualization. Participants were divided into three groups to have deeper analysis and understanding of the theory proposed.

### *Agreements:*

In general, it was noted by partners that the theory of change is still relevant, and they acknowledged that it is a living document which needs to be periodically reviewed and adapted when needed. Moreover, everyone agrees that TOC will be guiding all partners to see bigger picture, get useful insights, draw lessons and learn from the project.

### *Challenges:*

There were issues with visualization and getting common understanding. But it was good to have leads from each partner, who were helping other participants to get the project idea.

## **Session 8. Work in groups: outcomes**

### *Overview:*

This session aimed at participants understanding, mapping, and visualizing the results framework - at the Outcome/Output/Activities levels and related indicators. Expected outcomes for this session

were that participants would (i) understand their role in the project, (ii) identify inter-linkages and contributions of each participating IP/consultant towards joint work on achieving results within a single Outcome, and (iii) understand the project overall and the role of all IPs/consultants play in achieving desired change.

#### *Session's key points:*

The session focused on organizing detailed discussion between participants within Outcomes of the project and then organizing joint discussion for the whole project as a conclusion of this session. Facilitator started the session by presenting various tools and frames for the work in groups during this session, such as results framework, prototyping, journey map and visualization. Participants were divided into three groups by Outcomes.

The group work was organized in the following way:

- 1) Discuss and understand the results framework (participants discussed and presented the Outcome, Outputs, Indicators, and Activities they are responsible for);
- 2) Visualize the results framework through the Journey Map (participants jointly visualized Outcome, Outputs, Indicators, and Activities they are responsible for);
- 3) Discuss and visualize what a project beneficiary DOES, FEELS, and THINKS about project Outcome, Outputs, Indicators, and Activities (participants jointly theorize what their project beneficiary need to do and how she feels about it, and what she thinks);
- 4) Present and discuss group work results and the Journey Map by each Outcome and discuss between all participants the overall project design and joint journey map for the project beneficiary, finding initial inter-linkages and points of coordination.

#### *Agreements:*

Participants agreed to continue working on visualizing the Results Framework and what and how the project beneficiary DOES, FEELS, and THINKS about the project Outcome, Outputs, Indicators and Activities.

#### *Challenges:*

One of the key challenges during this session was lack of time. Ideally this session would take half a day for proper brainstorming, mapping exercise, thorough discussions, sufficient time for visualizing the discussions, and more time for discussing inter-linkages within and between the Outcomes of the project. The key learning is to budget sufficient time for better and quality outcomes.

### **August 5 (Day 3):**

#### **Session 1. Homework: coordination mechanisms**

At the end of the second day of the seminar, participants were given instructions to brainstorm/draft coordination mechanisms. The coordination mechanism will be agreed among all implementing partners for further work.

### *Key points:*

All 3 implementing partners suggested coordination mechanisms which were recorded by RUNOs during session. All implementing partners understood the importance of coordination among partners. All partners agreed on common things:

- 1) Regular coordination meetings among implementing partners and RUNOs (monthly basis)
- 2) Developing common workplan which contains activities per each component together to see the role of each IP in project implementation
- 3) Knowledge share on a regular basis (once a week, or once in 2 weeks)
- 4) Creating communication group (cloud basis, or messenger based)
- 5) Developing project's branding (logo, slogan, materials' design etc.)
- 6) Developing project's communication strategy

Besides that, CDA suggested to jointly define motivation/needs of beneficiaries for all project activities and what each IP can provide within its project component.

### *Agreements:*

At the end of this session, partners agreed to work further on joint coordination mechanism and provide with visualized chart/mechanism/algorithm as part of their homework.

### *Challenges:*

One of the challenges was possible overload with content provided during the first 2 days of the workshop and scope of homework which affected this session which was given as homework. As a result, participants did not prepare finalized versions of the coordination mechanisms they suggest. However, the good thing is that all IPs agreed on the importance of this mechanism to be finalized and communication/coordination platforms to be created and shared between all partners and RUNOs. For further, it is important to follow up on this task and its output, as coordination mechanism needs to be finalized and agreed between all stakeholders.

## **Session 2. Monitoring, Evaluation, and Learning**

### *Overview:*

During this session participants learned about the overall conceptual, technical and practical framework for MEL. Within the conceptual part the focus was made on adaptive and participatory approaches in MEL, highlighting the value of learning from monitoring and evaluation activities for more informed adaptations. Participants were also introduced to what is monitoring, evaluation, indicators from the technical point of view and what are specific MEL activities and expectations with GPI project from the practical point of view.

### *Session's key points:*

This session was divided into three parts, led through PPT and with open reflection/questions/joint discussion at the end of each part. First part focused on providing a conceptual background on adaptive monitoring, evaluation and learning. reflection, learning and adaptation, community-based monitoring. Second part focused on providing technical definitions on what is monitoring, evaluation, results chain, indicators. Last part focused on practical matters - MEL activities and processes within

the project. Participants also learned about MEL checklist with the outline of key activities and responsibilities in relation to MEL. Below are few reflections from the participants:

*Asel, CDA - practice on adaptive and participatory approaches:* Individual level: perceptions of the target group/beneficiaries, links with activists in the community; regular discussions on a monthly basis. Group level: reflection within the project team through meetings on the quarterly basis and through regular communication via whatsapp group; any recommendations are then suggested to the management group; additional meetings with non-direct beneficiaries – such as members of the households, representatives from the community and from the local authorities. Community-based monitoring: CDA uses Gender Participatory Review – or Happy Family Review – as a methodology for community-based monitoring.

*Aziz, ATIK - M&E practice:* For the Output results: pre and post training tests to check on the progress and the level of increased knowledge among the training participants. For the Outcome results: after the completion of the training there is a practice to connect back to the training participants and ask if participants actually use gained knowledge in their everyday life. For the Impact results: impact evaluation – comparison and analysis between the treated group (which was part of the project) and the control group (non-participants of the project) to identify the impact achieved as a result of the project; financially heavy exercise.

*Anara Musaeva - on monitoring practice with local authorities:* GAMSUMO has Положение по мониторингу и оценке; it will be shared with the group.

*Djamilya - on assessments and related coordination and collaboration.* There are multiple assessments planned within the project; there is a need for coordination and close work around these assessments.

*Chinara/Anara M - on evidence base and available resources on migration and peacebuilding:* It would be good to have a shared folder with all the relevant and useful information, reports, evidence, resources on migration and peacebuilding – for the common use by the project. It would be also good to have ideas or draft data collection tools in the context of COVID-2019 adapted to the virtual format

#### *Agreements:*

- Asel/CDA to share the information on Gender Participatory Review/Happy Family Review methodology within community-based monitoring with the project team (the project team to reflect and interlink this methodology with the Positive Deviant practice on community-based monitoring and PBF guidelines).
- Anara M to share with all the partners information and link to the Regulation on M&E (Polojenie) from GAMSUMO.
- Project team to link together focal points on planned assessments for discussing interlinkages and collaboration opportunities – MEL Specialist to participate in this meeting.
- Project team to organize a folder on a shared drive and upload available resources – including GSPS report on migration; also invite all IPs/experts to upload and share resources available to them.
- MEL Specialist to make a background search on collecting global practices on monitoring in the context of COVID-2019 and share with the IPs/experts.
- MEL Specialist to share MEL Plan with workshop participants.
- MEL Specialist to share the checklist on MEL practices and processes.



- IPs/consultants to fill out Matrix Indicator table; template is available through this link: [https://drive.google.com/drive/folders/18e8uEaWwdL12CrFuFT5\\_dTqWxNnnOxh0](https://drive.google.com/drive/folders/18e8uEaWwdL12CrFuFT5_dTqWxNnnOxh0)
- IPs/consultants to integrate MEL related activities/processes into their Work Plans.

*Challenges:*

One of the key learnings is to make this two-hour session more participatory and introduce interactive elements, such as polling or group work exercises - to keep everyone engaged throughout the session. Quite a number of participants pointed at this session being very detailed. Potentially another learning is to make it less detailed and more concise in future. Finally, another learning is to prepare in advance information on potential adaptations needed in the context of COVID-19 and share best practices or examples on how to organize MEL processes using alternative methods. This is a follow up to this e-workshop and is included in the action points above.

### Session 3. PBF reporting

*Overview:*

This session provided participants with a brief overview of the PBF reporting template, which project partners (implementing partners) need to submit on a semi-annual and annual basis.

*Session's key points:*

RUNOs paid special attention to explaining the concept of PBF reporting, what is the key principle in reporting to Donor (what they want to see), what is the difference between RUNOs reporting template and Donor reporting template, and what kind of progress should be reported for Donor template. During the presentation, participants asked several questions on reporting format which were addressed by RUNOs.

*Agreements:*

RUNOs and IPs agreed, that PBF reporting template will be submitted by implementing partners in English, on a semi-annual and annual basis.

*Challenges:*

No substantial challenges were observed

### Session 4. Reporting within GPI project

*Overview:*

During this session participants learned about reporting requirements and expectations. Participants were introduced to GPI specific reporting template that should be used by the Implementing Partners and consultants to report on progress and results as per the reporting responsibilities and schedule identified in their contracts.

*Session's key points:*

The actual GPI reporting template was presented to the participants of the e-workshop. Each section of the template along with expectations were discussed. The template itself is a self-explanatory

document that guides a reader on expected reporting contributions per each section. Participants were invited to ask questions at the end of the session.

*Agreements:*

No additional follow up agreements were made in relation to the reporting or the GPI specific reporting template.

*Challenges:*

There were no particular challenges identified. There could be questions arising on this reporting template at the time when IPs and consultants prepare their first reports.

**Overall workshop reflection from participants:**

Overall reflection from participants were very positive, participants appreciated e-tools used in visualization of the project aspects and its various stages and group works, as well as presentations and new conceptual frameworks, that allowed to have a common vision of the project TOC, goals and expected results. Reflections highlighted the fact that partners learned a lot about each other and about the roles and expertise each partner bringing to the project. At the same time, there were recommendations on shortening online sessions, more breaks between sessions, and more various icebreakers to keep team spirit, consider computer skills and capacity in the regions for future online activities. See details in [Annex 9. Reflections GPI Mural board kickoff workshop 5Aug20](#)

**Annex 2. Project’s joint workplan and indicator matrix developed by Implementing Partners**







Output 2.4	Skills development scheme for women designed and implemented	\$88,200.00	ILO	ATIK and GIA as social partners of ILO																						
Activity 2.4.1	Conduct the mapping of providers of skills and identify skills for women starting their micro/small enterprises/access to VCD opportunities in the targeted communities		ILO	ATIK and GIA as social partners of ILO	<b>Output Indicator 2.4.1</b> Availability of a mapping report on providers of skills on business startup and VCD opportunities  Baseline: No report Target: Mapping report	Mapping report Lists of women affected by migration receiving skills development	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Activity 2.4.2	Provide skills training for women affected by migration on successful business start-up and access to VCD opportunities		ILO	ATIK and GIA as social partners of ILO	<b>Output Indicator 2.4.2</b> % of improved knowledge and technical skills of women affected by migration on successful business start-up and access to VCD opportunities  Baseline: TBD (pre-test) Target: 20% increase from the baseline indicator	Pre and post tests																	X	X	X	X









1.2.2.5	Developing MEL/ME methodology of the GALS process			Availability of Monitoring, Evaluation and Learning methodology/guidelines of the on-line GALS process		GALS process MEL/ME methodology				11									
1.2.2.6	On-line GALS catalyst workshops & 60 consultations for 100 champions on GALS process methodology (1st level participants)	100	100	# of champions (1st level participants) trained in a GALS catalyst workshops, # of consultations (through Zoom, Whatsapp and Telegram, phone calls), % of increase of knowledge of champions on GALS tools and Facilitation guidelines		Narrative report that includes analyzes of pre-post tests				11	12	1	2	3					
1.2.2.6.1	Develop GALS catalyst workshop programs and schedule			Availability of GALS catalyst workshop programs and schedule		Review of the GALS catalyst workshops programs and schedule				10									
1.2.2.6.2	Develop pre-post tests, get approval, conduct pre-post tests before & after the workshops, develop & approve database to analyze results of the tests, analyze results & submit database with results	100	100	Availability of the GALS catalyst workshop participants' knowledge assessment		Review of the pre-post tests, analyzes of the pre-post tests & database of results				10	11								
1.2.2.6.3 (MEU)	Develop GALS database form (on GALS sessions & consultations for Champions, Champions, part-s & other information related to GALS) & get approved; collect data for GALS database. Develop survey/interviews/FGDs and get it approved; conduct survey/interviews/FGDs, analyse the results of collected data. Monitor/analyse HRF reports and champion diaries.	720	880	1200	Availability of the GALS champions' (1st level part-s) database with their contacts	Output Indicator 1.2.2	Survey/ interviews/FGDs, collecting database of GALS participants, review of participants' GALS diagrams, HFR (happy family review), champion diaries				11								CDA
1.2.2.6.4 (MEU)	Develop Google survey and get it approved, conduct survey, analyse the results. Develop outline/template for case studies, monitor and collect case studies, analyse the results from case studies. Monitor GALS participants/PD followers diaries, analyse the results	TBD	TBD	20		Additional Outcome Indicator 1a. by CDA	Google survey, case studies, GALS part-s' diaries, Positive Deviance (PD)												CDA
1.2.2.6.5	Writing narrative report on the online GALS catalyst workshops & consultations for 100 champions			Availability of documented workshop process, lessons learnt and analyzes of the Results of the GALS catalyst workshops		Review of the narrative report					12	1							
1.2.2.7	Offline GALS sessions for 300 women and girls (members of SHGs, 2nd level GALS participants) by 100 champions	300	300	# of GALS sessions and tools upscaled, # of GALS champions, # of 2nd level GALS participants; developed skills and competencies GALS champions; GALS impact to the 2nd level participants;		Monitoring GALS sessions, GALS database, pre-post tests of Chmapions, review of the GALS diagrams, surveys, interviews, HFR, case studies.				11	12	1	2	3	4				
1.2.2.7.1	Mentoring & consultations for 100 champions in upscaling GALS	100	100	# of consultations champions received; Developed facilitation skills of GALS champions'		Monitoring and quarterly report; GALS Database;				11	12	1	2	3	4				
1.2.2.7.2	To collect data on GALS process in a GALS database			Data about GALS sessions, consultations, part-s, Champions and other GALS data		GALS database													
1.2.2.7.3	Monitoring GALS sessions by 100 champions			# of GALS sessions monitored and # of champions engaged in upscaling GALS		observing sessions, GALS database, monitoring reports of the GALS Facilitators				11	12	1	2	3	4				
1.2.2.7.4	Review GALS champions', participants' diaries & GALS diagrams			Availability of data to assess changes that Champions & GALS participats face		champions' diaries, participants' diaries, GALS diagrams of the part-s				11	12	1	2	3	4				
1.2.2.7.5	Develop interview questions, conduct interview, analyze & document results of the interview with GALS champions, participants (during monitoring visits)			Availability of anecdotal data to assess GALS progress, lessons learnt, results and impact		Interview questions, records, narrative reports that include analyzes of the interviews (Facilitators report/quarterly report)				11	12	1	2	3	4				
1.2.2.7.6	report on the offline GALS sessions by 100 champions			Document with the analysis, conclusions and knowledge for management		GALS Facilitators' report/quarterly report				11	12	1	2	3	4				
1.2.2.8	Offline GALS sessions with 1200 HH members (60% male, 40% female) by 400 women and girls (1st, 2nd level GALS part-s) at the household level with their family members - 3rd level GALS participants.	720	480	1200	# of GALS sessions and tools upscaled; # of the HH members (3rd level part-s) engaged in GALS process, # of champions engaged in upscaling GALS (1st, 2nd level part-s); developed skills & competencies of GALS champions; GALS impact to the part-s (all 3 levels);	Monitoring GALS sessions, GALS database, pre-post tests of the GALS diagrams, surveys, interviews, HFR, case studies.				11	12	1	2	3	4				
1.2.2.8.1	Mentoring & consultation for 400 champions in upscaling GALS	400	400	# of consultations Champions received; Developed facilitation skills of GALS champions'		Monitoring and quarterly report; GALS Database;				11	12	1	2	3	4				
1.2.2.8.2	Monitoring GALS sessions by 400 champions			# of GALS sessions monitored and # of champions engaged in upscaling GALS		observing sessions, monitoring reports of the GALS Facilitators; GALS database;				11	12	1	2	3	4				

1.2.2.8.3	Review GALS champions', participants' diaries & GALS diagrams				Availability of data to assess changes that Champions & GALS participants face	champions' diaries, participants' diaries, GALS diagrams of the part-s					11	12	1	2	3	4			
1.2.2.8.4	Interview with the GALS champions, participants (during monitoring visits)				Availability of anecdotal data to assess GALS results and impact	Interview records, narrative reports that include analyses of the interviews (Narrative report or Evaluation report)					11	12	1	2	3	4			
1.2.2.8.5	report on the offline GALS sessions by 400 champions				Document with the analysis, conclusions and knowledge for management	GALS Facilitators' report/quarterly/report					11	12	1	2	3	4			
1.2.2.9	Endline data collecting for MEL/ME of the GALS process. 30% of the GALS participants 480 people engaged in the MEL/ME (1600 total part-s of the GALS process+100 champions+300 SHG members+1200 HH members).	216	264	480	# of MEL part-s, data collected to assess results and impact of the GALS process; # of people who started to support gender equality (Additional Outcome 1a indicator)	Google survey, interviews, HFR, GALS tools (JCH), focus group discussions									3	4			
1.2.2.9.1	Happy Family Review with 180-300 people at HH and/or community level	90-300	90-300	180-600	# of the HFR participants, data collected from the HFR to assess impact of GALS, % of male and female participants in the HFR process; # of communities where HFR was conducted;	HFR tools, HFR diagrams and anecdotal results from the beneficiaries and community members, report on HFR.									3	4			
1.2.2.9.1.1	Review HFR tools and adapt to the project objectives; discuss with partners; conduct HFR in the pilot communities (online or offline)				Availability of adapted HFR tools to the project objectives	Adapted HFR tools						1	2						
1.2.2.9.1.2	Write analytical report on HFR				Availability of HFR analytical report on community level assessment of the GALS progress	HFR analytical report with attachments (list of participants, HFR diagram photos, etc.).									3	4			
1.2.2.9.2	Endline assessment of # positive social norm holders or those that support gender equality and stand against harmful social norms. Target: 20 prs.				# of people who started to support gender equality and stand against harmful gender norms	google survey									3	4			
1.2.2.9.2.1	To conduct google survey (the same that was used in assessing social norms), analyze and develop report				data to assess # of new positive gender norm holders available	google survey													
1.2.2.9.3	Assessment of GALS participants' perception on GALS impact (on individual level): to develop focus group discussion questions, get approval, conduct focus groups; analyze data and develop report				Availability of data to analyze perception of participants on GALS impact	Focus group discussions and/or interviews									3	4			
1.2.2.9.4	Assessment of HH members' perception on GALS impact: develop interview questions, get approval; conduct interviews; analyze data and develop report				Availability of data to analyze perception of HH members on GALS impact	Interviews with participants' HH members									3	4			
1.2.2.10	Purchasing health protection means from COVID-19			1520	# of people supplied with protections means	recites, tables					10								
1.2.2.11	Purchasing 6 notebooks for Local Municipalities, communication means (smartphones and units), stationary sets for GALS champions, GALS part-s (stationaries and unites)				# of notebooks provided for the beneficiaries on Local Municipality level and means provided for the Village Animators/GALS champions to run project in the project sites	recites, inventory list					10								
Outcome 2	Women and girls in communities affected by migration are empowered economically and socially to protect their rights and participate in peaceful community development				<b>Outcome Indicator 2 a</b> % of women from the target group participating in peacebuilding initiatives  Baseline: N/A Target: 50%	Baseline/endline												Project	
		0	100	100	<b>Additional Outcome Indicator 2a.</b> # of women from the target group (SHG members), who lead/address local community problems (in compliance with LDPs), through women's initiatives (peacebuilding/community development) and with participation of members of SHGs (including local initiatives within Outcome 3). Target: 100 members of SHGs, 6 initiatives (+X initiatives within Outcome 3)  Baseline: 0 Target: 100	Initiatives' Database, monitoring visits											CDA		
					<b>Outcome Indicator 2 b</b> % of women from the target group who refer to social services for protection of their rights  Baseline: TBD Target: 15% over baseline	Baseline/endline													Project
		0	20	20	<b>Additional Outcome Indicator 2b.</b> # of women from the target group who refer to social services for protection of their rights.  Baseline: 0 Target: 20	Monitoring cases/google survey, Part-s' database													CDA
					<b>Outcome Indicator 2 c</b> % of women from target groups with increased access to economic and community development opportunities  Baseline: TBD (baseline) Target: 30% (endline)	Baseline/endline													
			<b>Additional Outcome Indicator 2c.</b> # of women with increased access to economic opportunities through economic initiatives (60 initiatives at the HH level).  Baseline: 0 Target: 60	Monitoring visits, including on HH income increase														CDA	
				<b>Output Indicator 2.1</b> % of women and girls from target communities who are equipped with knowledge and skills on how to advocate for their rights  Baseline: TBD (baseline) Target: 20% increase over the baseline	Baseline/endline														Project

2.1.1	knowledge and skills to effectively advocate for their rights	0	1500	1500		Additional Output Indicator 2.1 % of increased knowledge among members of the SHGs on social mobilization (as a way to advocate for their rights)  Baseline: TBD (baseline) Target: 20% increase over the baseline	Pre-post tests													CDA
Activity 2.1.1	1500 women and girls mobilized into SHGs in the communities affected by migration				# of women and girls mobilized into SHGs; # of SHGs		Facilitators report/quarterly report													
2.1.1.1	Develop methodology of mobilizing women/girls into SHGs considering GALS, Positive Deviants methodologies and COVID-19 situation				Availability of the Methodology of mobilizing women/girls into SHGs adapted to the needs of the project and COVID-19 situation.		Methodology	8	9											
2.1.1.2	Develop training manual to build capacity of SHG members				Availability of the training manual on SHG development adapted for the online format		Training manual on SHG development	8	9	10										
2.1.1.3	Develop SHG books (bookkeeping)				Adapted SHGs to the project needs		SHGbooks													
2.1.1.4	Printing materials: a) manual on social mobilization for the project staff and Village Animators b) 150 SHG book (bookkeeping)				# of the social mobilization manual and SHGs provided with SHG books		Manuals, SHG books			10	11									
2.1.1.5	Developing MEL/ME methodology of the social mobilization of women/girls & tools & its tools; get approval; implement methodology; analyze data and documenting.				Methodology of MEL/ME of the social mobilization tailored to the project and COVID-19 needs; tools of MEL/ME; data available for MEL/ME		Methodology with tools; Monitoring/quarterly reports	8	9	10	11									
2.1.1.6	Developing 5 video-lessons lessons on mobilizing women/girls into SHGs				# of video-lessons for the SHGS		video-lessons			10	11									
2.1.1.7	Community meetings to distribute information about project, to agree SHG member selection criteria, select Village Animators and invite interested people to participate in the project				# community meetings; # of participants; list of agreed SHG member criteria with community members; of village animators selected; information materials		Facilitators report/quarterly report; photo materials;		9	10										
2.1.1.7.1	to collect data on community meetings				data on community meetings available		Database on Social Mobilization													
2.1.1.8	5 On-line trainings and 50 online consultations for 14 Village Animators on methodology of mobilizing women/girls				# of Village Animators trained, # of online trainings & consultations; developed competencies of the Village Animators		records of online trainings, pre-post tests, Facilitators report/quarterly report				11	12								
2.1.1.8.1	Development of Pre-post tests for Village Animators, conduct pre-post test, develop database to analyze results of pre-post tests, submit database with results.				Data to assess knowledge and skills of the VA		Pre-post test, analyzes of the tests			10										
2.1.1.8.2	Develop Capacity building database on Social Mobilization, get approval and collect data in a database (as part of Database on Social Mobilization)				Data about all trainings. Consultations for VA, SHGs		Database on Social mobilization													
2.1.1.9	Offline Meetings with the women and girls to establish SHGs (GALS tool: Visioning)		1500	1500	# of participants of the meetings; # of recruited women and girls; # of SHGs		Facilitator's report/quarterly report; LoP; Database of SHG members.			10	11	12								
2.1.1.9.1	To collect data on meetings to establish SHGs				data on meetings to establish SHGs		Database on Social Mobilization													
2.1.1.10	Building capacity of SHG members on Social Mobilization (as a way to advocate for their rights)											11	12							
2.1.1.10.1	5 on-line Trainings and 300 consultations for the members of SHGs on SHG development		1500	1500	# of trainings and consultations, # of trainees, competency of the SHG members		records of online trainings, pre-post tests, Facilitators report/quarterly report				11	12								
2.1.1.10.2 (MEL)	Develop pre-post tests on SHG development/social mobilization and get it approved, conduct pre-post test, develop database to analyze results of pre-post tests, submit database with results.	0	1500	1500		Additional Output Indicator 2.1	pre-post test/tools, database with pre-post results, analyzes of the results			10	11	12								CDA
2.1.1.10.3	To collect data on trainings & consultations for SHGs				Data about trainings & consultations available		Database on Social Mobilization													
2.1.1.10.4	60 Business start-ups based on GALS tools at the HH levels	30	30	60	# of women (SHG members) with increased access to economic opportunities (through GALS process); # of HH business start-ups (through GALS process; supported with mini-grants); # of proposals applied to receive mini-grants; % of increase of HH income; improved relations of HH members;		Field visits to observe HH business start-ups (income and costs' analysis of the HH, interview with HH members: assessing gender relations and other GALS criteria, etc). Database of women/HH business start-ups;					12	1	2						
2.1.1.10.4.1	Develop clear mechanisms of mini-grants' realization together with the beneficiaries		150	150	Mini-grants support regulations		Mini-grants support regulations				11									
2.1.1.10.4.2	Consultations for the HHs to develop business-start up plans				# of the HHs consulted, # of consultations for the HHs		narrative reports of the GALS Facilitators and quarterly reports					12	1							
2.1.1.10.4.3	Identify best HH business plans to be supported with mini-grants				# of the proposals applied for mini-grant and # of proposals supported with mini-grants		Selection committee meeting minutes					12	1							
2.1.1.10.4	Consultations to run business for the HHs supported with the mini-grants				# of the HHs consulted and consultations		reports of the Facilitators, quarterly reports					12	1	2	3	4				
2.1.1.10.5	To collect data on consultation for HH on business start-ups				data about consultations for HHs available		Database on Social Mobilization (sheet in HH business-start-ups)													
2.1.1.10.6	Monitoring visits to HHs				Availability of data to assess results of the HH business start-ups		field visit reports, interviews with HH members, filling out database of women/HH business start-ups;					12	1	2	3	4				
2.1.1.10.7	To collect data on HH business start-ups				Availability of HH business start up database		Database on Social Mobilization (sheet in HH business-start-ups)					12	1	2	3	4				
2.1.1.10.8 (MEL)	Develop a database for monitoring # of women with increased access to economic opportunities, conduct monitoring visits to collect data including on HH income increase, finalize the database with the information	0	60	60		Additional Outcome Indicator 2c	Monitoring visits, including on HH income increase													CDA
2.1.1.11	On-line meetings of the Facilitators and 16 Village Animators, GALS champions (weekly, monthly)	1-2	14-15	16	Regular and systematic track of the progress, learning lessons and planning achieved on the province level (on both results 1.2 and 2.1).		On-line meetings, Facilitators' monthly reports.			10	11	12	1	2	3	4				
2.1.1.12	On-line meetings of the CDA project team (monthly)	1	8	9	Regular and systematic track of the progress, learning lessons and planning achieved on the CDA team level (on both results 1.2 and 2.1).		On-line meetings, narrative report on the meeting/quarterly reports.		9	10	11	12	1	2	3	4				
2.1.1.13	On-line meetings of the whole project team (ATIK, PR ROI, UN Women, ILO, MOM) (monthly/quarterly)			30-35	Regular and systematic track of the progress, learning lessons and planning achieved on the entire project level (on all project results).		On-line meetings, narrative report on the meeting/quarterly reports.		9	10	11	12	1	2	3	4				



