

ANNEX I. INCEPTION REPORT (APPROVED) FOR FINAL EXTERNAL EVALUATION OF PBF GPI PROJECT

Final External Evaluation

**Joint IOM / UN Women/ ILO “Empowering women and girls affected by migration for inclusive and peaceful community development and peacebuilding” Project
(November 2019-November 2021)**

INCEPTION REPORT

October, 2021

Evaluation team

Gheorghe Caraseni – International Evaluation Consultant, Team Leader

Elmira Brown – National Evaluation Consultant

Acronyms

ATIC	Alliance of Trainers and Consultants
AMFI	Association of Micro Finance Institutions
CEDAW	Convention of Elimination of Discrimination Against Women
CO	Country Office
CSO	Civil Society Organization
EMG	Evaluation Management Group
ERG	Evaluation Resource Group
FGDs	Focus Group Discussions
GALS	Gender Action Learning System
GPI	Gender Promotion Initiative
GSPS	Gender in Society Perception Study
GET Ahead	Gender & Entrepreneurship ILO Training program
GS VCA	Gender Sensitive Value Chain Analyses
HRBA	Human Rights Based Approach
ICD	Inclusive Community Development
ILO	International Labour Organisation
IOM	International Organisation for Migration
IP	Implementing Partners
KII	Key Informant Interview
LAP	Local Action Plan
LSEDP	Local Socio-Economic Development Programs
LNOB	Leave No One Behind
LPA	Local Public Authorities
LSG	Local Self-Government
JSC	Joint Steering Committee
JIA	Business Association “Jash Ishkerler Associasy”
NAP	National Action Plan
NBKR	National Bank of Kyrgyz Republic
M&E	Monitoring and Evaluation
PB	Peacebuilding
PBF	UN Peacebuilding Fund
RBM	Results Based Management
RUNOs	Recipient UN Organisations
SHG	Self-help groups
SIYB	Start and Improve Your Business
SWAP	System-wide Action Plan
TOC	Theory of Change
TOR	Terms of Reference
UFE	Utilisation-focused evaluation
UN	United Nations
UNDP	UN Development Programme
UNRCO	UN Resident Coordinator`s Office
UNSCR	United Nations Security Council Resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VCD	Value Chain Development
WAM	Women Affected by Migration
WPS	Women, Peace and Security
WMN	Women Migrants Network

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1. INTRODUCTION

This Inception Report is prepared by the evaluation team following the outline provided in the Terms of Reference (ToR) for the final evaluation of the Peacebuilding Fund (PBF) funded Project "*Empowering women and girls affected by migration for inclusive and peaceful community development and peacebuilding*" implemented jointly by three Recipient United Nations Organizations (RUNOs): IOM, UN Women (UNW) and ILO.

Project number from MPTF-O Gateway: 00118849.¹

The initial project **duration**: November 2019 - May 2021. Non-cost extended till November 2021 (six months). Total project **budget**: USD 1,450,000.

The report is prepared based on a review of the documents related to the Project, including: project document, logical framework, baseline and endline assessment reports, progress reports, monitoring reports, annual work plans, indicator matrixes, and other related reports and materials² provided by the project team. The Inception Report provides the background to the evaluation, defines the overall approach and methodology of the final external evaluation, potential risks and mitigations and the manner in which this will be conducted in one northern and three southern regions of Kyrgyzstan where the Project is operational. The report also contains: lead evaluation questions, work plan with key deliverables, evaluation matrix and tentative sampling. The process of preparing the Inception Report involved consultations and email exchanges between the evaluation team and country level IOM/UNW/ILO.

2. BACKGROUND

According to the Conflict and Peace Analysis (2019) about 59.6% of all labour migrants from Kyrgyzstan are women, mostly originating from southern regions of the country, where traditional patriarchal views of women's role dominate as well as conflict tensions lead to gender-based violence³. For instance, the UN-led nationwide Gender in Society Perception Study (GSPS) on Women and Labor Migration⁴ found that respondents, "in packaging their migration aspirations as familial duties and forced choices, de-accentuated any hopes for personal gain, liberation and individual development." The role of women and girls both at the community and family levels, in particular in southern regions of Kyrgyzstan because of stronger influence of religion, is often limited to obedient wife, housemaker or caring mother, women are considered the property of male family members – with young women and girls at risk of kidnapping for the purpose of marriage or being burdened with disproportionate chores in their households.

The GSPS also revealed that the main drivers of migration among women and men are the same: poverty, unemployment and community tensions over resources and power, favorable labour market conditions in destination countries, and environmental considerations. The significant impact of women's leadership and participation in ensuring sustainable peacebuilding and conflict prevention and resolution has been proven by the review of the National Action Plan (NAP) on United Nations Security Council Resolution (UNSCR) 1325 implementation conducted in 2018.⁵

¹ Link to project in the MPTF-O Gateway: <https://mptf.undp.org/factsheet/project/00118849>

² The full list of the reference documents will be attached to the final evaluation report.

³ Gender in Society Perception Study on Women and Labour Migration, 2016, UN Women/IOM/UNFPA, available at: <https://eca.unwomen.org/en/digital-library/publications/2020/04/gender-in-society-perception-study-kyrgyz-republic>

⁴ *Gender in Society Perception Study on Women and Labour Migration*, 2016, UN Women/IOM/UNFPA, available at: <https://eca.unwomen.org/en/digital-library/publications/2020/04/gender-in-society-perception-study-kyrgyz-republic>

⁵ Terms of References, *Final External Evaluation of the Joint IOM / UN Women/ ILO project Empowering Women and Girls affected by Migration for Inclusive Community Development and Peacebuilding*, page 3.

However, women's opinions on public matters are generally valued less, with men taking responsibility for decision-making and community leadership roles. Women are not allowed to decide how to spend their remittances, which means that women migrants do not gain ownership over their earning. Communities with increased return migration became more prone to conflicts due to social disbalance, non-representative power structures and increased incidents of discriminatory practices. This can raise community tensions and inter-community conflicts in Osh and Jalal-Abad or cross-border communities in Batken, where women peacekeepers were not allowed to participate in mediation process.⁶

Given the country's multiple political challenges (political turbulence leading to political instability including constant change in the Government structures, failure to comply with government programs and policies) and economic challenges (high rates of unemployment leading to increasing migration outflows, dependence of remittances, which account for almost 33% of country's GDP).⁷

3. PROJECT DESCRIPTION

The overall **development goal** is to make a *tangible contribution to peacebuilding in target provinces of Kyrgyz Republic by promoting the full recognition of the role of women and girl migrants in inclusive community development and peacebuilding.*

The project has a Theory of Change⁸ with a *if... then.. because...* chain and assumptions linked to the three levels of the logic of the action (community, policy and individual). The ToC is based on the consideration, based on GSPS results, that migration of women and girls constitutes a destabilizing factor for social cohesion and creates visible barriers to women's engagement in peacebuilding in the country. The ToC is also deriving from the GSPS recommendations.⁹

The project is designed around the following three outcomes and eight outputs:

Outcome 1: Target communities recognize and support women and girls' role and contribution to peacebuilding and community development.

Output 1.1: Target communities have access to accurate information and knowledge on the role of women and girls in peacebuilding;

Output 1.2: Target communities increase awareness on harmful attitudes and practices of gender norms towards women and girls in migrant communities.

⁶ Ibidem

⁷ World Bank data on Migration and Remittances by country, available at: <https://www.worldbank.org/en/topic/migrationremittancesdiasporaissues/brief/migration-remittances-data>

⁸ The project's ToC: **IF** communities affected by migration and risks of violence positively perceive the role of women and girls to participate in community development and peacebuilding; **IF** women and girls living in communities affected by migration are empowered and equipped with knowledge and skills to protect their political, economic and civic rights, and provided with access to resources, decent work and sustainable livelihood opportunities and **IF** women and girls returning to their home communities are provided with opportunities for better inclusion and livelihoods; **IF** national and local authorities are equipped to apply socially inclusive approaches in policymaking and implement gender-responsive peacebuilding at the local level in target communities; **THEN** women and girls in communities that are affected by migration and risk of violence can meaningfully be included in the political, economic and social life of their societies, take part in inclusive community development and peacebuilding, which will help mitigate the challenges for women and girls at highest risk **BECAUSE** community members will break down/change existing harmful gender norms and recognize girls and women's role in community development and peacebuilding; **BECAUSE** national and local authorities will better understand challenges that migrant women and girls face and the role and contributions that migrant women and girls can have in the peacebuilding process; **BECAUSE** national and local authorities will be more inclined and able to design and implement national policies and legislation that are more inclusive and gender-sensitive; **BECAUSE** women and girls will be economically and socially empowered and have agency/be enabled to make informed decisions and participate in decision-making at community level.

⁹ 1) Provision of greater state support and advice to potential migrant workers and returnees to ensure they know their rights and can access services including health care, social insurance, civil documentation (such as birth registration) and legal aid; 2) Awareness-raising campaigns on the feminization of migration and the positive contributions that migration can make to the development-rights nexus to address popular negative perceptions of women working abroad; and 3) Support for mentoring schemes and networks between successful women migrants and women who are considering working abroad; support women's self-help groups to be able to claim their rights and improve their access to empowerment opportunities. For additional information: <https://eca.unwomen.org/en/digital-library/publications/2020/04/gender-in-society-perception-study-kyrgyz-republic>

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;

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

Output 2.2: Women and girls in migrant communities have an improved access to economic (employment and self-employment) opportunities;

Output 2.3: Women and girls affected by migration have strengthened their financial capabilities and have access to gender-sensitive financial products;

Output 2.4: Skills development scheme for women designed and implemented.

Outcome 3: National and local authorities apply socially inclusive approaches in policy making and implement gender-responsive peacebuilding at the local level in communities affected by migration.

Output 3.1: A draft gender-responsive state migration policy is produced;

Output 3.2: Local authorities in pilot communities affected by migration and prone to conflict are able to develop and implement Local Action Plans (LAPs) on gender-responsive peacebuilding in line with NAP 1325.

The project uses a three - level **intervention:**

1. *Community level* by working with community members to change public perception and to build community environment conducive to women migrants' engagement in peacebuilding;
2. *Policy level* to introduce gender-responsive policies to recognize the role of women migrants and their contributions; and
3. *Individual level*, i.e. empowerment of women and girls migrants to participate in community development, decision making and local peacebuilding initiatives.

The **beneficiaries** of the project are: 1) girls and women vulnerable to forced migration or willing/plan to migrate (unemployed, girls and divorced women vulnerable to forced migration/potential future migrants); 2) returning migrant women and girls (who may be potentially forced to re-migrate).

The project also targeted:

- Men and boys in targeted communities which were engaged in awareness-raising activities;
- Community population engaged in community development and peacebuilding activities;
- LSGs engaged in organization of the activities, such as: facilitating selection of the initiatives, funding mechanisms etc.
- National stakeholders engaged when developing draft of the concept of State Migration Policy with gender-sensitive approaches;

The project is implemented in Jalal-Abad, Osh, Batken and Talas provinces of Kyrgyzstan.

The project **collaborates** with State Migration Service to promote gender-sensitive state migration policy, social inclusive policy, the forum of women Members of Parliament (MP), responsible ministries, and agencies for implementation of NAP on Gender Equality and the UNSR 1325, local self-governments (LSGs), National Bank of Kyrgyz Republic (NBKR), Civil Society Organisations (CSOs) and community leaders and women and girls affected by migration.

The Joint Steering Committee (JSC) oversees overall project implementation and provide guidance. The JSC is co-chaired by the Head of the Department for Monitoring Humanitarian Development and Interaction with Civil Society Institutions and the UN Resident Coordinator.

4. EVALUATION PURPOSE AND EXPECTED USERS

Evaluation Purpose

The purpose of the evaluation of the Joint IOM/UNW/ILO Project will be twofold to: 1) assess the programmatic progress and final project performance based on the OECD DAC evaluation criteria: Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability and 2) develop recommendations for similar initiatives funded by PBF.

Targeted users of the evaluation are the IOM, ILO and UN Women staff in Kyrgyzstan, former UN PBF Secretariat in Kyrgyzstan, and the government counterparts at local and national levels, CSOs, and other UN agencies, development and peacebuilding partners present in Kyrgyzstan. The information generated by the evaluation team will furthermore be used to engage policy makers and other stakeholders at local, national and regional levels in evidence-based dialogues and to advocate for gender-responsive strategies to sustain peace and conflict-prevention with a particular focus on engaging women and girls affected by migration in dialogues on gender equality, human rights, and peace and security.

Evaluation Objectives

The evaluation will target all three levels (individual, policy and community) of the interventions of the project.

The key objectives of the final project evaluation are to:

- Assess *relevance* of the project objectives, strategy and approach at the community, individual and policy levels for empowerment of girls and women affected by migration towards achieving project results;
- Assess *coherence* with international agreements and conventions as well as synergies and coordination with other initiatives;
- Assess *effectiveness* of the project in achieving its expected results at community, individual and policy levels;
- Assess *efficiency* of use of resources and coordination mechanisms;
- Assess *sustainability prospects* of the results and
- Assess *impact* of the intervention in advancing GEWE and participation in community development and higher level peacebuilding initiatives.
- *Identify key factors* (incl. Covid-19), which influenced achievements as well as the good practices and key lessons to be learned.
- *Develop* actionable, tailored and forward-looking recommendations for future projects focused on peacebuilding and empowerment of women and girls affected by migration.

Evaluation Scope

The final evaluation of the “Empowering women and girls affected by migration for inclusive and peaceful community development” Project will be conducted at the end of project implementation and will cover the entire duration of the project from 2019- 2021. The final evaluation is scheduled between August 2021 - January 2022.

The evaluation includes a data collection mission in Bishkek and a mission to all four regions covered by the project, particularly: Batken, Osh, Djalalabad and Talas regions (Table 1).

Table 1. *Target municipalities (geographical scope of evaluation).*

Regions/Oblast	Municipalities
Osh region	Toolos LSG, Bel LSG Nookat district , Osh oblast
Batken region	Ak-Turpak LSG, Orozbekovo LSG, Kadamjai district, Batken oblast
Talas region	Kara-Buura LSG, Kara-Buura district, Talas oblast
Jalalabad region	Kyzyl Tuu, Suzak district, Jalal-Abad oblast

Stakeholder`s List

The evaluation team identified a range of direct and indirect stakeholders listed below.

Table 2. *Stakeholder map.*

Project management and team	Implementing partners	National partners	Community partners and members	Other UN entities
<ul style="list-style-type: none"> • IOM project team • UN Women project team • ILO project team • UNRCO • Former PBF Secretariat Office in Kyrgyzstan¹⁰ • The Joint Steering Committee 	<ul style="list-style-type: none"> • Public Fund “Rosa Otunbaeva’s Initiative” • Community Development Alliance • Alliance of Trainers and Consultants • Association of Micro Finance Institutions • Other vendors: baseline and endline survey teams, consultants and trainers 	<ul style="list-style-type: none"> • Department of External Migration under MFA • State Agency on Local Self-Government & Interethnic Relations • Ministry of Health and Social Development • National Bank of Kyrgyz Republic 	<ul style="list-style-type: none"> • Local authorities from districts & LSGs: Osh, Batken, Jalal-Abad and Talas regions • Local Council members, including women deputies • GALS champions • Self-help groups (SHG) members • GALS users • Women and men beneficiaries: activists of villages, coordinator – mobilizers • Girls and boys who participated in project activities • Women and their families who were supported with BDS’s and start micro business initiatives in VCD • Representatives of educational institutes/schools • Migrant women 	<p>UN entities involved in PBF funded initiatives¹¹ (UN Women; OHCHR, UNFPA, UNICEF, UNDP)</p>

5. EVALUATION METHODOLOGY

Evaluation approach

The evaluation will adopt a participatory approach, engaging a wide and diverse range of stakeholders from Kyrgyzstan. Participation of the main partners is a necessary condition to ensure accountability, stimulate learning, promote ownership, facilitate future buy-in and arrive at comprehensive recommendations for RUNOs and key project stakeholders.

The evaluation process will be based on a *Human Rights Based Approach (HRBA)*, Leave No One Behind (LNOB), including disability inclusion aspects¹² and two disability inclusion indicators reflected in the UN Disability Inclusion Strategy, particularly: Indicator 5 – *Consultations with Persons with Disabilities*¹³ and Indicator 10 – *Evaluation*.¹⁴

¹⁰ Since July 2021, there is no active PBF Secretariat in Kyrgyzstan anymore.

¹¹ “*Communities resilient to Violent Extremism*”, Project implemented by UN Women, UNFPA and led by UNICEF and “*Inclusive Governance and Justice system for Preventing Violent Extremism*” Project implemented by UN Women, OHCHR and led by UNDP.

¹² According to the UN Disability Inclusion Strategy the term “disability inclusion” refers to the meaningful participation of persons with disabilities in all their diversity, the promotion and mainstreaming of their rights, the development of disability-specific programmes and the consideration of disability-related perspectives, in compliance with the Convention on the Rights of Persons with Disabilities.

¹³ Systematic close consultation with and active involvement of, organizations of persons with disabilities on all disability-specific issues and broader issues. For additional information see UN Disability Inclusion Strategy: https://www.un.org/en/content/disabilitystrategy/assets/documentation/UN_Disability_Inclusion_Strategy_english.pdf

¹⁴ Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s). For additional information see UN Disability Inclusion Strategy: https://www.un.org/en/content/disabilitystrategy/assets/documentation/UN_Disability_Inclusion_Strategy_english.pdf

The evaluation team will use UN SWAP Evaluation Performance Indicator¹⁵ and the final evaluation will be gender-responsive¹⁶, which includes two essential elements: what the evaluation examines and how it is undertaken. Thus, the evaluation team will assess the degree to which gender and power relationships—including structural, social and economic causes that give rise to inequities and unfair power relations in the targeted sites of Kyrgyzstan, change as result of the project using the process which is inclusive, participatory and respectful of all stakeholders (*rights holders* and *duty bearers*).¹⁷ The evaluation team will assess how the project affected men/boys and women/girls differently.¹⁸

The evaluation team will use the utilization-focused evaluation approach (UFE)¹⁹, which is based on the principle that an evaluation should be judged according to how useful it is. The UFEs are planned and implemented in a way that increases the likelihood of the findings being used. This means identifying the primary users of an evaluation and ensuring that they are engaged in decision-making throughout the process. Therefore, evaluation team identified the expected users of the final evaluation, which are engaged through the evaluation cycle as ERG members. It is expected that the evaluation will contribute to overall accountability and learning processes of main users: IOM, ILO and UN Women from Kyrgyzstan, UN Peacebuilding Fund, local and national public authorities, CSOs, beneficiaries, donor community and other peacebuilding and development partners and the project beneficiaries.²⁰

Data type and sources

The data to be collected and collection methods are being determined by the evidence needed to address the evaluation questions reflected in the TOR. The evaluation team will use a *mixed method design* with both quantitative and qualitative data sought for evidence-based findings, and to provide a comprehensive and meaningful understanding of project progress.

Quantitative data will be used to assess progress of the project based on concrete numerical results and performance indicators. Quantitative data among other will include, for instance:

- % increase in the proportion of women participating in local dialogue, peacebuilding processes and community development;
- % knowledge (on targeted topics) increase among beneficiaries;
- Number of communication products on community development and peacebuilding disseminated by mass and social media;
- Number of community members applying GALS tools to re-negotiate power relations within families and address harmful gender norms and attitudes, disaggregated by sex and age;
- % of women participating in peacebuilding initiatives and demanding social services to protect their rights;
- % increase in women accessing economic and community development opportunities;
- Number of LAPs developed on gender sensitive peacebuilding and the implementation roadmaps.
- Number of positive deviants who substantially contributed in development and peacebuilding.