Activity 2.1.3a	Conduct awareness-raising campaign on gender equality and organize advocacy activities with women and girls	2400	3600	6000		<b>Output Indicator 2.1.3</b> # of initiatives implemented by women and girls affected by migration within awareness raising and advocacy campaigns on gender equality (by 1500 women and girls, 6000 people (60% female, 40% male) engaged)  Baseline: 0 Target: 20	Monitoring initiatives, review of public outreach														CDA
2.1.3.1a	SHGs develop plans of the awareness-raising campaigns by using PRA and GALS tools		1500	1500	plans/proposals to implement awareness-raising campaigns developed in partnership with LSG, PF ROI and other partners.		SHG proposals					12	3	2	3	4					
2.1.3.2a	Select best 20 proposal for the awareness-raising campaigns and support with mini-grants				# of proposals selected for the support with mini-grants		minutes of the selection committee, Mini-grant agreements with SHGs					12	1	2	3	4					
2.1.3.3a	20 Awareness raising campaigns by 1500 women & girls with engagement of 6000 people (60% female, 40% male)		300	300	# of awareness raising campaigns; # of women & girls implemented/engaged in awareness raising campaigns; # of community members engaged in campaigns (% of female and male);		campaign plans; minutes of the selection committee (to award a grant); participants' and outreach database; Quarterly reports (with photo & video);					12	1	2	3	4					
2.1.2.4a (MEL)	Document campaign plans and minutes of the selection committee. Develop participants and outreach database, get approval; monitor initiatives and collect data on awareness-raising campaigns; finalize the database	2400	3600	6000		Output Indicator 2.1.3	Monitoring initiatives, review of public outreach														CDA

2.1.3.5a	Consultations for the SHGs to implement campaigns		300	300	# of consultations, topics of the consultations,		online consultations, narrative reports								12	1	2	3	4		
2.1.3.6a	Develop tools to assess results, impact of the awareness-raising campaigns; collect data and analyze				data collected to assess results, lessons learnt		observing, records and photos, Facilitators' reports, interviews with beneficiaries								12	1	2	3	4		
2.1.3b	Awareness raising of the local communities about women's and girls' initiatives and their success stories				# of awareness-raising events of the positive contribution of women and girls for the local community development; # of the target community members who believe that women and girls affected by migration play a positive role and contribute to peacebuilding and community development (Additional Outcome Indicator 1b);																
2.1.3.1b	12 PR materials on social media, traditional media by professionals and women/girls				# and content of materials; channels through which materials were distributed		social media posts, articles on mass media, participants blog channels/groups, challenge videos, etc.								12	1	2	3	4		
2.1.3.2b	Develop database and get approval; collect data on PR activities; analyze data				data to assess outreach of PR materials available		Outreach database														
2.1.3.3b (MEU)	To develop database with the list of informational/ PR products in support of women's initiatives, monitor and collect information, finalize the database. Develop survey/interview guide to assess results and impact of PR materials, get approval; collect data; analyze collected data.	TBD	TBD	1200		Additional Outcome Indicator 1b	Monitoring of results/impact from informational products/as a result of PR events, survey/interviews								12	1	2	3	4		CDA
2.1.3.4b	A video of success stories of women and girls produced				Video-material and it's distribution among public		Video-material														
2.1.3.5b	Visibility materials (1000 pcs)				# and content, type of the materials;		materials								11	12	1	2	3	4	
Activity 2.1.4	Organize and implement community level joint peacebuilding initiative by women affected by migration in support of Local Action Plans (LAPs)	0	1500	1500			Output Indicator 2.1.4 # of peacebuilding initiatives in compliance with LDPs implemented by women affected by migration (by 1500 women and girls) (including local initiatives within Outcome 3)  Baseline: 0 Target: 6	Monitoring initiatives, review of public outreach													
2.1.4.1	Develop 5 online training modules on civic participation in local community development and cooperation with the LSG bodies				# of the online training modules, training program and materials		online training modules & materials			9	10	11									
2.1.4.2	Develop 5 video-lessons according to the training modules				Availability of 5 video-lessons on local initiatives		video-lessons			10	11	12									
2.1.4.3	Establish a working group (WG) of SHG leaders, local community activists, members of the local parliament, specialists of 6 AO on local initiatives (at least 30 people)	10	20	30	decision on selecting candidates for the WG; # and qualitative staff of the members of the WGs		minute of the meeting, list of members of the WG				11										
2.1.4.4	5 Online trainings and 60 consultations for the 6 WGs on civic participation and cooperation with LSG bodies	10	20	30	# of the online trainings; # of consultations, # of members of the WGs in AO		online training modules, list of parts, narrative reports, pre-post tests; Participants' database				11	12	1	2	3	4					
2.1.4.4.1	Development of Pre-post tests, conduct pre-post test, develop database to analyze results of pre-post tests, submit database with results.				data collected to assess increase of knowledge of the participants		pre-post test answers and analytical report				10	11	12	1	2	3	4				
2.1.4.4.2	Writing narrative report on the trainings for the members of WGs				Document with the analysis, conclusions and knowledge for management		report on training WGs				10	11	12	1	2	3	4				
2.1.4.5	Online consultations for the 150 SHGs to identify priority needs and local initiatives, to prepare proposals, to implement and conduct ME		150	150	# of the SHGs engaged in the consultations, # of consultations, knowledge and competencies developed		Database on online consultations, Experts' reports; Participants database				11	12	1	2	3	4					
2.1.4.5.1	Develop database on consultations, get approval; collect data and analyze				Data to assess results of the consultations available		Database on consultations				11	12	1	2	3	4					
2.1.4.5.2	Writing report on the results of the consultations				Document with the analysis, conclusions and knowledge for management		Experts' report				11	12	1	2	3	4					
2.1.4.6	Select 6 proposals for the local initiatives by SHGs and support with mini-grants				# of proposals received and selected for the support with mini-grants, local issues resolved with the help of the initiatives,		proposals, minutes of the WG						12	1	2						
2.1.4.7	6 Local initiatives on peacebuilding and community development in compliance with LDPs led by 100 SHG members and engagement of 1500 women and girls with coverage of 6000 people (+ X initiatives of SHG members within Outcome 3).		1000	1000	# of the initiatives (+# of initiatives within Outcome 3) implemented by women & girls (SHG members), # of the beneficiaries of the local initiatives; # of women/girls who led local initiatives (SHG members); # of SHG members engaged in the local initiatives		proposal of the initiatives; Minutes of the selection committee (to award a grant); Participants' & outreach database; monitoring/quarterly report;						12	1	2	3					coachign is missing
2.1.4.7.1	Develop tools to assess results, impact of the local initiatives; get approval, collect data, analyze data				Data to assess results of the local initiatives collected		observations, field visits, Participants' & outreach database, photo video materials						12	1	2	3	4				
2.1.4.7.2 (MEU)	Documented proposals of the initiatives and minutes of the selection committee. Develop database on local initiatives and get approval, monitor and collect data, finalize the database	0	1500	1500		Output Indicator 2.1.4	Proposal of the initiatives; Minutes of the selection committee (to award a grant); Participants' & outreach database; monitoring/quarterly report;														CDA
2.1.4.7.3 (MEU)	Develop database on # of women who lead/address local community problems (in compliance with LDPs), through women's initiatives (peacebuilding/community development) and get approval, monitor and collect data, finalize the database	0	1500	1500		Additional Outcome indicator 2a.	Database for participants and for initiatives, monitoring visits														CDA
2.1.4.7.4	Writing narrative report on local initiatives by women and girls				Document with the analysis, conclusions and knowledge for management		Facilitators report/quarterly report								12	1	2	3	4		































### Indicator Matrix – GPI – Community Development Alliance (CDA)

#	Type of indicators /#	Indicator	Baseline indicator	Target indicator	Data collection method	Period/frequency	Quantity and sex aggregation	Quantity and age aggregation	Data resources/supporting documents	responsible
<b>Outcome 1:</b> Target communities recognize and support women and girls' role and contribution to peacebuilding and community development.										
1	Outcome indicator 1a.	Proportion (%) of the population (men and women) in support of gender equality and who stand against harmful gender norms towards women in migrant communities	TBD (baseline)	10% increase	Baseline/endline	В начале/в конце проекта	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
2	Additional Outcome Indicator 1a. by CDA	# of people who started to support gender equality and who started to stand against harmful gender norms towards women in migrant communities (GALS participants/PD followers)	0	20	Google survey, case studies, GALS part-s' diaries, Positive Deviance (PD)	IV quarter (1 time)	Total: 20 people F: TBD M: TBD	Total: 20 15-24: TBD 25-54: TBD 55+: TBD	1) Stories/cases collected by community members 2) Google survey results/report 3) GALS participants' diaries	PS
3	Outcome Indicator 1b.	% of target community members (men and women) who believe that women affected by migration play a positive role and contribute to peacebuilding and community development	TBD (baseline)	Increase by 30%.	Baseline/endline	Beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
4	Additional Outcome Indicator 1b. by CDA	# of target community members who believe that women affected by migration play a positive role and contribute to peacebuilding and community development – as a result of PR events on promoting women's initiatives (6 local/peacebuilding initiatives, PR targets a total of 6,000 community members)	TBD (to integrate within planned survey)	1,200 (200*6 municipalities, 6000 engaged through PR events)	Monitoring of results/impact from informational products/as a result of PR events	II quarter (once)	Total: 1,200 F: TBD M: TBD	Total: 1,200 15-24: TBD 25-54: TBD 55+: TBD	1) Monitoring report/quarterly report 2) Database with the list of informational/ PR products in support of women's initiatives 3) Data collected (TBD: surveys/interview)	PM
<b>Output 1.2.1.</b> Target communities increase awareness on harmful attitudes and practices of gender norms towards women and girls in migrant communities.										
5	Indicator 1.2.1	Availability of localized assessment on positive and negative gender norms towards women and girls affected by migration in targeted communities.	No report	Assessment report	Google survey, interviews, GALS tools	IV quarter (1 time)	Total: 180-300 prs F: 90-150 M: 90-150	Total: 180-300 prs  Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Methodology 2) Collected data (Google survey records, interview records, GALS diagrams (photo) – TBD) 2) Assessment report	PM

6	Output Indicator 1.2.2	# of community members applying GALS tools to re-negotiate power relations within families and address harmful gender norms and attitudes:  TBD – types of envisioned changes: -Visions for better life -Cases of more peaceful families (decreased conflicts, domestic violence) -Cases of Improved situation of women and girls at the HH (recognition of their unpaid work, get more understanding, support, respect and their voices heard, have more free time, access to healthcare, Reallocation of HH responsibilities, access to decision-making and resource distribution) Note: Any additional indicators identified in the framework of community-based monitoring will be reported separately	0	1,200 individuals	Survey/ interviews/FGDs, collecting database of GALS participants, review of participants' GALS diagrams, HFR (happy family review), champion diaries	Monthly basis	Total: 1,200 F: 880 M: 720	Total: 1,200 15-55+ лет Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Participants' database (including types of changes) 2) Surveys/FGDs/interview records 3) Part-s' diagrams 4) HFR report/diagrams 5) Quarter reports/report on GALS process 6) Champions' diaries	PS
<b>Outcome 2.</b> Women and girls in communities affected by migration are empowered politically, economically and socially to protect their rights and participate in peaceful community development.										
7	Outcome Indicator 2a	% of women from the target group participating in peacebuilding initiatives	0	50%	Baseline, end line	In the beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
8	Additional Outcome Indicator 2a by CDA	# of women from the target group (members of SHGs), who lead/address local community problems (in compliance with LDPs), through women's initiatives (peacebuilding/community development) and with participation of members of the SHGs (6 initiatives) (including local initiatives within Outcome 3 <sup>1</sup> )	0	100 members of SHGs with engagement of the	Initiatives' Database, monitoring visits	On a quarterly basis	Total: 1,500 people F: 1,500 M: 0	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Monitoring/quarter reports 2) Participants' Database (incl Initiatives' Database)	PM

<sup>1</sup> Within Outcome 3, there will be 100 women and girls engaged in the local initiatives, but they are not necessarily 100% members of SHGs, they can be just representatives of local communities. But, members of SHGs also can participate in the call for proposals. Within Outcome 2, the indicated amount of women and girls are entirely SHG members.

				target group						
9	Outcome Indicator 2b	% of women from the target group who refer to social services for protection of their rights	TBD	15% over baseline	Baseline/endline	In the beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
10	Additional Outcome indicator 2 b. by CDA	# of women from the target group who refer to social services for protection of their rights	0	20	Monitoring cases/google survey, Part-s' database	quarterly basis	Total: 20 F: 20 M: 0	Total: 20 15-24: TBD 25-54: TBD 55+: TBD	1) Participants' database 2) Google survey records 3) Monitoring reports/quarterly reports	PS
11	Outcome Indicator 2 c	% of women from target groups with increased access to economic and community development opportunities	TBD (baseline)	30% (endline)	Baseline/endline	In the beginning & end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
12	Additional Outcome Indicator 2 c.1 by CDA	women with increased access to economic opportunities through economic initiatives (60 initiatives at the HH level)	0	60	Monitoring visits, including on HH income increase	At the end of the project	Total: 60 F: 60 M: 0	Total: 60 15-24: TBD 25-54: TBD 55+: TBD	1) Database with # of women, economic initiatives, and % of HH income increase 2) Monitoring/quarterly report	PS

**Output 2.1 Women and girls in target communities are equipped with knowledge and skills to effectively advocate for their rights.**

13	Output Indicator 2.1.1	% of women and girls from target communities who are equipped with knowledge and skills on how to advocate for their rights.	TBD	20% increase (approximately 300 women)	Baseline/endline	In the beginning & end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
14	Additional Output indicator by CDA 2.1.1.	% of increased knowledge among members of the SHGs on social mobilization (as a way to later advocate for their rights)	0	20% increase	Pre-post tests	Before & after trainings	Total: 1,500 F: 1,500 M: 0	Total: 1,500 15-24: TBD 25-54: TBD 55+: TBD	1) Pre-post tests/tools 2) Database with pre/post test results 3) Training report/quarterly report (with LoA) 4) Online versions of filled of pre/post test 5)	PS
15	Output Indicator 2.1.2	% of increased knowledge among training participants on HR, safe migration, GE and WPS agenda and labor rights	TBD	25% increase over the baseline	Pre-post tests	Before & after trainings	Total: 300 F: 300 M: 0	Total: 300 15-24: TBD 25-54: TBD 55+: TBD	1) Pre-post tests/tools 2) Database with pre/post test results 3) Training report/quarterly report	PS



									(with LoP)Online versions of filled of pre/post test	
16	Output Indicator 2.1.3	# of initiatives implemented by women and girls affected by migration within awareness raising and advocacy campaigns on gender equality (by 1,500 women and girls with engagement of 6000 people (60% female, 40% male) in the campaigns)	0	20	Monitoring initiatives, review of public outreach	During and after events	Total: 6000 people F: 3600 M: 2400	Total: 6000 15-24: TBD 25-54: TBD 5á5+: TBD	1) Campaign plans 2) Minutes of the selection committee (to award a grant) 3) Participants' and outreach database 4) Quarter reports (with photo and video materials)	PS
17	Output Indicator 2.1.4	# of peacebuilding initiatives in compliance with LDPs implemented by women affected by migration (by 1500 women and girls) (including local initiatives within Outcome 3)	0	6	Monitoring initiatives, review of public outreach	During and after events	Total: 1,500 people F: 1500 M: 0	Total: 1,500 15-24: TBD 25-54: TBD 55+: TBD	1) Proposals of the initiatives 2) Minutes of the selection committee (to award a grant) 3) Participants' and outreach database 4) Monitoring/Quarterly reports (with photo and video materials)	PS

**Indicator Matrix – GPI - [IPF ROF]**

#	Indicator type /#	Indicator	Baseline	Target	Data collection method	Period / frequency	Sex disaggr.	Age disaggr.	Data source / supporting documents	Responsible
1.	Outcome Indicator 1a	Proportion (%) of the population (men and women) in support of gender equality and who stand against harmful gender norms towards women in target migrant communities	TBD	10% increase	Baseline/en dline	Beginnin g and the end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
2.	Additional Outcome Indicator 1a by ROF	# of people with positive comments on project page on social media/messengers (Instagram and Facebook) in support of gender equality/standing against harmful gender norms	0	50	Monitoring	Monthly	Total: 50 F: 20 M: 30	Total: 50 15-24: 30 25-54: 15 55+: 5	1) Quarter reports 2) Database on indicator 1.1.2 with a separate sheet on # of people engaged in support of GE on social media (Instagram and Facebook)/messengers 3) Screenshots with comments	IPF ROF
3.	Outcome Indicator 1 b	% of target community members (men and women) who believe that women affected by migration play a positive role and contribute to peacebuilding and community development	TBD	30% increase	Baseline/en dline	Beginnin g and the end	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
4.	Additional Outcome Indicator 1b by ROF	% of community members who report they believe that women affected by migration play a positive role and contribute to peacebuilding and community development (as part of Output Indicator 1.1)	TBD	10%	Survey	Beginnin g and end of the project (2 times)	Total: 180 F: 120 M: 60	Total: 180 15-24: 90 25-54: 45 55+: 45	1) Survey/questionnaire 2) Report 3) Collected data (raw)	IPF ROF
5.	Output Indicator 1.1	% of community members who report increased awareness on the role of women and girls in community development and peacebuilding (with additional questions in support of additional Outcome Indicator 1b by ROF)	TBD	20%	Survey	Beginnin g and end of the project (2 times)	Total: 180 F: 120 M: 60	Total: 180 15-24: 90 25-54: 45 55+: 45	1) Survey/questionnaire 2) Survey report 3) Collected/processed data	IPF ROF

6.	Output Indicator 1.1.1	Availability of the assessment report with good practices in support of women's role in peacebuilding and development to target communities	No report	Assessment report	Assessment report	Q4 2020	Total: 550 F: 385 M: 165	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Collected data 2) Methodology (tools) 3) Assessment report	IPF ROF
7.	Output Indicator 1.1.2 (a)	# of communication products on positive contribution of women and girls, including migrants, to community development and peacebuilding disseminated by mass and social media  Total: 50 (TBD)(national media and oblast/local media) - 6 stories / interview - 2 programs (discussion on the topic, interview (plot)) - 10 vines/video materials - 9 radio broadcasts - 3 analytical articles - 3 newspaper interviews - 1 book, 1000 copies	0	50	Monitoring and documenting comm. products	Monthly update	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Quarter reports 2) Database with a list of comm. products 3) Documented comm. Products (TBD): ● Published interviews, analytical material, videos, articles, posts on social networks ● Recordings of programs released on TV and radio ● Published articles in newspapers ● Produced publishing materials (brochures, bookmarks, books, banners)	IPF ROF
8.	Additional Output Indicator 1.1.2 (b) by IPF ROI	# of subscribers (3,200) on social media: - at least 1,000 live users subscribed to the project pages (one on Instagram and one on Facebook) - at least 2,000 people have watched the video materials/vines of the project on social networks and in Youtube - at least 200 people took part in contests / flash mobs / live broadcasts of the project	0	3,200	Monitoring/analysis of outreach in social media	Monthly	Total: 3,200 F: 2,200 M: 1,000	Total: 3,200 15-24: 1,800 25-54: 1,350 55+: 50	1) Quarter reports 2) Database on Indicator 1.1.2 with a separate sheet on # subscribers/comments/questions/thematic posts from participants/results of targeted advertising on Instagram and Facebook 3) Screen shots/data from Instagram/Facebook	IPF ROF
9.	Output indicator 1.1.3	# of people in target municipalities reached out during outreach activities	0	600	Monitoring of the activities and participant	Regular	Total: 600 F: 480 M: 120	Total: 600 15-24: 200 25-54: 250 55+: 150	1) Quarter reports/monitoring reports (including LoP, photos) 2) Database with information about the number of participants at each event	IPF ROF

					lists (Online / Offline)					
10.	Outcome Indicator 2a	% of women from the target group participating in peacebuilding initiatives	Baseline: N/A	Target: 50%	Monitoring missions Baseline/endline (TBD)	Beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Monitoring reports 2) Database on #/% of women as per the list of peacebuilding initiatives 3) Baseline report (TBD) 4) Endline report (TBD)	Project
11.	Additional Outcome Indicator 2a by ROF (similar to CDA)	# of women from target communities who initiate/participate/involved in community initiatives (peacebuilding/community development)	0	100	Initiatives, Database, Monitoring visits	Quarterly	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Monitoring/quarter reports 2) Participants Database	IPF ROF
12.	Outcome Indicator 3a	# of national or local level policies, frameworks or guidelines, that include recommendations on gender-sensitive state migration policy	No	3	Gender-sensitive policies, frameworks or guidelines	Beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Quarter reports 2) List and # of policies/framework/guidelines	Project
13.	Additional Outcome Indicator 3a by ROF	# of situation analysis on the use sensitive approaches in gender and migration issues in elaborated local development plans and strategies (of any) and recommendations	0	1	Situation analysis report	Q4 2020	N/A	N/A	1) Quarter reports 2) Situation Analysis report	IPF ROF
14.	Outcome Indicator 3b	# of target municipalities, who support women and girls affected by migration through consultations on safe migration, civic activism and peacebuilding	TBD	6	Baseline/endline	Beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
15.	Additional Outcome Indicator 3b by ROF	# of informational/communication products produced based on the experience of working with target municipalities to promote/support consultations	0	5	Monitoring Informational/communication products	Quarterly	N/A	N/A	1) Quarter reports 2) Informational/communication products	IPF ROF

		among women and girls affected by migration on safe migration, civic activism and peacebuilding								
16.	Outcome Indicator 3c	# of target municipalities who apply gender-responsive peacebuilding principles in support of women's participation in community development (LAPs)	TBD	4	Monitoring activities Protocols of meetings with local authorities Baseline/en dline (TBD)	Quarterly	N/A	N/A	1) Progress reports (midterm and final) 2) Protocols 3) Baseline report (TBD) 4) Endline report (TBD)	Project
17.	Additional Outcome Indicator 3c by ROF	# of public hearings/ sessions of local councils held, where examples of the application of gender-sensitive principles of peacebuilding, social inclusion in support of women's participation in community development are discussed/reported	0	6 (one per each target municipality)	Monitoring of public hearings/sessions	Q2 2021	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Quarter reports 2) Protocols 3) LoP	IPF ROF
18.	Output Indicator 3.2.1.a	# of LAPs developed on gender-sensitive peacebuilding	0	6 (one per each target community)	LAPs Notes/protocols during working groups' meetings on development of LAPs	Q4 2020	N/A	N/A	1) Resolution / decision of LSG / AK 2) Availability of developed and adopted LAPs 3) Situational analysis on the LAP for gender sensitivity 4) Quarter reports 5) Minutes of meetings of WG members 6) LoPs	IPF ROF
19.	Additional Output Indicator 3.2.1.b by ROF	# number of organized working groups in the communities for the development of the LAP and "roadmaps"	0	6 (one for each target municipality)	Monitoring LSGs orders to create WGs	Q4 2020	Total: 60 F: 42 M: 18	Total: 60 15-24: 9 25-54: 42 55+: 9	1) Minutes of meetings and LoP 2) Order of local self-government bodies on the creation of a WG (with a list and number)	IPF ROF

20.	Additional Output Indicator 3.2.2. by ROF	# number of developed "road maps" for the implementation of the LAPs	0	6 (one for each target municipality)	Monitoring	Q1 2021	N/A	N/A	1) Resolution / decision of the LSG / LC2) Quarterly reports 3) Minutes of meetings of members of the WG and LoP 4) Road maps	IPF ROF
21.	Additional Output indicator 3.2.3. by ROF	Availability of a document containing policy recommendations for informing the NAP on UNSCR 1325	0	Policy Brief	Availability of policy recommendations	Q1-Q2 2021	N/A	N/A	1) Quarter reports 2) Availability of a document with policy recommendations	IPF ROF
22.	Additional Output Indicator 3.2.4. by ROF	# of monitoring activities involving the Network of Women Peacemakers and/or the Forum of Women Peacemakers included in local policies (part of monitoring) of target municipalities	0	6	Local policies with monitoring activities	Q4 2020 -Q1 2021	N/A	N/A		IPF ROF

**Indicator Matrix – GPI - [ATiC]**

#	Indicator type/#	Indicator	Baseline	Target	Data collection method	Period	Data disaggregation by gender	Data disaggregation by age	Data source	Responsible
1	Outcome Indicator 2c	% of women from target groups with increased access to economic and community development opportunities	TBD (baseline)	30% (endline)	Baseline /endline	Beginning and end of the project	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Baseline report 2) Endline report	Project
2	Additional Outcome Indicator 2c by ATiC	% of women from target groups and family members/men with access to economic opportunities (planned 300 women with engagement of around 100 family members/men)	TBD (pre-survey)	25% over the baseline indicator	Online survey	Before/after the intervention (6 months after)	Total: 400 F: 300 M: 100	Total: 400 15-24: 100 25-54: 250 55+: 50	1) Survey form: before and after 2) Filled out surveys before and after 3) Database/report including survey results	ATiC
3	Output Indicator 2.1.2	% of increased knowledge among training participants on HR, safe migration, GE and WPS agenda and labour rights (joint training with CDA, session on labour rights by Trade Union Federation) [shared indicator]	TBD (pre-test)	25% increase over the baseline indicator	Pre/post test	Before and after the training	Total: TBD F: TBD M: TBD	Total: TBD 15-24: TBD 25-54: TBD 55+: TBD	1) Pre/post-tests 2) Data base/report including pre/post-tests results 3) Filled out pre/post tests 4) Training report 5) List of participants	Trade Union Federation
4	Output Indicator 2.2.1	Availability of a gender sensitive VCA report	No report	Analysis report	Assessment report	Q3-Q4 2020 (once)	Total: 180 F: 160 M: 20	Total: 180 15-24: 50 25-54: 100 55+: 30	1) Methodology 2) Collected data (database, reports on FGDs, statistical data from NSC) 3) VCA report	ATiC
5	Output Indicator 2.2.3.a.	% of increased knowledge among women training participants on entrepreneurship and on social responsibility and cohesion	TBD (pre-test)	20% increase over the baseline	Pre/post test	Before/after the training	Total: 300 F: 240 M: 60	Total: 300 18-24: 50 25-54: 150 55+: 50	1) Pre/post-tests 2) Data base/report including pre/post-tests results 3) Filled out pre/post tests 4) Training report 5) List of participants	ATiC
6	Output Indicator 2.2.3 b.	# of women self-employed/operators of income generation activities who access VCD opportunities in a specific sector (for instance in agribusinesses)	TBD within VCA	150	VCA, monitoring visits, project data	After the training – on a quarterly basis	Total: 150 + HH F: 150 M: 0	Total: 150 15-24: 30 25-54: 100 55+: 20	1) Monitoring/quarterly reports 2) Database with # of women per VCD opportunities	ATiC

7	Output Indicator 2.3.1	Availability of gender-based assessment on supply and demand for financial services	No report	Assessment report	Assessment/survey	Q2-Q3, 2020 (once)	Total: 55 F: 49 M: 6	Total: 55 15-24: 1 25-54: 51 55+: 3	1) Methodology 2) Collected data (FGD's, IDI's) 3) Assessment report	Individual Consultant
8	Additional Output Indicator 2.3.2 by TBD	# of gender-sensitive financial products developed with financial service providers	0	1	Availability of the product	Q1, 2021 (once)	N/A	N/A	1) Developed gender-sensitive financial product 2) Quarterly report	TBD
9	Output Indicator 2.3.3 a.	% of increased knowledge and skills on financial literacy among trained women (online course)	TBD (pre-test)	20% increase over the baseline	Pre/post test	At the beginning/end of the training	Total: 600 F: 450 M: 150	Total: 600 18-24: 100 25-54: 400 55+: 100	1) Pre/post-tests 2) Data base/report including pre/post-tests results 3) Filled out pre/post tests 3) Training report 4) List of participants	ATiC
10	Output Indicator 2.3.3 b.	% of trained women with access to financial products and services  (side note: from the perspective of service providers improving access to financial products and services; or access to any additional/new services and products created within the project; more broader understanding of what is defined as financial products and services)	TBD (pre-survey)	20% over the baseline	Online survey	Before and after the training (6 months after)	Total: 180 F: 120 M: 60	Total: 180 18-24: 30 25-54: 120 55+: 30	1) Survey form: before and after 2) Filled out surveys before and after 3) Database/report including survey results	ATiC
11	Output Indicator 2.4.1	Availability of a mapping report on providers of skills	No report	Online map, Narrative report	Analysis and report	Q3-Q4 2020 (once)	Total: 90 F: 90 M: 0	Total: 90 15-24: 60 25-54: 20 55+: 10	1) Mapping methodology 2) Mapping report 3) Online map	ATiC and JIA
12	Output Indicator 2.4.2	% of improved knowledge and technical skills of women affected by migration on successful business start-up and access to VCD opportunities	TBD (pre-test)	20% increase from the baseline indicator	Pre/post test Monitoring	Before/after the training	Total: 150 F: 120 M: 30	Total: 150 18-24: 100 25-54: 50 55+: 0	1) Pre/post-test instruments 2) Filled out pre/post tests 3) Database/report including pre/post-tests results 4) Training report 5) List of participants 6) Individual certificates	ATiC and JIA



### **Annex 3. Information on selection of target villages**

**Online meeting with local self-government bodies within the framework of the project  
"Empowerment of women and girls affected by migration for inclusive and peaceful  
development of communities"**

The Outcome 2 of the project "Empowering women and girls affected by migration for inclusive and peaceful community development" provides women and girls in targeted communities with political, economic and social opportunities to protect their rights and participate in the peaceful development of communities and provide the knowledge and skills to effectively defend their basic rights and improved access to economic opportunities to strengthen their financial capabilities through a dedicated skills development scheme. To achieve the outcomes and project results, the Methodology for the implementation of social mobilization has been developed within the framework of the project with the aim of adapting the process of social mobilization to work in the context of the COVID-19 pandemic, as well as modeling the process of social mobilization for the specific goals of the project. According to the stages of social mobilization within the methodology in order to provide more detailed information and discussion on the approach used to involve the beneficiaries in community development and peacebuilding, as well as the selection of villages, village animators for piloting the project, an online meeting was held with the heads and social workers of the pilot 6 municipalities of Batken, Osh, Jalalabad and Talas oblasts.