Quantitative data by itself does not always capture a complete picture of project performance, or information about changes generated with the project contribution, for instance how capacity development interventions contributed to mainstreaming the gender related aspects in the national and local policy making and implementation.

¹⁵ The UN-SWAP Evaluation Performance Indicator assesses the extent to which the evaluation reports of an entity meet the gender-related UNEG Norms and Standards and demonstrate effective use of the UNEG Guidance on integrating human rights and gender equality during all phases of the evaluation. For additional information: <https://www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/un-swap/un-swap-2-tn-pi04-evaluation-en.pdf?la=en&vs=2403>

¹⁶ For additional information: *How to manage gender responsive evaluation*. UN Women Independent Evaluation Office.

¹⁷ See the GEWE and HRBA aspects intergrated in the Evaluation Matrix.

¹⁸ *Ibidem*

¹⁹ For additional information: https://www.betterevaluation.org/en/plan/approach/utilization_focused_evaluation

²⁰ Girls and women vulnerable to forced migration or willing/plan to migrate (unemployed, girls and divorced women vulnerable to forced migration/potential future migrants); 2) returning migrant women and girls (who may be potentially forced to re-migrate).

Hence, quantitative data will be supplemented with *qualitative* data to ascertain for example:

- How the project contributed to integration of the GE provisions in the policy and regulatory framework;
- How local authorities are applying gender-responsive peacebuilding principles in supporting women's participation in community development;
- Extent to which the policy environment is conducive to participation of women and girls in peacebuilding activities on community level;
- Functionality of the informal network of women migrants and diaspora leaders.

Evaluation will also assess the consistency of the performance and change planning approaches and tools, such as: Theory of Change²¹ and results-based approach, particularly the linkages (impact-outcomes, outputs, baselines, indicators, targets) reflected in the Results Framework. At the inception phase of the field mission evaluators will use a participatory approach and together with the RUNOs will review and refine the ToC in the form of the validation exercise.

Data collection approaches

The methodology of data collection will include both primary and secondary information.

Primary data will be collected during the field mission (01-12 November) in Kyrgyzstan (Bishkek and three southern and one northern regions) from the various stakeholders reflected in the sampling framework (See Table 3). Due to a tight timeline evaluation team will be able to allocate only one day per site.

The field visit will include:

- Semi-structured interviews
- Focus group discussions
- Observations

Individual semi-structured interviews facilitate in-depth data collection to ensure consistency among the data collected from the project stakeholders, limits potential bias, and gives flexibility to ask additional questions that could emerge. Evaluators will be guided by the research questions outlined in Annex 7, but will probe and follow up with interviewees in a fluid manner in response to answers and information offered.

Suggested participants (please see Table 3):

- RUNOs
- National Government Representatives
- Implementing partners (responsible party)
- Local authorities
- Some of the end-beneficiaries
- PBF Project Officer (donor)
- Other UN entities

The focus group discussions (FGD) with pre-determined sets of questions will be used, because: facilitate community-level discussions, share of the opinions/anecdotal evidence/examples and generate insights that might be helpful in understanding communities' perspectives regarding the local context and identification of the changes and factors that have contributed or impeded the occurrence of changes.

The Annex 7 provides an overview of the questions that will guide the FGDs, however the questions serve only as a guide. FGDs will be conducted as loosely structured conversations, allowing space for facilitators to probe responses and explore unexpected insights.

Suggested Participants (please see table 3):

- SHGs members
- GALS participants
- Direct beneficiaries
- Migrant women, who are outside the country
- LSG representatives

²¹ According to the PBF's Theory of Change Guidance Note.

- Local council members

Both individual meetings and FGDs will be tailored to the best professional judgment of the evaluation team according to the background of the respondents, their role and involvement in the project.

Are envisaged 8 FGDs with the end beneficiaries for encouraging sharing their experience and learning from each other's stories and about 22 individual interviews. It is estimated to be involved about 80 persons (including about 70-75% women and girls) representing different type of project stakeholders as presented below:

Table 3: *Tentative sampling framework*

Type	Institution/Organization	Approach
UN Agencies	IOM	Individual meeting
	UN Women	Individual meeting
	ILO	Individual meeting
	UNRCO	Individual meeting
	UNFPA	Individual meeting
	OHCHR	Individual meeting
	UNICEF	Individual meeting
	UNDP	Individual meeting
Public authorities	State Agency on Local Self-Government and Interethnic Relations	Individual meeting
	Department of External Migration of the Ministry of Foreign Affairs	Individual meeting
	Ministry of Health and Social Development	Individual meeting
	National Bank of Kyrgyz Republic	Individual meeting
Implementing partners	Public Fund "Rosa Otunbaeva's Initiative"	Individual meeting
	Community Development Alliance	Individual meeting
	Alliance of Trainers and Consultants	Individual meeting
	Association of Microfinance Institutions	Individual meeting
Local authorities from districts & villages: Osh, Batken, Jalal-Abad and Talas oblasts	Local Self-Governments members	FGD
	Local Council members, including women deputies	FGD
	Head of villages/municipality representatives	Individual meeting
	Specialists of social affairs	Individual meeting
End-beneficiaries and other stakeholders from districts & villages: Osh, Batken, Jalal-Abad and Talas oblasts	Women and men beneficiaries: activists of villages, coordinator –mobilizers	FGD
	Women, who started their family businesses	Individual meeting
	Woman contracted by whole sales buyer/Future participant of the Global Village Fair in Dubai	Individual meeting
	GALS champions	FGD
	Education institution/School	Individual meeting
	Leaders and members of the SHG	Individual meeting
	Migrant Women	Zoom/Viber/WhatsApp
	Women beneficiaries	5 Individual meetings
Donor	United Nations Peacebuilding Fund	Individual meeting

The tentative agenda with the project sites to be visited is presented in the Annex 3 of the report.

The evaluation will also use field *observation* as a data collection technique for watching, listening and understanding the behaviors, on-going processes and achievements (for instance: how community members are applying GALS tools; how women are participating in local dialogue, peacebuilding processes and community development; what are the benefits of the economic empowerment actions via ILO training tools as GET Ahead, Financial Education and Start & Improve Your Business (SIYB), SHGs operations, LSG functions).

Secondary data will be gathered through the *desk review* of written project documents, logframe, baseline and endline assessment reports, progress reports, and other project documents. The evaluation, among other aspects will use the findings of both assessments for analyzing and drawing own conclusions on the main changes generated with the project contributions, key lessons learnt, factors influencing performance. The quantitative and qualitative performance gender disaggregated data will be collected by the evaluation team from the informational sources reflected in the means for verification stipulated in the project logframe. The list of consulted documents will be attached to the evaluation report.

Evaluation Criteria and Key Evaluation Questions

The evaluation will be guided by the OECD/DAC Evaluation Criteria (*Relevance, Coherence, Effectiveness, Efficiency, early signs of Impact and Sustainability*)²².

The evaluation will be based on gender and human rights principles, including the *Do-No-Harm* approach and adhere to the UNEG Norms and Standards and Ethical Code of Conduct and IOM, ILO and UN Women Evaluation Policy and Guidelines²³ and following safety protocols of WHO COVID-19 transmission measures²⁴.

The evaluation questions are reflected in the Annex 6: *Evaluation Matrix*. The evaluation team will further develop for their own use interview guides for consultations with stakeholders. The evaluation questions will be tailored according to the role and involvement of the stakeholders and will be orally administered in English and/or Russian. In remote areas the evaluation team might collect data in Kyrgyz language, depending on the preferences of the stakeholders. The evaluation team will be accompanied by a professional interpreter. In order to increase the validity through the triangulation process, the primary data will be compared to the secondary data and some of the evaluation questions will be similar and repeated to more than one type of stakeholders.

Data analysis and quality assurance

Following the data collection, the last phase of the evaluation will focus on analysis of the in-depth desk review and information collected from interviews and Focus Group Discussions. Data collected will be analysed for each of the key aspects of the evaluation. The following methods will be used:

- **Responsibility assignment mapping** – As a result of the joint approach of the project, involvement of three RUNOs, implementing partners and multiple stakeholders, the evaluation will systematise the collected data on key responsibilities, practical implementation arrangements and expressed need for cooperation. Ultimately, this would help reaching conclusions on effectiveness and efficiency of the multi-dimensional partnerships generated by the project and added value of different type of partners.
- **Change analysis** – Collected data will be systematised and compared against the results based matrix and expected changes defined by the relevant project documents provided by IOM. This would help reaching conclusions on progress of the Project towards the targets and most effective approaches and recommendations for future similar actions. The evaluation will also analyse and, eventually, validate or reconstruct the ToC, assessing to what extent the initial assumptions were valid and the changes were generated as predicted in the ToC.

²² DAC Criteria for Evaluating Development Assistance. For additional information: <https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>

²³ Please see the Annex 4: *References*

²⁴ For additional information about COVID-19 transmission protective measures, WHO, 2021: <https://www.who.int/westernpacific/emergencies/covid-19/information/transmission-protective-measures>

- **Contribution analysis** – Due to the number of stakeholders involved (both national, regional/local and international) and most likely synergetic effect of their actions, contribution analysis seems to be the most appropriate method to be used in understanding the causes of achieved results, results chains, roles of each of the stakeholder involved and other internal and external factors, including both enablers and barriers. This is also important in the fragile contexts of political instability in Kyrgyzstan, where in addition to positive influences, those potentially negative (e.g. political turbulences, elections, conflicts) have to be considered. This would enable identification of the main contributors, including the level of contribution of the project stakeholders to the achieved results, including early signs of transformational changes (if any).
- **Attribution analysis** – although it might be challenging and considering all the wide range of stakeholders involved, the evaluation team will analyse the data trying to identify unique interventions and their effects that might be solely or largely attributed to the evaluated project.

The evaluation team is committed to provide quality deliverables and services. Triangulation of data, stakeholders' (respondents) estimate, analysis of enablers and barriers and trend changes (if possible to determine) may be used to support the data analysis methodologies and systematization of conclusions and recommendations.

Evaluation will have at least four „check points “, which will increase the quality of the assignment and deliverables:

1. Review of the Inception Report to ensure that the requirements of the TOR are met.
2. Presentation and discussion with EMG and ERG the preliminary findings and conclusions at the end of the field mission in Kyrgyzstan.
3. Review of the draft evaluation report (two rounds).
4. Approval of the completed final evaluation report.

Adjustments will be made to reflect feedback at each of these points. More interaction will contribute to the quality of the key deliverables. This ensures that multiple opportunities are provided to resolve potential issues and challenges throughout the project evaluation.

6. RISKS AND MITIGATION

The following risks or constrains and related mitigation approaches were identified by the evaluation team at the inception phase.

Table 5: *Evaluation Risks and Mitigation*

Risks	Mitigation Approach
Some stakeholders, including because of the pandemic reasons, may not be available for interviews during the field mission.	<ul style="list-style-type: none"> • Consultations with the stakeholders will be planned with enough flexibility to account for their schedules. • Some interviews may be conducted via Zoom • /phone depending on the preferences of the stakeholders.
Some stakeholders, especially at the local level might be hesitant for openly speaking their minds about the project actions they were involved in.	<ul style="list-style-type: none"> • Inform about the key principles of evaluation, underlining the confidentiality and voluntary participation of the stakeholders. • Evaluation team will secure necessary conditions for confidentiality for open discussions, storing and anonymizing quotes.
Field mission time limitation affects comprehensive evaluation across all dimensions of the project.	<ul style="list-style-type: none"> • Representative sampling to ensure that all stakeholder groups of the project are covered. • Present and discuss preliminary evaluation findings and conclusions.

7. MANAGEMENT OF EVALUATION

To ensure effectiveness, learning and quality of the final evaluation as well as inclusive and participatory approach, the evaluation management structure will consist of the Evaluation Management Group and Evaluation Reference Group.

Evaluation Management Group (EMG) is an IOM-led body, which includes representatives of all three RUNOs and the donor. The EMG will oversee the evaluation process, make key decisions and quality assure of the deliverables. The EMG also includes IOM's Regional Monitoring and Evaluation Officer and the UN Women Europe and Central Asia Regional Evaluation Specialist who is a staff member of the UN Women Independent Evaluation Office, both of whom are members of the United Nations Evaluation Group (UNEG). The IOM's Regional Monitoring and Evaluation Officer is the Evaluation Task Manager, responsible for the day-to-day management of the evaluation and ensures that the evaluation is conducted in accordance with the Evaluation Policy of the different implementing UN entities.

Evaluation Reference Group (ERG) is a representative body, part of the evaluation management body, consisting of all relevant stakeholders' groups, including: key national and local public authorities, beneficiaries, project partners, CSOs. ERG was established to promote a highly participatory review and to ensure that the evaluation approach is an accountable, learning and relevant exercise for stakeholders. Thus, the purpose of the ERG will be to facilitate the participation of relevant stakeholders in the design and scope of the evaluation, raising awareness of the different information needs, quality assurance throughout the process and in disseminating the evaluation results.

The ERG will be consulted on key aspects of the evaluation process and will provide input at key stages of the evaluation: inception report; draft and final reports. The composition of the ERG is presented in the Annex 5 of the Inception Report.

The PBF HQ provides quality assurance of the deliverables (inception report, draft report, final report) and approves them.

The Evaluation Expert Team is gender balanced and includes an international evaluator that will act as the evaluation team leader (*Gheorghe Caraseni - man*) and the national evaluator (*Elmira Brown - woman*).

8. EVALUATION NORMS AND STANDARDS

The final evaluation will be carried out according to norms and standards for evaluation established by the UNEG.²⁵

- *Independence and Impartiality.* Independence of evaluation is necessary for credibility, it influences the ways in which an evaluation is planned, used and allows evaluators to be impartial and free from undue pressure throughout the entire evaluation process. The evaluation team will remain independent from RUNOs, donor and other stakeholders at all times. Clear reasons for evaluative judgments, and the acceptance or rejection of comments on the deliverables will be given. The final evaluation report will make clear that it is the view of the evaluation consultants, and not necessarily that of RUNOs, donor or other stakeholders, which may articulate their voice through a Management Response and/or ERG.
- *Anonymity and confidentiality.* The evaluation must respect the rights of individuals who provide information, ensuring their anonymity and confidentiality. The evaluation team will inform the stakeholders about the principles of the evaluation at the beginning of the consultations and will ask orally the permission for recording or notes taking.
- *Responsibility.* The report must mention any dispute or difference of opinion that may have arisen between the evaluators and project management in connection with the evaluation process,

²⁵ UNEG Ethical Code of Conduct to Evaluations in the UN system: <http://www.unevaluation.org/document/detail/100>

sampling, findings and/or recommendations. The evaluators should corroborate all assertions, or disagreement with them noted.

- *Integrity.* The evaluators will be responsible for highlighting issues not specifically mentioned in the TOR, if this is needed to obtain a more complete analysis of the intervention.
- *Independence.* The evaluators should ensure their independence from the intervention under review, and they must not be associated with its management or any element thereof.
- *Incidents.* If problems arise during the field work, or at any other stage of the evaluation, they will be reported immediately to IOM as lead agency.
- *Validation of information.* The evaluation team will be responsible for ensuring the accuracy of the information collected while preparing the reports and will be responsible for the information presented in the evaluation report.
- *Intellectual property.* In handling information sources, the evaluation team shall respect the intellectual property rights of RUNOs.

9. WORK PLAN

Table 6. *Work plan, deliverables and timeline*

Task and deliverables	Timeframe	Responsibility
I. Inception Phase		
Desk review of background documentation	August – September, 06	Evaluation team
Inception meeting with EMG and ERG	August, 27	EMG
1 st Draft of the inception report	September, 04	Evaluation team
Feedback from PBF, EMG	September, 24	EMG, PBF
2 nd draft of the inception report	October, 04	Evaluation team
Feedback from EMG	October, 11	EMG
Revised (if needed) 3 rd draft inception report	October, 14	Evaluation team
Feedback from PBF/ERG	October, 22	PBF and ERG
Inception report final	October 26,	EMG, ERG, Evaluation team
II. Field mission Phase		
Visit to project sites and in-country data collection – detailed field visit itinerary developed and include visits to 6 municipalities of Kyrgyzstan.	November, 01 - 12	EMG - organizing sessions; evaluation team - conducting KII and FGD
III. Analysis and Reporting Phase		
Drafting and power point presentation of the preliminary findings to EMG and ERG	November, 16	Evaluation team
1 st draft report	December, 12	Evaluation team
Feedback from EMG	December, 20	EMG
2 nd Draft report	January, 06	Evaluation team
Feedback from PBF and ERG	January, 17	PBF, ERG
Final report Evaluation communication products (brief PPT, two-pager)	January, 25	Evaluation team
Submission of the translated version (in Russian) of the final evaluation report	January, 31	Evaluation team

10. ANNEXES

Annex 1: Structure of the Final Evaluation Report

Title page - Name of the project, country, date, implementing agencies, name of the authors

Executive Summary

1. *Introduction*

2. *Project description*

3. *Evaluation approach*

3.1. Purpose, Scope and Objectives of the evaluation

3.2. Evaluation methodology

4. *Evaluation findings*

4.1. Relevance

4.2. Coherence

4.3. Effectiveness

4.4. Efficiency

4.5. Impact

4.6. Sustainability

5. *Conclusions, Good practices & Lessons Learnt*

5.1. Conclusions

5.2. Good Practices

5.3. Lessons Learnt

6. *Recommendations*

6.1. Strategic recommendations

6.2. Operational recommendations

7. *Annexes*

7.1. Evaluation Matrix

7.2. List of Stakeholders consulted

7.3. List of Documents reviewed

7.4. TOR

7.5. Visual Adds (pictures from the field mission)

Annex 2: References

1. *DAC Criteria for Evaluating Development Assistance.*
<https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>
2. Evaluation Policy of the United Nations Entity for Gender Equality and the Empowerment of Women (UNW/2012/8): www.un.org/ga/search/view_doc.asp?symbol=UNW/2012/12&Lang=E
3. IOM Evaluation Policy:
https://evaluation.iom.int/sites/evaluation/files/documents/iom_evaluation_policy_in_266_external_18.pdf
4. OIG Strategy for the Management of Its Evaluation and Monitoring Functions:
https://evaluation.iom.int/sites/evaluation/files/documents/oig_evaluation_and_monitoring_strategy_2018-2020.pdf
5. https://evaluation.iom.int/sites/evaluation/files/documents/IOM-IN74Rev1-Charter-of-OIG_0.pdf
6. IOM Evaluation Guidelines: <https://intranetportal/Pages/ControlNo.aspx?controlNo=MA/00066>
7. How to Manage Gender Responsive Evaluation. Evaluation Handbook: www.unwomen.org/en/digital-library/publications/2015/4/un-women-evaluation-handbook-how-to-manage-gender-responsive-evaluation
8. UN Women Global Evaluation Reports Assessment and Analysis System (GERAAS):
www.unwomen.org/~media/headquarters/attachments/sections/about%20us/evaluation/evaluation-geraasmethodology-en.pdf
9. Standards for Evaluation in the UN System: www.uneval.org/document/detail/22
10. Norms for Evaluation in the UN System: www.uneval.org/document/detail/21
11. Integrating Human Rights and Gender Equality in Evaluation – towards UNEG Guidance:
www.uneval.org/document/detail/980
12. UNEG Guidance Integrating Human Rights and Gender into Evaluation:
www.uneval.org/document/detail/1616

13. UN SWAP Evaluation Performance Indicator: www.uneval.org/document/detail/1452
14. UNEG Quality Checklist for Evaluation Reports: www.uneval.org/document/detail/607
15. UNEG Ethical Guidelines: www.unevaluation.org/document/detail/102
16. UNEG Code of Conduct for Evaluation in the UN: www.unevaluation.org/document/detail/100
17. UN Women Kyrgyzstan Country Portfolio Evaluation:
<http://gate.unwomen.org/Evaluation/Details?EvaluationId=5014>
18. Joint Evaluation of Joint Gender Programmes:
<http://gate.unwomen.org/Evaluation/Details?evaluationId=4603> ILO Policy Guidelines for results-based evaluation, 2020 https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_571339.pdf
19. ILO Policy Guidelines for results-based evaluation, 2020 https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_571339.pdf

Annex 3: Tentative Agenda

Field mission: 01 – 12 November 2021, Kyrgyzstan

Time	Stakeholder & Contact person	Location
Day 1, Monday, 01 November		
10:00 – 11:00	Former PBF Secretariat Manager/Peace & Development Advisor - Kurtmolla Abdulganiyev	Bishkek, Former PBF Secretariat/RC Office
11:30 – 12:30	IOM, Project Manager – Aijan Boronbaeva	Bishkek, IOM office,
	Lunch	
14:00 – 15:00	UN Women, Programme Analyst - Iina Pyykkö	Bishkek, UN Women Kyrgyzstan Country Office,
15:30 – 16:30	ILO, National Project Coordinator – Aisuluu Meimankanova	Bishkek, ILO office,
17:00 – 18:00	Public Fund “Rosa Otunbaeva’s Initiative” Project coordinator – Abdraimkunova Chynara	Bishkek, IP’s office,
Day 2, Tuesday, 02 November		
09:30 – 10:30	State Agency on Local Self-Government and Interethnic Relations, Leading Specialist - Achikeeva Cholpon Chekirovna	Bishkek
11:00 – 12:30	Department of External Migration of the Ministry of Foreign Affairs, Head of Department for Migration Policy – Asanov Almaz Ashirkulovich	Bishkek
11:30 – 12:30		TBC
	Lunch	
14:00 – 15:00	Community Development Alliance, Project manager - Asel Kuttubaeva	Bishkek, IP’s office,
15:30 – 16:30	Alliance of Trainers and Consultants, Project manager - Aziz Kirgizbaev	Bishkek. Meeting room Park hotel
Day 3, Wednesday, 03 November		
08:00 – 12:00	Trip from Bishkek city to Kara-Buura LSG (Talas region)	Transport is TBC
	Lunch	
13:00 – 14:00	Focus Group Discussion with the representatives of LSG (Contact - Tolebaeva Zagida Rakhmanbekovna)	Kara-Buura LSG, Kara-Buura district, Talas region
14:30 – 16:30	Focus Group Discussion (Contact - Karbozova Salkyn)	Kara-Buura village, Talas region
	Accommodation in Talas town	TBD & TBC
Day 4, Thursday, 04 November		
09:00 – 11:00	Focus Group Discussion (Contact - Meerim Aytazarova)	Kara-Buura village, Talas region
	Lunch	
13:00 – 17:00	Trip back to Bishkek city	

Day 5, Friday, 05 November		
9:30-10:30	National Bank of the Kyrgyz Republic	TBD/TBC
11:00-12:00	Association of Microfinance Institutions	TBD/TBC
	Lunch	
13.30-14.30	Ministry of Health and Social Development – TBC	TBD/TBC
15.00-16:00	UNICEF/UNFPA/OHCHR/UNDP	TBD/TBC
16.30-17.30	Online meeting with women migrant	
Day 6, Monday, 08 November		
08:00 – 08:40	Flight Bishkek-Osh	TBC
09:00 – 10:30	Trip from Osh city to Bel LSG (Nookat district)	Transport is TBC
10:30 – 11:30	Individual interview with the Head of Bel LSG - Shamuratov Azizbek Gylamidinovich	Bel LSG, Nookat district, Osh region,
	Lunch	
13:00 – 15:00	Focus Group Discussion (Contact - Ziadinova Aruuke)	Borbash village, Bel LSG, Nookat district, Osh region
15:30 – 16:30	Trip back to Osh city	
	Accommodation in one of the hotels in Osh city	TBD & TBC
Day 7, Tuesday, 09 November		
08:00 – 10:00	Trip from Osh city to Toolos LSG (Nookat district)	
10:30 – 11:30	Individual interview with the Deputy Head of Toolos LSG - Tilenov Muradilla Aidarbekovich	Toolos LSG, Nookat district, Osh region
11:30 – 12:30	Individual interview with aiyl bashchy - Zhakypov Maksatbek	Toolos LSG, Nookat district, Osh region
	Lunch	
13:30 – 15:30	Focus Group Discussion (Contact - Mizamova Gulmira)	Toolos , Nookat district, Osh region
15:30 – 18:30	Trip from Toolos to Batken town	
	Accommodation in Batken-Nuru hotel (or Aktyn-Beshik guest house)	TBD & TBC
Day 8, Wednesday, 10 November		
08:20 – 09:00	Trip from Batken town to Ak-Turpak LSG	
09:30 – 10:30	Individual interview with the Deputy Head of Ak-Turpak LSG - Satybaldiev Mamazhunos Mansurovich	Ak-Turpak LSG, Kadamjai district, Batken region
10:30 – 12:30	Focus Group Discussion 1 (Contact - Momunova Aisalkyn)	Ak-Turpak village, Batken region
	Lunch	
13:30 – 15:30	Focus Group Discussion 2 (Contact - Isakova Gulmira)	Ak-Turpak village, Batken region
15:30 – 16:10	Back to Batken	
	Accommodation in Batken-Nuru hotel (or Aktyn-Beshik guest house)	
Day 9, Thursday, 11 November		
08:00 – 10:00	Trip from Batken town to Orozbekov LSG	

10:30 – 11:30	Individual interview with the Deputy Head of Orozbekov LSG - Askarova Elmira Israilovna	Orozbekov LSG, Kadamjai district, Batken region
11:30 – 13:30	Focus Group Discussion (Contact - Nurbaeva Aida)	Orozbekov village, Batken region
	Lunch	
14:30 – 16:30	Focus Group Discussion (Contact - Ergeshova Kairinsa)	Orozbekov village, Batken region,
16:30 – 19:00	Trip to Osh city	
	Accommodation in one of the hotels in Osh city	
Day 10, Friday, 12 November		
08:00 – 10:00	Trip from Osh city to Kyzyl-Tuu LSG (Jalalabad region)	
10:30 – 11:30	Individual interview with the main specialist of social affairs of LSG - <i>Sulaimanov Ashirbai Esenovich</i>	Kyzyl-Tuu LSG, Suzak district, Jalalabad region
12:00 – 14:00	Focus Group Discussion 1 (Contact person - Mamatova Urmatkan)	Kyzyl-Tuu village, Suzak district, Jalalabad region
	Lunch	
15:00 – 17:00	Focus Group Discussion 2 (Contact person - Muratova Burma)	
17:00 – 18:30	Trip back to Osh city	
	Accommodation in one of the hotels in Osh city	
Day 11, Saturday, 13 November		
07:30 – 08:00	Transfer from the hotel to airport	
09:00 – 09:40	Flight Osh-Bishkek	
13.00	Flight Bishkek – Bucharest/NYC	

Annex 4: Evaluation Management Group

Name	Position	Organization
<i>Sarah Harris</i>	Regional M&E Officer /Task Manager for the EMG	IOM Regional Office for South-Eastern Europe, Eastern Europe & Central Asia
<i>Aijan Boronbaeva</i>	Project Manager	IOM Kyrgyzstan CO
<i>Sagipa Djusaeva</i>	Head of Programmes	UN Women Kyrgyzstan CO
<i>Dildora Khamidova</i>	Field Specialist	UN Women Kyrgyzstan CO
<i>Diana Mamatova</i>	M&E Consultant	IOM
<i>Ainura Sulaimanova</i>	CO M&E Specialist	UN Women Kyrgyzstan CO
<i>Isabel Suarez Garcia</i>	Regional Evaluation Specialist	UN Women Independent Evaluation Service
<i>Aisuluu Meimankanova</i>	National Project Coordinator	ILO
<i>Irina Sinelina</i>	Evaluation Programme Officer, CO-Moscow	ILO
<i>Kurtmolla Abdulganiyev</i>	former PBF Secretariat Manager	PBF Secretariat Office

Annex 5: Tentative Evaluation Reference Group

Name	Title	Organization
<i>Almaz Asanov</i>	Head of Department for Migration Policy	Department of External Migration under MFA
<i>Cholpon Achikeeva</i>	Leading Specialist	State Agency on Local Self-Government & Interethnic Relations
<i>Zhanybek Kaparov</i>	Project Manager	Public Fund Roza Otunbaeva's Foundation
<i>Asel Kuttubaeva</i>	Program Manager	Public Fund Community Development Alliance
<i>Aziz Kirgizbaev</i>	Project Manager	ATIC
<i>Mamajunus Satybaldiev</i>	Deputy Head of municipality	Ak -Turpak municipality
<i>Noruzbek Amanbekov</i>	Positive Deviant	Kara-Buura municipality
<i>Azizbek Shamratov</i>	Deputy Head of municipality	Bel municipality
<i>Aigul Koshalieva</i>	GALS champion	Tashtak village, Jalalabad
<i>Meerim Aitazarova</i>	GALS champion	Talas
<i>Guliza Karaeva</i>	GALS champion	Osh city
<i>Dzhamilia Karaeva</i>	GALS champion	Merkit village, Osh oblast
<i>Abdymomun Urmatai</i> kyzy	GALS champion	Min Chynar, Ak-Turpak AO, Batken oblast
<i>Sanam Davranova</i>	GALS champion	Uckun, Orozbekov AO, Batken
<i>Sarah Harris</i>	Regional Monitoring & Evaluation Officer	IOM Regional Office for South-Eastern Europe, Eastern Europe, and Central Asia
<i>Aijan Boronbaeva</i>	Project Manager	IOM Kyrgyzstan CO
<i>Sagipa Djusaeva</i>	Head of Programmes	UN Women Kyrgyzstan CO
<i>Dildora Khamidova</i>	Field Specialist	UN Women Kyrgyzstan CO
<i>Ainura Sulaimanova</i>	M&E Specialist	UN Women Kyrgyzstan CO
<i>Isabel Suarez Garcia</i>	Regional Evaluation Specialist	UN Women Europe and Central Asia
<i>Aisuluu Meimankanova</i>	National Project Coordinator	ILO

Annex 6: Evaluation Matrix

Evaluation Criteria	Key evaluation questions	Sub-questions	Type of Indicators	Indicators related to EQs	Sources of data	Data collection Tools/Methods
Relevance	To what extent is the project consistent with relevant government priorities and national development strategies of Kyrgyzstan?	How the project contributes to the Agenda 2030 and its SDGs, as well as UNDAF?	Mainly qualitative Partially quantitative	Confirmation of the relevance by the stakeholders.	Written project and thematic policy documents, incl. UNDAF (2018-2022) Project stakeholders	Analysis of the project documents, progress reports and thematic documents on the development priorities.
		To what extent the project is consistent with/reflects the national development strategies on: GEWE, ICD and PB?	Mainly qualitative	Consistency of the project. Linkages of the project with the national priorities of Kyrgyzstan	Project and strategic documents, incl. National strategic documents: Peacebuilding Priority Plan (2017-2020) Concept of State Migration Policy for 2021-2030) (SMP); Action Plan on the implementation of the SMP; National Gender Equality Strategy till 2020; National Gender Equality Action Plan 2018-2020. NAP on 1325 Concept of WMN;	Key informants Interviews KII, FGD Desk review KII, FGD with project stakeholders KII, FGD with project stakeholders
	To what extent is the design of the project relevant to the needs and priorities of the beneficiaries?	To what extent and how were stakeholders, including beneficiaries involved/ consulted in the project's development stage? To what extent the activities are relevant to the target group's needs?	Mainly qualitative Partially quantitative	Confirmation of relevance by the stakeholders. Evidences of the causality inter-linkage between the actions delivered by the project and changes generated. Confirmation of relevance by the beneficiaries and stakeholders.	Project documents. Stakeholders, including beneficiaries of the project.	
	To what extent the overall project design is consistent in terms of RBM?	To what extent the results' chain is interconnected with the baselines, milestones, targets and indicators?	Qualitative Quantitative	Consistency of the project design.	Mostly project documents. Eventually, project team.	Desk review. KII with the project team.

		Are there any significant project design gaps?		Linkage of the result's chain.		
	To what extent the cross-cutting issues were considered?	To what extent the GEWE, disability inclusion, minority and youth issues were reflected in the PMC?	Qualitatively Quantitatively	The degree of inclusion of the cross-cutting issues in the project framework (objectives, expected results, indicators, data base).	Project proposal, logframe, results' framework.	Mostly desk review.
	To what extent the project design is consistent in terms of HRBA and LNOB?	To what extent the project targeted <i>duty bearers</i> and <i>rights holders</i> ? To what extent the LNOB aspects were reflected? To what extent youth, ethnic minorities and persons with disabilities were involved in and benefitted of the project actions?	Mainly qualitative Partially quantitative	Consistency and focus of the project approach in terms of RBM, HRBA and LNOB. Youth involvement and project	Project proposal, logframe, results' framework. Thematic guidelines on RBM, HRBA and LNOB.	Desk review. KII, FGD.
Coherence	To what extent is the project aligned with international agreements and conventions on GEWE in the context of inclusive community development and PB?	To what extent is the project aligned with international agreements and conventions on GEWE in the context of inclusive community development and PB?	Qualitative Quantitative	External coherence of the project and alignment with the international thematic conventions	International conventions on GEWE Progress reports RUNOs, other UN entities, and other project stakeholders	Desk review. Mostly KII.
	To what extent the project is coherent with other actions focused on GEWE and PB ²⁶ ?	Is there a synergy/ coordination with the government and other key partners? What is the synergy with the similar work of the UN Country Team ²⁷ ?	Qualitative Quantitative	External coherence and synergy of the project		

²⁶ Particularly with *“Communities resilient to Violent Extremism”*, Project implemented by UN Women, UNFPA and led by UNICEF and *“Inclusive Governance and Justice system for Preventing Violent Extremism”* Project implemented by UN Women, OHCHR and led by UNDP.

²⁷ Ibidem

	What is the comparative advantage in the project's area of the RUNOs in comparison with other actors?	<p>What is the uniqueness of the project?</p> <p>What is the added value of brought by the RUNOs?</p>	Mainly qualitative	<p>Internal and external coherence of the project</p> <p>Uniqueness and added value of the partners</p>	<p>Progress reports</p> <p>Project stakeholders</p>	<p>Desk review</p> <p>KII, FGD with the project stakeholders</p>
Effectiveness	To what extent have the expected results been achieved at all three levels?	<p>What are the main project accomplishments at the community, individual and policy levels against the set of indicators and target values?</p> <p>To what extent the capacities of the <i>rights-holders</i> (women and girls affected by migration and community members) and <i>duty-bearers</i> (Local Self-Governments) were consolidated as the result of the project actions?</p>	<p>Qualitative</p> <p>Quantitative</p>	<p>Project (mostly) outcome - level fulfilment.</p> <p>Performance according to quantitative and qualitative indicators.</p> <p>Evidences of increased capacities of the stakeholders.</p>	<p>Progress reports</p> <p>Secondary informational materials/documents</p> <p>Project stakeholders, including LSGs, and end-beneficiaries.</p>	<p>KII, FGD.</p> <p>Desk review</p> <p>Field mission observations</p>
		To what extent the targeted communities recognize and support women & girls' contribution to PB and ICD?	Mostly qualitative	Evidence/examples of PB and (economic) empowerment of the beneficiaries.	Local policies, Progress documents, Local authorities, end-beneficiaries	Mostly FGD. Desk review Field mission observations
		To what extent women and girls in communities affected by migration were empowered to protect their rights and participate in ICD?	Qualitative Quantitative	Evidence/examples of empowered women and girls who are active in protection of their rights and participate in ICD.	Women and girls, who benefitted of the project support. Progress report.	Mostly FGD. Desk review. Field mission observations
		To what extent local authorities apply inclusive approaches in policy making and implement gender-responsive PB in communities affected by migration?	Qualitative Quantitative	Evidence/examples of inclusive approach in policy making and gender responsive PB of the local authorities	Local policies, Progress documents, Local authorities	KII, FGD. Desk review. Field mission observations

	What are the positive or negative, intended or unintended, effects brought about by the Project's interventions?	What are the good practices generated by the project?	Qualitative Quantitative	Positive changes and added value generated by the project Positive or negative unintended effects of the project.	Project documents, Stakeholders of the project.	Desk review KII and FGD with the project stakeholders Field mission observations
	What are the major factors influencing the achievements / non-achievements?	What were the key driving forces (KDF)? How did the project adapt to (unforeseen) external and internal factors, including COVID 19?	Mostly Qualitative	Degree of influence of the internal and external factors (enablers and barriers) on achievements. Influence of the KDF. Degree of flexibility and adaptability of the project.	Project documents, Stakeholders of the project.	KII and FGD with the project stakeholders Desk review. Field mission observations
	To what extent is the project approach innovative for achieving GEWE affected by migration?	What -if any- types of innovations have been introduced for achievement of GEWE for ICD and PB?	Mostly Qualitative	Innovativeness of the project approach	Project documents, Stakeholders of the project.	KII and FGD with the project stakeholders Desk review. Field mission observations
	What are the key recommendations for increasing the project performance?	What should be adjusted, dropped off or reinforced to deliver better results in the future?	Qualitative Quantitative	Recommendations for increasing effectiveness	Stakeholders of the project.	KII and FGD with the project stakeholders
Efficiency	Have the outputs been delivered in a timely manner? How, if at all, has the joint nature of the project affected efficiency of delivery?	Have resources been allocated and split between the RUNOs strategically? Has there been any reduced duplication and increased cost-sharing? Do established levels or mechanism of "jointness" lead to better GEWE results?"	Qualitative Quantitative	Timely delivery of the project. Efficiency and benefits of the financial management arrangements. Efficiency of the joint approach.	Work plans, financial documents versus project achievements. RUNOs, project stakeholders	Desk review KII and FGD with the stakeholders UNPBSO