**Purpose:** Providing detailed information to representatives of local self-government bodies about the project and discussion on the approach used to involve the beneficiaries in community development and peacebuilding.

**Date and time:** October 1, 2020, 10:00 AM Asia / Bishkek time

**Venue:** online platform ZOOM

**Participants:** Heads / Deputy heads and social workers of pilot 6 municipalities, Regional coordinators, PO CDA project staff

**Total number of participants:** 21 people (8 men, 13 women)

**Tasks set under the agenda** (*refer to Annex A*)

- Acquaintance with representatives of local self-government bodies, regional coordinators, project partners;
- Presentation and discussion of the key project activities, as well as the proposed approach to mobilize project beneficiaries;
- Discussion and agreement on the selection criteria for villages, village animators, project beneficiaries;
- Discussion of the first steps and tasks to start the project implementation at the community level;
- Appointment of terms and responsible persons from pilot municipalities to coordinate the selection of villages, village animators and beneficiaries;

The meeting participants were presented and discussed the main planned activities, the expected results of the project, the proposed approach to mobilizing the project beneficiaries, the key project activities according to the proposed project schedule, as well as the first steps and tasks for starting the project at the community level.

The meeting participants were also presented with the proposed criteria for the selection of villages, rural activists, project beneficiaries for detailed discussion and agreement. After familiarization, discussion, exchange of views and visions of **the Proposed Selection Criteria** (*refer to Annex B*), the participants discussed the appointment of deadlines and responsible persons from the pilot municipalities to coordinate the selection of villages, village animators and beneficiaries.

Following the discussion of the criteria, the pilot municipalities were given the opportunity to select villages according to the criteria. As a result, after consulting, the heads and representatives of the municipalities proposed a **List of selected 11 pilot villages** (*refer to Annex C*) according to the criteria, which was reviewed and agreed with the project implementing partners for further work within the project.

Then there was an acquaintance with the work schedule of PA CDA within the framework of the project and the proposed timeline for reaching the stages of social mobilization. In general, there were no special comments and recommendations on the calendar plan from the representatives of municipalities. After that, the responsible persons - social workers from the municipalities were agreed, who will be the key persons for cooperation with the project. The heads / deputy heads of the pilot municipalities delegated the task to social workers to work out proposals for candidates for Village Animators in accordance with the discussed and agreed **Criteria for the selection** (*refer to Annex D*) and mobilization of women and girls in SHGs. The heads and social workers of municipalities were tasked with discussing and proposing a list and contacts of candidates for Village Animators, as well as compiling and submitting a list of potential SHG members. The proposed selection criteria for the Village Animators will be supplemented and discussed by the villagers who take part in the general meeting. After the criteria and characteristics of the animator are determined, the residents will propose at least 3 candidates. LSG staff and other local partners will be involved in making the final selection decision.

During the meeting, the proposed **Key responsibilities of Village Animators** (*refer to Annex E*) within the framework of this project were also discussed. Village Animators will be elected by the local communities during the public information meetings in the pilot villages from October 19-23, 2020. Objectives of the public information meetings are:

- to inform local communities about the project and invite them to participate in the project;
- to discuss selection criteria of the future members of SHGs and Village Animator;
- to invite interested women and girls that meet criteria for the next meeting with the aim to establish SHGs;

#### **Meeting results:**

- ✓ The pilot municipalities are aware of the approach to mobilizing project beneficiaries, as well as shared their vision and recommendations;
- ✓ The criteria for the selection of villages village animators, project beneficiaries were agreed with the municipalities;
- ✓ The following steps and their implementation deadlines have been determined, as well as those responsible for their implementation (candidates for village animators, drawing up a list of potential project beneficiaries, inviting candidates to participate in the project);

#### **Conclusion:**

This event made it possible to take into consideration the vision and wishes of the pilot municipalities, as well as involve the local community in planning activities and determining the selection criteria for pilot villages, village animators and project beneficiaries.

**Annexes:**

*Annex A: Agenda*

*Annex B: Pilot village selection criteria*

*Annex C: List of selected 11 pilot villages*

*Annex D: Village animators selection criteria*

*Annex E: Village animators' key responsibilities*

*Annex F: List of participants*

**Online meeting with local self-government bodies within the framework of the project  
"Empowerment of women and girls affected by migration for inclusive and peaceful  
development of communities"**

**AGENDA**

**Date and time:** October 1, 2020, 10:00 AM Asia / Bishkek time

**Venue:** online platform ZOOM

**Participants:** Heads / Deputy heads and social workers of pilot 6 municipalities, Regional coordinators, PO CDA project staff

**Purpose:** Providing detailed information to representatives of local self-government bodies about the project and discussion on the approach used to involve the beneficiaries in community development and peacebuilding.

<b>Content</b>	<b>Responsible</b>
Welcoming speech and Introduction	Project implementing partner PO CDA
Acquaintance with representatives of local self-government bodies, regional coordinators, project partners;	Project implementing partner PO CDA
Presentation and discussion of the key project activities, as well as the proposed approach to mobilize project beneficiaries;	Project implementing partner PO CDA, participants
Discussion and agreement on the selection criteria for villages, village animators, project beneficiaries;	Project implementing partner PO CDA, participants
Discussion of the first steps and tasks to start the project implementation at the community level;	Project implementing partner PO CDA, participants
Appointment of terms and responsible persons from pilot municipalities to coordinate the selection of villages, village animators and beneficiaries;	Project implementing partner PO CDA, participants
Questions and comments	Project implementing partner PO CDA, participants
Conclusion	Project implementing partner PO CDA

**PROPOSED CRITERIA FOR SELECTION OF PILOT VILLAGES**

1. Active village and willingness of village to provide support for the implementation of the project and the project beneficiaries;
2. The presence of women and girls subject to migration (High level);
3. Experience of villages to cooperate with development projects / programs;
4. The village in the territory of the municipalities, where there is the largest number of residents;
5. The presence of civil society institutions (NGOs, Zhamaats, SHG, etc.);
6. Low level of development intervention (development projects / programs);
7. Availability of local community initiatives (to prevent gender-based violence; migrant initiatives);
8. The presence of small and medium-sized businesses.

## LIST OF SELECTED 11 PILOT VILLAGES

Province / Oblast	District	LSG	Selected village	Population
Batken	Kadamzhai	Ak Turpak	Zhany Zher	3535
			Ming Chynar	4449
		Orozbekov	Uchkun	1263
			Kuduk	942
<b>Total in Batken</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>10189</b>
Osh	Nookat	Toolos	Murket	3887
			Merkit	3746
		Bel	Bel	5066
			Borbash	7028
<b>Total in Osh</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>19727</b>
Jalal-Abad	Suzak	Kyzyl-Tuu	Tashtak	3268
			Talaa-Bulak	1389
<b>Total in Jalal-Abad</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4657</b>
Talas	Kara-Buura	Kara-Buura	Kyzyl-Adyr	13 486
<b>Total in Talas</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>13486</b>
<b>GRAND-TOTAL IN KR</b>	<b>4</b>	<b>6</b>	<b>11</b>	<b>48 059</b>

## **VILLAGE ANIMATORS SELECTION CRITERIA**

1. A woman aged 25-55;
2. Computer, smartphone and online resources / platforms (Zoom, etc.) using skills;
3. Experience in the field of community development (formation and development of SHGs, Zhamaats, etc.);
4. Is not an employee of government agencies (except for schoolteachers);
5. Desire and opportunity to contribute to local development (availability of time for activity);
6. A resident of pilot communities, who knows the problems of the local community, especially well-versed in the situation regarding gender-based violence, migration;
7. Experience in the development of local development plans;
8. Ready to gain new knowledge;
9. Experience in holding meetings, trainings;
10. Deputy of the Local Kenesh, member of the women's council, youth committee, etc.



## **VILLAGE ANIMATORS' KEY RESPONSIBILITIES**

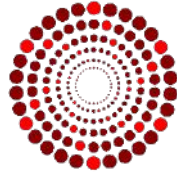
- A. Assistance in the selection of project beneficiaries;
- B. Providing consultations for SHGs members on the development of SHG and participation in the development of local communities and the peacebuilding process;
- C. Monitoring and evaluation of the SHG development (together with the project team);
- D. Assessment of training and expert support needs for the project beneficiaries on human rights, labor rights, safe migration and gender equality;
- E. Assistance in the selection of beneficiaries for participation and conducting trainings and consultations on human rights, labor rights, safe migration and gender equality;
- F. Assisting in the selection, implementation, monitoring and evaluation of beneficiary's community development and peacebuilding initiatives being a member of the Local Initiatives Working Group at the LSG level;
- G. Assistance in the implementation of other activities within the project for the successful achievement of project results;
- H. Assistance in M&E for the whole project;

**List of participants of online - meetings with pilot LSGs**

#	Name	Oblast, city	District	LSG	Position	Contacts
1	Satybaldiev Mamazhunus	Batken	Kadamzhai	Ak-Turpak	Deputy Head of LSG	0777 22 58 04 <a href="mailto:akturpak-a.s@mail.ru">akturpak-a.s@mail.ru</a>
2	Matkabylova Urnis	Batken	Kadamzhai	Ak-Turpak	Executive Secretary	0776 58 61 61
3	Kenzhebaev Nurbek	Batken	Kadamzhai	Ak-Turpak	Social worker	0779 06 48 60
4	Aaliev Altynbek Ganyevich	Batken	Kadamzhai	Orozbekov	Head of LSG	0778 97 77 75 <a href="mailto:Ohna6464@mail.ru">Ohna6464@mail.ru</a>
5	Askarova Elmira	Batken	Kadamzhai	Orozbekov	Deputy Head of LSG	0778 45 40 64 <a href="mailto:askarova.elmira.75@mail.ru">askarova.elmira.75@mail.ru</a>
6	Nazhieva Aytbubu	Batken	Kadamzhai	Orozbekov	Social worker	0770 47 84 78
<b>Total for Batken region, 6 participants</b>						
1	Zhorobaev Maksat	Osh	Nookat	Bel	Head of LSG	0778 90 06 55 <a href="mailto:Bell.ayul@mail.ru">Bell.ayul@mail.ru</a>
2	Erkebaeva Tamara	Osh	Nookat	Bel	Social worker	0777 37 61 69
3	Musaeva Gulbarchyn	Osh	Nookat	Bel	Leading Specialist	0778 46 73 64 <a href="mailto:gulbarchynjusupovna@gmail.com">gulbarchynjusupovna@gmail.com</a>
4	Tilenov Muradilla	Osh	Nookat	Toolos	Deputy Head of LSG	0779 72 42 68
5	Satybaldieva Dinara	Osh	Nookat	Toolos	Social worker	0770 10 20 02
<b>Total for Osh oblast, 5 participants</b>						
1	Sulaimanov Ashirbai Esenovich	Jalal-Abad	Suzak	Kyzyl-Tuu	Social worker	0772 15 68 90
<b>Total for Jalal - Abad region, 1 participant</b>						

1	Tolebaeva Zagida	Talas	Kara-Buura	Kara-Buura	Social worker	0500 37 43 24 <a href="mailto:zagida.tolebaeva@mail.ru">zagida.tolebaeva@mail.ru</a>
	<b>Total for Talas region, 1 participant</b>					
	<b>Total total number of students with local self-government bodies: 13</b>					
1	Kuttubaeva Asel	Bishkek			Project manager, NGO CDA	0772558000 <a href="mailto:Kuttubaeva@gmail.com">Kuttubaeva@gmail.com</a>
2	Tilebaldiyeva Kyyal	Bishkek			Program Specialist, NGO CDA	0555287676 <a href="mailto:kyialtb76@yandex.ru">kyialtb76@yandex.ru</a>
3	Musaeva Aigul	Bishkek			Chairman, NGO CDA	0772558005 <a href="mailto:gul05@yandex.ru">gul05@yandex.ru</a>
4	Rakhmanov Marat	Jalal-Abad			Coordinator for Jalal-Abad oblast	0772558010 <a href="mailto:marat-31-07-68@mail.ru">marat-31-07-68@mail.ru</a>
5	Ormonova Avazkhan	Osh			Coordinator for Osh oblast	0777146982 <a href="mailto:avazkanormonova@gmail.com">avazkanormonova@gmail.com</a>
6	Nooruzbaeva Munira	Talas			Coordinator for Talas oblast	0773628861 <a href="mailto:munira.noruzbaeva@gmail.com">munira.noruzbaeva@gmail.com</a>
7	Adishov Kambarbek	Batken			Coordinator for Batken oblast	0772505270 <a href="mailto:kambarbek.adishov@gmail.com">kambarbek.adishov@gmail.com</a>
8	Zhumagulova Nuray	Bishkek			Project assistant, NGO CDA	0707909103 <a href="mailto:nurayim.zhumagulova@mail.ru">nurayim.zhumagulova@mail.ru</a>
	Total GS CDA students: 8					
	<b>Grand-total number of participants of online - meeting: 21</b>					

## **Annex 4. Project's media strategy**



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International public foundation  
“Roza Otunbayeva’s Initiative”

## **MEDIA STRATEGY**

**“Empowering women and girls affected by migration for inclusive and peaceful  
community development” project**

**Bishkek 2020**

## **Content:**

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## **The goal of the media strategy**

Media strategy is a conceptual document that includes the communication channels of the project in the medium term, considering its tasks, the period and geography of distribution of information materials, as well as the coverage, frequency, periodicity, intensity of the materials release. Within the framework of the project, the main tasks of the media strategy are to select effective communication channels and assess the technical capabilities when promoting the project ideas.

This document provides a comprehensive framework to guide online and offline awareness raising activities based on the current COVID-19 pandemic. The media strategy includes the identification of the beneficiaries of the information, the frequency of messages and information products issued in the media and social networks, the period of the information campaign, its budget and format.

The information work within the project should be aimed at developing a strategy for communicating project ideas with beneficiaries and partners, considering the results of the implementing organization's experience in media and social networks.

Once the Media Strategy is approved by the Foundation, it will become the basic document for tactical media planning, i.e. for the development of the Information Campaign Plan and other activities within the project.

The developed content and information materials will be necessarily agreed with donors prior to the implementation of the action plan.

Since the mission of the Foundation is to promote the building of democracy and sustainable socio-economic development of Kyrgyzstan through initiatives aimed at increasing the potential of society and future generations, the emphasis in information work will be placed on promoting equality of rights and opportunities, in compliance with which all people have equal rights, regardless of gender, age, race, nation, citizenship, social status, health status, political and religious views.

According to the information in the Technical Proposal, this Project is aimed to empower women and girls affected by migration for the inclusive and peaceful development of society by achieving one of the main results. Achieving the result of the project involves the implementation of 3 main components:

- 1) conducting an assessment to identify the existing practice of recognizing the role of women migrants in the development of society and peacebuilding
- 2) conducting an information campaign using various media on the positive contribution of women and girls to community development and peacebuilding

- 3) carrying out awareness-raising activities through positive messages with the support of diaspora leaders and successful women migrants.

All outreach activities will emphasize that all target communities recognize and support the roles and contributions of women and girls in peacebuilding and society development.

After identifying the main channels of communication with the media, the executors from the communication team of the Foundation should develop an information campaign plan.

Taking into account the epidemiological situation in the Kyrgyz Republic and in the host countries of migrants, the emphasis of the information work of the project and, in particular, Component No. 2 will be placed on the application of innovative methods and tools within the framework of the legislation of the Kyrgyz Republic and all the technical possibilities for disseminating information. Thus, all information products and online activities of the project will be held and posted on information and service platforms familiar to residents of rural communities.

It is also important to take into consideration that parliamentary elections are scheduled for the autumn of 2020 in Kyrgyzstan. This, in turn, may affect the work of the media editors - on the schedule of program releases, advertising price list and time limits within 3 months. As practice shows, political parties buy airtime and advertising platforms in advance, both online and offline. In addition, the SMM team of the Project needs to adjust the mechanism for the effective management and promotion of the Project ideas in social networks. Massive paid stuffing of political agitation can negatively affect the dissemination of messages and materials of the Project, since unverified scandalous publications arouse greater interest among the audience.



## **Project Idea**

The main idea of the Project is to empower women and girls affected by migration for the inclusive and peaceful development of society by achieving one of the main results. As the main result, the idea of recognition and support by target communities of the role and contribution of women and girls in peacebuilding and society development is supported. In the information materials of the Project, the emphasis will be placed on the disclosure of problems and the search for positive examples, including through the traditional, moral and historical prism. This is due to the fact that these categories are close, and do not run counter to the worldview of the residents of these communities.

The information campaign should focus on highlighting the problems faced by women and girls affected by migration, taking into account the current situation with the COVID-19 pandemic and the emerging needs of migrants.

### **Target beneficiaries:**

- women and girls vulnerable to forced migration;
- women returning from migration;
- divorced migrants;
- target communities.

In the information materials, it should be noted that in connection with the COVID-19 pandemic, the number of cases of domestic violence in the target communities, the risks of stigmatization against returning women migrants due to "unsuccessful migration" and the COVID-19 pandemic have increased.

It should be noted that the geography of the project is 4 regions of the republic - Batken, Jalal-Abad, Osh and Talas regions, where the position of traditional and religious norms in communities is noticeably more stable. And in this connection, the use of simple and understandable information in the Kyrgyz language in the project materials will be appropriate.

There will also be a competition among journalists to write the best articles and poems on the topic "Women in Migration", where the best works will be posted on the popular website of Kyrgyz literature <http://ruhesh.kg/>.

The Foundation has a base of professional specialists and expert analysts to prepare information materials and products. A professional production studio will be involved, with the assistance of which at least 5 key visual products will be prepared: videos, photo reports, long reads, infographics, etc. for weekly online distribution in social networks. To expand the coverage of the audience of all categories and ages of the beneficiaries (especially in rural areas), active promotion will also be applied through traditional channels of information consumption: TV channels, radio, print media, including local media.

## **Mechanisms and tools of information promotion**

An information campaign is planned within the framework of the Project. It should help to increase the positive contribution of women and girls, including women-migrants, to the development of society and peacebuilding.

It is expected to intensify online interaction with local leaders to increase the effectiveness of the information campaign.

Given the situation with the coronavirus, the focus will be primarily on the use of online methods, tools and other innovative mechanisms to reach and reach target groups in an information campaign.

**The purpose of the information campaign** is to inform the population and target groups about:

- 1) the positive role and contribution of migrant women and girls in community development and peacebuilding
- 2) gender equality and the empowerment of women
- 3) human rights, migrant rights and safe migration

It is expected that the participation of successful migrants and diaspora leaders in information campaign will add significant weight and interest to the general public as well as the authorities.

An information campaign plan will be developed after the approval of the Media Strategy. It is expected to be implemented within 9 months in agreement with the donor.

The information campaign plan should include details of the distribution of information products.

### **Objectives of the information campaign:**

- Developing a comprehensive mechanism for conducting information activities to raise awareness of communities in online and offline formats;
- Conducting an information campaign in social networks, the media using effective online tools, and after the situation in the country improves in connection with the COVID-19 pandemic, carry out other planned information activities throughout the territory of Kyrgyzstan;
- Applying effective innovative mechanisms to reach and cover the target groups;
- Highlighting the importance of gender equality and the empowerment of women migrants and their opportunities;
- Attracting successful migrants and diaspora leaders to informational events, as this will give significant weight and interest to the general public, as well as the authorities;

- Highlighting the various practices used in target communities in support of the role of women in peacebuilding and community development based on the results of the assessment-research carried out within the framework of the project;
- Using information about strong, historical women of Kyrgyzstan in the content;
- Highlighting the courageous work of women doctors, including migrants, during a pandemic;
- Ensuring the effective coverage of target beneficiaries in each municipality;
- Producing 50 information materials on the positive contribution of women and girls, including migrants, to society and peacebuilding, disseminated through media and social networks;
- Preparing at least 5 key visual products: videos, photo stories, long reads, infographics, etc. for weekly online distribution in social networks.

## **Key messages of the Information campaign**

Within the framework of the Project implementation, the following messages will be the main messages:

- The pandemic created the worst crisis for women migrants: women migrants with young children and young women occurred to be the most vulnerable. Many were unemployed. Those who want to return to their homeland have a high risk of contracting coronavirus at airports and other unhygienic places. They need support and understanding;
- Social exclusion has contributed to an increase of domestic violence level, the victims of which were, are and will be women and girls. The pandemic has exacerbated gender issues in the country;
- Gender stereotypes, as one of the barriers in promoting the rights of women and girls, are reflected in relation to women migrants, damaging their image and reputation in society. There are many divorced ones among women in migration, whose reputation is constantly questioned by society;
- Traditionally, women migrants in communities are frowned upon, as a woman, and as a homemaker, she must bring up children at home. The latest revealed facts about the abuse and violence against the children of women-migrants have further damaged the image of the woman who was forced to leave to work. Society in such cases, first of all, condemns the mother;
- The community should reconsider its views and attitudes towards migrants, taking into consideration the desperate situation of her situation;
- Thus, there are successful Kyrgyz women among women-migrants who regularly help to develop their community and are actively involved in peacebuilding. But the public is not well informed about them and their contribution;
- Successful women migrants and diaspora leaders abroad who actively help in the development of their region and participate in peacebuilding are a major factor in changing people's stereotypical notions of women. Speaking more about them can change the way people think about women's rights and opportunities;
- Lack of information among communities about national and international legislative framework for gender equality gives rise to many negative actions against women and girls;
- Community awareness of the role of women and girls in community development and peacebuilding can be raised by conducting public information campaigns using all types of media and social media pages;

- The truthful information materials or what is called "from life" are needed. For example, the real life and success story of a migrant woman and how she helped her community. Otherwise, there is a risk of aggravating the image of a woman who "abandoned young children in pursuit of money and a free and riotous life abroad";
- A successful woman migrant is also successful in the family: it is necessary to show the image of such a woman by a real example.

## **Working with the media**

Considering the specifics and geography of the Project implementation, in parallel, traditional media and social networks will act as other communication channels.

The media in this context includes television channels, radio stations, newspapers and news agency websites.

The work plan of the project includes conducting the information campaign using the media on the positive contribution of women and girls, including migrants, to society development and peacebuilding.

As noted above, given the situation with the coronavirus pandemic, the emphasis will be primarily on the use of online methods, tools and other innovative mechanisms to reach and cover target groups in an information campaign.

In order to increase the effectiveness of the information campaign, the project will intensify interaction with local leaders online through programs such as Zoom and Skype with the ability to record an interview or speech / address.

For the effective implementation of the Project's information campaign, the following **principles of working with the media** are proposed:

- 1) A productive relationship must be bilateral. It is necessary to share with them the information that may be useful to their edition. The Foundation will be able to become a valuable source of information and interesting stories and news stories for them;
- 2) It should always be considered the time and days of the release of the information materials of the Project. It is important to get on air or in print on the day and time when the media rating is highest;
- 3) Do not transmit to the media unverified or distorted information in which there is no confidence;
- 4) It is important to take into consideration the specifics of the media. On the scale of Kyrgyzstan, the most productive will be the placement of information products in the mass media of republican significance. It should be borne in mind that regional media are also popular with the local population on the places. For example, radio "Salam" in the city of Batken and nearby villages;
- 5) It is necessary to draw up a list of experts in the field of sociology, migration, economics, psychology, etc. in advance. They will be very useful for journalists in the process of preparing their stories;

- 6) If possible, always try to invite the media to the events, and if this is not possible, it will be necessary to make the maximum amount of audiovisual content for its further rapid distribution along with the post-release.

When developing the Information Campaign Plan, it is necessary to take into consideration that the media in Kyrgyzstan may differ in:

- 1) Geography: transnational (for example, BBC, Azattyk), national media (KTRK, ELTR, NTS, Channel Five, TV Pyramid, Birinchi radio, radio Maral), regional (OshTV, JTR, Batken TV, Talas TV, radio Salam, newspapers Batken Tany, Akyikat, Osh Zhanyrygy, Talas Turmushu and other) local media;
- 2) Audiences (general broad audience, specialized edition and media by interest groups);
- 3) Print, online and electronic media.

One of the Foundation's advantages in the implementation of this Project is an impressive up-to-date media database with contacts, which is regularly updated. The base consists of mass media of republican and regional and even district scope.

Since the Foundation has a rich information and multimedia base on migration, which was created within the framework of the "Forum Mekendeshter" project, the materials can be used as archival data for the media in the preparation of their publications and reports.

The Foundation will assist the implementing partners in organizing television broadcasts, radio broadcasts and interviews in obtaining the necessary content, information and experts.

All leading mass media of the republican scale, as well as regional media in the 4 above-mentioned areas, as well as the most popular social networks and video hosting will be involved in the process of disseminating information.

It is expected that in the implementation of the Project, the following platforms will be as the main sites:

- **TV channels:** ElTR, OTRK, Pyramida, Beshinchi channel, Mir, regional TV channels Batken TV, Osh TV, Jalal-Abad TV, Talas TV, Yntymak TV;
- **Radio stations:** Birinchi radio, Azattyk radio (representative office in the Kyrgyz Republic), Maral radio, regional local radio Yntymak, ElFM, Salam;
- **Information websites:** Akipress (Turmush), Kabar, Sputnik, Kaktus, RukhEsh website;
- **Newspapers:** "Erkin-Too", "Batken Tany", "Akyikat", "Osh Zhanyrygy", "Talas Turmushu".

Information presentation formats are as follows: press releases, notes, interviews, article, blogs, stories, broadcast, live broadcast, videos, photos, poems, etc.

Table 1. *Frequency of release of information materials and budget for preparation and placement*

#	Name of media products	Periodicity	Quantity
1	Press releases (announcement, press release, post release)	Regularly, before or after each event of the Project	
2	Release of stories on regional TV channels	During the project implementation	6 stories / interviews with successful women migrants
3	Publications on social networks (videos, photo reports, long reads, infographics, etc.)	Weekly and as needed	4 times a month or more
4	Video reels	At the beginning of the project In the middle of implementation Upon the results of the project	3 video reels
5	“Oi Ordo” program on OTRK, ELTR Interview plot	2 times	2 broadcasts: 1.Discussion on the topic 2.Interview (story)
6	Development and release of vines	1 time per month	10 vines
7	Radio broadcasts	During the project implementation	9 radio broadcasts: 4 interviews with successful women migrants, and 5 discussions
8	Articles and interviews in newspapers	During the project implementation	3 analytical articles and 3 newspaper interviews
9	A book on the role and contribution of leader women migrants	February, 2021	1 book, 1000 copies
10	Booklets, bookmarks for books with useful information about the Project	October, 2020	20 varieties, 10,000 copies each

**Total: 99 media products, excluding press releases and post-releases: 15 interviews, 2 TV programs, 5 radio discussions, 10 vines, 3 articles, 1 book, 40 informational materials on social networks, 3 videos, 20 booklets and bookmarks.**



## **Work in social networks**

In the context of the republican plan for responding to COVID-19 and the remote work of the project team, it is necessary to focus on the use of modern mechanisms and tools for information promotion on the Internet. In particular, using the popular **social networks and video hosting sites** (in particular, YouTube). The following social networks will be the main sources of information on the Internet: Facebook and Instagram. They were selected because of their high popularity among girls and young women migrants, as well as young rural residents.

To accurately reach and reach target groups, it is planned to use digital marketing tools, these include, but are not limited to:

- local groups of communities in social networks;
- social media marketing (SMM).

As practice shows, social networks today are an effective tool for building trusting relationships and effective and efficient communication. With the help of social networks, the Project can reach a huge number of people, in particular during the coronavirus pandemic. So, according to the Studio of Svetlana Margolis, as of June 2020, 2.4 million Kyrgyzstanis were registered on Instagram and 650 thousand on Facebook.

Today, the advantage of social networks is in their interactivity (audience profile, effective feedback - comments, messages and other actions), distribution of publications through advertising and subscribers' re-posts. At the same time, it is extremely important to always promptly respond to comments and carry out high-quality work in terms of content and page management. There should be a dialogue with subscribers - more questions / polls and discussions. In addition, it will be important to coordinate with the Foundation's partners about reposting publications on their pages.

In addition, the statistics of social networks show the number of views and unique visitors, audience coverage, the number of likes for publications and specific terms. Also, within the framework of the Project it is important to know such indicators of users as gender, age, countries and cities, sources of referrals.

Within the framework of the Project, such social networks as Instagram and Facebook will be involved.

When launching the pages of the Project in social networks, it is necessary to launch advertising tools for recruiting subscribers and promoting. To do this, using the SMM team (group) of the Project, it is necessary to develop a policy for maintaining pages and their concept (including a memorable design on the topic of the Project). It is very important that interesting content is published on a regular basis according to the

SMM plan, which should be developed after the approval of the Information Campaign Plan.

The results of reaching and increasing the involvement of beneficiaries in social networks will have to be provided **2 times a month through** the reporting of the Instagram and Facebook systems (number of visits, subscribers, views, comments, impressions, reach, feedback).

The profile pages of the project will also highlight the activities or necessary information of the implementing partners of the project (PO "CDA", PO "ATiK", Business Association "JIA", Federation of Trade Unions of Kyrgyzstan). For the successful publication of the material, the partners need to provide the Foundation with a ready-made press / post release in Kyrgyz and Russian (if necessary), as well as the corresponding multimedia materials (photos, videos, infographics).

The format and standards of publications will be determined depending on the specifics of social networks, which will be revealed after the launch of the pages.

As part of the work in social networks, it is planned to release vines, which are short videos up to 20 seconds, showing interesting moments from life. It is important that popular viners in the Kyrgyz segment of the Internet are involved in the process of their preparation.

### **Instagram project page concept**

The Foundation proposes the use of innovative methods of promoting information in social networks, which will avoid re-creating a platform for information resources for migrants (for example, the social page "Salam Migrant" - <https://www.instagram.com/salammigrantkg/?hl=ru>) and create a new product that can become understandable and mentally close to the target audience of the project.

It is proposed to organize an Instagram page in the “personal blog” format, which is conducted on behalf of a migrant girl. A portrait of the heroine will be selected (name, age, place of birth, marital status, place of work, etc.), and her image will be recreated using artistic tools (graphic design, symbols, silhouette, etc.) without using an existing person in order to avoid social and family pressure on the heroine due to the increased publicity.

The method of telling a personal story will help to reveal and show the feelings of a woman migrant who is going through the process of labor migration - sadness, hope, injustice, loneliness, fear, expectations, etc. This method is consistent with the project's “empathy map” methodology.

The author of the blog will periodically ask the audience questions, motivating them to write their real questions about the life experience of labor migration, and will

publish them anonymously. It is also possible to create portraits of different “models” of women migrants who have different life experiences of migration (negative / positive, successful / unsuccessful, forced / voluntary, etc.).

Information with official data in the field of female migration, employment, education, etc. will also be published.

The prototypes of the heroines of the blog will be used in further media products - animation videos, booklets, comics (if possible).

It should be noted that this method is already being used in the space of the Kyrgyz-speaking segment of the Internet, which was also created within the framework of project activities:

1) A blog about the relationship between adolescents and parents on behalf of a girl who was trained in the GALs system -

[https://www.instagram.com/bayana\\_akulbekova/?igshid=1aadecjw8jk9h](https://www.instagram.com/bayana_akulbekova/?igshid=1aadecjw8jk9h)

2) A blog about the relationship between kelin (bride) and her father-in-law (kainata) - [https://www.instagram.com/kainatanin\\_kadiri/?igshid=ftgknw4nvexw](https://www.instagram.com/kainatanin_kadiri/?igshid=ftgknw4nvexw)

3) A blog on the relationship between spouses and gender equality - [https://instagram.com/jubailarga\\_dem?igshid=4lq1peyb4dhg](https://instagram.com/jubailarga_dem?igshid=4lq1peyb4dhg)

Project page address in:

1) Instagram - <https://www.instagram.com/erkinay30/>

2) Facebook -

[https://www.facebook.com/%D0%9C%D0%B8%D0%B3%D1%80%D0%B0%D0%BD%D1%82-%D0%B0%D1%8F%D0%BB-%D3%A9%D0%BD%D2%AF%D0%B3%D2%AF%D2%AF-%D1%82%D2%AF%D1%80%D0%BA%D2%AF%D0%B3%D2%AF-110798740765679/about/?ref=page\\_internal](https://www.facebook.com/%D0%9C%D0%B8%D0%B3%D1%80%D0%B0%D0%BD%D1%82-%D0%B0%D1%8F%D0%BB-%D3%A9%D0%BD%D2%AF%D0%B3%D2%AF%D2%AF-%D1%82%D2%AF%D1%80%D0%BA%D2%AF%D0%B3%D2%AF-110798740765679/about/?ref=page_internal)

Project Instagram page design:



## Logo concept:

On a cold night, the Umai Ene symbol in the form of a bird flies up to the girl (migrant), the symbol of bright warm light illuminates the girl's face (the contours of the face are highlighted) sharing warmth with her



## Contribution of the information campaign to the achievement of project results

The Foundation is responsible and contributes to the achievement of the following project results:

#	Outputs/Activities	Indicators within Monitoring and Evaluation (disaggregated by sex and age)	The role of the implementing partner
<b>Project goal: Empowering women and girls affected by migration for inclusive and peaceful community development by achieving the following main results:</b>			
Outcome 1	Target communities recognize and support women and girls' role and contribution to peacebuilding and community development	<b>Outcome Indicator 1a</b> Proportion of the population (men and women) in support of gender equality and who stand against harmful gender norms towards women in migrant communities Baseline: TBD (through the baseline) Target: 10% increase	Contribute to the achievement
		<b>Outcome Indicator 1 b</b> % of community members (men and women) who believe that women affected by migration play a positive role and contribute to peacebuilding and community development Baseline: TBD (through the baseline) Target: 30% increase	Contribute to the achievement
Output 1.1	Target communities have access to accurate information and knowledge on the role of women and girls in peacebuilding	<b>Output Indicator 1.1. a</b> % of community members who demonstrate increased awareness of the role of women and girls in community development and peacebuilding Baseline: None Target: 20% (via questionnaire)	Responsible for achievement (via questionnaire)
Activity 1.1.1	Conduct an assessment to identify existing practices towards recognizing the role of women migrants in community development and peacebuilding	<b>Output Indicator 1.1.1</b> Availability of an assessment report on various practices in target communities to support the role of women in peacebuilding and community development Baseline: No report Target: Assessment report	Responsible for achievement
Activity 1.1.2	Conduct public information campaign using media on the positive contribution of women and girls, including migrants, to community	<b>Output Indicator 1.1.2</b> Number of communication products on positive contribution of women and girls, including migrants, to community development and peacebuilding disseminated by mass and social media	Responsible for achievement

	development and peacebuilding	Baseline: 0 Target: 50	
Activity 1.1.3	Conduct outreach activities with positive messaging through the support of diaspora leaders and successful women migrants	<b>Output Indicator 1.1.3</b> Number of people (women and men, boys and girls) in target municipalities reached out during outreach activities Baseline: 0 Target: 600	Responsible for achievement

To achieve the aforementioned results, the information campaign will be focused on the target municipalities of the project.

Within the framework of Activity 1.1.2, it is proposed to use additional indicators of information promotion in social networks, which will allow monitoring the actual coverage of the audience with the disseminated information:

- a) Number of reached live users from target audience:  
Target: **1000 people**
- b) Number of users who viewed the video materials of the project:  
Target: **1000 people**
- c) The number of users who participated in quizzes and live broadcasts:  
Target: **300 people**

Number of reached live users (2200 people) on social media:

- at least 1000 live users have subscribed to the project pages on Instagram and Facebook
- at least 1000 people have watched the video materials of the project on social networks and in YouTube
- at least 200 people took part in competitions / flash mobs / live broadcasts of the project

### **Other media events**

During the implementation of the Project, online and offline trainings will be conducted for journalists specializing in migration topics. Training should be aimed at creating a positive informational background about the contribution and role of women migrants in the community development and peacebuilding. After training, it is necessary to keep constant contact with the graduates of the training and, if necessary, provide them with the necessary information on the Project, and send mailings about each event of the Project.

It is also planned to hold a competition for writing articles and poems about the Project. The best works will be published on the literary website [www.ruhesh.kg](http://www.ruhesh.kg). To do this, it is necessary to develop a Regulation on the holding of this competition and calculate the necessary financial and time costs. It is also necessary to determine in advance which of the authoritative experts in this field will be on the jury of the competition.

As noted above, the implementation period of the Project also covers the pre-election period in the republic. Therefore, it is necessary to prepare in advance for information events with the participation of representatives of local authorities and negotiate with the heads of the media and draw up appropriate agreements for the placement of information materials of the Project.

## **Official information and cooperation with local authorities**

It should be noted in the published materials that the Project's activities are carried out in close cooperation with local authorities, as this will increase the confidence of residents in the events and information materials.

Within all information and outreach activities, official information, data, recommendations and requirements drawn up by official state bodies should also be disseminated. In case of the possibility of holding events in the offline format, the required social distance and measures for the use of protective equipment will be observed.

In addition, whenever possible, it is necessary to enlist the support of the press services of local authorities when holding events with the participation of officials.

A 20% increase in the share of community members is foreseen as the main indicator of media impact, demonstrating increased awareness of the role of women and girls in community development and peacebuilding. This is due to the fact that citizens have begun to view any information in the media more critically. And for effective impact within the framework of the Project, it is necessary to talk about vital social problems, about real life, the history of women and families in migration. The dissemination of positive practices about the contribution of women will change the worldview and consciousness of communities in relation to women migrants and their opportunities.

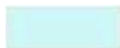
And most importantly: in order to change the consciousness of the community about the importance of the positive contribution of women and girls in community development and peacebuilding, all information materials of the Project must inspire confidence and must reach the hearts of local communities and residents. Surface and pretentious materials can have retroaction.



**Annex 5. Participatory gender sensitive business skills gap and value chain analysis report**



International  
Labour  
Organization



October 2020

# Gender- sensitive business skills gap and value chain analysis

Field study report

Project: "Empowering women and girls affected  
by migration for inclusive and peaceful  
community development"

PUBLIC FOUNDATION ATIC

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## Executive Summary

This report covers the process and results from the gender sensitive business skills gap and value chain analysis conducted in 6 target municipalities selected in Kyrgyzstan. The exercise was a part of the joint ILO-IOM-UN Women project on 'Empowering women and girls affected by migration for inclusive and peaceful community development' in the Kyrgyz Republic. The project strategy aims at addressing constraints and barriers for women and girls most vulnerable to migration and eventually, improving their participation in peacebuilding and inclusive community development, enhancing their access to socio-economic opportunities, and building capacities of life and business skills of women and girls. ILO project team endeavours to do so through three intervention areas:

- 1) Selection of most viable market opportunities in selected village municipalities to stimulate job creation and enterprise growth;
- 2) Local capacity building to support business start-up and expansion through entrepreneurship capacity building;
- 3) Provision/improvement of skills crucial for entry in the labor market and/or providing women and girls affected by migration with opportunities to start their own business.

Group of experts from Alliance of Trainers and Consultants, ILO implementing partner executed assessment. It was conducted in a participatory manner and led to the identification of a number of constraints and opportunities for women and girls affected by migration. These are grouped into the following categories: 1) Market opportunities, 2) Topics for skills and business management training, 3) Constraints and barriers for women and girls, 4) Access to finance, 5) Participation in decision-making process at local level. At the end, the report presents key conclusions and recommendations on how to address the issues and provide solutions with a view to empowering women and girls affected by migration to engage actively in high potential growth sector through employment and self-employment.

## Background

International Labour Organization with partners UN Agencies IOM and UN Women as Recipient UN Organizations (RUNOs) are jointly implementing a national project funded by the United Nations Peacebuilding Fund (PBF), on “empowering women and girls affected by migration for inclusive and peaceful community development” in the Kyrgyz Republic.

Main national partners of project are Ministry of Labour and Social Development; State Agency for Local Self-Government and Inter-Ethnic Relations under the Government of the Kyrgyz Republic; State Migration Service under the Government of the Kyrgyz Republic and Forum of Women MPs.

This joint project proposes a comprehensive approach to promote an enabling community and policy environment that is conducive to women and girls' empowerment. A key goal is to encourage women and girls to actively engage in peacebuilding and community development in regions that are affected by migration and prone to conflict, particularly in the South of Kyrgyzstan.

The project will contribute to the empowerment of women and girls most vulnerable to migration by, improving their participation in peacebuilding and inclusive community development, enhancing their access to socio-economic opportunities, and building capacities of life and business skills of women and girls.

The project has been designed to mitigate the risks of pushback from policymakers and community members who are resistant to changes and positive gender norms. The project will use innovative tools and methods to engage with community members, particularly men and boys including representative of local business community, religious leaders.

## Analysis Objectives

**Overall Objective:** The overall objective of the study is to conduct participatory gender-sensitive business skills gap and value chain analysis.

**Specific objectives:** The assessment aimed at better understanding of the target group' needs for business management, entrepreneurship development training and other support services (like finance) to promote employment, specifically.

- a) Assess the current business situation to identify high potential growth sectors and review the most viable value chain development opportunities;
- b) Assess skills gaps among women in target areas, namely, what skills need to be improved;
- c) Assess and identify existing and potential market opportunities for women in the region;
- d) Determine constraints and barriers faced by project target groups for starting their own businesses and for finding work;
- e) Evaluate the ability of women to take part in the decision-making processes;
- f) Assess the ability of women to access business development services and related training; and,
- g) Assess the ability of women to access financial services.

## Analysis Methodology

To understand gender-sensitive business skills gap and value chain analysis, a research team gathered qualitative and quantitative data from selected regions. Combination of different methods data collection included:

- Desk research to review demographic information and social and economic indicators of the target areas through obtaining statistics data from national statistics committee as well as from local municipalities;
- Qualitative data: FGDs with women in target locations and key informant interviews with municipality officials and representatives of business associations; and,
- Quantitative data: quantitative surveys among women in target locations.

Municipalities	Nb of FGDs	Nb of FGD participants	Interview with municipality officials	Interview with businesses	Number of surveys with women
Ak-Turpak	2	20	2	2	18
Orozbekov	2	21	2	2	19
Toolos	2	18	4	2	19
Bel	2	16	4	2	19
Kara-Buura	2	16	2	2	20
Kyzyl-Tuu	2	17	4	2	20
<b>Total</b>	<b>12</b>	<b>108</b>	<b>18</b>	<b>12</b>	<b>115</b>

### **Selection of respondents for FGD and surveys among women:**

- Women aged above 18 years old;
- Women who are affected by migration (women with migration experience or with family members with migration experience (husbands, parents, siblings));
- Unemployed women who are vulnerable to migration;

**Selection of respondents for key information interviews.** Key information interview participants included mainly local municipality officials who are aware of social-economic situation in their locations.

**Selection of businesses for the interview.** Local businesses who have women employees such as sewing, beauty salons, processing of fruits, processing of milk products, and culinary businesses.

**Tools:** 1) FGD guideline questions, 2) key informant interview guideline, 3) quantitative survey questionnaire.

**Data collection:** prior data collection, there was an online training where research tool designers and field data collectors reviewed and discussed data collections. Prior starting of actual data collections, the tools have been piloted – two survey interviews in each target locations. After piloting the tools, tool designers and field data collections had a meeting and based on the piloting results, the tools were adjusted and corrected after. Overall, xx field data collectors participated in data collection in 6 target locations. Face to face interviews and survey among women have been collected offline and FGDs were conducted online due to Covid-19 situations.

## Findings

### 1.1. Demography

Demography of survey participants. Overall, 115 women participated in the survey. All the respondents of the survey were women. More than half of the respondents (54%) are young age women (18-28 years old). Majority (79%) are got married and comparably family size is from 4 up to 8 family members. Almost 70% are being unemployed and only 5% formally employed, although more than half of the respondents have either university education (31%) or secondary vocational education (19%). 4% indicated incomplete university education which is likely university student age respondents.

**Table 1: Age of survey respondents**

Response	Nb	%
18- 24 years old	20	17%
25-28 years old	42	37%
29-50 years old	35	30%
51-65 years old	12	10%
Over 60 years old	5	4%
No response	1	1%
	115	100%

**Table 2: Family status**

Response	Nb	%
Married/got married	91	79%
Single	15	13%
Divorced	1	1%
Widow	8	7%
	115	100%

**Table 3. Family size**

Response	Nb	%
1-3 people	14	12%
4-5 people	42	37%
6-8 people	43	37%
above 8 people	16	14%
	115	100%

**Table 4. Occupation**

Response	Nb	%
Formally employed	6	5%
Informally employed	5	4%
Individually employed	15	13%
Unemployed	79	69%
No answer	10	9%
	115	100%

**Table 5. Education**

Response	Nb	%
High/University	36	31%
Incomplete University	5	4%
Secondary vocational	22	19%
Primary vocational	0	0%
Secondary school	49	43%
Inc-complete secondary	1	1%
No responsw	2	2%
	115	100%

96% of the survey participants had migration experience and most of these labour migrants have been in Russia. 3% said they have never been in migration and 1% didn't reply to the question.

**Table 6. Migration location**

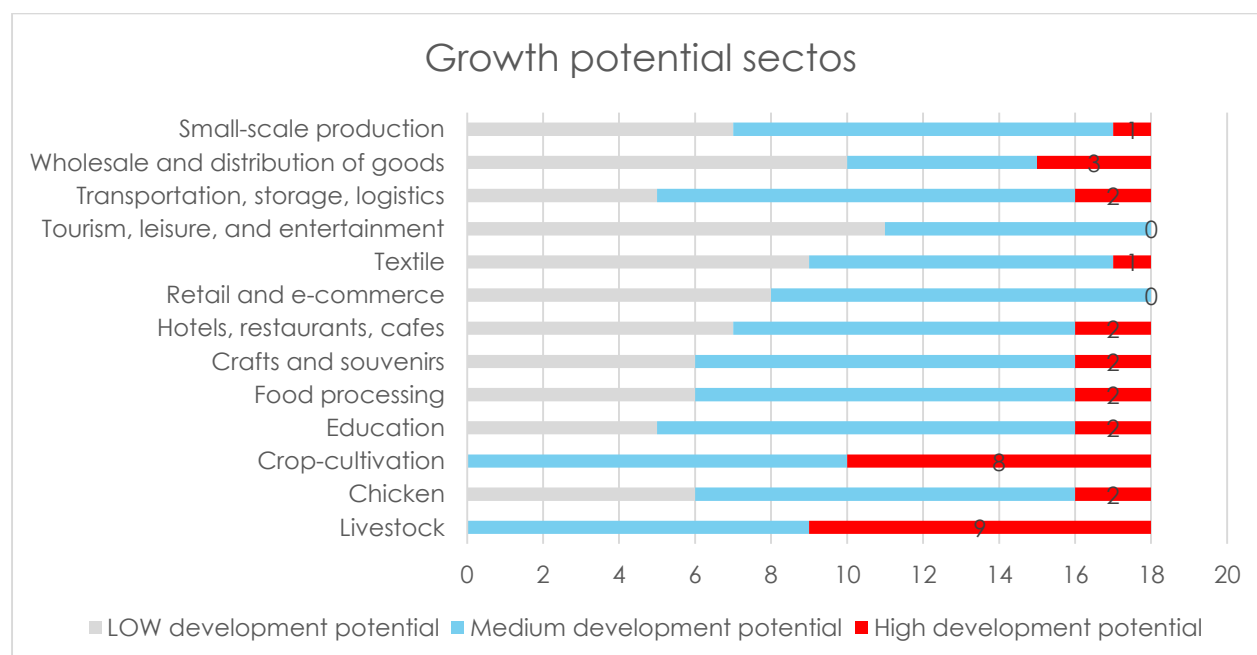
Response	Nb	%
Russia	97	84%
Kazakhstan	5	4%
Kyrgyzstan other regions	3	3%
Other (Turkey, both Russia/Bishkek)	3	3%
No response	7	6%
	115	100%

## 1.2. Value Chain Analysis

In this section, the research team intended to understand what the potential growth sectors and employment trends are, where high quality, sustained and dignified employment can be created in support of the local economy. To understand this, we have asked local municipality officials' opinion about what people of specific target municipalities do for living, what are the potential growth sectors, and what are the market opportunities, especially for women. Following, we have also asked survey participants among women what they do, what are the most in demand products and services in these locations.

The local municipality officials have been requested to score specific sectors and indicate which sectors have high, medium, and low potential for growth to support local economy, create new jobs, especially for women. Overall, as a result, high growth sectors have been identified in the following sectors:

- Livestock;
- Crop-cultivation,
- Wholesale and distribution of goods (in other words, trade).





The research team has also asked survey participants among women about what they or their family members do for living or in which sectors they are occupied including livestock, crop cultivation, processing, production, and service. The key data findings indicate that in livestock, majority participants look after cattle for meat and milk purposes, grow cereals (wheat, barley, corn) and beans. Among the service sectors, cafes, computer services, and car repairing services have been highlighted. However, all these differ from one municipality to other municipality locations at some point.

### 1.2.1. Livestock.

Most of the respondents said that they are involved in cattle farming for meat and milk purposes.

**Table 7. Occupation in livestock**

Response	Nb	%
Meat (cattle)	62	34%
Meat (small cattle)	50	27%
Meath (horse)	3	2%
Milk (cattle)	67	36%
Milk (small cattle)	1	1%
Horse milk	0	0%
Wool	1	1%
	184	100%

The respondents also said that they keep chicken for eggs (86% respondents) and chicken meat (14%) purposes.

In the course of focus group, livestock sector was discussed in details and as a result, team came to the following conclusions.

Milk value chain was identified as the most perspective considering high level of involvement of women labour in operations along the chain.



Based on this framework, the research team identified that project can focus its activities along the value chain, looking first at **1) farming, then 2) small scaled milk processing and finally 3) sales, distribution and marketing of milk products.**

### 1.2.2. Crop cultivation.

Majority of the respondents (more than 60%) mainly grow cereals (corn, wheat, barley) and beans (13%).

**Table 8. Key crops.**

Response	Nb	%
Cereals (wheat, barley)	42	27%
Cereals (corn)	55	35%
Beans	21	13%
Fruits	11	7%
Vegetables	12	8%
Oilseeds	2	1%
Industrial crops	3	2%
Forage	10	6%
Other	0	0%
	156	100%

As mentioned above, both local municipality officials and surveyed women indicated that crop-cultivation remain one of the highest potential growth sectors in the targeted locations. In the below sections, we have asked to specify what are the three key crops are most in demand and this section describes most in demand crops by each location.

**Ak-Turpak** Ayil Aimak, Kadamjai, Batken Oblast. In Ak-Turpak, surveyed women indicated the following crops that are most in demand.

- Rice 50%
- Apricot 15%

The rest crops include corn (8%), potatoes (8%), tobacco (8%), tomato (4%), and peach-cherry (4%).

**Orozbekov** Ayil Aimak, Kadamjai, Batken Oblast. In Orozbekova Ayil Aimak, the respondents indicated the following crops as most in demand:

- Raspberry (41%)
- Potatoes (21%)
- Apple (18%)

Other crops include tomato (8%), onion (3%), corn (3%), vegetable (3%), peaches (3%), and overall all fruits (3%)

**Toolos** Ayil Aimak, Nookat, Osh Oblast

- potatoes (37%)
- Apple (37%)
- Corn (17%)

And also, the respondents mentioned that there is also demand for tomato (10%)

**Bel** Ayil Aimak, Nookat, Osh Oblast

- potatoes (46%);

- Apple (38%)
- Corn (10%)
- Wheat (5%)

**Kyzyl-Tuu** Ayil Aimak, Suzak, Jalal-Abad Oblast. In Kyzyl-Tuu, there is a higher demand in the following agricultural products.

- Corn (36%);
- Feed (clover) (26%);
- Tomato (12%);

Also, there are other crops that have been mentioned by the survey participants which include, wheat (7%), cotton (5), potatoes (5%), seed (5%), feed (barley) (2%), and all other vegetables (2%).

**Kara-Buura** Ayil Aimak, Kara-Buura district, Talas Oblast

In Kara-Buura, the crops that are most in demand include the following crops:

- Beans (фасоль) (35%);
- Potatoes (24%);
- Tomato (13%);

Other crops include all vegetables (7%), wheat (5%); fruits (5%), watermelon (5%), apple (2%), corn (2%), feed (2%).

Based on results of survey the following crops were identified as the most in demand and important in terms of women involvement.

Ak-Turpak – **rice** and **apricots**

Orozbekov – **raspberries** and potato

Toolos – **apples** and potato

Bel – **apples** and **potato**

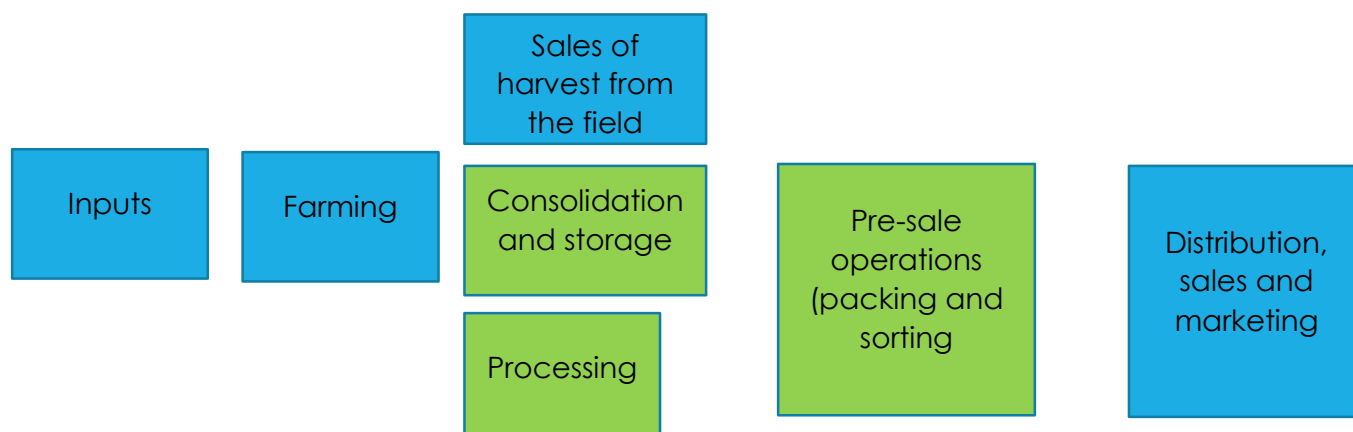
Kyzyl-Tuu – corn and feed (clover)

Kara-Buura – **beans** and potato

Thus team recommends for VCs related to crop cultivation is to focus on the following products

**Apricots, apples, raspberries, corn, beans and potato**

In the course of deep interviews and FGD discussions, the research team identified the following framework for crop cultivation value chain.