	How efficient were the project actions and the project's response mechanisms?	How efficient were the project approaches in achieving the results?	Mostly Qualitative	Receptiveness and flexibility of the project. Project adaptability.	Annual work plans versus progress reports	Desk review KII with project team UNPBSO
	To what extent the project management and leadership was efficient? Where does accountability lie?	Has tracking financing in support of GEWE allocation led to improved efficiency? How financial tracking, following results-based budgeting was efficient to achieve greater GEWE results?	Mostly Qualitative	Efficiency and benefits of the (financial) management arrangements of the project.	Project documents	Desk review KII with project team UNPBSO
	To what extent was the project's M&E system consistent and efficient?	To what extent M&E actions facilitated timely tracking of the progress, identification of the risks and opportunities and well-informed decisions?	Qualitative Quantitative	Timely tracking of the progress and well-informed decisions. Efficiency of the M&E system of the project	Project documents Project team	Desk review. KII, FGD with stakeholders, incl. UNPBSO.
		How M&E facilitated learning and accountability to project stakeholders?	Mostly Qualitative	Accountability and learning aspects of the project.	Stakeholders of the project. Project documents.	Desk review. KII, FGD with stakeholders, incl. UNPBSO.
	Impact	What has been changed quantitatively and qualitatively as the result of the project, in terms of higher-level and longer term results?	To what extent the project made a tangible contribution to PB, ICD and GEWE, considering both impact on the target group and on implementing global norms and standards?	Qualitative Quantitative	Long-term changes generated with the project contribution.	Progress reports. Stakeholders of the project.
To what extent has the project been catalytic in bringing the expected gender transformative changes? Is there a potential measurable impact of the project intervention on the			Qualitative Quantitative	Gender transformative changes regarding GEWE, ICD and PB generated with the project contribution.	Progress reports. Baseline and endline assessments. Stakeholders of the project.	Desk review. KII and FGD with the stakeholders

		target group across economic and social dimensions of empowerment for inclusive community development and peacebuilding?				
	To what extent the changes happened as predicted in the Toc?	To what extent the <i>If..then..because</i> .. change pathway and the initial assumptions are valid? What unintended changes were generated, if any?	Qualitative Quantitative	Validity of ToC of the project Identification of the resistances to change Identification of the unintended results	Project documents RUNOs Implementing partners and other stakeholders	Consultations with RUNOs, implementing partners and other stakeholders
	What contribution are RUNOs making to implementing global norms and standards on GEWE regarding migration, ICD and PB?	What contribution are RUNOs making to implementing global norms and standards on GEWE regarding migration, ICD and PB?	Mostly Qualitative	RUNOs` contribution to implementing global norms and standards on GEWE	Project documents Stakeholders of the project.	KII with RUNOs
Sustainability	What are the sustainability prospects of the project?	To what extent the benefits of a project are continuing after the completion? What are: <i>policy, institutional, financial sustainability</i> perspectives? To what extent the project succeeded in building individual and institutional capacities of <i>rights-holders</i> and <i>duty-bearers</i> to ensure sustainability of benefits and more inclusive practices to local development and PB?	Mostly Qualitative Partially Quantitative	Sustainability of the generated changes with the project support. Evidences of the sustainability prospects of the capacity building achievements. Degree of use of the increased knowledge/enhanced capacities of the <i>rights holders</i> and <i>duty bearers</i> .	Progress reports, visual adds. Financial plans, decisions or other commitments. Stakeholders of the project.	Desk review. KII, FGD with the stakeholders. Field mission observations

	What were the major factors, which influenced the sustainability of the project?	How and why those factors influenced the sustainability prospects?	Quantitative Qualitative	Type and complexity of the factors	Project reports and key stakeholders	Desk review. KII, FGD with the stakeholders.
	How has the project generated national and local ownership of the results achieved?	Is there will and commitment of the stakeholders/local authorities to continue their initiatives? To what extent has the project been able to promote replication and/or up-scaling of successful practices?	Mostly qualitative	National and local ownership perspectives. Project replicability and scale up perspectives.	Stakeholders of the project.	KI and FGD with the stakeholders.
Partnership	What were the partnership arrangements and how did they work?	What worked well and what didn't in terms of partnership and joint approach of RUNOs? To what extent the joint programme modality led to better results, improved communication, coordination and information exchange within the UN family in Kyrgyzstan?	Quantitative Qualitative	Partnership framework of the project. Effects of the joint UN approach. Communication, coordination and information exchange between the UN entities.	Project documents and progress reports. Key stakeholders	Desk review. KII with IOM, ILO, UNW, UNRC
	What can be learned and adjusted from the partnership experience?	How to go about the IOM-UNW-ILO partnership in future? What to learn from experiences for the future?	Quantitative Qualitative	Extension of the partnerships, replicability and sustainability of the project.	Key stakeholders	KII with IOM, ILO, UNW, FGD with the stakeholders.

Annex 7: Evaluation Tools

The individual semi-structured interview guide reflected in the table will be used by the evaluation team during the data collection. Evaluators will be guided by the guiding questions outlined below, but will probe and follow up with interviewees in a fluid manner in response to answers and information offered.

The following logic of consultations will be used:

Introduction/ Informed consent	<p>Explain:</p> <ul style="list-style-type: none"> • Purpose of the evaluation • Condition for cooperation with evaluation team: anonymity, free to reject any answer, welcome to ask questions to evaluators. <p>Clarification if there any time limitations that should be observed.</p>
Scope clarification	<p>In what ways have a person engaged with the project? Pay attention to components/activities.</p>
Recollection/ Actualization of experience	<p>Ask respondent to share the story of her/his engagement with the project. Allow a person to talk. When necessary – support with questions to ensure that he/she covers all areas identified in the scope clarification phase.</p>
Guided reflection	<p>Solicit reflections related to evaluation questions.</p>
Wrap up	<p>Acknowledge value of respondent’s contribution to evaluation Remind when and how information about evaluation results will be made available. Ask if respondent has any questions to the evaluation team.</p>

Annex 7.1: Semi-structured interview guide for RUNOs (IOM, ILO, UNW)

Relevance

- To what extent is the project consistent with relevant government priorities and national development strategies of Kyrgyzstan?
- To what extent is the design of the project relevant to the needs and priorities of the women migrants, youth and other beneficiaries?
- To what extent is the project strategy focused on enabling the *duty bearers* (public authorities) and empowerment of the *rights holders* (beneficiaries)?
- How innovative is the design of the project in addressing the root causes of tensions influencing peacebuilding and gender sensitive community development processes?
- To what extent have gender and human rights principles and strategies been integrated into the project design and implementation?
- What mechanisms were embedded into the project to promote gender equality?
- To what extent were the cross cutting issues (youth, ethnic minorities and persons with disabilities) included in the project planning and benefitted of the project actions? /To what extent is the project using LNOB Principle?
- To what extent are the needs and priorities addressed by the project still relevant?

Coherence

- To what extent is the project aligned with international agreements and conventions on GEWE in the context of inclusive community development and PB?
- To what extent is the project coherent with other similar actions funded by PBF in Kyrgyzstan?
- Is there a synergy/ coordination with the government and other key partners?
- What is the comparative advantage in the project’s area of the RUNOs in comparison with other actors?

Effectiveness

- To what extent have the expected results been achieved on both outcome and output levels?
 - To what extent the capacities of the *rights-holders* (women & girls affected by migration and community members) and *duty-bearers* (LSG) were consolidated as the result of the project actions?
 - To what extent the communities recognize and support women & girls' contribution to PB and ICD?
 - To what extent women & girls in communities affected by migration were empowered to protect their rights and participate in ICD?
 - To what extent local authorities apply inclusive approaches in policy making and implement gender-responsive PB in communities affected by migration?
- To what extent youth (including migrant girls and boys) were involved through the PMC and benefited from project results?
- What are the positive or negative, intended or unintended, effects brought about by the Project's interventions?
- What are the major internal and external factors influencing the achievements / non-achievements?
- To what extent is the project approach innovative for achieving GEWE affected by migration?
- How financial tracking, following results-based budgeting was efficient to achieve greater GEWE results?
- What are the key recommendations for increasing the project performance?

Efficiency

- Have the outputs been delivered in a timely manner? How, if at all, has the joint nature of the project affected efficiency of delivery?
- How appropriate were the project budget and human resources to achieve project objectives?
- How efficient were the project actions and the project's response mechanisms in case of pandemic crisis?
- To what extent was the project delivered in accordance with agreed terms and reports fairly and accurately described the delivery and performance?
- To what extent the project management/leadership was efficient?
- To what extent M&E actions facilitated timely tracking of the progress, identification of the risks and opportunities and well-informed decisions? Do established mechanism of "jointness" lead to better GEWE results?"
- To what extent did the project's M&E system was consistent and efficient (monitoring types, responsible entities, frequency). To what extent was the monitoring data used for management action and decision making?
- To what extent has the project's baseline and end line surveys been well planned? Have the surveys' results delivered in a timely manner?
- How satisfied are you with the relationship with PBF/PBFSO, implementing partners and public authorities during project implementation?

Impact

- What has been changed as the result of the project?
- To what extent the changes happened as predicted in the Toc?
- What contribution are RUNOs making to implementing global norms and standards on GEWE regarding migration, ICD and PB?

Sustainability

- To what extent the benefits from the project will be maintained after project completion?
- What are the sustainability prospects at the: 1) *Policy sustainability*, i.e. viability of the local policy and regulatory level achievements); 2) *Institutional and individual sustainability* – viability of the increased individual and institutional capacities of rights-holders and duty-bearers) and 3) *Financial sustainability* – e.g., financial sustainability of the economically empowered women, financial commitments of the other donors, duty bearers?

- How has the project generated national and local ownership of the results achieved? What commitment has authorities demonstrated to institutionalize and replicate the good practices/project?
- To what extent has the project been able to promote or upscale the best practices?
- What is the exit strategy and how it was implemented?

Partnership

- How innovative were the chosen strategy of partnership with respect of other PBF projects? What are the advantages?
- What were the partnership arrangements and how did they work? Please provide examples.
- How effective was coordination between Implementing Partners during project implementation?
- What can be learned and adjusted from the partnership experience?

Annex 7.2: Semi-structured interview guide for implementing partners

Relevance

- How your organization became the implementing partner of the project?
- What was your key responsibilities within the project?
- What is your general impression about the project in terms of design, approach, performance and other aspects?
- To what extent its design meets the needs and priorities of the women migrants, youth, ethnic minorities, people with disabilities and community as such? Please provide some examples,

Coherence

- To what extent is the project in synergy with other similar projects in Kyrgyzstan?
- What is the comparative advantage in the project's area of the RUNOs in comparison with other actors?

Effectiveness

- To what extent have the expected results been achieved?
 - To what extent the capacities of the beneficiaries/*rights-holders* (women & girls affected by migration and community members) and public authorities/*duty-bearers* (LSG) were consolidated as the result of the project actions?
 - To what extent the communities recognize and support women & girls' contribution to PB and ICD? Please provide examples.
 - To what extent women & girls in communities affected by migration were empowered to protect their rights and participate in ICD?
 - To what extent local authorities apply inclusive approaches in policy making and implement gender-responsive PB in communities affected by migration?
- What are the major internal and external factors influencing your work and achievements / non-achievements?
- To what extent is the project approach innovative for achieving GEWE affected by migration?

Efficiency

- To what extent your actions were delivered according to the initial working plan?
- How did the pandemic situation influenced the project implementation and its results?
- How the project adopted to the pandemic and other factors?
- Have administrative delays or problems if any (e.g. financial transfers, timely provision of information, procurement, etc.) affected project implementation and results?
- How appropriate were the project budget and human resources to achieve project objectives?
- How would you describe the project management and communication with the UN entities?
- Who and how (often) monitored the project implementation? What aspects were monitored?
- On a scale of 1-5 (*1 not satisfied – 5 fully satisfied*), how satisfied are you with the relationship with UN entities, public authorities and beneficiaries during project implementation? Please illustrate by examples.

Impact

- What are the most significant changes generated as the results of your work?
- Why do you consider them as the most significant?
- To what extent the changes happened as you expected?

Sustainability

- What is the likelihood that those achievements/changes will be sustainable after the project completion?
- Will the women and other key actor be able to continue to work to achieve positive changes without project support?
- To what extent the economic benefits of the women will be sustainable?
- Are there commitments of the public authorities or other donors to support similar/follow up initiatives?
- To what extent has the project been able to promote replication and/or up-scaling of successful practices?
- What would you recommend to UN entities for future similar actions? Why?

Annex 7.3: Semi-structured interview / FGD guide for national and local government authorities

Relevance

- What is your general impression about the project?
- What was the role of your institution within the project?
- To what extent GEWE for inclusive community development and peacebuilding are important for Kyrgyzstan? Why?
- Is the project aligned to the government priorities/national development strategies?
- To what extent the project reflects the needs and priorities of the women/girls affected by migration, youth, community members?
- How and why women are affected by migration?

Coherence

- What is the comparative advantage (uniqueness) in this project in comparison with other projects, in terms of target groups, approach, implementing partners, etc?

Effectiveness

- To what extent the capacities of your entity (LSG) were consolidated as the result of the project actions?
- What did you learn from the project activities?
- Did you manage to apply those knowledge? If *yes*, please provide some examples. If not what were the impediments?
- To what extent the project contributed to implementation of the WPS agenda, National Action Plan 1325?
- Do you think this project somehow empowered women and girls to get more actively involved in the development of your community?
- To what extent your institution/entity applies inclusive approaches in policy making and peacebuilding?

Efficiency

- Do you consider the planned time and resources adequate for reaching the expected results of the project?
- To what extent is your institution/local authority providing support to project implementers (technical, monetary, administrative)?
- Is there any practice within your institution/authority of cost sharing? Please provide examples.
- On a scale of 1-5 (*1 not satisfied – 5 fully satisfied*) how satisfied are you with the relationship with UN entities/implementing partners?

Impact

- What has been changed as the result of this project?

- What is the most important change and why you consider it as the most important?
- How your institution contributed to those achievements/changes? Are you satisfied with that contribution? Please explain.

Sustainability

- Are you going to continue the initiatives on GEWE, inclusive community development and peacebuilding?
- If *yes*, do you have some working/actions plans developed or are you going to develop them?
- How you plan to continue engaging specifically with women returnees?
- What knowledge\skills\ experiences gained through the project will be used in your practice?
- Is there evidence that the capacity received by beneficiaries of the project is being used? Please explain.
- Are there other communities\LSGs (non participants) aware of your benefits from the project? Are they interested in upscaling good practices and learnings?
- What mechanisms can/should be in place in your locality to allow women and girls to participate in peacebuilding efforts?
- What project approaches and good practices might be replicated?

Recommendations

- What are the key areas for improvement? What should be changed, reinforced or dropped?

Annex 7.4: FGD and semi-structured interview / FGD guide for

end-beneficiaries (women affected by migration, girls, youth, persons with disabilities, community members)

Relevance

- What led you to participate in this project? When and how did you learn about it?
- What is your general impression about the project?
- Do you find it useful for your development needs? Why? Please explain.
- To what extent are you/your family affected by migration?
- To what extent did you participate in the planning before project started?
- Who consulted you about this? What ideas did you provide? To what extent were those ideas included in the project?

Effectiveness

- Have you participated in some informational/awareness raising campaigns on women and girls and/or peacebuilding and community development actions in your community? Which activities do you consider most useful and why? Please provide some examples.
- What did you learn from the project activities? Did you have a chance to apply those learnings and skills? Please explain.
- How do you understand the *peacebuilding and women empowerment* expression?
- To what extent the attitude of the local authorities and community as such changed regarding GEWE and women's role in community development and peacebuilding?
- Did you manage to use the economic opportunities provided by the project, for instance to run a business? If *yes*, do you still own it? (Sustainability) To what extent the project was helpful in this regard? (Relevance) If *not*, what prevented you to do so? (Factors, which affected achievements)

Efficiency

- How pandemic (and other factors) affected your participation in the project activities?
- On a scale of 1-5 (*1 not satisfied – 5 fully satisfied*) how satisfied are you with the benefits gained from the project? Please illustrate by examples.
- What do you recommend for the WEE programme to make it stronger?

Impact

- What has been changed as the result of the support provided by the project?
- Do you consider those changes as significant for you and for your community? Please explain.

Sustainability

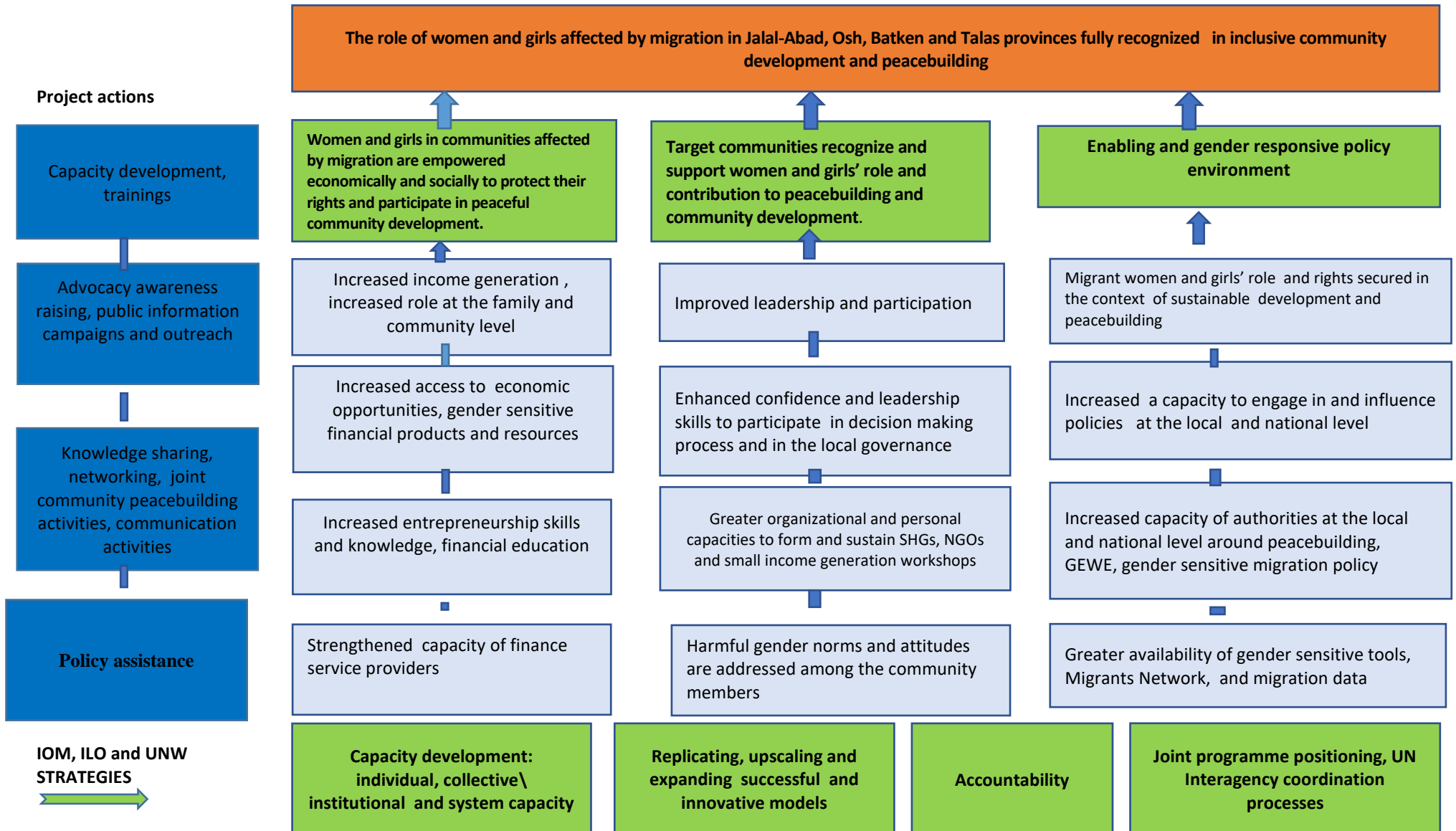
- What knowledge and skills have you acquired that you would continue to use if the project is closed?
- Is there evidence that migrant women use knowledge/ capacities received within the project? Please provide examples

Recommendations

- What would you suggest for future similar projects to make them stronger and more tailored to your needs?
- What you would have liked to be done differently? Why?

Annex 8 Theory of Change

JOINT PROGRAMME ON EMPOWERING WOMEN AND GIRLS AFFECTED BY MIGRATION FOR INCLUSIVE COMMUNITY DEVELOPMENT AND PEACEBUILDING



**ANNEX II. REPORT ON CLOSING EVENT OF THE GPI PROJECT (RLA AND AFTER ACTION REVIEW
EXERCISES)**

**Agenda and methodology for
Final conference/After Action Review (Reflection, Learning and Adaptation session)
GPI – Final Conference
June 2021**

I. About AAR

An After Action Review is a structured discussion of an intervention that enables a team to consider and reflect on what happened, why it happened, and how to sustain strengths and improve weaknesses. It is commonly a facilitated process involving key actors, who are identified as the focus of learning in a workshop setting. An AAR involves the following steps:

- Participants brainstorm their understanding of the objective or intent of the action (what was expected to happen?)
- Participants then develop a timeline of what actually happened, reconstructing timelines of key events and changes over time (what actually happened?)
- Participants then identify what went well and why, and what could have gone better and why (what went well and why?)
- At the end conclusions of what could be done better next time are summarized into lessons learned. Participants are then asked to vote for what they regard as the three most important lessons (what can be improved and how?)