Based on this framework, the research team identified that project can focus its activities along the crop value chains named above, looking first at **1) consolidation and storage, then 2) small scaled processing and finally 3) pre-sale operations (packing and sorting).**

### **Where do local people usually sell agricultural products?**

Majority of the agricultural products, including livestock and crop, are sold in local markets except a few cases. Export-oriented products are only beans produced in Kara-Buura region. Kyzyl-Tuu residents also mentioned that in the last days, people are selling cattle to Uzbekistan. Interviewed local municipality officials mentioned the following responses:

- Kyzyl-Kiya city market in Kadamjai district;
- Local markets, markets in Jalal-Abad, local livestock market;
- Beans are mostly exported in Kara-Buura and potatoes, hay in local markets;
- The milk is sold in the village of Munduz in the city of J-Abad. Livestock and meat products are transported to local markets and to B-Korgon and Ozgon markets;
- Farmers sell their agriculture products in Nookat and Osh towns;
- Farmers in Nookat mostly sell apple to middlemen;

It is also true for most of the processed agricultural products that these products have limited markets and they are realized in local markets. When we asked where people sell processed products, the local municipality officials mentioned the following:

- Processed products are nearly absent or there are very few of them;
- Rice and processed milk products are sold in Jalal-Abad town;
- People do not think much or no understanding about international exporting, no knowledge about the requirements of exporting. dairy products are usually sold in the nearby towns;
- Sewing and wheat products are sold in local markets, and a few dairy products are exported;
- In Nookat and Kyzyl-Kiya markets

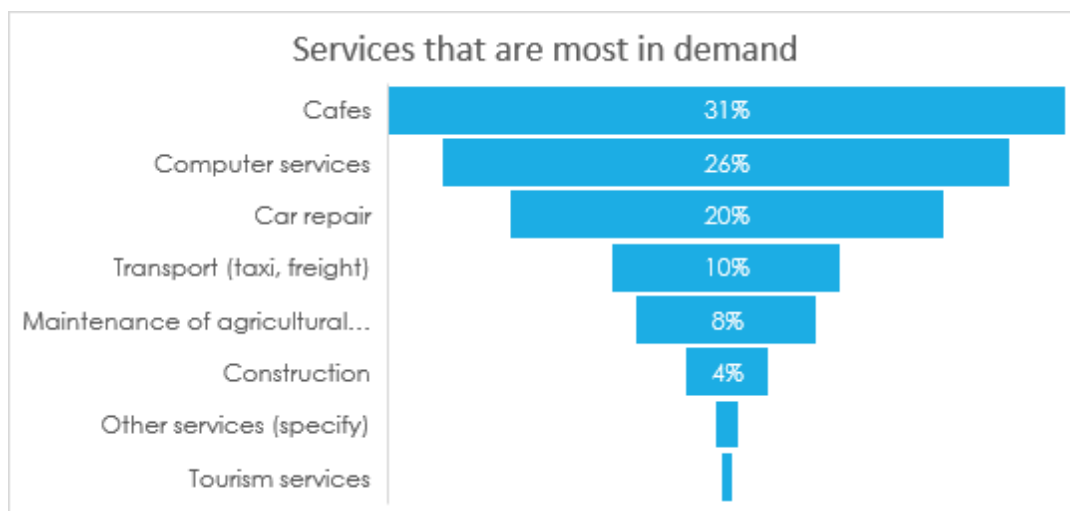
### **1.2.3. Service sector**

The research team asked local municipality officials about which services are in high demand in their locations. Interestingly, almost all the interviewed officials mentioned three services that are in demand; cafes, car repairing services, and transportation (taxi services). In the below, list of most mentioned highlights from local municipality officials:

- We don't have a lot of Cafes in the village, for example, local people often go to Kyzyl-Kiya;
- Today, number of cars are growing, majority of people own cars, so there is a growing demand for car repairing services.
- Many people go to cafes for various ceremonies, especially for wedding ceremonies.
- Because our village is located closer to the district center (Kara-Buura), a lot of people visit to our village from remote villages, so, there is a greater demand for cafes and transportation services;

- There are a lot of cars, there are no repair shops in remote villages, everyone uses electronic equipment, telephones, there is a great need for repair services of such equipment;
- The village is located near the town of Nookat, which is not profitable except for the car repair and taxi industry, and there are many cars in the village, so they often need to go to Nookat or Osh. It is necessary to open these services in the village;
- There is a no need to open hotels in the village because of low demand, demand for transport services is high, because people often come to Kyzyl-Kiya.

The findings of the survey among women do not differ much from the findings of the interviews with local municipalities. The research team also asked women about the services that are in high demand. The top high demand services include services include cafes, computer services, car repair, and transportation (taxi services).



In the below, the most in demand services by location:

**Table xx: Toolos village, Nookat, Osh**

Response	Nb	%
Cafes	19	37%
Car repair	15	29%
Computer services	17	33%
Tourism services	1	2%
	52	100%

**Table xx: Bel village, Nookat, Osh**

Response	Nb	%
Cafes	18	41%
Car repair	10	23%
Transport (taxi, freight)	1	2%
Computer services	13	30%
Maintenance of agricultural machinery	2	5%
	44	100%

**Table xx: Kyzyl-Tuu village, Suzak, Jalal-Abad**

	<b>Response</b>	<b>Nb</b>	<b>%</b>
	Cafes	4	11%
	Car repair	5	14%
	Transport (taxi, freight)	10	29%
	Computer services	2	6%
	Maintenance of agricultural machinery	8	23%
	Construction	4	11%
	Other services (specify)	2	6%
		35	100%

**Kara-Buura village, Talas**

	<b>Response</b>	<b>Nb</b>	<b>%</b>
	Cafes	15	25%
	Car repair	6	10%
	Transport (taxi, freight)	8	13%
	Computer services	15	25%
	Maintenance of agricultural machinery	5	8%
	Construction	12	20%
		61	100%

The questions about the most in demand services have somehow been omitted in Ak-Turpak and Orozbekov village survey participants.

The following VCD opportunities were found as potential for the target group in services sector

Ak-Turpak – **café** and car repair

Orozbekov – **computer services** and production of cookies

Toolos – **car repair** and **cafe**

Bel – **production of cookies** and computer services

Kyzyl-Tuu – **maintenance of agricultural machinery** and transport

Kara-Buura – computer services and café

FGD discussions and deep interviews confirmed that the following VCD opportunities in the services sector could be selected as the most viable for women and girls affected by migration.

**IT (computer)services for business (construction and renovations, garment production and others), services related repair and maintenance of cars, smartphones and small household appliances, production of cookies and cafes.**

Trade sector in the target regions is represented by small shops specialized in sales of food products and beverages – 80 %, and some specialized shops with industrial products (agricultural inputs, clothes, construction materials and small equipment).

**Online shops, distributions services and promotion services (SMM and others) have become more in demand due to COVID -19 limitations.**

#### 1.2.4. Obstacles and challenges for development of high-potential sectors

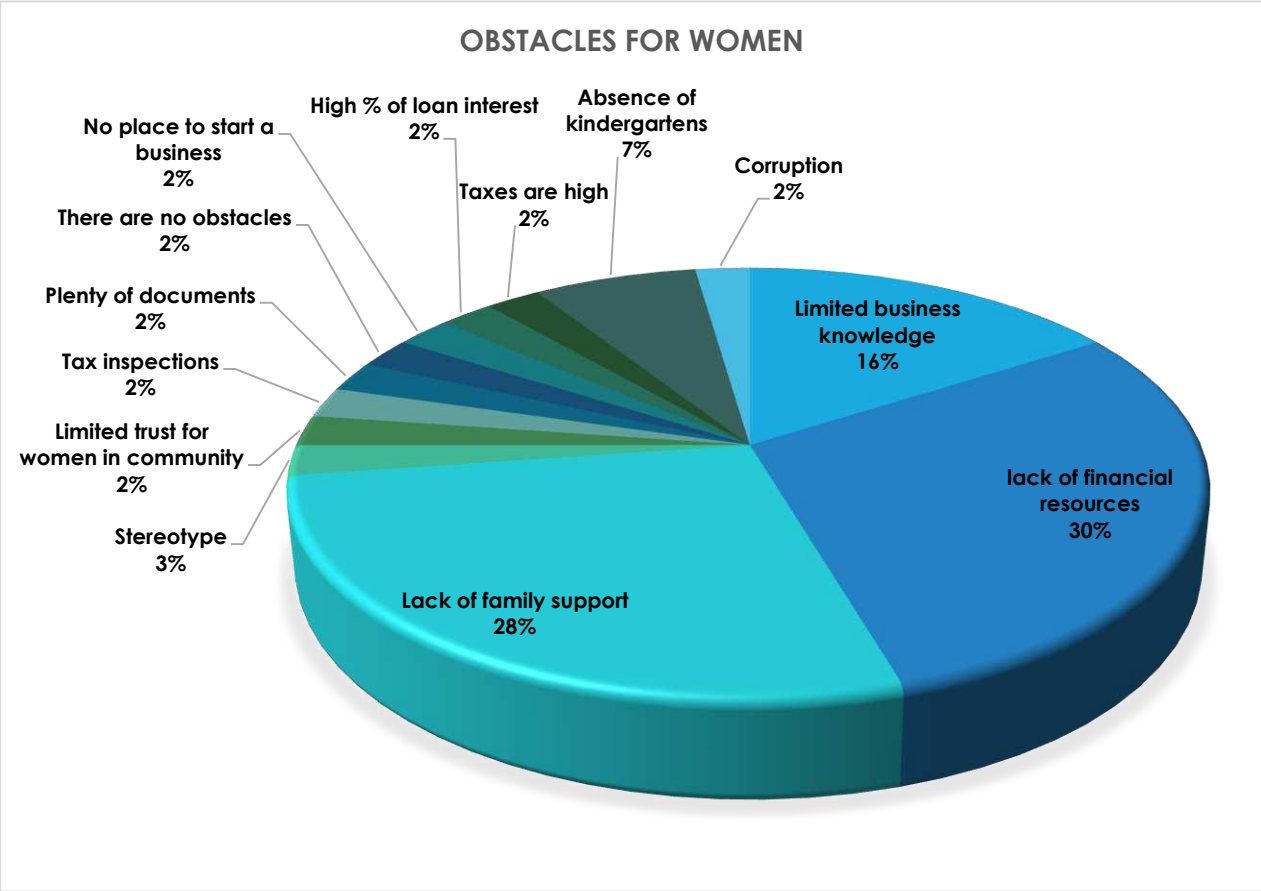
The interviewed local municipality officials have been asked about the key obstacles for development of high-potential growth sectors. The key obstacles, as mentioned by interviewed officials, include:

- Limited financial resources to implement development of specific sectors; high % of interest rates of loans and inconvenient conditions for loans set by financial institutions;
- Poor quality of local cattle breed that requires a lot of feeding, but produce low amount of milk; it is difficult to collect necessary amount of milk for sale or processing of milk products;
- Limited market to sell produced agricultural products; insufficient amount and poor quality of products that prevents exporting opportunities; limited support by government to arrange exporting opportunities; absence of logistic centres;
- Limited capacity, knowledge, and skills of local people in processing of agricultural products such as processing of milk;
- Limited capacity, knowledge and skills on green-house technologies;
- A lot of controls and auditing by fiscal organizations that creates obstacles for development of local small businesses;

#### 1.2.5. Obstacles for women to get employment or business opportunities

The survey data collectors attempted to understand what the key obstacles for women are to get employment or business doing opportunities. According to the opinion of interviewed local municipality officials, the key barriers or obstacles include a) limited financial resources, b) lack of family support, and 3) limited knowledge on doing a business.

- a) *Limited financial resources* – respondents mentioned that majority of the women do not have their own financial resources and they are dependent on their husbands and/or other family members;
- b) *Limited support by family* – in most cases, husbands do not allow their wives to work and there is a stereotype among the community members that women should stay at home and look after her children. Or, there is no kindergartens in the village and wives usually have to stay at home to care of her children.
- c) *Limited business knowledge* – the local government officials also believe that women have limited knowledge and skills to start their own business.



Other obstacles apart from mentioned obstacles above include, limited trust for women in the society, plenty of documents required for launching official business or no place to start a business in their locations.

### 1.3. Skills gap

Assess skills gaps among women in target areas, namely, what skills need to be improved/ provided for women to ensure their entry in the labor market and providing them with opportunities to start their own business (through focus-group discussions, etc.);

Of the surveyed respondents, 16% said that they have attended trainings in the past while 84% have never attended any trainings. Those respondents who said they attended trainings include the following training areas: gender training (3 respondents); business management training (3 respondents); technical trainings (8 respondents). 8 respondents who said they attended technical trainings participated in the following training areas: agrotechnology, seed production, fodder, confectionery storage, and greenhouse. However, majority of the respondents (96 of the 115 respondents) never attended any trainings.

They survey also asked the respondents that what training topics would be interesting for them to attend. The findings of the responses are as below:



- 28% of the respondents said they are interested in gender related trainings;
- 34% on business management;
- 23% on technical trainings;
- 15% said training for migrants;

To understand the existing or need for training opportunities, we have interviewed local municipality officials. Overall, 18 officials from 6 municipalities – 3 interviews per location in average including Ayil Okmotu Head, Deputy Ayil Okmotu, Secretary in Charge, Social Protection Officials, Women Committee Heads and others. Almost all the interviewed officials highlighted that there are near absent opportunities for trainings where women can improve their knowledge and skills. Most mentioned responses from AO officials include:

- There are no conditions for training of women, no specialists who can train;
- There are a few training courses for driving a car, but, no special training for women;
- No such training opportunities for women, but Jalal-Abad town is located not too far, women can find some training opportunities in the town;
- There are some training opportunities, but no practical trainings. It is necessary to conduct practical training, not theory;
- There were some trainings organized by development projects, but there were very few them. There are no courses or vocational schools in the village.
- We do not have such trainings, we do not have lyceums;
- There are no training opportunities in the village, but women can find some trainings in Nookat and Osh town;
- There is no opportunity, no one pays attention, we are short of funding to organize such training opportunities

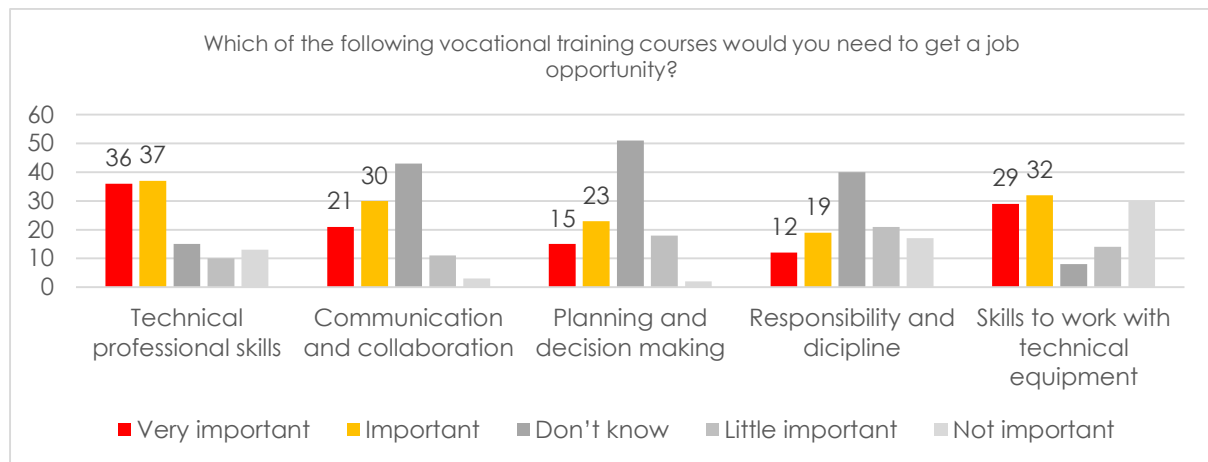
Ak-Turpak municipality officials also mentioned that they had a few trainings organized by UN Agencies in the past on culinary, computer literacy, wool processing, conservation of vegetables, and agrotechnology.

Almost all the interviewed local municipality officials highlighted the need for such training opportunities of women.

- 1) Financial management, accounting
- 2) Greenhouse processing, felt processing, milk processing;
- 3) Business planning, business opening, management, startups, marketing and sales, communicating with customers;
- 4) Technical trainings such as handicrafts, dairy production technology, sewing, canning, processing technologies, organic vegetables,
- 5) Family planning
- 6) Legal assistance (what kind of paper works needed (taxes, social funds, etc) and how to work with such paper works;

The women survey respondents have been asked to score the level of importance (*very important, important, don't know, little important, not important*) of several skills areas including technical and progressions skills, communication and collaboration skills, planning and decision making, responsibility and discipline, and skills to work with technical equipment. Majority of the respondents of the survey among women highlighted as important or very important the following skills areas: 1) technical professional skill training (73 times mentioned as very important or important), 2) skills

to work with technical equipment (61 times mentioned very important or important together) , and 3) communication and collaboration (51 times).



When the survey asked to specify training needs of the surveyed women, the following **top 5 training needs** areas have been mentioned to improve their skills.

- Training courses on sewing skills (34% of the total responses mentioned);
- Culinary skills (15% of the total Responses mentioned)
- Training courses to improve computer literacy (13%)
- Milk processing skills (8%), and
- Business management or administration (7%).

There were several other training needs including driving courses (4%), beauty courses (4%), language courses (2%), finance (2%). All other following responses make up 1% each of the total responses mentioned: handicrafts; conservation of vegetables; land management; nursing skills; greenhouse, accountant; growing flowers; wool processing; processing of apricots; tourism; and bean processing.



**View from businesses.**

In addition to the survey of women, interview wit local municipalities, we have also interviewed representatives of local businesses. By interviewing local businesses, we

intended to understand what the market skills are that these businesses are looking for, how much are they satisfied with the skills of their employees. So, we interviewed 2 businesses from 6 target municipalities including sewing, processing of fruits, beauty salons, and culinary.

### *Quality of employees*

When we asked what knowledge and skills of employees needed for their businesses, the interviewed business owners mentioned the following areas:

- Need for additional courses on sewing;
- Lack of artistic skills, creativity, imagination and vision among employees;
- Lack of specialists on drawing on a computer when designing dresses and cutting;
- Lack of specialists and skills on marketing, advertising, and sales;
- Lack of specialists and skills on dairy industry.
- Limited knowledge and skills on processing technology of fruits and vegetables;
- Limited computer literacy;
- Lack of specialists and skills on milk processing technology (such as producing cheese and other milk products).

These business owners also mentioned that they do train their employees on work but there are limited opportunities for sending them specialized training courses to improve skills.

### *Source of information*

The businesses themselves get information on business management and business running overall from mostly internet sources as well as advices from relatives and friends. When we asked for key information sources on business running, they responded as following:

- Internet sources (53%)
- Advice from friends and relatives (32%)
- From special trainings (16%)

## 1.4. Access to finance

Of the surveyed women, 60% have said that they do keep record of household expenses while about 40% don't. 56% said that they have taken loans from financial institutions in the past while 43% have never taken any loans.

5% of the women respondents said that they have a deposit account in their bank while 95% said no any deposit accounts.

Of the surveyed women, 16% use electronic wallets and 83% don't use e-wallets. 2% didn't want to reply to the survey question.

20% of the surveyed women said they use or have used insurance tools while about 80% of the respondents do not use any insurance.

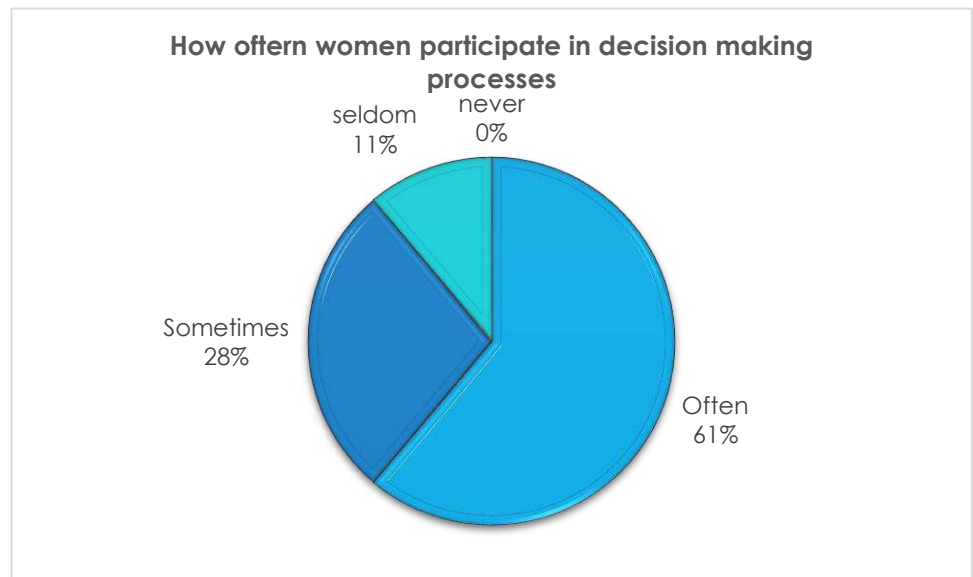
68% of the respondents said they would be interested in trainings where they can improve financial literacy while 24% of the surveyed women did not express any interest in such training opportunities.

Interviewed respondents mentioned that in order to improve access to finance conditions for women, there is a need to: train women on financial management; women do not have collateral in order to get loans and % interest rate of loans are expensive; raise awareness and knowledge about access to finance opportunities. A few respondents also mentioned that there is no any obstacles or barriers that prevent women getting access to finance opportunities.

### 1.5. Women participation in decision making

Majority of local council (*Jerkiliktuu kenesh*) are men and **women members of the local council comprises only of about 5%**. However, interviewed local municipality officials said that women participate in decision making processes without any obstacles. When the interviewed officials were asked how women participate in decision making processes, they mostly mentioned the following. Women participate in or through: women's committees, attend local municipality meetings, congresses, holiday meetings.

Local municipalities also mentioned that there are various groups that consist of women members including women committees, youth committees, and health committees. And these community groups main activities include: women's committees who works with low-income families, work with and support of singly mothers, prevention of family conflicts, seek solutions for women's problems,



The respondents also mentioned that there is a need for support and encourage women for more participation in decision making processes. To do this, it is necessary to organize frequent events with women, share information about local municipality activities and social-economic information, local government should pay more attention to women through inviting to various events and encourage to participate in events, award active women some recognition prizes.

## Conclusions

Based on the findings of the report, the core team has formulated conclusions and recommendations for activities, which it believes will empower women and girls affected by migration to engage actively in high growth potential market, create more income for their families and hopefully decrease high level of internal and external labour migration. These are presented in the tables below. Some topics are overlapping between the categories but they are still presented in each tables to have the complete picture.

Table. Market opportunities

Selection of most viable market opportunities			
	Agriculture	Services	Trade
Ak Turpak	Rice	Café/production of cookies	Online sales
	Apricots	Car repair and maintenance	Distribution services
		Services for mobile phones and small household appliances	Promotion services
Orozbekov	Berries	Café/production of cookies	Online sales
	Potato	Car repair and maintenance	Distribution services
		Computer services	Promotion services
Bel	Apples	Car repair and maintenance	Online sales
	Potato	Computer services	Distribution services
		Services for mobile phones and small household appliances	Promotion services
Toolos	Apples	Café/production of cookies	Online sales
	Potato	Computer services	Distribution services
		Car repair and maintenance	Promotion services
Kyzyl –Tuu	Milk	Car repair and maintenance	Online sales
	Corn	Computer services	Distribution services
		Services for mobile phones and small household appliances	Promotion services
Kara – Buura	Beans	Café/production of cookies	Online sales
	Potato	Car repair and maintenance	Distribution services
		Computer services	Promotion services

Table. Topics for skills and business management training

Top topics for technical training	Top topics for business management training	Top topics for general training
Sewing skills	Marketing and sales	Gender training
Culinary skills	Business plan	Financial literacy
Milk processing skills	Financial management and accounting	Digital (computer) literacy
Agro technology skills	HR management	Training for migrants
Storage and canning skills		

Table. Activities to address constrains and barriers

Limited financial resources	Limited support from the family	Lack of business and technical knowledge and skills
Organize networking events with representatives of financial institutions	Engage family members in business management training	Organize and conduct GET AHEAD training for project beneficiaries as combination of business management and gender training
Implement activities with financial institutions on developing of special loan products	Organize family focused training like GALS	Organize and conduct training on financial literacy
Organize business plan competition and provide start-up grants for women and girls	Conduct awareness raising and information campaign to address family support issue	Organize and conduct training of digital literacy
Organize VCD workshops to facilitate linkages and orders for women and girls affected by migration		Organize exchange and business mentoring program to promote leadership and best management practices
Organize events to link target group with other donor funded projects		With involvement of employers organize a number of technical training to address skills gap

## Annexes

Annex 1. Questionnaire for survey women and girls affected by migration

Annex 2. Questionnaire for structured interview with local officials and business representatives

Annex 3. Guide for facilitators of focus group discussions

**Annex 6. Gender-based assessment of financial services for women report**



## International Labour Organization

Project: “Empowering women and girls affected by migration for inclusive and peaceful community development”

### Report

on the assessment of financial and non-financial services available  
to women in the community

By ILO External consultant: Nurlan Atakanov

Bishkek 2020

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## **Introduction**

This report was prepared within the implementation of the contract signed with International Labor Organization (ILO) in the framework of the project “Empowering women and girls affected by migration for inclusive and peaceful community development”. The project implemented by the ILO in partnership with the UN Agencies - International Organization for Migration and the UN Women.

The main goal of the project is to encourage women and girls to actively participate in peacebuilding and community development in regions with high level of migration among the population.

The project aims to achieve the following results:

1. Target communities are identified and support women and girls' role and contribution to peacebuilding and community development;
2. Women and girls in communities affected by migration are empowered economically and socially to protect their rights and participate in peaceful community development;
3. National and local authorities apply socially inclusive approaches in policy making and implement gender-responsive peacebuilding in communities affected by migration.

To address outcome 2, the project plans to strengthen financial capabilities and access to gender-sensitive financial products for women providing by the local financial institutions.

Project activities will address the lack of gender-sensitive financial products for women migrants and will enhance the capacity of women migrants by providing them necessary financial literacy through conducting gender-based assessment to assess financial services available to women in targeted communities.

The project also plans to strengthen capacities of financial services providers to offer adapted gender-sensitive financial products to women and adapting ILO training material on financial education to the needs of women migrants and conducting a training of trainers (ToT) on financial education.

## **Objectives and methodology**

Objective of the assessment: to conduct the assessment of financial and non-financial services available to women using FAMOS Check methodology (Service Quality Check for Supporting Female and Male Operated Small Enterprises).

Taking into account the current situation with COVID pandemic associated with restrictions on movement and organization of focus groups to perform tasks in accordance with Terms of Reference, the following methodologies were used:

- desk review;
- online interview;
- online focus groups.

As well as the application of the FAMOS methodology was partially used, other adapted, standard methods of conducting similar studies and research were used.

## 1. Migration in the Kyrgyz Republic

Socio-economic development of the Kyrgyz Republic is heavily dependent on labor migration. Migration from the Kyrgyz Republic in the period after gaining independence was very active.

Currently, according to the labor force data of the Integrated households survey, the number of Kyrgyz migrants abroad is over 200,000<sup>1</sup>.

According to the State Migration Service under the Government of the Kyrgyz Republic <sup>2</sup> more than 735 thousand citizens of the Kyrgyz Republic are in labor migration, including:

- in the Russian Federation - more than 640 thousand, 87% of the total number of labor migrants;
  - in Kazakhstan - 35 thousand, 4% of the total number of labor migrants;
  - in Turkey - 30 thousand, 4% of the total number of labor migrants;
  - in the USA - about 15 thousand people, 2% of the total number of migrants;
- in other non-CIS countries - more than 20 thousand people, 3% of the total number of labor migrants.

National development strategy of the Kyrgyz Republic for 2018-2040 years states that “it is important to create conditions for migrant workers to invest their earnings in the country’s economy, promising areas of production, in order to adopt and implement the experience of other countries to create new production and enterprises in the country. For this, stimulating economic instruments should be introduced, by developing the necessary infrastructure<sup>3</sup>”.

The entry of the Kyrgyz Republic to the Eurasian Economic Union in 2015 significantly influenced the growth in the number of migrant workers leaving Kyrgyzstan for Russia and Kazakhstan.

The main reasons for going abroad to work were<sup>4</sup>:

- low wages ( 31.9% of respondents in Russia and 41.8% in Kazakhstan ) ;
- unemployment ( 26.4% of respondents in Russia and 26.6% in Kazakhstan ) .

A survey of the Kyrgyz economy conducted by the World Bank indicates that most migrants left because their families needed money (55 % ) .

There is a significant feminization of migration flows from Kyrgyzstan. Currently, in Russia, almost 40% of Kyrgyz migrants are women, while Tajik and Uzbek women make up less than 20% of all migrants from these countries<sup>5</sup>.

As noted in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), migrant women are divided into several categories, according to the purpose of migration, the degree of vulnerability to risks and abuse, and the legal status in the country of destination:

- Women - labor migrants who migrated independently of other family members;
- Women - labor migrants who have been reunited with their husbands or other family members, also labor migrants;
- Women, who remained in the country of origin after the departure of their husbands or children for labor migration<sup>6</sup>. These women are the main recipients of remittances from labor migrants.

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<sup>1</sup> Economic review of the Kyrgyz Republic #6, Autumn/Winter, 2017.

<sup>2</sup> Website ssm.gov

<sup>3</sup> Page 35, Chapter III. National Development Strategy of the Kyrgyz Republic for 2018-2040.

<sup>4</sup> Labor migration from Kyrgyzstan to Russia and Kazakhstan: Prospects for development projects.

SENECA SEDE sectoral network is funded by projects and programs implemented by GIZ on behalf of the German government, 2018;

<sup>5</sup> Women and children from Kyrgyzstan involved in migration, FIDH, 2016.

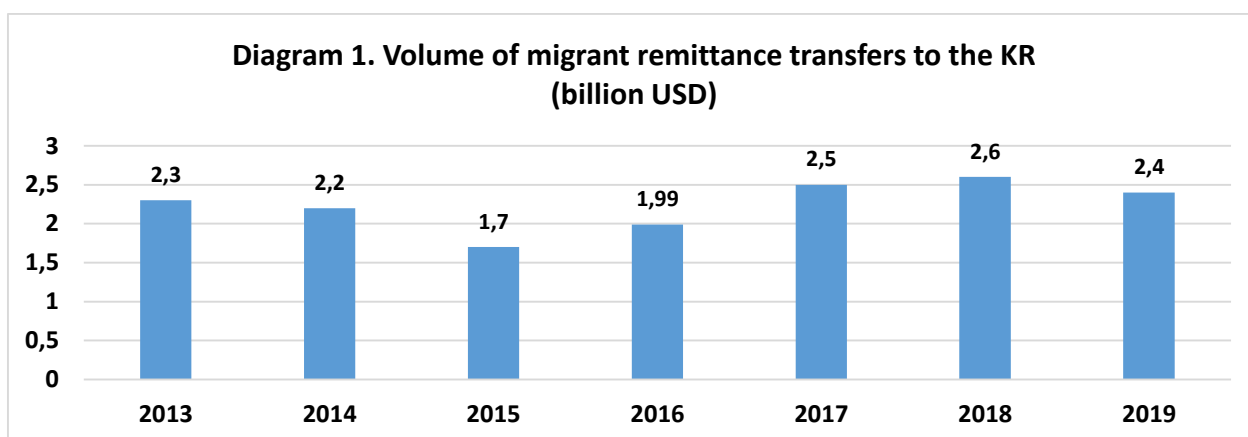
<sup>6</sup> CEDAW, General Recommendation 26 on women migrant workers, 5 December 2008, CEDAW/C/2009/WP.1/R, Article 5:

[http://www2.ohchr.org/english/bodies/cedaw/docs/GR\\_26\\_on\\_women\\_migrant\\_workers\\_en.pdf](http://www2.ohchr.org/english/bodies/cedaw/docs/GR_26_on_women_migrant_workers_en.pdf).

Data from the National Statistical Committee show that the proportion of households with at least one migrant is highest in the southern regions: Batken (34%), Jalal-Abad (29%) and Osh (25%), while in the northern regions, this figure varies from 1.5% to 4.

## 2. Remittances of labor migrants.

The remittances of labor migrants significantly affect the socio-economic situation of the country. The inflow of remittances to Kyrgyzstan at the end of 2019 amounted to \$2.4 billion. This is \$280 million less than the figures in 2018 when the highest level of remittances was recorded.



Source. Open data of the National Bank of the Kyrgyz Republic

Diagram 1 shows that since 2015, when the Kyrgyz Republic became an equal member of the EAEU and received the right to free movement of labor resources, the volume of remittances grew every year, and only in 2019 for the first time the inflow of remittances from individuals was lower than last year.

In fact, half of all remittances from Russia and two thirds of all remittances from Kazakhstan are used to cover the daily living expenses of relatives at home. Real estate construction (28% of remittances from Russia, 18% from Kazakhstan) and payments for education of family members (10% from Russia, 16% from Kazakhstan) are in second and third places, by a wide margin. The data shows that most migrants support their families in their home countries. This also means that remittances are not used for investment purposes and are spent on consumption.

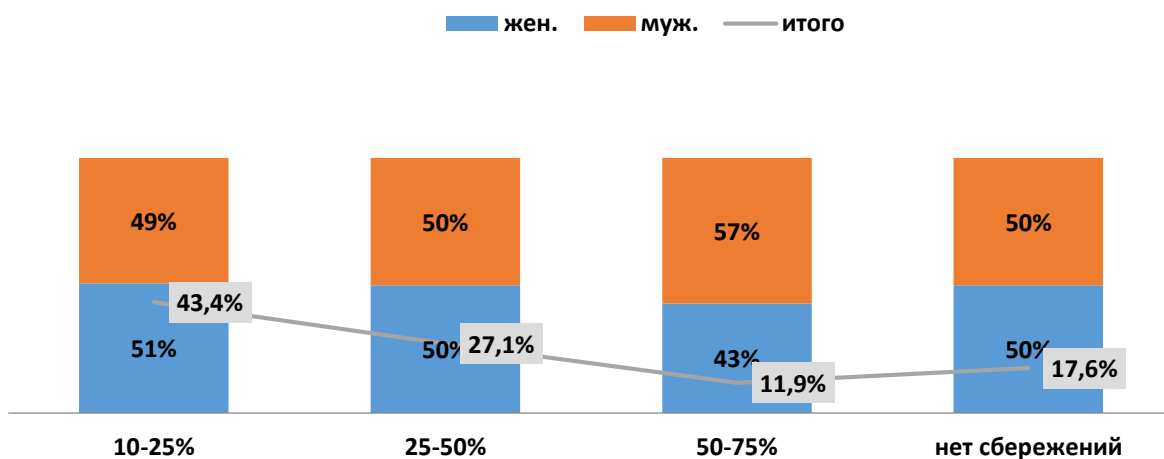
**Table 1. Utilization of migrant remittances**

	from Russia	from Kazakhstan
Daily expenses	49%	65%
Construction / real estate	28%	18%
Family education	10%	16%
Holidays	7%	-
Buying a car	4%	<1%
Business development	2%	<1%

Source. Labor migration from Kyrgyzstan to Russia and Kazakhstan: Prospects for development projects. SENECA SEDE sectoral network is funded by projects and programs implemented by GIZ on behalf of the German government, 2018.

The survey conducted by Spot On Consulting with the support of GIZ showed that only 11.9% of respondents in the Russian Federation have the opportunity to save 50 to 75% of their income. At the same time, up to 2% of the income of labor migrants in Russia are used to develop their own economic initiatives . Moreover, 43% of them are women.

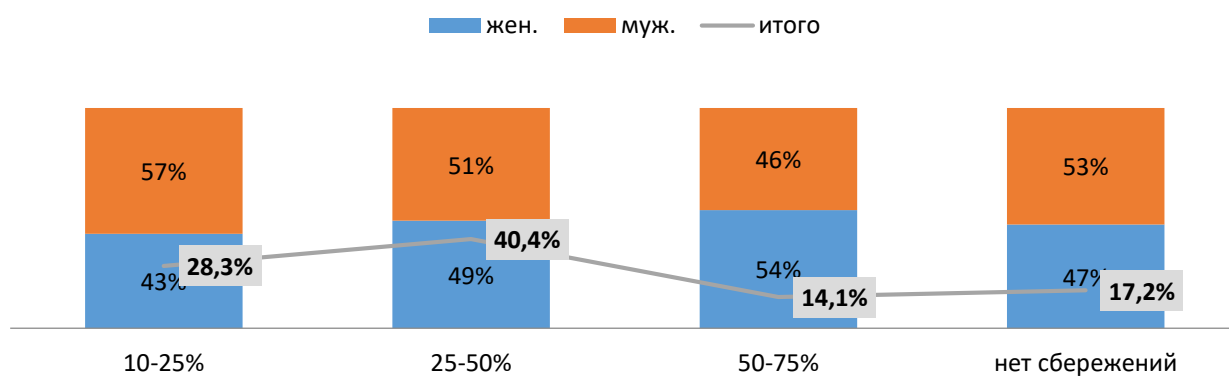
**Diagram 2. Income distribution: savings of respondents in the RF.**



Source. Survey: labor potential of migrant workers and strategies. SpotOnConsulting, 2017.

In Kazakhstan, 50-75% of the income can be saved by 14.1% of migrant workers, 54% of whom are women. At the same time, less than 1% of earnings are used to develop economic initiatives.

**Diagram 3. Income distribution: savings of respondents in Kazakhstan**



Source. Survey: labor potential of migrant workers and strategies. SpotOnConsulting, 2017.

This study shows that the vast majority of labor migrants do not have the opportunity to create the basis for their own economic development upon return to their homeland.

According to the information received from Aiyl Okmoty, the migration level in pilot Aiyl Aimaks is high.

**Table 2. Number of external migrant workers in pilot AA.**

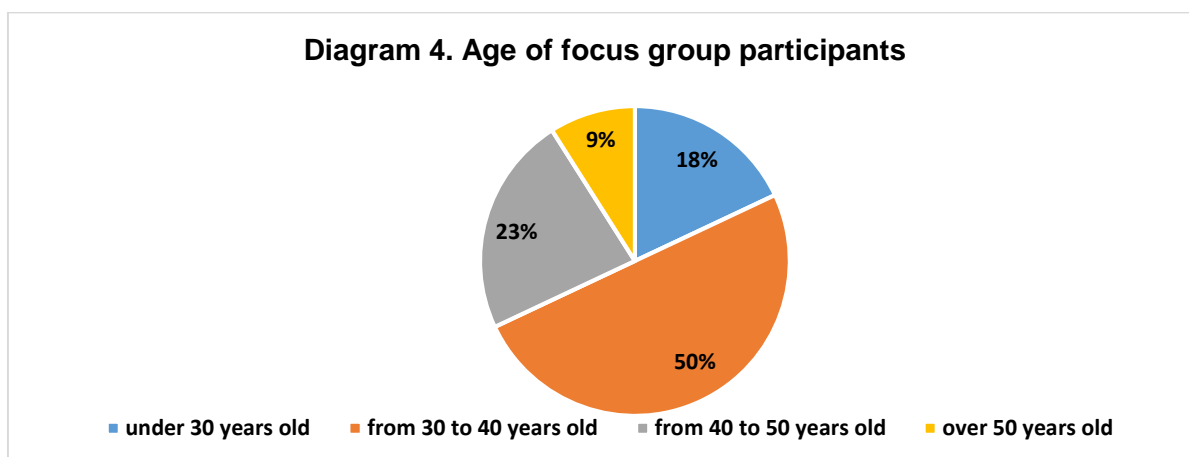
Name of Ayil Okmotu	Total population (person)	Including women	Including external migrants	In % of the total population
Bel AO, Nookat rayon, Osh oblast	13171	6585	1700	12,9%
Toolos AO, Nookat rayon, Osh oblast	22586	11361	3079	13,6%
Akturpak AO, Kadamjay rayon, Batken oblast	16422	8160	664	4%
Orozbekov AO, Kadamjay rayon, Batken oblast	13422	6750	1220	9,1%
Kyzyl-Tuu Ao, Suzak rayon, Jalal-Abad oblast	30118	15159	8970	29,8%

Source.Information of AOs

### 3. Analyses of the needs of women in the local community.

As part of this analysis, online focus group meetings with women in the pilot communities of the project were held:

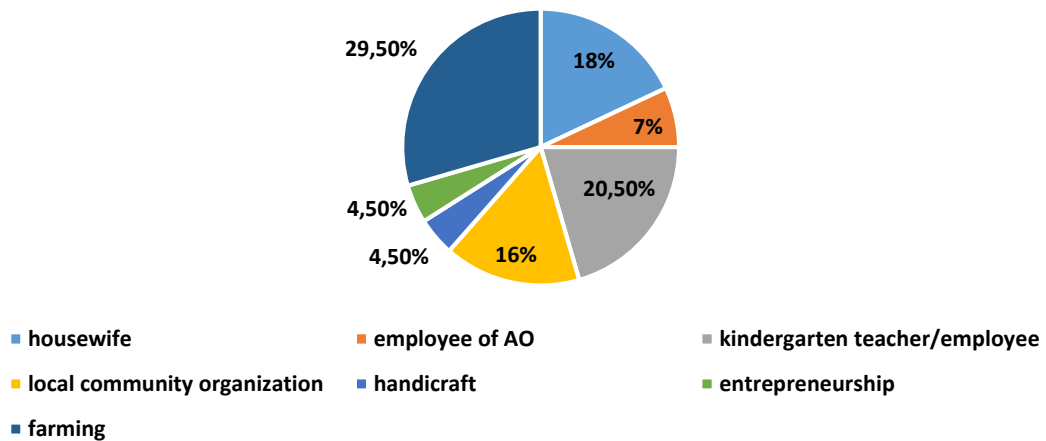
Focus groups were attended by 44 women (Annex 1). It is not possible to conduct face-to-face meetings due to spread of the coronavirus pandemic in the country.



To formulate recommendations, in this report additionally used:

- Analysis of research reports of organizations , donors and other projects, programs related to the development of the business environment of women's entrepreneurship;
- Analysis of available statistical information of the NSC KR, NBKR.

**Diagram 5. Scope of activities of focus group participants**

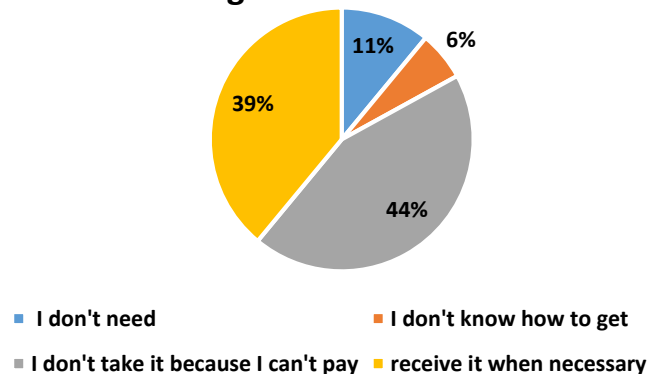


#### 4. Main results of focus group discussions

**As a result of the analysis of data obtained within focus group discussions and research, the following main results were formulated:**

- The availability of financial and loan institutions in pilot regions for women is sufficient. If necessary, all have access to loans from loan institutions. Moreover, 68% of focus group participants indicated a higher level of accessibility of services of microfinance organizations than those of commercial banks.

**Diagram 6 . Use of loans**



Most women do not take loans due to lack of knowledge and skills. Only 11% said they do not need loans. 39% use loans periodically.

Only 1% of those interviewed by the ADB project stated that they do not have normal access to financial and loan institutions . More than 83% of those surveyed stated that they use the services of financial institutions.

- In relations with financial institutions when getting loans, the most significant problems that focus group participants mentioned were the need to collect a large number of documents when applying for loans from commercial banks, and the waiting lists when receiving preferential loans under the program "Financing for agriculture".

ADB survey respondents named the queues at a financial institution as the most important problems (22%). A fairly large number of respondents (23%) reported a very vague understanding of the work of financial institutions.

- The most actively used financial services are money transfers (95% use, the remaining 5% are aware of these operations) , money exchange (100% know, 96% use). Almost all use plastic cards to which salary or social benefits and pensions are transferred.



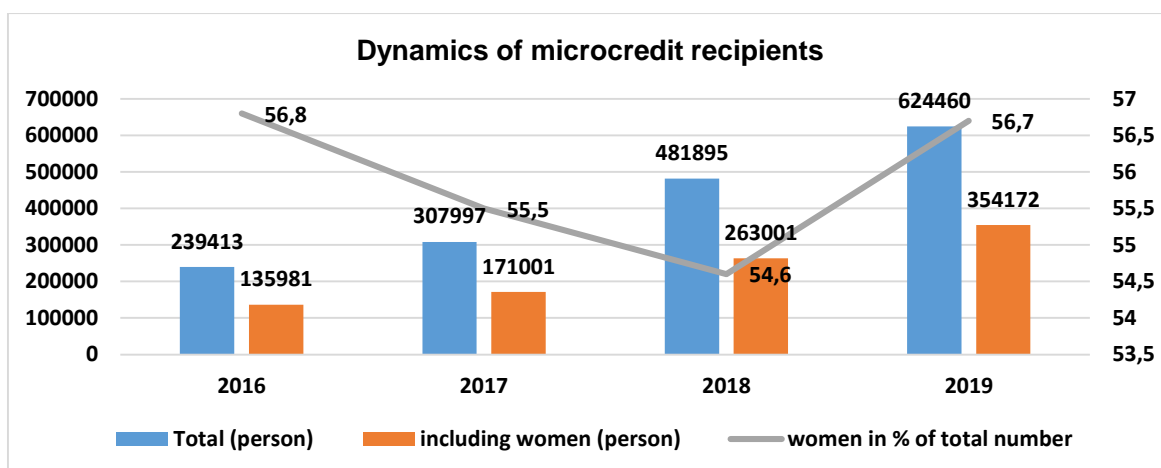
- Most women are not informed about financial services other than loans, they have no idea how much they need them. Women are the worst informed about the following financial services:
  - Women do not use deposits as a result of lack of knowledge, trust in a financial institution, sufficient funds to save them as a deposit and high inflation rate which makes deposits unattractive. Participants of focus group discussions commented that they do savings not in the form of cash, but instead in livestock. According to respondents of the GPI project, the most common form of savings is in the form of livestock (35%) and real estate (60%).
  - The surveyed women are least informed about transactions with securities (75% of respondents do not know about them) and monetary gold (81%);
  - Innovative financial services such as mobile and internet banking are poorly used . At the same time, a number of women said about using mobile phones to pay for utilities.
  - Participants of focus groups only know about mandatory real estate insurance;
- Women in the community do not have the necessary knowledge and skills to develop their own economic initiatives. There is a need for training on financial literacy, business planning, finding business partners, market expansion, training to improve professional skills in a number of daily economic activities such as gardening, vegetable growing, baking skills, sewing.
- In the aiyl aimak, there is no source of necessary information and consulting support for women to improve effectiveness of economic activities in rural areas;
- Insufficient level of social mobilization and lack of knowledge does not allow the community to independently address one of the main tasks of local importance - economic development of the population;
- There is a weak potential of existing women's groups, lack of business associations and other organized women's groups on the development of economic activities in the community;
- Weak local business environment , social infrastructure reduce opportunities for the development of economic initiatives of population.

## **5. Improving access to financial services for the development of economic initiatives of migrants or their families.**

### **5.1. Access to existing loan resources**

Microcrediting is the most demanded financial service in the socio-economic conditions of the Kyrgyz Republic. There are 608 different loan organizations operating in the country that fully provide access to microcredit resources for the population.

The number of recipients and the volume of microcrediting are constantly growing. More than 56% of microcredit recipients are women.



Source. About micro crediting of the population 2016,2017,2018,2019.HCK

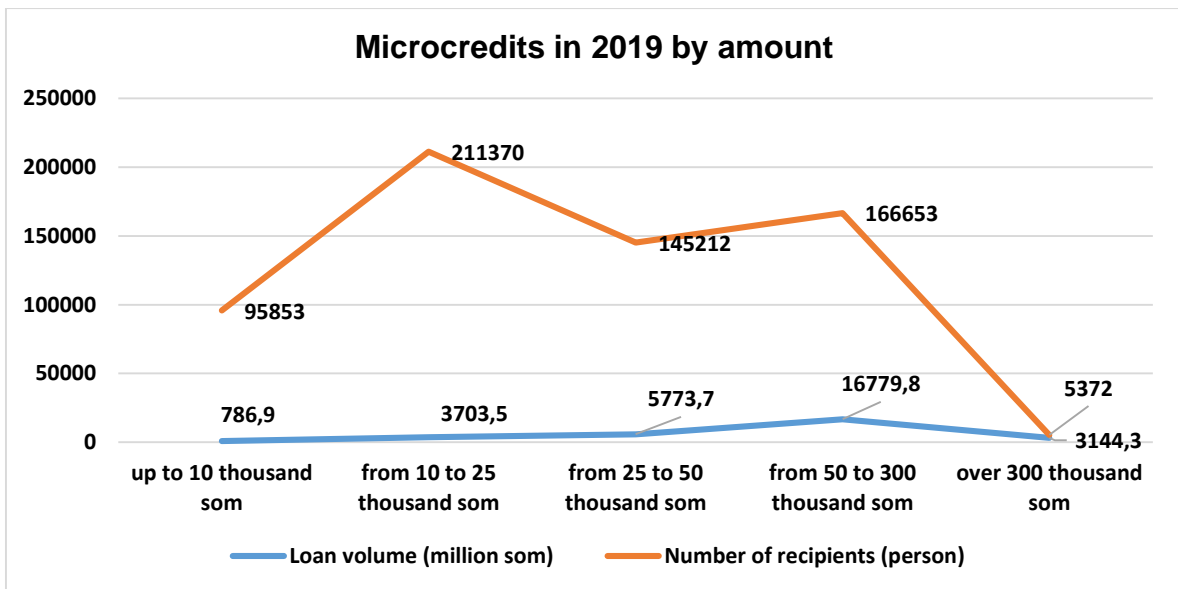
By region, a significant part of microcredit recipients is located in Osh oblast (21.0%), in Bishkek (19.2%), and Jalal-Abad oblast (14.0%). The analysis of the ratio by region shows that access to microcredits in all regions is stable relatively to population density.

**Table 3. Number of microcredit recipients by region in 2019.**

	Issues for the reporting period		As a percentage of the total amount of loans issued	Average loan size per recipient, thousand soms
	Number of recipients, person	Amount, million som.		
<b>Kyrgyz Republic</b>	<b>624 460</b>	<b>30 188,2</b>	<b>100</b>	<b>48,3</b>
Batken oblast	58 701	2 015,4	6,7	34,3
Jalal-Abad oblast	110 364	4 238,0	14,0	38,4
Issyk-Kul oblast	67 435	3 326,5	11,0	49,3
Naryn oblast	48 455	2 162,3	7,2	44,6
Osh oblast	145 555	6 327,6	21,0	43,5
Talas oblast	22 480	888,2	2,9	39,5
Chui oblast	73 817	4 191,2	13,9	56,8
Bishkek	75 414	5 808,3	19,2	77,0
Osh	22 239	1 230,8	4,1	55,3

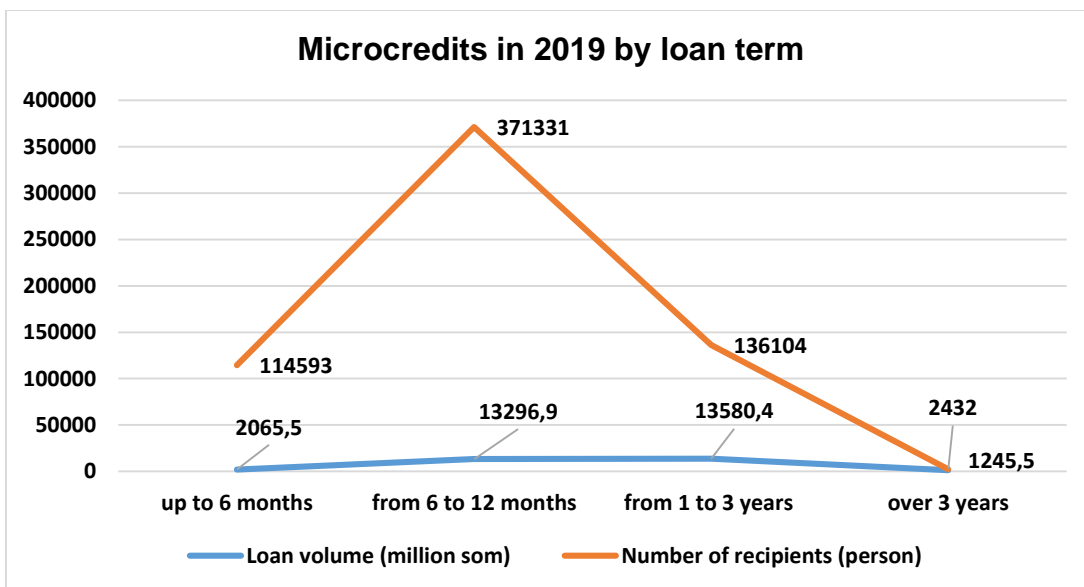
Source. About micro crediting of the population 2019.NSC

In terms of the amount of microcredit, the greatest demand is for loans in the amount of 50 to 300 thousand soms. In total, it was received 16779.8 million soms. These microcredits were received by 166 653 people.



Source. About micro crediting of the population 2019.NSC

As for the term of the microcredit, microcredits up to 1 year are in the highest demand. In 2019, 371,331 recipients received such microcredits for a total amount of 13,296.9 million soms.



Source. About micro crediting of the population 2019. NSC

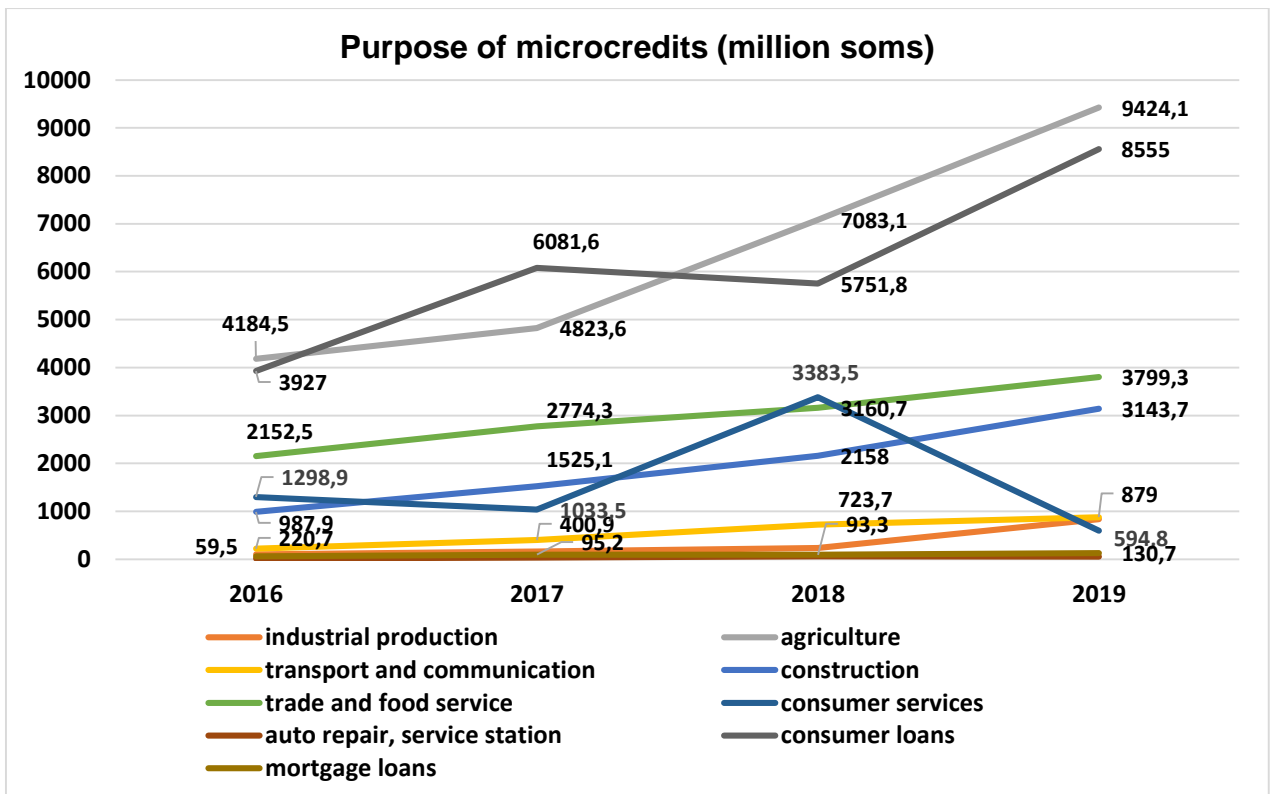
Microcredits for agriculture (31.2%), consumer purposes (28.3%), trade and public catering (12.6%) are the most popular.

These data have also been confirmed by both surveys and donor research:

- According to Finca Bank, consumer loans are in the highest demand among clients (65% of loan clients). Women make up 56% of recipients. For agriculture purposes 27% of clients receive loans, of which 49% are women.

- According to Aiyl Bank, 60% of loans were used for agriculture. Moreover, 46% of the bank's clients are women.

- According to a survey of ADB project, the greatest demand is for microcredits for consumer purposes (58% of interviewed women), agriculture (43% of interviewed women).