II. Agenda

09:00 – 09:15 Welcome, introduction, context for this review

09:15 – 09:45 Session I: What was expected to happen (by Outcomes, by IPs)

09:45 – 11:00 Session II: What actually happened? What kind of significant change achieved? (by groups, by participants) (50 min reflection and visualization, 25 min presentation)

11:00 – 11:15 Break

11:15 – 12:00 Session III: What went well and why (30 min reflection and visualization, 15 min presentation)

12:00 – 12:45 Session IV: What can be improved, and how? (30 min reflection and visualization, 15 min presentation)

12:45 – 13:00 Q&A, overall reflection, and closure

13:00 – 14:00 Lunch

III. Methodology

Conduct After Action Review / Reflection, Learning and Adaptation session using **Journey Map / Visualization Tool**. Journey Map is a tool used to understand the experience of the beneficiary in the project, helping to systematically define a map of change (from start to finish - time frame) in relation to him/her, what he/she does at each stage of the project, what he/she thinks, how he/she feels. It is a storytelling with empathetic approach where the person is in the center. It is about visualization of that story about the process of achieving change. Participants are expected to use pictures to visualize the story – preferably without text/writing.

Step-by-step guidance:

1. Divide the participants into groups

3 groups for offline participants, 2 groups for online participants. Each group will work across all three Outcomes of the project. Each group should have a facilitator (from IPs and RUNOs) and a notetaker/timekeeper.

Average number of people from each municipality coming to the workshop - offline: around 40 participants

- 4 women (target group women/girls affected by migration, including vulnerable)
- 2 women activists (school's director, deputies)
- 1 LSG

Estimated number of people – online: around 30 participants

Offline participants: 3 groups

- Facilitator – Asel (CDA), Chinara (ROF), Dildora (UNW) [3 people] [Aijana (IOM) between all groups]
- Note taker/timekeeper: Mobilizers from CDA [3 people]

Online participants: 2 groups

- Facilitator: Aisuloo (ILO), Iina (UNW) [2 people]
- Note taker/timekeeper: ROF/CDA [2 people]

2. Conduct Session I

Present “What was expected to happen”:

- IPs to prepare *inter alia* PPT slides and/or visualized flip chart to present planned results of the project by Outcomes (ROF, CDA, ATIK?); this should be presented by Outcomes => only key activities/components of the project (like GALS, informational campaigns, initiatives, etc.) and expected results (please use very simple words/images to present this to the participants, without jargon language)
- IPs to present and collect any reflections from participants – on whether this was expected to happen from their understanding

3. Conduct Session II

Reflect, visualize and present – through drawing the Journey Map:

- Key activities and results - “what actually happened?”: participants reflect and draw
 - Key activities of the project the participants took part in and
 - Results achieved as per each of the key activity
- Most significant change - “what kind of significant change achieved?”: participants
 - Reflect and draw overall result from the project (this should be a concrete real example of changes)
 - Write about MSC (to be later used as direct quotes) achieved as a result of the project (distribute color cards/stickers)

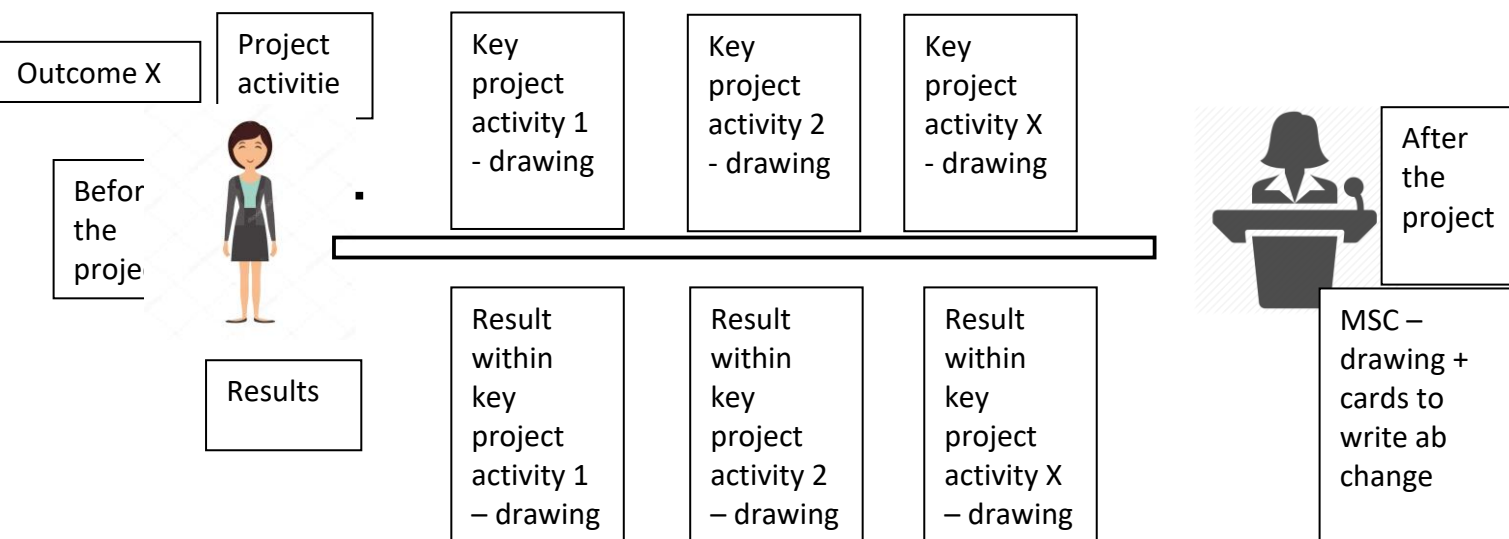
Sub-questions:

- 1) What kind of project activities did you participate in – in chronological order preferably? What was this activity about and what did you do? Please draw your reflection.
- 2) What was the result or outcome of your participation in X project activity? Did it change anything for you? What exactly? Please describe/reflect on the results for you per each project activity and/or for relevant ones. Please draw your reflection.
- 3) What is the most significant change/the biggest change you were able to achieve as a result of the project/your participation? Please reflect on the overall change from the project – bigger impact result. Please provide concrete example of the most significant change. Tell us your story of change. Then draw it and write about it on a distributed color card/sticker.

Guide for drawing a Journey Map:

- Each group with participants should make one joint Journey Map – a collective image of a woman affected by migration (the story is drawn from ‘her’ perspective)
- “Woman hero” before the project – during the project – after the project (visualized through a timeline, see below example of the Journey Map)
- Participants tell the storyline/draw their experience – by Outcomes:
 - Discuss/reflect key project activities
 - Discuss/reflect key results per each key project activity
 - Discuss overall most significant change (MSC) based on all key results

Journey Map – by Outcomes – example



*Note: for online participants – IP/RUNO facilitator will open a Word document and share the screen with online participants. On that document IP/RUNO facilitator will document discussions/reflections and where possible insert images/draw using Google images, for example.

4. Conduct Session III

Brainstorm/reflect and write about “what went well and why” – based on the drawing of the key activities and results achieved. Participants should use cards/color stickers to put down a) what went well and b) why it worked.

Sub-questions:

1) What do you think went well and worked successfully in the project? What did you like? What did you think was useful for women affected by migration? If this project was to be conducted again for a different community/municipality – which project activities you would advice to conduct.

2) Please explain why you think X worked well, why it was useful, why you would recommend conducting similar activities in a different community/municipality?

*Note: for online participants – IP/RUNO facilitator will open a Word document (for example) and share the screen with online participants. On that document IP/RUNO facilitator will document discussions/reflections

5. Conduct Session IV

Brainstorm/reflect and write about “what can be improved, and how” – based on the drawing of the key activities and results achieved. Participants should use cards/color stickers to put down a) what can be improved and b) how.

Sub-questions:

- 1) What do you think did not work as well for the project? What would you change in the activity/project? What do you think can be improved? What would you do differently? If this project was to be conducted again in a different community/municipality what would you change?
- 2) How this project can be improved? How to make it more successful and more effective? What and how would you do concretely differently in X activity/project – please provide examples

*Note: for online participants – IP/RUNO facilitator will open a Word document (for example) and share the screen with online participants. On that document IP/RUNO facilitator will document discussions/reflections .

6. Conclude AAR/RLA session

Summarize key learnings and conclude the ‘overall’ journey map for the project. Collect any outstanding reflections from the participants.

Summary document/report – put together based on reflections, presentations, and visualized journey maps and direct quotes by all participants [this ultimately will inform the donor report]

*Note: for online participants – IP/RUNO facilitator will open a Word document (for example) and share the screen with online participants. On that document IP/RUNO facilitator will document discussions/reflections

REPORT ON FINAL CONFERENCE/CLOSE OUT EVENT (AFTER ACTION REVIEW: REFLECTION, LEARNING, ADAPTATION WORKSHOP)

Project name	Empowering women and girls affected by migration for inclusive community development and peacebuilding
Organizers	UN Women, ILO, IOM, with implementing partners: ROI, CDA, ATIC
Trainers, facilitators	Aijan Boronbaeva, Ulziisuren Jamsran , Dildora Khamidova, Aisulu Meimankanova, Asel Kuttubaeva, Chynara Abdraimakovna
Location (venue)	Jannat Resort Osh
Dates	June 26-27, 2021



I. INTRODUCTION

The Final Conference of the GPI project was held on June 26-27 in Jannat Resort, Osh with the objective to bring together project beneficiaries and partners to have face-to-face overall discussion of the project results, to do reflections and identify learnings and develop Vision for further development on AO levels.

The Final conference was held in hybrid format simultaneously both offline and on-line. Because of the worsened situation with COVID-19, it was decided to have up to 39 participants offline with ensuring all COVID-19 safety measures: letting in participants only who have negative PCR¹ tests, doubled masks (to be changed every 2 hours), well aired big conference hall (200 seats) to arrange seats with 1-1,5 m distance, personal sanitizers, physical distances. Additionally hired professional technical assistance to arrange hybrid conference enabled to have participants joined online from 6 AOs and partners in Bishkek via ZOOM and offline participants to see each other, communicate and interacted virtually.

Participants:

¹ Each offline participant went through the PCR test. Logistics were done by CDA to arrange testing procedures in 4 pilot provinces and in Bishkek and costs were paid from CDA budget.

Day 1: 39 off-line participants (27 beneficiaries of the Project and 10 IP organizations' staff, UN Women and ILO)

59 on-line participants

Day 2: 39 off-line participants and

45 on-line participants

Offline participants: Heads of AOs, vice-heads of AOs, Local Kengesh Chairmen, Activists, coordinators-mobilizers, SHG members, IP organizations members, UN Women and ILO representatives.

Online participants: SHG members, UN Women, IOM, ATiK representatives.

The list of participants is provided in the *Annex 1*.

II. GOAL and EXPECTED RESULTS

Final Conference Objectives:

- Presentation and analysis of the Project results
- Discussing challenges and lessons learnt
- Project beneficiaries' capacity building
- Creation of conditions for networking between pilot AOs and beneficiaries
- Summarizing project results

The main expected outcomes of the Conference were the following:

- beneficiaries shared experience, lessons learned,
- conditions for networking were built
- the project results were summarized
- project sustainability was discussed

III. Workshop process

The event was started with welcome and opening speech by Aijan Boronbaeva, IOM and Dildora Khamidova, UN Women, Asel Kuttubaeva (CDA) and Chinara Abdramakunova (ROI).

The program of the conference contained of following key sections:

- 1) Reflection and Learning of the project against 3 project Outcomes;
- 2) Sharing, learning and fertilizing best practices of women;
- 3) Capacity building of project beneficiaries;
- 4) Developing Vision of the pilot AO development in further;

1) **Reflection and Learning of the project against 3 Outcomes.** This section was contained of:

a) *presentation of expected & achieved results* per each Outcome by IPs (CDA, ROI, ATiK) to help participant overall picture of the project. Expected results of the project were presented in an interactive format by using drawings – there were 3 flipchart sheets with drawings that capture expected results per each Outcome. First, expected outcomes were presented, then achieved results were indicated including quantitative data on the drawings. This session was interactive: presenters first asked participants to comment on

achievements, then the presenters added with information if needed (achievement indicators);

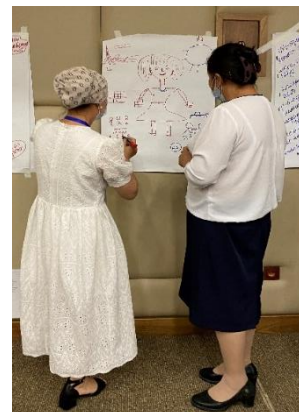
b) Reflection on the achievements. Offline participants worked in 3 groups and online participants in 2 groups – all had same task - to do a *Journey Map* of the woman from beginning till the end of the project considering following questions:

1. What are the changes in woman before and after the project?

Participants drew a picture of a woman before and after the project. There was an empty place left between the 2 drawings to put the information developed during the next steps.

2. What activities took place during the project that resulted to the changes identified in the previous step?

Project beneficiaries were requested to tell all activities they participated in. Facilitators could not tell project activities that were implemented, only those activities told by participants were considered. Responses of the participants were written in the white papers hanged on the walls in the space between the picture of a woman before and after the project.



3. What were the results of the activities (Outputs)? These were written in the green cards and hanged under activities.

4. What were the most significant results, changes (Outcome)? These were written in pink and hanged under outputs.

5. What worked and why? These were written in yellow and hanged under outputs.

6. What didn't work and why? These were written in blue and hanged under outputs.

Participants were divided into the groups so that they were representative. All 5 groups worked simultaneously. 3 offline groups were facilitated by: Dildora Khamidova (UN Women), Asel Kuttubaeva (CDA), Chinara Abdramakunova (ROI) and 2 online groups were facilitated by: Aisuluu Meimankanova (ILO) and Almaz Atambiev (IOM). After work in groups there was a plenary sharing and discussion.



Here is the summary of the results of the work of 5 groups:

1. Changes in woman before and after the project

Woman before the project	Woman after the project
Looks unhappy, sad, depressed, suppressed;	Has a smile on her face, smiles more;

<p>Does not smile; Does not have self-confidence; Vulnerable; Does not have goals in life; Can not do Visioning (dreaming) or have limited Vision/Dream; Cannot express her mind freely; Cannot develop and keep up relations with people; Has no cooperation with family members; Women and men (at the family level) do not value and respect each other (as individuals; contribution to the household and community) Have often conflicts in the family and victim of domestic violence; Has many children (has more responsibility for their development comparing to her husband); Needs assistance and support; Does not make a decision (at the household and community level); Not aware about own rights; Narrow outlook; Exhausted and dispirited; Does not pay attention to own health; Lost/hopeless/desperate; Has no money; Does not think of earning money; Financially illiterate (wastes money); Poor time management skills; A housewife; Unemployed; Socially passive (both on the household and community levels); Indifferent to the community life; Does not have communication skills and cooperation skills; Has no communication and interaction with the local authorities; Cares only about physiological development of a child; Has no IT skills (computer/laptop, Zoom, WhatsApp, Telegram); Has no peers, alone; There are no associations for women, always at home;</p>	<p>Looks happy; Has developed emotional intelligence and communication skills; Confident in herself; Successful; Has goals in life; Can do Visioning and has concrete Vision about her life and whatever issues she needs to have a Vision about; Her Vision/Dreams started to get achieved; Can express her mind freely; Can develop and support relations with people Has assistance from family members to carry out her household duties, business and even social activism; Women and men (at the family level) have started to value and respect each other; Conflicts and violence at the family has decreased; Has assistance and support at the household and community life; Takes decision on personal issues and engaged in decision-making at the household and community levels; Aware about her own (human) rights and can protect them; Has wider outlook and more informed/knowledgeable; Feels less load with household duties and responsibilities; Pays more attention to own health; More financially independent/has work place and earns money; Started thinking of starting a business/earning money; Business lady; Women which can contribute to peacebuilding processes at their communities; Developed financial literacy (improved financial efficiency by decreasing unnecessary costs); Improved time management skills and ability to cope with more productivity; More socially and economically active at the household and community levels and contributes to the household sustainability and community development, peacebuilding/peacekeeping at the community; More developed citizenship;</p>
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	<p>Knows how to behave in the community so that she is heard, supported and respected;</p> <p>Has wider understanding and plans regarding child development;</p> <p>Has IT skills (can use computer/laptop, Zoom and other social media apps);</p> <p>Not alone – she has peers and SHG that have common interests, needs and Vision in life and common citizenship plans and business;</p> <p>A leader at the community level (member of the Local Parliament);</p> <p>Has positively changed herself and promotes positive changes among others;</p> <p>Her position at the household and community has changed – she has outlined her role in the community and is more valued (her contribution), respected and supported;</p> <p>She is more initiative, brave and initiates community development actions with a confidence;</p> <p>Has more opportunities for exchange of experience;</p> <p>Has started contributing to the community development and peacebuilding;</p> <p>Has project design skills and implementation experience;</p> <p>She has skills to develop cooperation with local authorities and to interact with them;</p> <p>She has advocacy and lobbying skills and utilizes them to solve women’s and community needs;</p> <p>Aims to improve quality of own life;</p>
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1) Reflection on woman’s journey and achievements;

Activities – journey of a woman (white cards)	Results (green cards)	Significant results (pink cards)
<p>Information about the project;</p> <p>Elected as a Village Animator;</p> <p>Trainings on Social Mobilization;</p> <p>Trainings on SHG development (SHG meetings, Savings Fund, bookkeeping);</p> <p>Social Mobilization process (public meetings, establishing SHGs, participatory needs assessment);</p>	<p>Communities are informed about the project;</p> <p>Women learnt how to unite and develop solidarity through mechanism of establishing SHGs;</p> <p>Establishment of women’s SHGs (145);</p> <p>Women developed digital skills;</p>	<p>Women learnt about the project and engaged into the project;</p> <p>Women’s role increased in the community;</p> <p>Women became leaders (Activists and deputies);</p> <p>Women’s solidarity increased;</p>

<p>Training on digital skills (Zoom, others);</p> <p>Workshops on Visioning;</p> <p>GALS workshops (5 tools) on individual and household levels;</p> <p>Trainings on non-violent communication and life skills;</p> <p>Trainings on human rights and consultations;</p> <p>Trainings on financial literacy & starting business (Get ahead & Financial Literacy);</p> <p>Information advocacy campaigns;</p> <p>Essay and drawing contests on peacebuilding and women's role in the community/women's leadership;</p> <p>Local Initiatives (whole cycle of the process: community needs assessment, project design, competition, grant support, implementation, opening ceremony, reporting; trainings and consultations on this topic);</p> <p>Trainings and consultations on project design;</p> <p>Developing Local Development Plans;</p> <p>Sport games;</p> <p>Festivals;</p> <p>Fairs and exhibitions (SHG products);</p> <p>Webinars (16-days campaign, devoted to 8th of March on women's social and political leadership; COVID-19);</p> <p>Outreach & PR products (incl social media);</p> <p>Dissemination of success stories and PD cases;</p> <p>Information and education materials (books, publications,</p>	<p>Women have increased information and knowledge on human rights, advocacy and lobby for their rights, social mobilization, implementation of local initiatives, project design, fundraising, SHG development, and so on;</p> <p>Goal setting and Visioning skills developed;</p> <p>Project design and implementation skills/experience developed;</p> <p>Perception of the family members and communities about women's workload, role at the household and community has changed positively;</p> <p>Reconsideration of the household duties between family members (positively against women's workload);</p> <p>Workplaces for women are created;</p> <p>Women became more active in community development and peacebuilding;</p> <p>Healthy competition among women and interest to participate in development projects developed;</p> <p>Women started to be more interested in their rights;</p> <p>Learnt to be brave and take responsibilities, to Vision/dream, to plan and act;</p> <p>Changed life positions to better;</p> <p>Became more optimistic;</p> <p>Developed self-confidence and self-esteem;</p> <p>Women participated in developing local development plans (policy);</p>	<p>Local authorities started more active reacting to the women's appeals and needs;</p> <p>Women have skills to search for information and increase awareness, knowledge with the help of internet;</p> <p>Women are more confident now as they are more informed and knowledgeable, have increased experience and start getting products of activism;</p> <p>Developed self-esteem of women;</p> <p>Developed emotional intelligence and life skills of women and their family members;</p> <p>Touching the value of development;</p> <p>Became more financially independent;</p> <p>Developed financial literacy;</p> <p>Developed time management skills;</p> <p>Have started to take more active participation in decision-making at the household and community level;</p> <p>Made better difference in the communities by initiating, implementing LIs;</p> <p>Communities started considering & recognizing women's role in community development & peacebuilding;</p> <p>Women have got motivation to be productive members of the community, to be active</p>
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<p>manuals, calendar, brochures, video clips, video-lessons, etc); Business start-ups of SHG (started with SHG Savings Fund) and household start-ups (supported with seed-grants, KGS 30000); Training women candidates for the Local Parliament and supporting them entire election process;</p>		<p>citizens and contribute in the development; Women get more support to do household work from family members; Positive attitude of the community to women; Improved family relations; Decreased domestic violence; Household income has increased; New job places in the community and preventing migration (few cases); Women lead business; Developed communication skills with local authorities; Respect and support for women by local authorities; Women have wings now; Developed solidarity of women; More peaceful livelihood and coexistence of people of different ethnicities; Social cohesion improved in the communities; Gender sensitive and inclusive planning of local development (policy); Promoting Positive Deviance; Entering process of social transformation and achieving gender equality and equity;</p>
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2) Project participants' learnings

What worked well? (yellow cards)	What did not work? (blue cards)
<p>Information campaign about the project (public meetings, brochures and other materials on raising awareness about the project;</p>	<p>Not enough amount of the qualified and professional staff at AO office; Weak trust of the community members to the project (in the beginning of the project before getting the fruits);</p>

<p>Social Mobilization (mobilizing women into SHGs);</p> <p>SHG activities and Savings Fund;</p> <p>Introducing the Regulation of the State Agency on LSG and interethnic relations “On supporting Local Initiatives” on the AO level (institutionalization of the local initiatives’ support on the Local Self Governance Level);</p> <p>AO support of women’s LI;</p> <p>Coordination between project partners;</p> <p>Promotion of the positive role of women and girls (PR and outreach);</p> <p>Methods and approaches that changes mind of women and the community (participatory approach of the project; innovative household methodology GALS on women’s empowerment and gender equality development; facilitation of the entire process; coaching and mentoring women; trainings and consultations; development of personal competencies and life skills of women/girls; motivating women with capacity building and grants for business start-ups and LIs; innovative and interactive trainings programs like Get ahead and Financial Literacy; festivals, contests, master classes; building coalitions on AO level; promoting experience exchange (webinars, exchange visits and final conference);</p> <p>Team/SHG work;</p> <p>Women’s activism and initiatives;</p> <p>Professional trainers;</p> <p>Project support, trust to beneficiaries and helping them to believe in selves;</p> <p>Training women/girls on digital skills;</p> <p>Supporting women with units for the mobile/internet communication to engage into online activities and events;</p> <p>Providing Village Animators with cell phones and laptops, units for communication, stationary;</p> <p>Close communication with coordinators (IP staff at the province level);</p> <p>Quality knowledge products (brochures, manuals, publications, video-lessons, video clips about human rights and peacebuilding, etc);</p>	<p>COVID-19 restrictions and online work (in the beginning when all of the activities were online, especially social mobilization online was challenging; online trainings were difficult to perceive the information/knowledge and to interact more actively);</p> <p>Very short project duration;</p> <p>Small size of AO contribution to the Local Initiatives of women (financial);</p> <p>Internet challenges in the rural and remote areas;</p> <p>Support to SHG business start-ups was missing (seed grants);</p> <p>Seed grants for the Family business start-ups did not support increasing cattle (only equipment was supported);</p> <p>There was no possibility to support every members of the SHG with units and smartphones;</p> <p>In the beginning of the project: women did not have digital working skills (communication devices, internet, online sessions, Zoom, etc) which caused much challenges with participants’ drop out and perceiving trainings/information;</p> <p>Increased household burden of women caused by lockdown and COVID-19 restrictions;</p> <p>Salary for the Village Animators were not considered;</p> <p>Not everyone is ready to commit time and energy for the community service;</p> <p>Time limited;</p>
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<p>Trainings on non-violent communication and life skills for women and their roll out among family members;</p> <p>Open competitions for the grants to implement LI, business start-ups and Information Advocacy campaigns;</p> <p>Trainings on LIs;</p> <p>Supporting Lis of women (technical and financial support);</p> <p>Facilitation of family business start-ups (ensuring support to women’s business by their family members to promote economic sustainability of the family and bringing the family around common interest, creating conditions for peer-cooperation between husbands and wives);</p> <p>Trainings on human rights and individual consultations, follow-up women’s advocating for their rights;</p> <p>Good will of the project and partners;</p> <p>Development of financial literacy of women and their family members;</p> <p>Facilitation participation of women at the decision-making processes in the community and on developing local development plans;</p> <p>Good selection process of Village Animators who played key role in mobilizing women;</p> <p>Giving the floor for women to speak out, present, advocate and act;</p> <p>Giving the floor for women to participate and contribute to peacebuilding processes in the communities and families.</p>	
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2. Sharing, learning and fertilizing best practices of women. This was conducted in the format of the world café - there were 5 groups on such topics as participation in the development of the local development plans, implementation of the local initiatives, participation in the community development, participation in the peacebuilding, mitigating negative impact of migration towards women and girls. Each group had per one women Positive Deviant who shared own best practices first, then other participants of the group could ask questions to learn more or clarify and/or share own experience. People have spent per 20-30 minutes in each group and moved to new groups till everyone has visited each of the 5 groups. After sharing, each of the 5 groups have identified a list of success factors of the particular topic and shared in a plenary.

Here is the summary of the success factors shared by each of the 5 groups:

- Expanding opportunities for vulnerable women;
- Established good cooperation between women and local authorities;

- Promoting peaceful interaction between different ethnicities and enhancing inclusive communities (LI “Smart park”, resolving issues with Kurd diasporas, public spaces for the youth of different ethnicities);
- Building cooperation and networks with diasporas;
- Promoting healthy life style (creating workout places and sport yards; healthy nutrition);
- Engaging local communities and women into the process of development of local development plans (through public hearings);
- Contribution of AOs into LI of women (in-kind mainly and some in cash);
- Quality selection of candidates for Village Animators;
- Household methodology GALS enhanced social transformation at the household level that spilled over the community (improved gender relations, support to women by their husbands and other family members, etc);
- Facilitation exchange of experience between AO;
- Savings Fund of SHGs contributed to the economic activism and access to financial resources of women;
- Raising funds for the LIs;
- Engaging children and youth from families affected by migration;
- Conducting public meetings, community gatherings;
- Engaging men (husbands of the SHG members) into the project;
- Capacity building of women on social mobilization, human rights, safe migration, peacebuilding, community development, financial literacy, entrepreneurship, gender equality, others.

This session also contained sharing **session with Ulzsuren Zhamsran, the head of the UN Women CO in KR**. She received feedback of the **project participants on how Positive Deviance approach has contributed to the project**. Participants shared cases of Positive Deviants and outlined adding value of this approach to the project.

3. Capacity building of project beneficiaries: master classes on financial literacy, fact checking was conducted.

4. Developing Vision of the pilot AO development in further. Participants from 6 AOs were divided into 6 small groups – one AO into one group to develop a Vision of the AO development in future. Participants have used GALS tool *Visioning*.



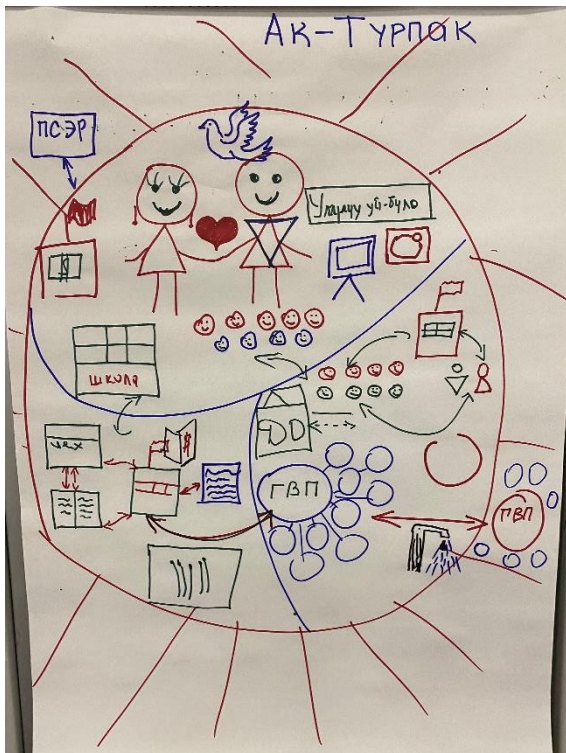
Here are the results of *Visioning*:

AO	Vision
Kyzyl-Adyr	2021-2024: On household and community level: - Happy families movement;

	<ul style="list-style-type: none"> - Non-violent and peaceful co-existence between community members; - Existing women's SHGs continue activism and development; - Women's participation in the community development and social cohesion; - Inclusive community: community dialogues within inhabitants and local authorities; <p>On AO level (as the authority unit);</p> <ul style="list-style-type: none"> - Continued capacity building of the community members, especially of the women and girls; - Small and medium business developed; - Open interaction with different donors and development institutions; - Developed agriculture and cattle breeding; - Women's political leadership developed; - Community based tourism;
Ak-Turpak AO	<ul style="list-style-type: none"> - Happy families as Model Families as Positive Deviants via outreach activities; - Continue household methodologies; - Women, youth and community members actively engage in the elaboration of local development plans; - Value chain is developed and sustainable livelihoods, diversification of income exists; - Preschools/kindergartens are available and provide quality service; - Access to drinking water; - Inclusive community with women in the community development and local decision-making processes; - Existing SHGs are active supporters of the local development and partners of LSGB. More women are mobilized into SHGs; <p>Key point: SHGs are the entry points and a real power in the implementation of the above mentioned tasks;</p>
Orozbekov AO	<ul style="list-style-type: none"> - Happy families; - Job places are available (producing, branding local products and marketing); - Sustainable internet connection in the AO; - Strong collaboration and cooperation between inhabitants (through SHGs), local authorities, local business and donors; - Youth is well educated and developed (capacity building, quality education, developing talents); - Women, youth and community members are active in local development processes (including on the policy level); - Many storied houses (AO has small flat territory while the population is growing);
Bel AO	<ul style="list-style-type: none"> - Access to drinking water; - Chicken farm; - Social café (LI object) serves people; - Resolved pasture management issues;

	<ul style="list-style-type: none"> - Developed farming and agriculture; - Happy Families; - Women’s SHGs are supported to run business (to invest/contribute as much as possible); - Eco-friendly behavior and resolve issues with trash - Improved local market (access of local inhabitants to quality products and foods); - Improved household/living conditions of the people;
Kyzyl-Tuu AO	<p>There is a mobile group on AO level that consists of local authorities, activists and SHG members. Mobile group is responsible for the coordination and facilitation of following activities between the villages that are under jurisdiction of the AO:</p> <ul style="list-style-type: none"> - Developing Value Chain where each village is responsible for the certain production: honey, sewing, vegetables and plants, farming, gardening, cattle breeding (depending on the opportunities and strengths of each village); - Close communication and cooperation between community and the local authorities – SHGs act as linking/bridging point; - Training and development center for women, youth and entrepreneurs; - Community members (especially women and youth) contribute in local development and peacebuilding in all levels (needs assessment, policy level and taking actions); -
Toolos AO	<ul style="list-style-type: none"> - Happy families and happy, equal members of the community (representing different ethnicities); - Local community trusts on and supports LSGB; - Children, youth get quality education and development in the kindergartens and schools; - Preventing migration by creating workplaces; - Supporting families that have migrants; - Community is rich and financially literate; - Developed social infrastructure; - SHGs are driving power of the social and economic development (create job places and initiative community development projects); - Improving transportation issues; - Access to clear water; - Developed pastures; - Developing agriculture;

The conference had following activities as well:



- At the end of the 1st day, participants were requested to do a home work for the next day – to develop a personal story of success. 13 stories were collected (*Annex 4: Personal stories of final conference participants*);
- Awarding Letters of Appreciation for the project beneficiaries (AO, Local Parliament and active women)

The conference was very interactive and has utilized following methods:

- Travel map
 - Quick dates or World Cafe
 - Work in groups
 - Drawings
 - GALS diagrams
 - Brain storming
 - Questions and answers
 - Presentations
- Plenary sharing and discussions
 - Looping video materials on success stories on the screen during break times (videos produced by CDA and ROI)
 - Exhibition of the project visibility products, knowledge management products, information and education materials was organized (GALS manuals, SHG working books, GALS diaries, brochures, books and publications by ROI, calendar, etc).

Sessions were facilitated by Aijan Boronbaeva – IOM Project Manager Asel Kuttubaeva – CDA Project Manager, Chynara Abdyraimkunova - RIO Project Coordinator, Dildora Khamidova – UN Women, Head of Osh UN Women sub-office. On-line facilitators of working in groups were Almazbek Atambiev – IOM, Aisuluu Meimankanova – ILO, Znanybek Kaparov – RIO Project Assistant.

IV. ACHIEVED RESULTS

Project participants have shared with achievements, best practices and challenges, reflected on the experience and elaborated learnings. The key result of the event was project participants' evaluation of the project with their own eyes and from their own perspectives. Also participants have improved capacity on community development, gender equality, sustainable development and women's empowerment. Participants have developed Visioning of own AO development – thus framing next development strategies and tactics.

We were delighted to see open and friendly relations between women and LSGBs during the conference and that they envision:

- ✓ SHGs as the real power that can bring positive contribution to the local development and as partners of the LSGBs;
- ✓ All participants understand that key of the sustainable development and peaceful community is the Happy Family;
- ✓ Have clear understanding of the community needs;

In general, we think, the event was successful. Sessions were very interactive and energetic. The objectives that we put before planning the Conference were achieved, because of the well-coordinated work on preparation of the Conference. The only main obstacle was Covid and restrictions on the number of participants. A lot of our other beneficiaries were willing to participate in the Conference, and wanted their voices to be heard and show their passion about the Project.

V. ADDITIONAL OBSERVATIONS IN THE COURSE OF THE EVENT

Almost all participants shared their opinion about the Conference and Project overall and stated the importance of off-line meeting with the beneficiaries and Donor and Implementing organizations.

Despite Covid it was very significant for them to come together, share experience, ideas, build networking among them, work for the future projects.

ANNEX III. REPORT ON GEWE FINANCING TRACKING EXERCISE FOR THE GPI PROJECT (FINAL)

Tracking financing for GEWE – GPI project – actual expenditure

RUNOs: UN Women, IOM, ILO (27 October 2021)

		Planned		Actual		Total Budget (USD)	Budget on GEWE (USD)
		GEM/GEWE result, estimated % budget towards GEWE	Justification for GEM code/GEWE result and recommendation for improvement (if applicable)	GEM/GEWE result, estimated % budget towards GEWE	Justification for GEM code/GEWE result and results on target indicators (and any recommendation if applicable)		
<p>GEM0: not expected to contribute to GEWE (Gender-blind) [0%] GEM1: contributes to GEWE in a limited way (Gender-targeted) [15%-30%] GEM2: GEWE is a significant objective (Gender-responsive) [30%-79%] GEM3: GEWE is the principal objective (Gender- transformative) [80%-100%]</p>							
[Programmatic budget]							
Outcome(s) Output(s)	Outcome(s)/Output(s) indicators						
<p>Outcome 1 Target communities recognize and support women and girls' role and contribution to peacebuilding and community development</p>	<p>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 (Baseline: TBD; Target: 10% increase)</p> <p>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 (Baseline: TBD; Target: 30% increase)</p>	GEM3: 85%	Outcome 1 and related outputs, indicators and activities aim to change beliefs (in support of women playing a positive role in peacebuilding and community development) and transforming gender norms among the community members.	GEM3: 87%	<p>Outcome Indicator 1a: baseline 56%, endline 67% (11% increase) Outcome Indicator 1b: baseline 51.40%, endline 57.82% (6.42% increase); programme monitoring by IP indicate 22% increase</p> <p>The project achieved transformative changes among target communities recognizing women's role – through (a) awareness raising campaign (with the use of effective communication products and tools, innovative PD methodology) and through (b) community-level work with families on shifting gender power dynamics within HHs (based on GALS methodology); the impact of COVID 19 on this outcome was two-fold: online mode and related technical problems might have influenced the outcomes of the info campaign, at the same time larger outreach was possible and despite certain restrictions the project was still able to achieve its planned results. Programme monitoring by IPs showed more positive outlook on achieved target indicators. For example, according to survey results, the % of community members who believe that women affected by migration play a positive role and contribute to peacebuilding and community development increased by 22% (with the target of 10% increase)</p>	378,075.94	328,926.1
	<p>Output 1.1 Target communities have access to accurate information and knowledge on the role of women and girls in peacebuilding</p>	<p>Output Indicator 1.1 % of community members who report increased awareness on the role of women and girls in community development and peacebuilding (Baseline: N/A; Target: 20%)</p> <p>Output Indicator 1.1.1</p>	GEM2: 70%	Output 1.1 aims to improve access to information and knowledge on the role of women and girls in peacebuilding. This, in turn, contributes to promoting positive gender	GEM2: 75%		