Source. About micro crediting of the population 2016,2017,2018,2019. NSC

The survey of websites of financial and credit institutions (FCIs), as well as responses from FINCA Bank, Bai-Tushum Bank, Aiyl Bank, Chairman of the Association of Microfinance Organizations Alisher Akbaraliev, Chairman of the Board of OJSC “Garantiynyi Fond” Malik Abakirov, representatives of Kompanion Bank Botogoz Bagyshbaeva and First microfinance company Lilia Isambaeva showed:

- the geographical coverage of FCIs is sufficient;
- FCIs provide a full range of financial services to clients:
- There are no special loan products for women and migrants in most financial and credit institutions. Only Aiyl Bank provides “Ayim Credit” loan product, which uses value chain lending mechanisms.

This confirms that women in remote communities have sufficient access to loan resources in the country and there is no need to create special loan products. At the same time, all FCIs create additional conditions for attracting women to use their services:

- in their activities they follow the Code of Ethics, and a number of FCIs have received certification in compliance with the principles of client protection SMART Campaign, which takes into account the rights of all clients, regardless of gender, age or other differences (Kompanion Bank).
- Kompanion Bank conducts gender analysis of clients of financial and non-financial services;
- when providing non-financial services that financial and credit institutions conduct at their own expense, often the requirements for trainings consisting of at least 50% of women are included. Thus, in Kompanion Bank, when forming groups for a one-year course on livestock care and gardening 50 % of participants must be women. Also, seasonal training and counseling should be developed taking into account the needs of women. For example, the training “Poultry farming” was introduced in order to involve more women in training and run an agricultural business. Aiyl Bank currently does not provide non-financial services. Finca Bank provides financial literacy training services. The bank is also implementing a program on Electronic and Digital Financial Services (EDFS).

## **Conclusions on improving access to microcredit financial products for women in the community:**

**5.1** Based on the results of the survey and research studies, open data of the NBKR and the NSC, it can be concluded that women in the community have sufficient access to FCIs. The services that these FCIs currently provide also fully satisfy the needs of clients. However, women in the community do not have sufficient knowledge and skills to obtain loan services.

Recommended within the project:

- Improve awareness of potential recipients - rural women on the terms of microcrediting of commercial banks and microcredit organizations operating in the region;
- Assist local self-government bodies to develop partnerships with FCIs to expand provision of financial services through the organization of marketing events, field training and consulting services by FCI specialists for women in the community;
- Assist FCI in promoting:
  - increased use of collateral-free loan products for women. Currently, most microfinance loan institutions and commercial banks offer collateral-free loan products with the provision of a surety. This greatly simplifies access to loan resources as collateral provision is often a problem for rural people, and women in particular;
  - provide assistance in obtaining group loans for women who are planning joint economic activities;
  - using elements of "contract financing" in value chain lending. Contractual financing will significantly expand new channels for promoting financial and non-financial services for clients in rural areas, in particular for women engaged in economic activities. At the same time, FCI provides cross-selling of other financial services (cash and settlement services, bank guarantees, money transfers to third parties, foreign exchange transactions, etc.);

## **5.2. Expanding the use of deposit services.**

In 2019, the majority of deposits of member-banks were concentrated in Bishkek city - 79% of the total volume of deposits of member-banks. The rest of deposits were concentrated in the regions of the Kyrgyz Republic: 4% - in Osh city; 5% - in Jalal-Abad oblast, 3% - in Issyk-Kul oblast, 2% - in Osh oblast, 1% - in Batken oblast, 1% - in Naryn oblast, 1% - in Talas oblast and 4% - in Chui oblast. The data show that deposits in the regions are not developed.

An analysis of the structure of time deposits of individuals shows that the most popular among the population are deposits with duration from 3 months to 3 years. At the same time, deposits with duration of 3–6 months in average make up 19% of all time deposits, 6–12 months - 28%, 1–3 years - 22%.

## **Conclusions on improving the use of deposits:**

Despite the fact that the results of the survey showed a limited use of deposits in FCI, the project recommends:

- To conduct training and consulting activities on financial literacy for the development of women's savings culture in the banking sector by local self-government bodies, FCI and within the framework of projects of international organizations.
- To develop attractive deposit products adapted to the needs and requirements of women and girls.

## **5.3. Using money transfers.**

Section 2 of this report showed that the Kyrgyz Republic is characterized by a high level of remittances from labor migrants. During the first quarter of 2020, the total number of incoming

remittances through international money transfer systems, amounted to 2 342,0 thousand transactions for the total amount of 33,3 billion soms, compared to the same period of last year, the number of transfers increased by 7.5%, while the volume decreased by 13.3%. The number of outgoing transfers made up 208,6 thousand transactions for a total of 10.8 billion soms, compared to the same period of last year, the indicators increased by 6.7 and 7.6%, respectively. By regions of the Kyrgyz Republic, the largest share in terms of the volume of incoming transfers was in Bishkek - 35.9% of the total volume of incoming transfers, Osh oblast 26.6%, Jalal-Abad oblast 16.8%, Batken oblast 8.9%, Chui oblast 5.7%, Naryn oblast 0.7%, Issyk-Kul oblast 3.5%, Talas oblast 1.7%.

#### **Conclusions on improving the use of remittances:**

Despite the prevalence of the use of money transfers, it is necessary to improve the awareness of women both as a sender and a recipient of remittances, by involving specialists from financial institutions for training:

- using bank cards for international money transfers (money transfers to the card through Zolotaya Korona, Sberbank, Qiwi-wallet, etc.);
- using electronic and mobile banking;
- piloting the possibility of linking Russian telephone numbers to mobile banking.

#### **5.4. Use of plastic cards**

As of the end of the first quarter of 2020, bank payment cards including the national payment card "Elcart", were accepted for servicing at 1 757 ATMs and 11 335 POS terminals installed throughout the country (compared to the same period of last year, an increase of ATMs made up 8.7%, or 140 ATMs, and POS terminals - 8.8%, or for 916 POS terminals more). The total number of operating POS-terminals and ATMs by type of system was equal to:

- by international systems Visa and MasterCard - 715 ATMs and 5 410 POS terminals;
- through the international system "Zolotaya Korona" - 215 ATMs and 1 210 POS terminals;
- according to the international UPI system - 331 ATMs and 1 323 POS-terminals.

At the end of the first quarter of 2020, 13,6 million transactions were completed using cards for a total amount of 62,1 billion soms (having increased by 28.3 and 26.0% compared to the same period of last year, respectively). Including:

- the number of cash withdrawal operations amounted to 9.8 million transactions for a total of 57,8 billion soms, having increased by 18.1 and 25.9% compared to the same period of last year;
- the number of transactions completed through POS-terminals in trade and service enterprises amounted to 3,8 million transactions for a total amount of 4,2 billion soms, having increased by 65.2 and 23.5% compared to the same period of last year, respectively.

#### **Conclusions on improving the use of plastic cards:**

Despite the widespread use of plastic cards by the population, the rules of use should be included in the financial literacy training for women relatively. It is also advisable to provide information on the use of plastic cards to high school students.

#### **5.5. Microinsurance**

NBKR data show that the voluntary insurance market in the Kyrgyz Republic is very weak. The most acceptable for rural residents is agricultural insurance, which can be split into crop insurance and livestock insurance. Crop insurance is limited to crop insurance against possible climatic or other external influences. But as can be seen from the NBKR data, agricultural insurance is not used in the Kyrgyz Republic.

**Table 4. Key performance indicators of insurance organizations in 2019.**

**Voluntary insurance.(million som)**

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	Number of contracts concluded, units	Insurance amount	Received insurance contributions	Number of insurance cases, units	Insurance payment
<b>Total</b>	<b>218 719</b>	<b>936 884,7</b>	<b>1308,1</b>	<b>7 812</b>	<b>167,5</b>
<b>Voluntary insurance - total</b>	<b>110 411</b>	<b>764 248,0</b>	<b>1117,1</b>	<b>7 694</b>	<b>157,3</b>
including:					
<b>Personal insurance</b>	<b>77 998</b>	<b>123 919,5</b>	<b>178,8</b>	<b>6 191</b>	<b>67,7</b>
from accidents and illness	43 012	20 390,0	62,7	762	9,0
tourism	34 616	98 739,1	45,0	325	10,4
medical	190	1 316,4	59,2	5 097	48,1
<b>Property insurance</b>	<b>27 718</b>	<b>331 895,1</b>	<b>835,0</b>	<b>1 341</b>	<b>80,9</b>
including:					
property of citizens	20 760	21 178,6	95,9	610	26,0
including: buildings	8 516	9 217,2	20,5	160	2,5
vehicles	2 178	4 313,9	49,6	442	23,3
property of business entities	6 958	310 716,5	739,1	731	54,9
including: financial institutions	956	5 115,6	9,7	34	4,1
<b>Liability Insurance</b>	<b>4 695</b>	<b>308 433,4</b>	<b>103,3</b>	<b>162</b>	<b>8,7</b>
vehicle owners	3 379	4 364,4	17,7	151	4,2
including: citizens	1 437	859,0	4,8	39	1,0
other types of responsibility insurance	1 316	304 069,0	85,6	11	4,5

Source. Financial sector indicators of the economy in 2019. NBKR.

At the same time, only two insurance organizations out of sixteen currently functioning in the Kyrgyz Republic have licenses for agricultural insurance.

International experience shows that in countries where agriculture is a sector of which contribution to the country's GDP is significant, instruments of state support for agricultural insurance are being created.

For the successful functioning of agricultural sector, it is necessary that agricultural producers use effective tools to manage natural risks that may harm agricultural production.

The main problems for successful development of the agricultural insurance system are:

- The need to create a system for collecting and analyzing data on yield dependence on climatic conditions, market prices for certain types of agricultural products, analysis of acceptable and rising prices for insurance for farmers;
- Development of a methodology for calculating the volume and frequency of agricultural risks, performing actuarial calculations for the introduction of insurance products;
- Actuarial calculations will make it possible to develop a policy of state support for agricultural insurance by determining the volume of state subsidies for reimbursing insurance premiums in the context of certain regions of the Kyrgyz Republic, as well as developing mechanisms for the transfer and distribution of state subsidies and monitoring their use;
- Lack of awareness of the population about the possibility of using agricultural insurance, lack of knowledge and skills to insure a potential crop against natural risks.

#### **Conclusions on the possibility of using agricultural insurance in pilot communities:**

Taking into account the fact that at present there are no changes in the regulatory framework for the introduction of agricultural insurance and there is no regulatory framework for livestock insurance, it is difficult to introduce agricultural insurance. However, it is recommended in the framework of the pilot community:

- Organize round tables with involvement of development partners, insurance companies to discuss the possibility of introducing elements of agricultural insurance in pilot communities. Pilot elements of agricultural insurance in partnership with British company Palladium, which is currently working on the development and approval of the regulatory framework for agricultural insurance;
- Conduct negotiations with an insurance company with a license for agricultural insurance to implement pilot activities on crop insurance against climatic risks as frosts, hail, mudflows;
- Conduct training events in the community on the use of agricultural insurance where possible;
- In order to motivate piloting agricultural insurance activities in the pilot community, assist local self-government bodies in initiating the use of local development fund to partially pay farmers insurance who pay the rest of the insurance.

## 5.6. Improving access to the securities market

According to the legislation of the Kyrgyz Republic, labor migrants or members of their families, if they have funds other than those used for everyday life, have the opportunity to invest their money to save:

- in state securities (bonds and other securities);
- in corporate securities (bonds and company shares);
- in housing certificates;

The main problem when investing in these financial instruments by rural residents is the lack of information and effective communication between the securities market in the Kyrgyz Republic and potential consumers, including migrants abroad.

Offers of housing certificates and investments in contractual housing savings can be potentially in demand. Resolving problems with housing for Kyrgyz citizens remains one of the most acute social problems of society today. The problem of housing is also a major one for migrants. Table 1 shows that 28% of the income of migrants working in Russia is used to build a house or buy real estate.

Housing certificates are emission securities that certify the rights of their owners to purchase a certain total housing area or to receive dividends in the form of an indexed amount of the cost of a housing certificate, if the conditions set in the prospectus are met.

The specific feature of housing certificates in comparison with other securities is that they are not only an instrument for "accumulating housing", but also an investment tool. The buyer of housing certificates has the right to choose at the end of the circulation period, convert them into square meters of real estate (1 housing certificate is equal to 1m<sup>2</sup>) and thus get an apartment, or get the invested funds with interest income.

On May 14, 2020, OJSC "State Mortgage Company" (state share 100%) and OJSC "State Insurance Organization" (state share 100%) registered a new OJSC "Housing and Savings Credit Company "Ak-Bosogo"" (HSCC). Through the HSCC, the government plans to introduce a contractual housing savings mechanism in Kyrgyzstan. The company is currently undergoing a licensing process.

The creation of the HSCC was envisaged in the "Affordable Housing 2015-2020" program and the new housing program for 2020-2025.

It is planned that the participant accumulates 30% of the cost of housing, paying a monthly fee for three years or more on a convenient schedule. During the period of accumulation, the participant receives 3-4% per annum, which are accumulated. After the participant accumulates the necessary amount and chooses a home for himself, for remaining amount he receives a loan at a rate of 6-9% per annum for a period of 6 to 20 years.

Through HSCC "Ak-Bosogo" housing can be purchased by everyone, including citizens working abroad.

### **Conclusions on improving women's access to the securities market in the community:**

Analysis of the results of focus group discussions and research data show a low public awareness about the securities market:

- In the framework of Financial literacy training inform and train women to use securities market to expand economic activity and to use alternative forms of savings;



## **6. Improving access to non-financial services and organizing training, consulting services for women in the local community.**

To succeed in their economic initiatives, women in the local community need training and advisory services.

There are many training organizations and consulting centers in the Kyrgyz Republic. However, it should be taken into account that financing of the activities of consulting organizations is usually carried out through the implementation of grant projects of international donor organizations and focused on their pilot regions. Sustainability of such consulting organizations is limited to the period of financial support from the donor.

Non-financial services of FCI are provided to clients when they apply for financial services and do not cover the full range of demand and needs of the community.

Also, a significant problem in the provision of consulting services is that most of the consulting organizations are located in large cities and the provision of services in remote villages for them requires additional time and resources.

### **Conclusions on improving women's access to training and consultations:**

- In Aiyl aimak, there is a need to establish a consulting center with an organizational and legal status in the form of “zhamaat” at the initial stage and as a non-profit organization at a later stage;
- Consultants of this consulting center should be trained at the ToT on the following topics:
  - Financial literacy with the use of a program adapted to local conditions based on the NBKR training programs, ILO and other projects and programs:
  - SIYB ILO;
  - Skills of teaching and consulting adults;
  - Methods of gender analysis and the use of gender mainstreaming;
- Organize a series of trainings for women in the community on “Financial literacy”, business planning with partial involvement of the consultants from the center in Aiyl Aimak. In future, these consultants should conduct trainings on their own;
- Assist aiyl okmotu in attracting development partners to increase the capacity of the consulting center and organize additional training and consultation and information activities to improve the economic activity of rural residents, including women and migrants.

## **7. Conclusion.**

Based on the results of the analysis of data obtained, the following indicators of pilot Aiyl Aimaks should be taken into account:

- There is a high level of external labor migration in pilot communities;
- Availability of financial and loan institutions in pilot regions for women is sufficient. Kompanion Bank, Aiyl Bank, Finca Bank, KICB and microfinance organizations were named as the most accessible.
- There are no special loan products for women and migrants in financial and loan institutions. Only “Aiyl Bank” provides a loan product “Aiym Credit”;
- The most actively used financial services are money transfers (95% use, the remaining 5% are aware of these transactions), money exchange (100% know, 96% use). Almost everyone uses plastic cards;
- Women do not use deposits due to lack of knowledge, trust in a financial institution, sufficient funds to save them as a deposit, and high inflation, which makes deposits unattractive.
- The women interviewed were least informed about transactions with securities (75% of respondents do not know about them) and monetary gold (81%);
- Innovative financial services such as mobile and internet banking are poorly used;
- The focus group participants know about insurance only from mandatory real estate insurance;

- Women in the community do not have the necessary knowledge and skills in financial literacy, business planning, finding business partners, market expansion, training to improve professional skills in a number of daily economic activities such as gardening, vegetable growing, baking skills, sewing;
- Kompanion Bank and Finca Bank provide non-financial services when a client applies for financial services. Aiyl Bank does not provide non-financial services. Non-financial services are provided by FCI at its own expense;
- In the aiyl aimak, there is no source of necessary information and consulting support for women to improve effectiveness of economic activities in rural areas;
- Insufficient level of social mobilization and lack of knowledge does not allow the community to independently address one of the main tasks of local importance - economic development of the population;
- There is a weak potential of existing women's groups, lack of business associations and other organized women's groups on the development of economic activities in the community;
- Weak local business environment, social infrastructure reduce opportunities for the development of economic initiatives of the population.

## 8. Recommendations

Based on the results obtained in the process analyzing indicators the following measures are recommended to improve access and the process of influencing the development of economic initiatives of the community, including women and migrants:

- Improve the awareness of women in pilot communities on financial and non-financial services of commercial banks and microcredit organizations operating in the region;
- Assist local self-government bodies to develop partnerships with FCIs to expand provision of financial services through the organization of marketing events, field training and consulting services by FCI specialists for women in the community;
- Organize training and consulting events for the staff of aiyl okmotu on financial literacy, business planning, development and implementation of economic development plans, strategic planning of the municipality;
- Assist the establishment of partnerships between local self-government bodies and FCIs to promote financial and non-financial services of FCIs. A partner FCI should be able to provide a range of services that includes additional opportunities:
  - expanding the use of collateral free loan products for women;
  - assistance in obtaining group loans for women who are planning joint economic activities;
  - introducing the use of "contract financing" elements in value chain lending;
  - promotion of deposit services, services of money exchange, mobile and electronic banking, use of alternative forms of savings;
  - development and expansion of non-financial services for potential clients;
  - organizing the provision of online services;
  - conducting a gender analysis of the quality of provision of financial and non-financial services;
- When attracting a partner FCI, the following factors should be considered:
  - the level of interest rates for loan recipients is an important criteria and commercial banks currently offer loan products with lower interest rates than other FCIs;
  - partner FCI readiness to organize additional field work in pilot communities to promote financial and non-financial services. Aiyl Bank does not provide non-financial services;
  - using the principles of social equality and gender analysis, special products for women and migrants in its activities. Example: Kompanion Bank is implementing a number of activities aimed at migrants;
- Organize ToT for FCI staff on Financial literacy program adapted to local conditions and developed based on Financial Literacy program of ILO, NBKR, FCIs if they have, as well as other training programs of local providers of training services;
- Initiate training and advice for women in the community on financial literacy, business planning, improving professional skills in daily economic activities (gardening, greenhouse farming, handicrafts, sewing and other areas depending on demand) with the involvement of project partners and others donors;

- Promote the expansion of partner FCI's financial and non-financial services for women and migrants in the community (international money transfers to cards, mobile banking for migrants, remote deposit opening and deposit management, etc);
- Organize round tables with involvement of development partners, insurance companies to discuss the possibility of introducing elements of agricultural insurance in pilot communities.
- In the framework of Financial literacy training inform and train women to use securities market to expand economic activity and to use alternative forms of savings;
- Assistance in engagement of project partners for the implementation of social mobilization activities among women through forming self-help groups and organizing joint economic activities;
- Assistance in the development and promotion of online tools for providing financial and non-financial services in pilot communities;
- Provide assistance in formalization of local development funds activities in accordance with the legislation of the Kyrgyz Republic;
- Conduct trainings for Aiyl Okmotu specialists and community members on the creation and development, attraction of additional funds to the local development fund;
- Create a revolving fund under the local development fund to support women's economic initiatives. The revolving fund should operate on a returnable basis with a small margin for:
  - lending commodity loans with a return in cash at the equivalent determined by the board of the local fund in agreement with the community;
  - providing funds for the development of small business and economic initiatives of women migrants, taking into account the social criteria of the project;
- Initiate, with the involvement of partners, implementation of pilot activities to introduce agricultural insurance in the pilot community with the assistance of local self-government bodies and using the funds of the local development fund.

## Annexes

### Annex 1 Information obtained in focus group discussions

No.	Full name	Age	Field of activity	Opinion / Need for Financial Services	Opinion / Need for non-financial services	Other voiced wishes	Are there migrants in the family / attitude towards migration
<b>Osh oblast, Nookat rayon, Bel AO (24.06.2020)</b>							
1	Guliza Nurbek kyzy	23 years old	Housewife, from time to time makes cakes, dishes to order (lagman)			There is a need for kindergartens / nurseries so that women can free up time for their activities	She has relatives working in the Russian Federation
2	Makhabat Raimbekova	34 years old	Housewife, has 5 children; Is engaged in seasonal trade	Uses loan products (ex: to purchase a minibus);	When choosing, she pays attention to low interest rates, and where less documentation is required	No support provided for migrants during migration	10 years worked in Russia (in the field of food - sandwiches, desserts)
3	Abdykapar kyzy Kunsuluu	37 years old	Teacher on maternity leave, organized a youth center; The youth center conducts the following activities: - language courses for youth, training for women on nutrition, other public works on ecology	There are no special loan products for women; For example, now it is needed support for their sewing workshop (the AO has allocated a room and pays for electricity); Loans are needed at low interest rates and for long periods.	There is a need for training for young people in career choice, computer courses, proper nutrition / varied nutrition, sewing direction, plant growing / gardening in order to generate income	She would like to create a workshop for processing fruits (apples), but needs expert advice in this area, financial support, training in business planning	Her spouse worked for several years in the Russian Federation, now cannot go to work because of his health

4	Absatar kzy Durdana	29 years old	Social specialist in kindergarten, currently on maternity leave; has 3 children;	A small sewing workshop was opened as part of the Youth Center		Support for the development of an existing sewing workshop (additional equipment), consultations	She worked in the Russian Federation for 7 months, returned for health reasons, her husband works in the Russian Federation
5	Ainura Karimova	29 years old	Teacher on maternity leave, 3 children	There is a need for training to create / start own income-generating activity, ex: mini-greenhouse, greenhouse;	Takes an active part in the trainings of the Youth Center;	There is a need for the following: exchange of experience, advice on creating a greenhouse, financial support 50%	She worked in the Russian Federation for about 5 years, now her husband is working in the Russian Federation
6	Gulzada Anarbaeva	31 years old	Housewife, 3 children;  Prepares homemade kurut for sale; have a vegetable garden, livestock	Mainly uses services and products such as money transfers, bank cards;  She has an interest in deposit products, for now free funds are being invested in livestock	Trainings for the older generation to support / understand daughters-in-law so that daughters-in-law can work / earn money	Consulting on the creation of income generating activities, marketing / sales (ex: compote / sorbet, chicken / eggs), financial support	She worked in the Russian Federation for 1.5 years, now her husband is working in the Russian Federation
7	Rakhat Nabieva	36 years old	Housewife, has 4 children				1 year worked in the Russian Federation
8	Aruuke	37 years old	Teaches Russian at the Youth Center				Relatives are working in the Russian Federation
9	Israilova Zynat	38 years old	Housewife, completed a baking course		Needs financial support and additional training	She would like to open a mini confectionery workshop	She herself was in migration, now in home country with children;

							Her spouse is now working in the Russian Federation
10	Myskal Abdimanapova	37 years old	Completed one month sewing course			Additional courses in sewing direction	
<b>Batken oblast, Kadamjai rayon, Ak-Turpak AO (06/25/2020)</b>							
11	Adbraimova Zamira	38 years old	Specialist in AO	On the territory of the AO there are branches of several banks and MFOs, at the moment loan products (store / online store) for the purchase of household appliances, mobile phones are very popular			Works with migrant families at the AO level
12	Zholdoshova Damira	36 years old	Teacher, engaged in agriculture (rice, tobacco)				There are no migrants in the family
13	Zhanikulova Santalat	38 years old	Head of the village women's council	Uses deposit products	In this AO, the population takes out home insurance		Works with young people who migrate in search of work
14	Arzibaeva Raila	27 years old	Pensioner				There are no migrants in the family
15	Aydarova Ykhval	38 years old	Nurse in a local hospital, a member of the labor union committee				
16	Abdykakharova Toktokhan	45 years old	Member of the Women's Council, Head of the Village Health Committee	Uses loan products for livestock, agriculture	Trainings on payments via e-wallets, mobile banking, etc.	Women would like to open a sewing workshop, they have several sewing machines, there is no room for	Conducts informational activities among youth

						opening a workshop	
17	Nazarova Boldukhan	46 years old	Head of the Village Health Committee	It is desirable that loan products with low interest rates and long payment periods be created for women		Opening small businesses among young people, ex: sewing workshop	Conducts informational activities among youth
18	Bakirova Duniyakhan	38 years old	Head of the Culture Department in AO, Head of the Village Health Committee				Leads activity on felt processing in a small group of women / migrant families
<b>Batken oblast, Kadamjai rayon, Orozbekov AO (06/25/2020)</b>							
19	Nadirova Zhibek	51 years old	Pensioner, entrepreneur (livestock)	Women most of all use loan products, money transfers, e-wallets, mobile banking, bank cards. Local bank branches held information sessions and participants installed banking applications on smartphones;  There is a need in the following:  - comparative information on banking services and products; - financial literacy for the population, as families in AO receive	Training needed on cash management for women, insurance for women farmers, investment of income from migration		Works with schoolchildren who have one or two parents in migration
20	Usenova Gulbarchyn	53 years old	Teacher				
21	Kozhoeva Adina	34 years old	Housewife				
22	Satarova Gulzhan	36 years old	Assistant in kindergarten				Worked in the Russian Federation for 2 years
23	Baisarova Dilbar	47 years old	Farmer, sewing at home				Has children in migration - RF
24	Ergeshova Kairinsa	49 years old	Vice principal at school				Conducts information activities among migrant families (parents of schoolchildren)

25	Davranova	32 years old	Cashier	remittances from migrants, but they do not know how to use / invest beneficially;  Suggestion to introduce a trilateral agreement with banks (farmer-financial institution-buyer of products).				
26	Samatova Zhambila	58 years old	Self-employed (grocery store)					
27	Nazhieva Gulmira	28 years old	Social specialist in AO					Worked in the Russian Federation for over 6 years
28	Alibaeva Tazagul	56 years old	Head of the Women's Council					Conducts informational activities among women
29	Elmira Akbarova	35 years old	Deputy head of AO, gardening					Work with migrant families at the AO level
<b>Osh oblast, Nookat rayon, Toolos AO (06/27/2020)</b>								
30	Tajikan	64 years old	Head of the Women's Council	Mostly used bank cards (salary project), money transfers  Uses deposit products, e-wallets  Uses loan products (ex: for children's education)  Doesn't take a loan because there is no	Training is needed to support / increase the family budget with the participation of women, income-generating activities for women (ex: milk processing, bakery, greenhouse, growing strawberries in garden, etc.); It is possible to conduct trainings online. Training on financial literacy is needed	Trainings on the rights of women, girls	She was a migrant herself in the past	
31	Mairamkan	52 years old	Handicrafts				Worked in RF, RK	
32	Mankeeva Gulnara	38 years old	Housewife				Was in migration for many years (commerce)	
33	Tanikulova Arzygul	42 years old	Pensioner, head of the board of trustees of the kindergarten				Has children in migration	
34	Zulumova Zhanylai	40 years old	Elementary school teacher				She was in migration for several years	



				possibility to pay back from a teacher's salary			with purpose to build a house
35	Madaminova Makhabat	42 years old	Elementary school teacher	Used a loan product to buy a laptop for online lessons			Son in migration
35	Anara Ismailova	28 years old	Head of the Women's Council				Conducts informational activities among women
37	Kubatova Eminakhan	29 years old	Head of the kindergarten, head of the women's council				Has children in migration
38	Ashimova Suksur	45 years old	Teacher				Son in migration
39	Seyitbekova Gulzada	47 years old	Housewife				Children in migration
<b>Jalal-Abad oblast, Suzak rayon, Kyzyl-Tuu AO (06/30/2020)</b>							
40	Kadyrbaeva Gulnura	30 years old	Teacher	Uses loan products (house construction, livestock), pays attention to low interest rates and where fewer documents are required	Training needed to increase sources of income for women		Works with schoolchildren whose parents are in migration
41	Zholdosheva Elmira	36 years old	Housewife				
42	Baktygul Baimuratova	40 years old	Teacher	Uses loan products, bank cards, money transfers, mobile banking	Training on how to start an income-generating activity / additional to the main source of income, financial support (ex: to create a	Nutrition training is desirable	She was in migration ten years ago
43	Rakhmanberdieva Venera	33 years old	Social specialist in AO				Has no information about foundations, groups of women in AO

					greenhouse, start a sewing business)		
44	Ormokeeva Makhabat	55 years old	Housewife	Does not have information how the population receives information about financial services	It would be nice to receive training on e-services and products of banks and MFIs		-

**Annex 7. Report on online event devoted to the International Peace Day and  
recommendations**

## **THE ONLINE DIALOGUE "THE WORLD IS A SOURCE OF DEVELOPMENT"**

### **within the framework of the project "Empowering women and girls affected by migration for inclusive and peaceful community development"**

In 1982, the General Assembly of the United Nations (UN) declared September 21 as the International Day of Peace. And since 2001, the General Assembly has decided to celebrate this day every year at the international level, as a day of renouncing violence and calling for an end to wars. On this day, the whole world promotes the ideas of peace at the national and international levels.