	<p>Availability of the assessment report with good practices in support of women's role in peacebuilding and development to target communities (Baseline: No report; Target: Assessment report)</p> <p>Output Indicator 1.1.2 # of communication products on positive contribution of women and girls, including migrants, to community development and peacebuilding disseminated by mass and social media (Baseline: 0; Target: 50)</p> <p>Output indicator 1.1.3 # of people in target municipalities reached out during outreach activities (Baseline: 0; Target: 600)</p>		<p>norms in support of women's role in peacebuilding and community development. The Output intends to challenge the negative norms by providing information and knowledge but does not address norms change directly yet.</p>		<p>the foundation for transformative changes. The project produced effective communication products and tools to raise awareness during the info campaigns. Assessment results gave value to the project by highlighting positive deviant practices (new knowledge and info) on women's role in community development and peacebuilding. All targets were achieved and some overachieved, leading to increased % expenditure going toward GEWE.</p>		
<p>Output 1.2 Target communities increase awareness on harmful attitudes and practices of gender norms towards</p>	<p>Output Indicator 1.2.1 Availability of localized assessment on positive and negative gender norms towards women and girls affected by migration in targeted communities (Baseline: No report; Target: Assessment report)</p> <p>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 (Baseline: 0; Target: 1,200)</p>	<p>GEM3: 100%</p>	<p>Output 1.2 aims to address the social norms through community-level work with families on transforming gender power relations.</p>	<p>GEM3: 100%</p>	<p>Output Indicator 1.2.1: assessment report Output Indicator 1.2.2: 1,600</p> <p>The project increased awareness on harmful gender norms – through extensive work with families across target communities using GALS methodology. A total of 1,600 benefited from GALS with many project participants being able to transform gender power relations within their households – as reported, to start income generating activities, to achieve economic empowerment, and pursue their dreams and plans. This overall has led to women becoming more active and participating in decision making, also by running and being elected in local elections. Target communities increased their awareness of harmful attitudes by observing, learning, and experiencing these changes.</p>		
<p>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</p>	<p>Outcome Indicator 2 a % of women from the target group participating in peacebuilding initiatives (Baseline: N/A; Target: 50%)</p> <p>Outcome Indicator 2 b % of women from the target group who refer to social services for protection of their rights (Baseline: TBD; Target: 15% over baseline)</p> <p>Outcome Indicator 2 c % of women from target groups with increased access to economic and community development opportunities (Baseline: TBD; Target: 30%)</p>	<p>GEM2: 77.5%</p>	<p>Outcome 2 and related outputs, indicators and activities aim to empower women and girls, increasing women's role in community development, decision making, participation in peacebuilding initiatives and economic activities.</p>	<p>GEM2: 79%</p>	<p>Outcome Indicator 2a: baseline 14.80%, endline 19.87% (5% increase) Outcome Indicator 2b: baseline 33.12%, endline 37.64% (4.52% increase) Outcome Indicator 2c: baseline 25.30%, endline 28.07% (2.77% increase)</p> <p>The project strengthened women's agency and their role – through economic empowerment (training, master classes, access to VCD opportunities and financial products, business startups, etc) and greater participation at the local level at addressing community and peacebuilding needs (initiatives, advocacy campaigns). Although target indicators were not fully achieved as per the results of baseline/endline assessments (note that baseline surveyed any women and not project</p>	<p>611,31 4.47</p>	<p>482,938.4</p>

					beneficiaries), the programme results indicate a greater change		
<p>Output 2.1 Women and girls in target communities are equipped with knowledge and skills to effectively advocate for their rights</p>	<p>Output Indicator 2.1 % of women and girls from target communities who are equipped with knowledge and skills on how to advocate for their rights (Baseline: TBD; Target: 20% increase over the baseline)</p> <p>Output Indicator 2.1.2 % of increased knowledge among training participants on HR, safe migration, GE and WPS agenda and labour rights (Baseline: TBD; Target: 25% increase)</p> <p>Output Indicator 2.1.3 # of initiatives implemented by women and girls affected by migration within awareness raising and advocacy campaigns on gender equality (Baseline: 0; Target: 20)</p> <p>Output Indicator 2.1.4 # of peacebuilding initiatives implemented by women affected by migration (Baseline: 0; Target: 6)</p>	GEM3: 100%	<p>Output 2.1 focuses on strengthening the capacities of women and girls in target communities on GE, WPS, economic empowerment, and on (ii) promoting women's engagement in advocacy campaigns and initiatives. These initiatives aim to transform community attitudes toward women and girls, including migrant women, following principles of GE, social inclusion, tolerance, hence this Output is 100% on GEWE.</p>	GEM3: 100%	<p>Output Indicator 2.1: baseline 31.30%, endline 36.87% (5.57% increase); programme indicator 26% increase Output Indicator 2.1.2: 21% increase Output Indicator 2.1.3: 20 Output Indicator 2.1.4: baseline 2.60, endline 3.35 (0.75 increase); programme indicator 14 initiatives</p> <p>Target group of women and girls affected by migration strengthened their knowledge and advocated for their rights through awareness raising campaigns on gender equality and through active participation at the local level by implementing initiatives and addressing community and peacebuilding needs. COVID-19 impacted the quality of the training as they were conducted online (connection problems, access to com channels, level of participation); yet the use of online-methods allowed for greater and more flexible participation among women, engagement of family members in the training, etc. In addition, the project strengthened digital literacy among the beneficiaries as an additional skill that was not planned by the project. Generally, all target indicators were achieved (note indicator 2.1 according to programme monitoring had 26% increase).</p>		
<p>Output 2.2 Women and girls in migrant communities have an improved access to economic (employment and self-employment) opportunities</p>	<p>Output Indicator 2.2.1 Availability of a gender sensitive VCA report (Baseline: No report; Target: Analysis report)</p> <p>Output Indicator 2.2.3 a. % of increased knowledge among women training participants on entrepreneurship and on social responsibility and cohesion (Baseline: TBD; Target: 20% increase over the baseline)</p>	GEM2: 70%	<p>Output 2.2 aims to provide economic opportunities for women and girls in target communities to start income-generating activities by delivering specialized training. Local entrepreneurs will be sensitized in creating conditions for women's gainful employment.</p>	GEM2: 79%	<p>Output Indicator 2.2.1: report Output Indicator 2.2.3 a: 49% increase</p> <p>The project increased economic opportunities for women by providing training opportunities. The results of the VCA report informed the content of the training. Apart from planned training, the project conducted additional activities that were not planned initially, like training on entrepreneurship (to advance further the knowledge and skills among women), additional consulting meetings/network activities. All of this had a positive impact on establishing employment opportunities – a total of 166 women participated in the training program with around 49 women actively continuing to work (with 17 women establishing new businesses/value chains)</p>		
<p>Output 2.3</p>	<p>Output Indicator 2.3.1</p>	GEM2: 70%	<p>Output 2.3 aims to increase women's</p>	GEM2: 79%	<p>Output Indicator 2.3.1: report Output Indicator 2.3.3 a.: 43.2% increase</p>		

<p>Women and girls affected by migration have strengthened their financial capabilities and have access to gender-sensitive financial products</p>	<p>Availability of gender-based assessment on supply and demand for financial services (Baseline: No report; Target: Assessment report)</p> <p>Output Indicator 2.3.3 a. % of increased knowledge and skills on financial literacy among trained women (Baseline: TBD; Target: 20% over the baseline)</p> <p>Output Indicator 2.3.3 b. % of trained women with access to financial products and services (Baseline: TBD; Target: 20% increase over the baseline)</p>		<p>knowledge and skills in managing finances, running income-generating activities and access to financial resources. The banking and microfinance organizations will be sensitized on how to tailor their products to the needs of women entrepreneurs.</p>		<p>Output Indicator 2.3.3 b.: 106% increase</p> <p>The project strengthened women’s financial capacities through extensive training programme. Additional activities included making the training online (in partnership with NBKR) – which is a sustainable solution for continuing strengthening skills among other users. The project also not only improved access to financial products among women, but enabled them to start to use those. Instead of planned one, the project created three financial products: 1) microfinance loans with the 7.5% lowest rate, 2) franchise, 3) financing concrete activities to increase financial gains for women beneficiaries (value chain – for women – to produce certain goods and be able to sell those)</p>		
<p>Output 2.4 Skills development scheme for women designed and implemented</p>	<p>Output Indicator 2.4.1 Availability of a mapping report on providers of skills on business startup and VCD opportunities (Baseline: No report; Target: Mapping report)</p> <p>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 (Baseline: TBD; Target: 20% increase from the baseline indicator)</p>	<p>GEM2: 70%</p>	<p>Output 2.4 aims to increase employability and educational attainments of women and girls, through developing specialized training schemes, depending on VCD opportunities in the region.</p>	<p>GEM2: 79%</p>	<p>Output Indicator 2.4.1: report Output Indicator 2.4.2: 86.8% increase</p> <p>The project developed specialized training schemes – based on results of the mapping report. This has led to increased employability. For example, after the training program on sewing, some women started to run business on sewing already. With increased access to VCD opportunities, women were able to buy flower seeds at a reduced rate to run their business on growing flowers. The project also conducted additional activities not planned by the project, such as exchange visits, masterclasses – all leading to greater results under this output.</p>		
<p>Outcome 3 National and Local authorities apply socially inclusive approaches in policy making and implement gender-responsive peacebuilding at the local level in communities affected by migration</p>	<p>Outcome Indicator 3 a # of national or local level policies, frameworks or guidelines, that include recommendations on gender-sensitive state migration policy (Baseline: No; Target: 3)</p> <p>Outcome Indicator 3 b # of target municipalities, who support women and girls affected by migration through consultations on safe migration, civic activism and peacebuilding (Baseline: TBD; Target: 6)</p> <p>Outcome Indicator 3 c # of target municipalities who apply gender-responsive peacebuilding principles in support of women’s participation in community development (LAPs) (Baseline: TBD; Target: 4)</p>	<p>GEM3: 85%</p>	<p>Outcome 3 and related outputs, indicators and activities aim to enhance the knowledgebase of national and local authorities on peacebuilding in communities affected by migration - through the use of gender-sensitive and socially inclusive (GESI) approaches. This will contribute to effectively implement LAPs and improve policy making - that are in line to HRBA and GEWE</p>	<p>GEM3: 95%</p>	<p>Outcome Indicator 3 a: 4 Outcome Indicator 3 b: baseline 3, endline 4(+2) Outcome Indicator 3 c: baseline 4, endline 6</p> <p>The project achieved transformative changes at the institution level by producing and adopting policy level documents at the national and local levels (Concept on State Migration Policy, LAPs, SoPs on migration issues). The project also strengthened capacities of target municipalities on GESI approaches when it comes to local development planning and consultations on migration matters, and by providing support to women’s more active participation at the local level to address community and peacebuilding needs. In addition, the project strengthened capacities of the inter-ministerial working</p>	<p>264,24 9.77</p>	<p>251,037.3</p>

					<p>group on development of NAP1325 for 2021-2023 - through the use of human centric approach as part of design-thinking.</p> <p>The shift from initially planned GEM3 code with 85% estimated budget going in support of GEWE to GEM3 code with 95% is explained by greater institutional level changes the project was able to achieve.</p>	
<p>Output 3.1 A draft gender-responsive state migration policy is produced</p>	<p>Output Indicator 3.1.1 Availability of a draft concept of state migration policy (Baseline: No draft; Target: Draft policy concept)</p> <p>Output Indicator 3.1.2 Availability of a report with policy recommendations for further implementation of state migration policy (Baseline: No report; Target: Report with recommendations)</p> <p>Output Indicator 3.1.3 a % of increased knowledge among national and local authorities on GESI approach across migration issues, peacebuilding and community development (Baseline: TBD; Target: 20% increase over baseline)</p> <p>Revised Output Indicator 3.1.3 a Availability of the Concept of creation Migrants Network (Baseline: not available, Target: Concept)</p> <p>Output Indicator 3.1.3 b Availability of a SoP on migration issues for local authorities to provide consultations for women migrants, including referral services (Baseline: No SoP; Target: Developed SoP)</p> <p>Output Indicator 3.1.3 c # of analytical centers established on gender-sensitive migration data</p>	<p>GEM2: 70%</p>	<p>Output 3.1 foresees the development of gender-sensitive migration policy, with a more gender-responsive result and not yet transformative. The policy document will have a set of policy recommendations that address the needs and interests of women and girls and socially disadvantaged groups and those recommendations are planned to be implemented /addressed locally.</p>	<p>GEM3: 90%</p>	<p>Output Indicator 3.1.1: concept Output Indicator 3.1.2: report Output Indicator 3.1.3 a: concept Output Indicator 3.1.3 b: SoPs Output Indicator 3.1.3 c: 1</p> <p>The project achieved institutional level changes – shifting initially planned GEM2 code/GEWE result to GEM3 code/GEWE result with transformative changes: a) at the national level: gender-sensitive migration policy was not only produced but also adopted by the government of KR; in addition, there is a draft plan on implementation of the policy (currently under discussion). b) at the local level: SoPs on migration issues were not only produced but also adopted by the target LSGs – for its' further use when providing consultations on migration matters c) other: The project also established an analytic center on gender-sensitive migration data. In addition, the project developed a concept on creation of Migrants Network as well as created this Network. d) at the national level, the project promoted human centric approach in the development of NAP1325 for 2021-2023 through design thinking workshop for the inter-ministerial working group</p>	
<p>Output 3.2 Local authorities in pilot communities affected by migration and prone to conflict are able to develop and implement Local Action Plans (LAPs) on gender-responsive</p>	<p>Output Indicator 3.2.1 # of LAPs developed on gender-sensitive peacebuilding (Baseline:0; Target: 6 (one per each target community))</p>	<p>GEM3: 100%</p>	<p>Output 3.2 aims at localizing Women, Peace and Security agenda through sensitizing local authorities on issues of GEWE through training, enhancing their capacity to address local conflicts and contribute to peacebuilding processes via development and</p>	<p>GEM3: 100%</p>	<p>Output Indicator 3.2.1: baseline 5, endline 6</p> <p>Target LSGs developed gender-sensitive LAPs with support from experts. The policy documents were exemplary as LSGs reported being champions among other LSGs on presence of a quality LAPs, including with references to NAP 1325. Not only LAPs were developed, LSGs also started its implementation through local level community and peacebuilding initiatives implemented</p>	

peacebuilding in line with NAP 1325			implementation of gender-sensitive LAPs.		within the project; other measures detailed in the LAPs will continue to be implemented.		
Total – programmatic budget		GEM3 81.34%		GEM3 84.79%		1,253,640.18	1,062,902
[Operational/support budget]							
Operational budget - description							
OB 1. Overhead costs 7%		84.79%	Based on estimated % of programmatic budget allocation on GEWE			94,859.81	80,427.11
OB 2. Monitoring and Evaluation						101,500.00	86,057.01
Total – support budget		84.79%				196,359.81	166,484.1
[Overall programme budget]							
Total – overall programme budget		81.34%, GEM3/Gender-transformative	The principal goal of the project is in pursuit of peacebuilding and GEWE through promoting the role of women and girls migrants in peacebuilding and community development. The project aims to achieve this through reinforcing the women and girls migrants' role in peacebuilding by challenging and transforming the negative and discriminatory norms and practices that limit women's self-realization and self-determinacy; providing support to improved access to economic/financial opportunities and women's activism in economic activities; promoting positive gender norms towards recognition of women's contribution to community development; strengthening their agency in decision-making and leading local peacebuilding initiatives.	84.79%, GEM3/Gender-transformative	The project achieved its principal objective of promoting the role of women affected by migration in community development and peacebuilding.: a) Target communities increased their knowledge and changed their perception in support of women's role in peacebuilding/community development as a result of awareness raising campaigns (and use of effective communication products) and shifts in gender power dynamics as a result of GALS work at the family level. b) The project also economically empowered women affected by migration – by strengthened their knowledge and skills and increasing access to economic and income generating opportunities and activities. Target women strengthened their agency through increased participation at the local level – implementing community/peacebuilding initiatives and participating in decision making (being elected at local elections) c) The project achieved institutional policy level changes by developing and adopting concept on migration policy, LAPs, SoPs, Overall the project achieved these results through various means, including good coordination with government counterparts at the national and local levels, use of innovative approaches such as PD and GALS, networking with migrant women from abroad for effective campaigns aimed at attitude change. Peacebuilding outcomes included specially designed initiatives that addressed peacebuilding needs, but also women deputies promoting peacebuilding messages and 1325 agenda, or example of women mobilization during Batken conflict at the border between Kyrgyzstan and Tajikistan.	1,450,000.00	1,229,385.917

Reflection on piloting the methodology on tracking financing for GEWE

Calculation of actual financial allocations in support of GEWE considerations

in the framework of GPI project “Empowering women and girls affected by migration for inclusive and peaceful community development”

IOM - UN Women – ILO

27 October 2021

Participants

A total of three programme colleagues participated in the piloting exercise from IOM, UN Women and ILO. Below is the list of participants:

1. Aijan Boronbaeva, Senior Programme Assistant, IOM
2. Aisulu Meimankanova, National Project Coordinator, ILO
3. Dildora Khamidova, Head of Osh Office, UN Women

Facilitator

Diana Mamatova, Consultant on DM&E

Background on the methodology on tracking financing for GEWE in UN programming

UN Women developed the methodology on tracking financing for GEWE in UN programming in response to a UNCT request and the thresholds set by the UN PBF to account programme spending in support of GEWE. More recently during the first quarter of 2020, the methodology was revised to adopt UN INFO GEM processes, with a case example of applying the methodology on PBF supported joint programming and slight adaptations based on PBF GEM Guidance Note. The methodology provides step-by-step guidelines on how to track financing for GEWE throughout the project implementation:

- a) at the planning state when planned GEWE results are discussed and planned financial allocations are estimated;
- b) during the implementation period when progress towards GEWE results is tracked and progress financial resources already spent to achieve those results are estimated; and
- c) at the closure of the project when actual GEWE results are assessed and final and actual financing resources are calculated and confirmed.

Summary of piloting exercise and its' results

GPI project “Empowering women and girls affected by migration for inclusive and peaceful community development” is the first project to pilot the methodology on tracking financing for GEWE in UN programming. The following documents were used to conduct this piloting exercise on the example of the GPI project:

- Methodology on tracking financing for GEWE in UN programming (Annex 1)
- GPI reports with information on Outcomes/Outputs/indicators/Activities (Annex 2)
- Blank table template for filling out data on GPI to apply GEM and calculate the actual expenditure in support of GEWE for the project - with information on previously planned GEM codes/GEWE results and financial allocation (Annex 3)

- Financial report for the project: with details on programmatic (for implementing direct project activities) and support/operational expenses (HR and other related costs) (Annex 4)

RUNOs conducted a joint exercise on discussing GEWE results and calculating **actual expenditure** on GEWE. The piloting exercise was conducted in one session, with an estimated 2-3 hours overall. RUNOs jointly reflected on actual project results at the outcome and output levels, taking into consideration related target indicators. The dialogue entailed a comparative approach - between what was planned and what was the result. While discussing this or the other GEM/GEWE result, RUNOs documented justification in support of GEWE considerations. Then RUNOs estimated actual expenditure to achieve GEWE results. The outcomes of the dialogue and exercise were documented in the table on the calculation of the budget in support of GEWE.

Reflections from the piloting exercise

Usefulness: GEM application and tracking financing in support of GEWE was a useful exercise for the project. It enabled RUNOs to jointly reflect on and unpack GEWE results and to estimate the budget that goes toward achieving these GEWE results right from the onset of the project. This, in turn, sets out a baseline towards expected GEWE outcomes as well as 'justification' for defining what would be considered as effective funds spent on GEWE. Although the GPI project is in principle focused on GEWE outcomes, it was still relevant to discuss the extent the project was gender-transformative and/or gender-responsive. Participants noted that GEM application and tracking financing would especially be useful for other projects where GEWE is not a central objective. The exercise indicated that the planned GEWE results for the project were a bit less ambitious than what the project was able to achieve. RUNOs noted the usefulness of this exercise not only for UN entities but recommended to potentially use it as a capacity building on GEWE for Implementing Partners of the project.

Potential challenges: As feedback from one of the participants, GEM application and tracking for financing in support of GEWE seemed to be easier for projects like GPI where GEWE is a primary objective along with peacebuilding focus and other. It was relatively easy to identify GEWE results for the project, such as specific outputs and outcomes. However, it might be a bit more challenging to apply GEM and calculate the budget that goes in support of GEWE for projects whose primary goal is not related to GEWE.

Comparative element between planned and actual results and budget: during the exercise it was useful to compare the results on GEWE and estimate actual expenditure in support of GEWE vis-a-vis planned GEWE results and financial allocation. The table that was used to facilitate and document the discussion had both sets of data - planned and actual. While discussing the project's results, it was also critical to look at the target indicators and whether the project achieved those.

Frequency and duration of the exercise: joint exercise was conducted at the beginning of the project at the planning stage, during the implementation to monitor progress, and at the end of the project at the closure stage. While GEM application and tracking financing in support of GEWE is necessary at the planning and closure stages, UN entities highlighted the usefulness of conducting this exercise also during mid-implementation period to track progress made and reflect on any potential adaptations to strengthen GEWE results for the project. In terms of duration for the exercise, it took around 3 hours to conduct it, including time for brief reflections as well.