This year, the pandemic, which became a test for all mankind, proved that man is not an enemy to man. The COVID-19 pandemic has rocked the whole world, reminding that the danger that has occurred at one end of the planet will surely affect people on the other side of the world.

Within the aims of the project on empowering women and girls to contribute to peaceful community development the project implementers scheduled and agreed to conduct an event dedicated the International Day of Peace.

Online dialogue devoted to the International Peace Day was organized together with partners and conducted on **September 24, 2020**. It gathered about **80** people (30 men/ 50 women) from different parts of the country representing government structures, international agencies, NGOs (national and local level), pilot local self-government bodies, civic activists, women's and youth councils, business and civil sectors, poets, women migrants, diaspora leaders, scientists and representatives of international communication departments of universities, as well as representatives of central and regional media and others.

#### **Dialogue goals contributing to the peacebuilding and peacekeeping in the country:**

- Creating a condition or platform for different stakeholders to share opinion and ideas on peacebuilding and peacekeeping;
- Contributing in strengthening social cohesion, peace and promoting peace;
- Contributing in achieving Sustainable Development Goals in Kyrgyz Republic;
- Increasing role of women in the society;

Also, this dialogue was aimed at promoting rallying to overcome the test of preserving the planet and promoting life for the better, a peaceful life in harmony regardless of where people live, making contribution to ending violence, hatred and discrimination, thereby making contribution to the establishment peace together with the UN.

#### **Highlights of the online dialogue:**

During the online dialogue, the importance of this event was noted, as it contributes to the foreseeable work to peacebuilding efforts in the country, important information, messages and calls for the suspension of numerous conflicts in the world, UN efforts to establish peace in countries, the role and contribution of women and youth, were also voiced, each person in peacebuilding, UN sustainable development goals aimed at strengthening peace, initiatives of women and youth on peace issues were voiced by the speakers of the dialogue.

Also during the dialogue, a report was made on the work of the system for the prevention of interethnic conflicts in state structures, on the work of reception offices on the ground for various minor conflicts, opened within the framework of the established structures for the prevention of

interethnic conflicts on the basis of the UN Development Program, the goals of which are conflict prevention - work proactively, not after the fact, and prevent the occurrence of a "fire".

Presentations were also made on the efforts and contributions of migrants in the development of their communities and peacebuilding, as well as significant assistance to their homelands in the fight against a large test called COVID-19. The great contribution of women to the cause of building a world, worthy work of women against Covid19 was noted, referring to information in the world media. Since 75% of medical workers and 85% of representatives of the education system of Kyrgyzstan are women who with dignity responded to the challenge of the time during a pandemic, as well as 58% of the assistance provided by organizations created by women, and given these figures, one of the speakers noted the need for propaganda the role of women and girls in the process of building peace, the need to involve women and girls in ensuring peace and tranquility, since the more the role of women and girls in ensuring civic engagement will rise to a higher level, the better it will be for society.

Also, the participants of the dialogue read poems about the peace, mother and woman, which were recognized as the best timed to this day.

### **Conclusion:**

This event provided a good platform and opportunity to discuss issues of strengthening peace, strengthening the promotion of various peacebuilding events, preventing interethnic and other conflicts, raising awareness of the contributions of women and youth to the peaceful development of communities, promoting efforts to prevent violence against women, participating in the development of decisions related to peacebuilding and community development, following and implementing all the calls and recommendations that were presented in the course of the dialogue, the annual holding of similar events at the national and regional levels.

### **Annexes:**

*Annex A: Agenda*

*Annex B: Recommendations*

*Annex C: Survey results*

*Annex D: Screenshots of photos*

*Annex E: List of participants*

**THE ONLINE DIALOGUE "THE WORLD IS A SOURCE OF DEVELOPMENT"**  
**within the framework of the project "Empowering women and girls affected by migration for  
 inclusive and peaceful community development"**

**AGENDA**

**Date and time:** September 24, 2020 from 14.00 - 15.35

**Venue:** Online platform ZOOM

**Dialogue goals:**

- Creating a condition or platform for different stakeholders to share opinion and ideas on peacebuilding and peacekeeping;
- Contributing in strengthening social cohesion, peace and promoting peace;
- Contributing in achieving Sustainable Development Goals in Kyrgyz Republic;
- Increasing role of women in the society;

**Participants: 80** people (30 men/ 50 women) from different parts of the country representing government structures, international agencies, NGOs (national and local level), pilot local self-government bodies, civic activists, women's and youth councils, business and civil sectors, poets, women migrants, diaspora leaders, scientists and representatives of international communication departments of universities, as well as representatives of central and regional media and others.

<b>Date &amp; Time</b>	<b>Content</b>	<b>Responsible</b>
September 23, 2020  (one day before)	Participants will fill out a questionnaire in a google table online.  Survey participants: 60 people; 10 people from 6 LSGs (heads of LSGs, chairman of the social commission, social specialists / employee, women activists / women's NGOs, women's council, youth committees, aksakals' court, business sector)	CDA (Avazkan Ormonova)
14.00 – 14.15	Opening a dialogue. Welcoming speeches: <ul style="list-style-type: none"> <li>• Ex-President of the Kyrgyz Republic Otunbayeva Roza Isakovna</li> <li>• State Secretary of GAMSUMO Alisherov Nurdin Kubanychbekovich</li> <li>• UN agencies representatives</li> </ul>	IPF ROI
14.15 – 14.20	Poet's speech - Akbar Kubanychbekov	IPF ROI
14.20-14.30	Awarding the results of the winners of the competition among young families for the best slogan "For Peace ... .."	IPF ROI

14.30 – 14.45	Showing video about GALS success stories Discussion based on the results of the shown video. Common discussion.	CDA (Asel Kuttubaeva)
14.45 -15.05	Speakers' speeches: 1. Suyunov D.U., GAMSUMO "Challenges of Peacebuilding in a Pandemic" 2. Sainazarov K., Director of the Search for Common Ground in Central Asia "The role of women in strengthening peace." 3. Dorbaev M.K. Head of Bel AO, Nookat district of Osh region "The role and significance of local self-government bodies in strengthening peace" 4. Representative of the Peacebuilding Fund - Shabynov U. 5. Representative of diasporas abroad "The role of female migrant compatriots in maintaining peace"	IPF ROI
15.05 – 15.15	Analysis and results of online survey of participants. Discussion	CDA (Avazkan Ormonova)
15.15 – 15.25	Conclusion	
15.25-15.30	Questions and answers	
15.30-15.35	Poet with poetry. Closing the dialogue.  Ask members to join in spreading the hashtag # Shaping the world together	Dialogue participants

## **RECOMMENDATIONS PROVIDED DURING THE DIALOGUE**

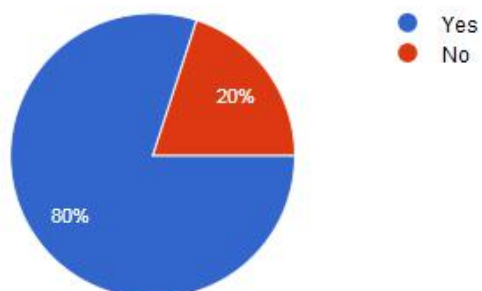
- Strengthening Peacebuilding Efforts and Works
- Creation of conditions and opportunities for exchange of views and reflections among partners on peacebuilding issues
- Actively disseminate opinions about the Day of Peace, expressed during the dialogue among local residents
- Call for young women in labor migration to get education and learn foreign languages
- Preserving national treasures, strengthening moral foundations and passing on a great heritage to the next generation
- Be clearly guided by those rules, those normative acts that Kyrgyzstan adopted at the UN
- Raising awareness of the contributions of women and youth to the peaceful development of communities
- Promoting efforts to prevent violence against women
- In order for voices to be heard, three components are very important, firstly, our understanding is important for them, and secondly, we must ensure their peace of mind and promote their role in building peace. We need to disseminate 3 progressive things: first, we need to reconsider the role of Resolution No. 13-25 for Kyrgyzstan, which has been discussed at the UN level for many years. Second, women and girls need to be involved in peace and tranquility issues. Third, the higher we raise the role of women and girls in civic engagement, the better it will be for society.
- Make efforts to fulfill the 10 points to achieve the goals of peace and sustainable development of humanity.
  - 1) *Participate in elections so your voice needs to be heard.*
  - 2) *Study the issues that interest you and participate in the development of solutions related to them.*
  - 3) *Contribute to ending violence against women. Don't stay away.*
  - 4) *Be able to appreciate people, regardless of their origin and faith.*
  - 5) *Live in harmony with your loved ones.*
  - 6) *You cannot be indifferent to the decisions made in relation to you. Stand firm for your ideals.*
  - 7) *Read books on the topic of peace, write articles or shoot videos.*
  - 8) *Get to know your neighbors, organize sports games with them, go on picnics and invite guests.*
  - 9) *Always reflect on relationships with other people.*
  - 10) *Participate in activities to support the efforts of local organizations to combat violence and in their educational programs.*



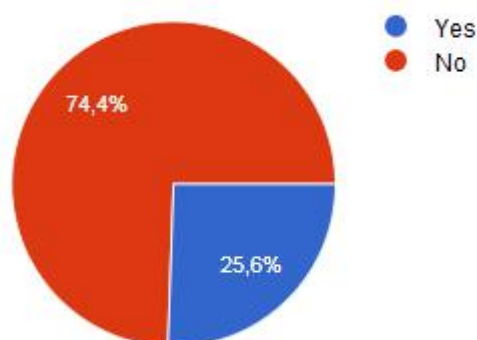
## SURVEY RESULTS

Totally 69 people took part in the online survey. The online questionnaire consists of six questions:

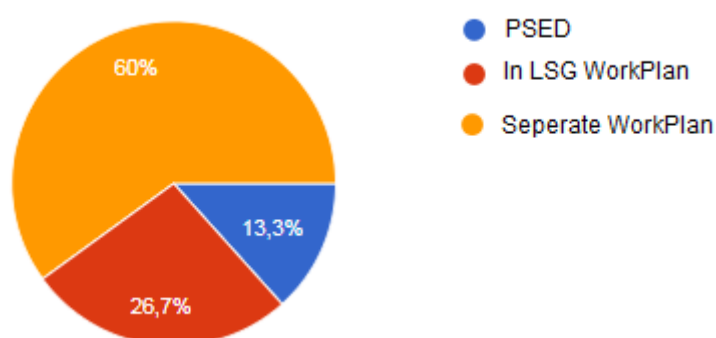
### 1) Are you aware of International Peace Day?



### 2) Have you celebrated this day until today?



### 3) Are there peace building activities in your plan? If so, which ones?



### 4) Are you aware of the work of mediators (at the village and / or country level)?

Based on the replies, it became known that peace consolidation activities were carried out frequently. For example: border issues, strengthening peace at the national and state levels, competitions are held with representatives of Uzbekistan and Tajikistan. 24% of the respondents

answered that there were no events and expressed the opinion that it would be good if such events were organized.

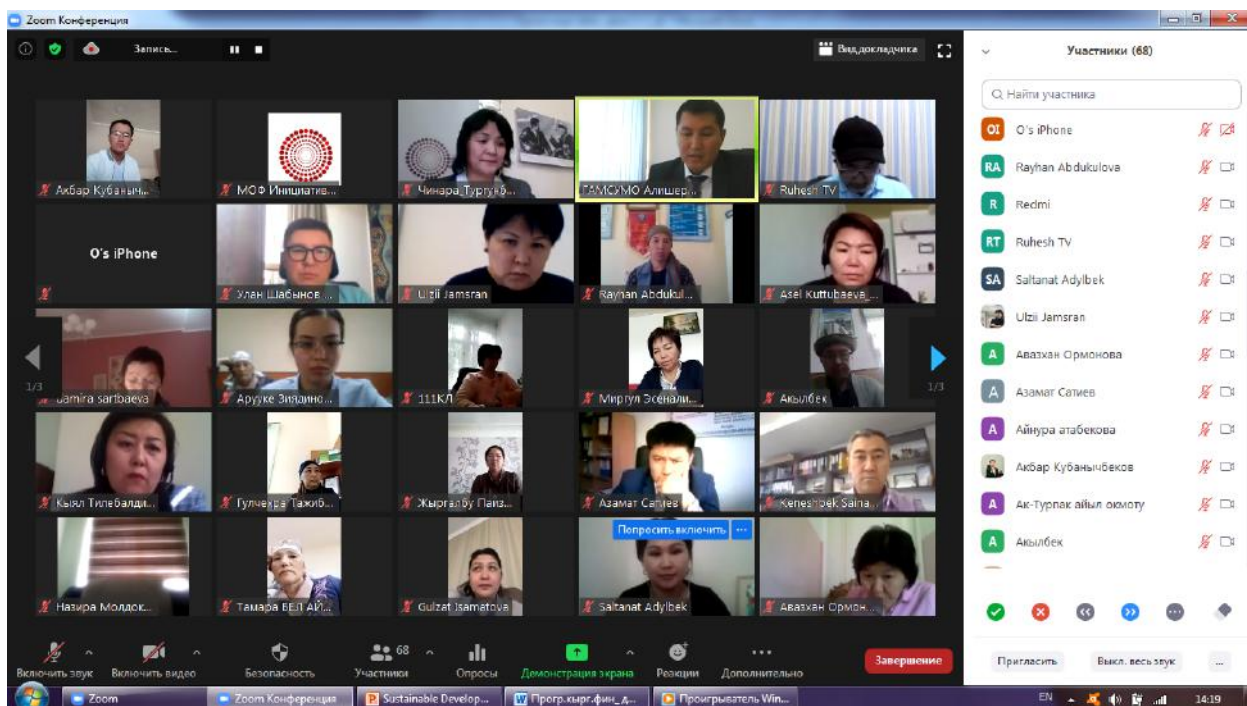
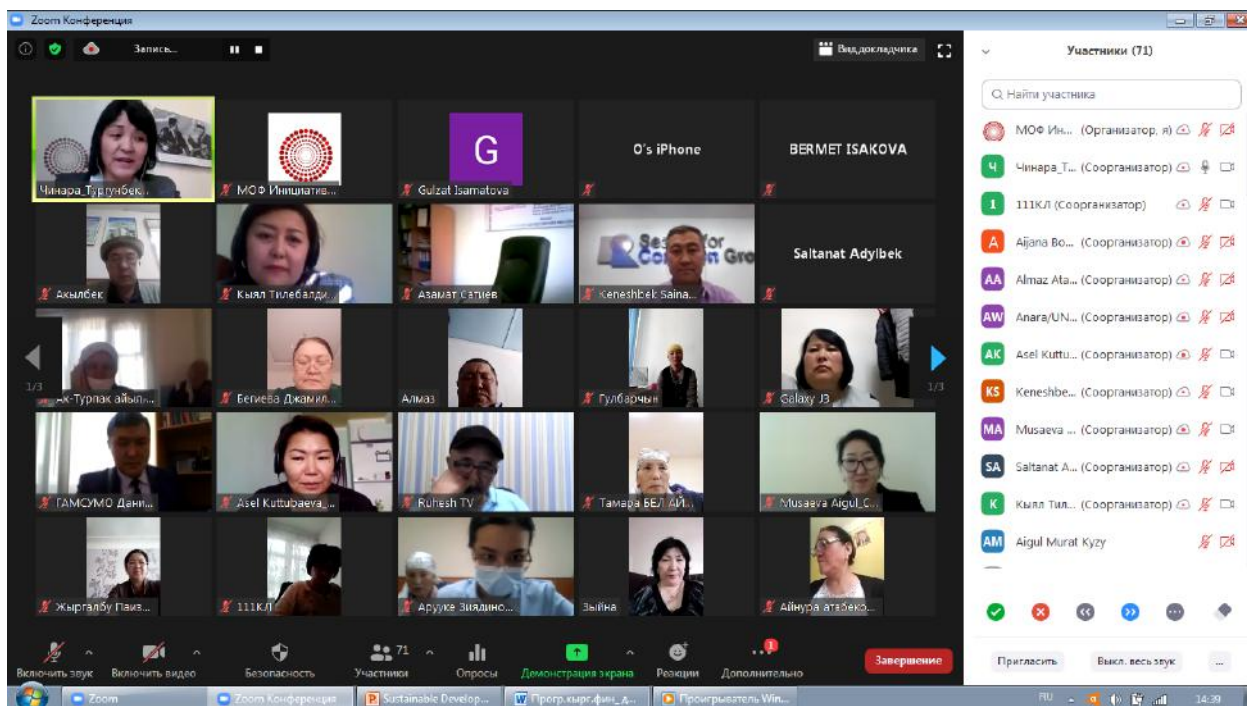
#### **5) How can you contribute to building peace?**

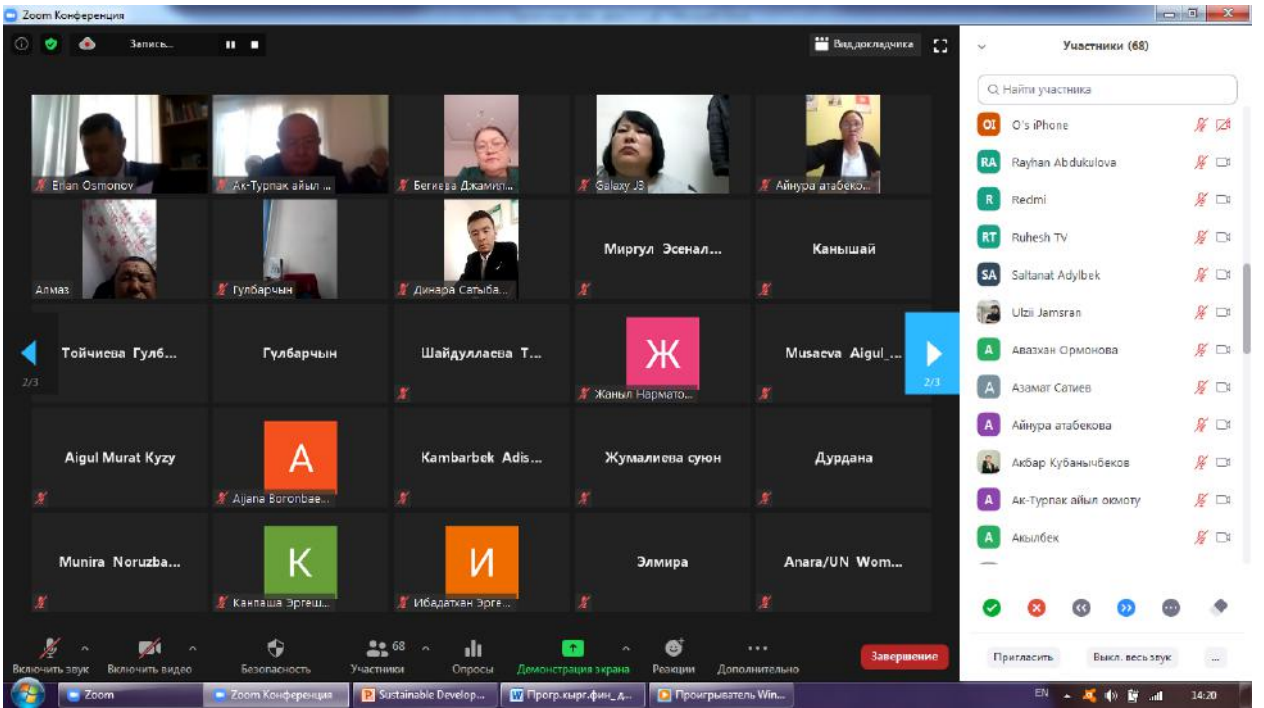
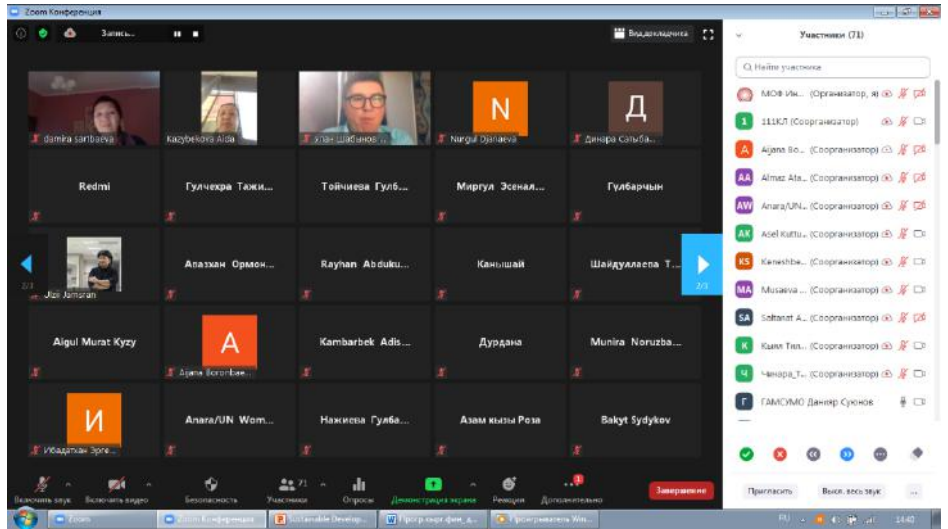
On the fifth question on strengthening peace, the participants gave the following answer: “I behave well”, “I conduct readings on the topic of peace”, “we need to involve women and children”. Participants also propose to bring the advice of the older generation to the younger generation. There was a suggestion that they could spread the values of the world.

#### **6) How can women contribute to building peace at the community level?**

Based on the answers to the sixth question, it was determined that in strengthening peace, women raise the future generation - children. More than half of the survey participants are sure that a woman's place is in the house: “They ensure the upbringing of children and peace of mind in the family. At the same time, they must be involved in the decision-making process. The opinion was expressed that women can solve many problems without any aggression. Women and youth initiatives on peace issues are proposed. In the meantime, the opinion of women is not heard. Women can solve misunderstandings in the family and with neighbors. They raise children in a spirit of patriotism and honesty.

SCREENSHOTS





## LIST OF PARTICIPANTS

## List of LSG + Activists + Working Group

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<i>Nookat district, Toolos ayil okmotu</i>			
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5	Akylbek kyzy Adina	Student	0774585252
6	Abidinova Kanyshay	Social specialist	0773464283
7	Burkanova Chynigul	Educator	0777172018
8	Tashkurova Arzygul	Activist	0772 465711
9	Toktorbaeva Gulmira	Activist	0778 580782
10	Zhoroeva Nurgul	Activist	0778484770
11	Sagynbaeva Babusara	Student	0777798902
12	Ismailov Kylych	Head of village	0779981357
13	Aslanova Bazargul	Human Resources Department	0779415349
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23	Absatar kyzy Dordana	Youth committee	0778091867
24	Narmatova Zhagyl	Social teacher "Kenesh"	0773 97 99 42
25	Zholdoshova Busazhi	Social teacher "Bel-ruk"	0772 835279
26	Toychieva Gulbarchyn	Social teacher	0778070683
27	Toychieva Nurgul	Social teacher	0770 157 203
	TOTALLY 23	Batken oblast	
<i>Kadamjai district, Orozbekov ayil okmotu</i>			
1	Aliyev Altynbek Ganyevich	Head of ayil okmotu Orozbekov	0778977775
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7	Asamidinova Albina	Youth committee	0776 756976
8	Sulaimanov Bektur	Youth committee	0551469600
9	Nazhieva Aytbubu	Social specialist	0770478478
10	Samatova Zhamila	Activist	0774628256
11	Azzam kyzy Rose	Activist	0779478284
12	Nurbaev Rakhat	Private entrepreneur	0773408954
<b><i>Kadamjay district, Ak-Turpak ayil okmotu</i></b>			
13	Toraliev Alchynbay Toralievich	Head of ayil okmotu Ak- Turpak	
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18	Abdiraimova Zamira	Youth committee	0775 17 77 75
19	Abkhinali kyzy Zhanylai	Village Resident	0775 17 27 37
20	Kenzhebaev Nurbek	Social specialist	0779 06 48 60
21	Asanov Chyngyz Nadirbekovich	Deputy of the ayil kenesh	0779 33 37 86
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<b>TOTALLY 10</b>		<b>Jalal-Abad oblast</b>	
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3	Matiev Maksatbek Azhimatovich	Kyzyl-Tuu deputy head of a \ o	0778 63 25 63
4	Narimbetova Turdukan	Kyzyl-Tuu deputy head of a \ o	0772 66 61 15
5	Zhoroev Toktorbai	Kyzyl-Tuu a \ o aksakals court	0777 77 31 25
6	Sultanaliev Nurtilek	Kyzyl-Tuu a \ o youth committee	0771 87 14 07
7	Sulaimanov Ashirbai	Kyzyl-Tuu a \ o chief specialist	0772 15 68 90
8	Dzhumaev Ruslan	Kyzyl-Tuu a \ o executive secretary	0770 74 74 00
9	Khalbaev Talypzhan	Private entrepreneur	0779 33 07 58
10	Zholdoshova Elmira	Accountant	0773 17 70 75
<b>TOTALLY 10</b>		<b>Talas oblast</b>	

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8	Abdrazak uulu Belek	Head of the village Uch- turpak	0554321020
9	Karimova Shirinbyby Ymanovna	Civic activist	0500 908 983
10	Ryspekov Nurgazy Kasymbekovich	Head of the village Chon Kara Buura	0703 000 907

### Representatives of NGOs

№	ФИО/Наименование организации	Область/Город	Район/Город	АО	Село	Контактные данные, E-mail
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2	Сарымсакова Жаркынай	Жалал - Абад	Ноокенский	Сакалды	Аримжан	0773 67 26 50
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4	Мусурманкулова Раиса	Жалал - Абад	Сузакский	Сузак	Благовещенк о	0779 64 17 18
5	Карымшакова Айчурок	Жалал - Абад	Базаркоргонский	Бешикжон	Баймундуз	0778 25 52 09
<b>Итого по Жалал-Абадской области, 5 уч-ков</b>						
1	Эргешова Ибадат	Ош	Ноокатский	Кулатов	Кожо Арык	0772 15 56 12
2	Каратаева Санабар	Ош	Ноокатский	Кулатов	Абшир Ата	0773 97 30 48
3	Абдукулова Райкан	Ош	Кара Сууйский		Кенжекул	0755 16 32 22

4	Паизова Жыргалбу	Ош	Кара Кулжинский		Сары Камыш	0778 01 39 58
5	Эргешова Канпаша	Ош	Кара Сууыйский	Мады	Мамажан	0552 64 86 61
<b>Итого по Ошской области, 5 уч-ков</b>						
1	Ашимова Канышай	Баткен	г.Баткен			0773 66 49 34
2	Ташматова Нурила	Баткен	г.Кызыл – Кыя			0772 42 88 31
3	Шерова Аида	Баткен	Баткенский			0772 27 88 77
4	Акматова Айнура	Баткен	г.Сулюкта			0770 16 84 78
5	Бекиева Гульнур	Баткен	Кадамжайский			0774 61 35 32
6	Ырысова Зийнатая	Баткен	Лейлекский			0778 72 38 84
<b>Итого по Баткенской области, 6 уч-ков</b>						
1	Абакирова Назира	Нарын	г.Нарын			0709 50 05 73 bopoloi@mail.ru
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7	Миргуль	Нарын	Жумгалский			0500 60 03 35
8	Жапаркулова Эркингуль	Нарын	Кочкорский			0703 65 45 65
9	Тынара	Нарын	Нарынский			0702 92 28 22
10	Динара	Нарын				0777 71 97 29
<b>Итого по Нарынской области, 10 уч-ков</b>						



1	Казыбекова Аида	Талас	г.Талас			Член сети «Женщины лидеры»
2	Сыдыков Бакыт	Талас	г.Талас			0552 23 08 09 ИП
3	Базарбаева Гульмира	Талас				0704 65 65 09 Депутат местного кенеша
4	Турукманова Зарина	Талас	г.Талас			0707 48 47 13 Директор, ОФ «Аялзат»
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