Level of results: it was evident during the exercise that discussing the results at both levels - outcome and output - was necessary. Output level results provide details and more in depth understanding of the changes and contribution at the outcome level.

Participants: RUNOs highlighted the importance and usefulness of keeping GEM application and tracking financing as participatory as possible. The exercise could engage various project stakeholders, such as relevant state authorities, Implementing Partners, and programme personnel - such as operations/finance units, M&E focal points, gender focal points.

Individual reflections from participants

“GEWE financing is an important tool, and this exercise allowed us to keep pace with commitments to gender equality and women’s empowerment within the project. However, it was difficult to use the gender equality markers to assess the quality of results achieved and whether the completed activities contributed to the planned outcomes”

-Dildora Khamidova, Head of sub office in Osh, UN Women

“The exercise was very useful in terms of identifying the actual percentage of financial GEWE within GPI project. I remember the first session we conducted and in comparison to the first one, the last one is more informative as by this time we know exact project results and exact level of expenditures allocated for achieving GEM3”.

-Aijan Boronbaeva, Senior Programme Assistant, IOM

Recommendations, opportunities, and future follow up

- Promote usage of the methodology on tracking financing in support of GEWE among Implementing Partners - to allow them to monitor GEWE results and track GEWE financing within the intervention from the very beginning and throughout the implementation period.
- Harmonize existing GEM systems and GEM codes: Gender equality markers should be internalized to the specific project management systems and mandates of UN entities. Various UN agencies have adopted GEM systems based on common elements. Yet there are dissimilarities in how the GEM is applied, what kind of GEM codes are used, and each agency interprets the scores differently. This makes it challenging to compare GEWE considerations across agencies. There is a need for a unified GEM system with similar GEM codes across UN entities at the UNCT level.
- There is a need for joint discussions and capacity building on GEM application and tracking financing in support of GEWE. Agencies who do not use GEM coding may encounter difficulties in coding and can benefit from practices, experiences, tools and materials of those agencies who already apply GEM. Capacity building on gender equality issues is an important prerequisite for the successful implementation of gender equality marker system. There could be cases of misinterpretation when it comes to deciding on GEM code, especially among those who do not specialize on GEWE. Capacity building efforts should aim at providing clear instructions and examples on GEM application per each GEM code.

**ANNEX IV. REPORT ON PRE AND POST SURVEY CONDUCTED TO ASSESS THE IMPACT OF AWARENESS
RAISING CAMPAIGNS WITHIN PBF GPI PROJECT**

Report on the results of the pre- and post-survey among community members of the project “Empowering women and girls affected by migration for inclusive and peaceful community development and peacebuilding”

1. General information

Within the framework of the project Implementing Partner “Rosa Otunbayeva’s Initiative” conducted pre- and post- survey of target communities residents to determine the progress in achieving two indicators:

1. Additional indicator 1b of Outcome 1

% of community members, who believe that women affected by migration play positive role and contribute to peacebuilding and community development (as part of the indicator 1.1.)

Baseline: *based on the baseline study*

Target: *increase by 10%*

2. Indicator of short term result 1.1

% of community members who report increased awareness of the role of women and girls in community development and peacebuilding (with additional questions to support additional long-term outcome 1b from ROI).

Baseline indicator: *requires definition*

Final indicator: *increase for 20%*

The surveys were conducted in the online Google Forms format. The baseline survey was conducted in January-February 2021. It was attended by 658 people, among them 514 women (78.1%) and 144 men (21.9%) (Table 1).

Age and sex data of respondents (baseline survey)				
	15-24	25-54	55+	Total
Women	203	239	72	514
Men	60	46	38	144
				658

Table 1. Age and sex data of respondents (baseline survey)

The final survey was conducted in July 2021. It was attended by 323 people, among them 283 women (87.6%) and 40 men (12.4%) (Table 2).

Age and sex data of respondents (final survey)				
	15-24	25-54	55+	Total
Women	64	186	33	283
Men	4	27	9	40
				323

Table 2. Age and sex data of respondents (final survey)

The difference in the number of people who took part in the baseline and final surveys is due to the fact that a large part of the population of the target communities, especially men, was engaged in summer field work in July and could not actively participate in the final survey.

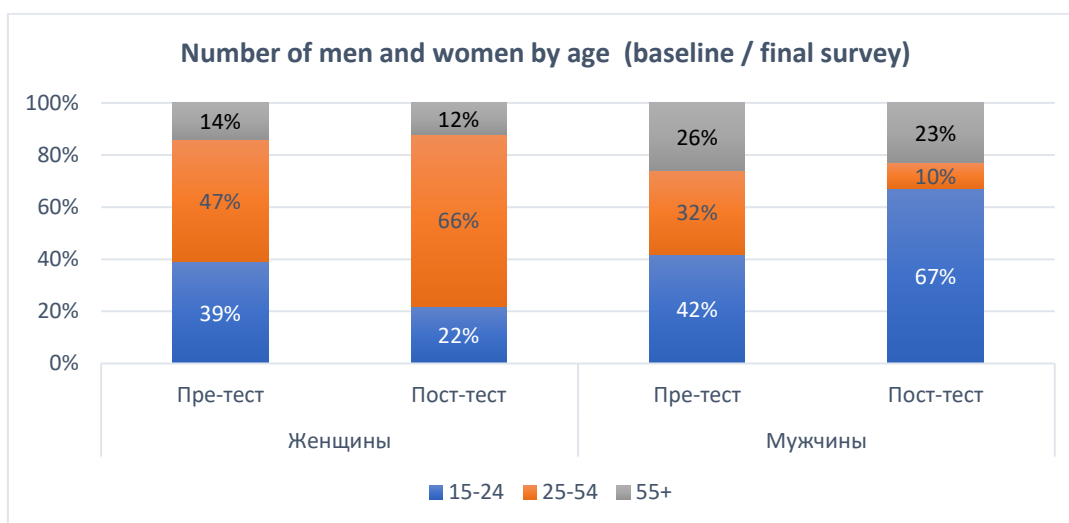


Chart 1. Age and sex data of respondents in the context of baseline and final surveys

Geographically, residents of the Batken region took an active part in the polls. The share of residents of the Ak-Turpak village was 20% in the baseline survey and 26% in the final survey, and the share of residents of the Orozbekov village was 19% and 31%, respectively. The residents of the Kyzyl-Tuu village showed low activity in the polls - 14% in the baseline survey and 8% in the final survey, and the respondents from the Kara-Buura village - 11% and 4%, respectively. (Table 3)

Communities	Baseline survey		Final survey	
	Quantity	%	Quantity	%
Akturpak AA, Batken province	133	20%	84	26%
Orozbekov AA, Batken province	128	19%	100	31%
Bell AA, Osh province	112	17%	37	12%
Tolos AA, Osh province	122	19%	61	19%
Kyzyl-Tuu AA, Jalalabad province	93	14%	27	8%
Ak-Buura AA, Talas province	71	11%	14	4%

Table 3. Number of respondents by community

2. Attitude of residents of target communities towards women and girls prone to migration

The survey identified the baseline and endpoints of the *IPF Additional Long-Term Result Indicator 1b* - % of community members who believe that women subject to migration play a positive role and contribute to peacebuilding and community development.

The survey results show that the proportion of respondents who believe that women subject to migration play a positive role and contribute to peacebuilding and community development was **64%** in the baseline survey and **86%** in the final survey.

These indicators demonstrate that due to project activities, the share of community members who believe that women subject to migration play a positive role and contribute to peacebuilding and community development has increased by 22%. (Chart 2)

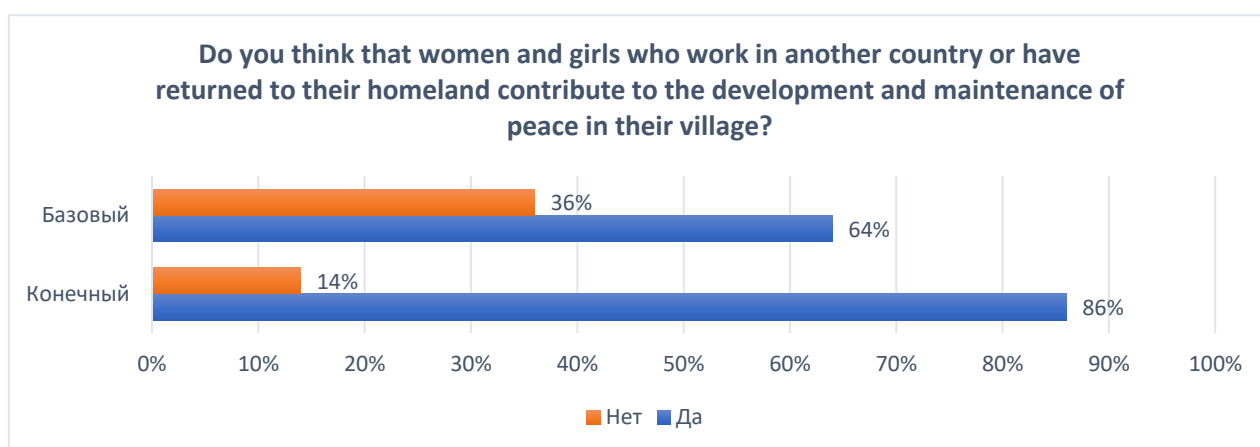


Chart 2. Indicators of additional indicator of long-term result from OIF 1b

It should be noted that in terms of gender, an increase in the number of respondents who believe that women subject to migration play a positive role and contribute to peacebuilding and community development is observed among women respondents - 63% in the baseline survey, 86% in the final survey, **an increase by 23%**. The response rates of male respondents in the baseline and final polls remained the same - 70% - believe, 30% - do not. (Chart 3)

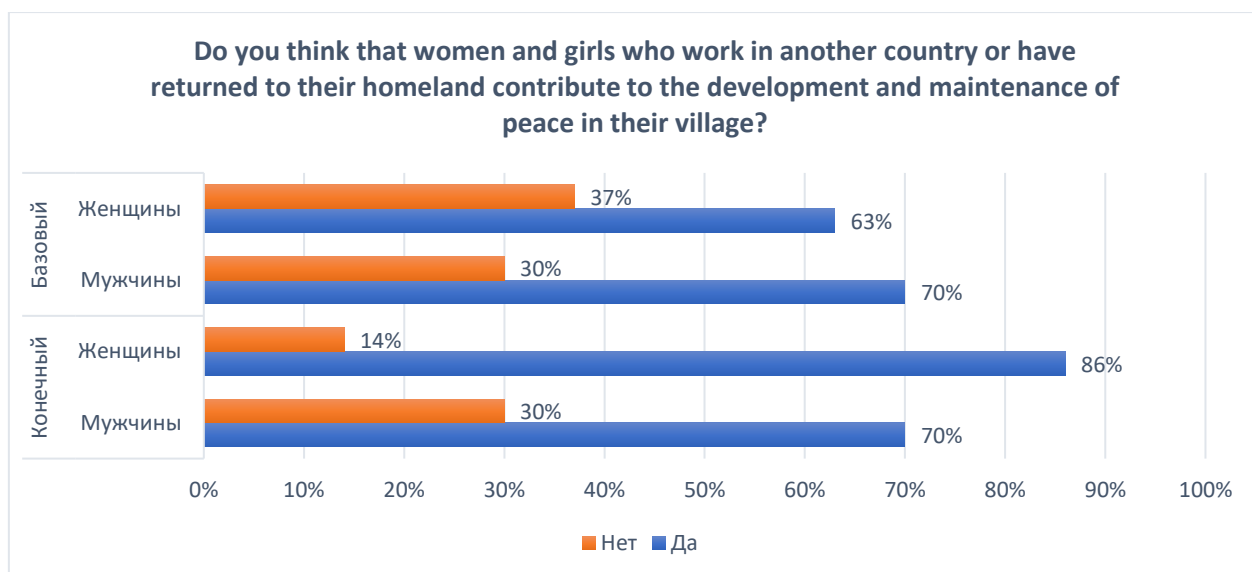


Chart 3. Indicators of add. long-term outcome result from IPF 1b by gender

The surveys also identified some indicators that reinforce the value of progress in *Additional Long-Term Result Indicator from IPF 1b*. Thus, the proportion of the population of target communities

who believe that women and girls who have returned or are planning to go into labor migration play a positive role in the development of communities and in maintaining peace **in the community has increased by 14%**. (Baseline 75%, Final Score 89%) (Chart 4)

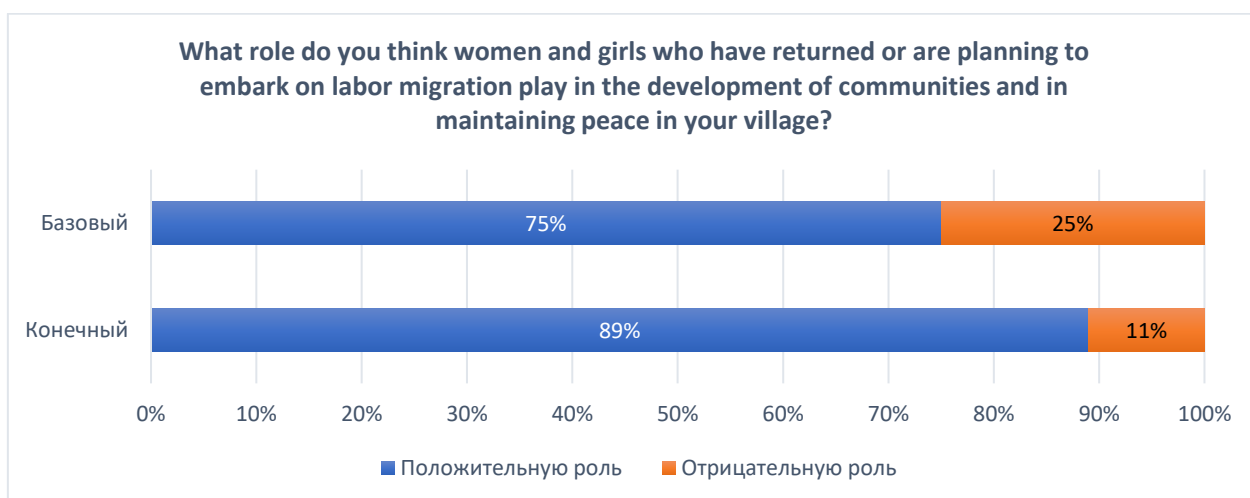


Chart 4. Proportion of the population of the target communities who believe that women and girls subject to migration play a positive role

Survey results also indicate that there has been an increase in the proportion of the population of the target communities who are more likely to agree with statements supporting the strengthening of the role of women in development and peacebuilding.

Thus, the percentage of respondents who rather agree that women should actively participate in local meetings and take part in decision-making on local issues increased by 10% (Baseline survey - 30%, final survey - 40%) (Chart 5).

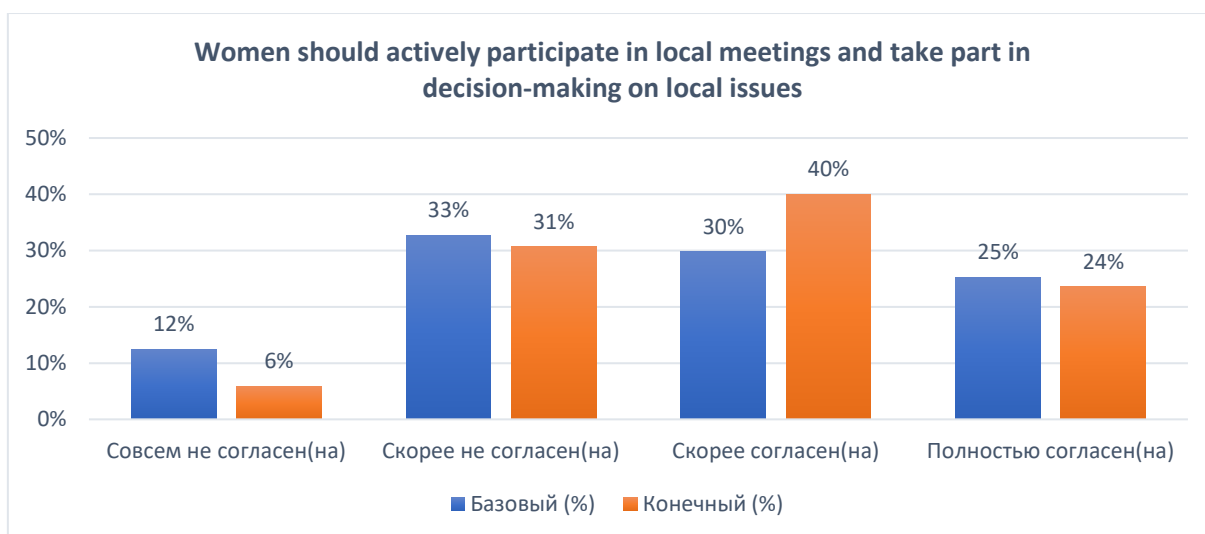


Chart 5. Attitude of respondents to the idea that women should actively participate in local meetings and take part in decision-making on issues of local importance

The percentage of respondents who rather agree that the role of women in rural development and / or resource allocation is very important and has a positive effect on community development **increased by 8%** (Baseline survey - 31%, final survey - 39%) (Chart 6).

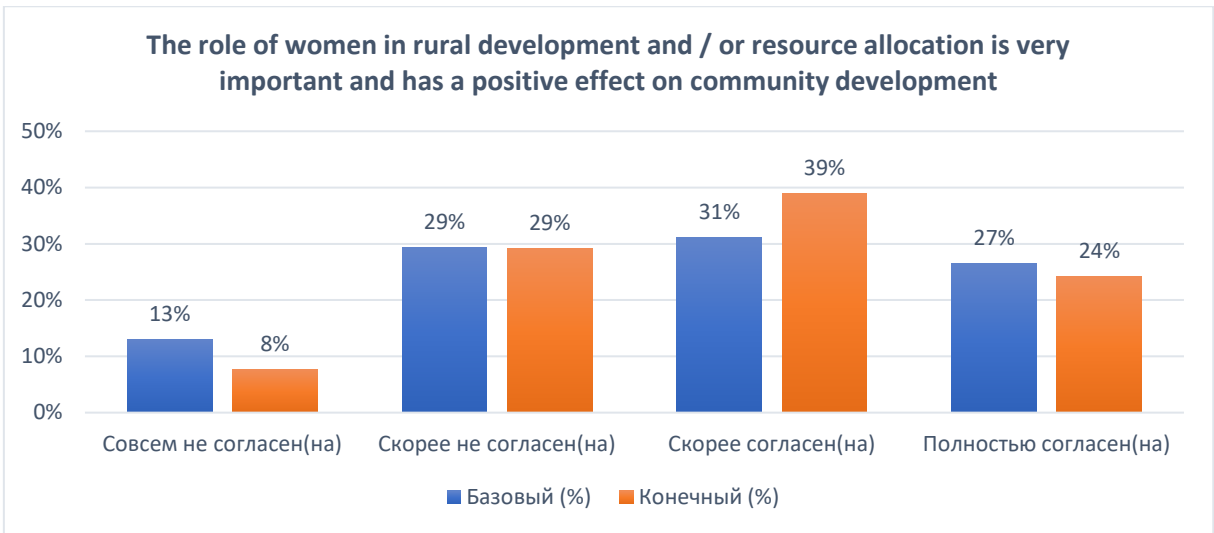


Chart 6. Attitude of respondents to the fact that the role of women in rural development and / or resource allocation is very important and positively affects the development of the community

The percentage of respondents who rather agree that the role of women in resolving conflicts and maintaining peace in the community is very important and has a positive effect on peacebuilding **increased by 10%** (Baseline survey - 29%, final survey - 39%) (Chart 7).

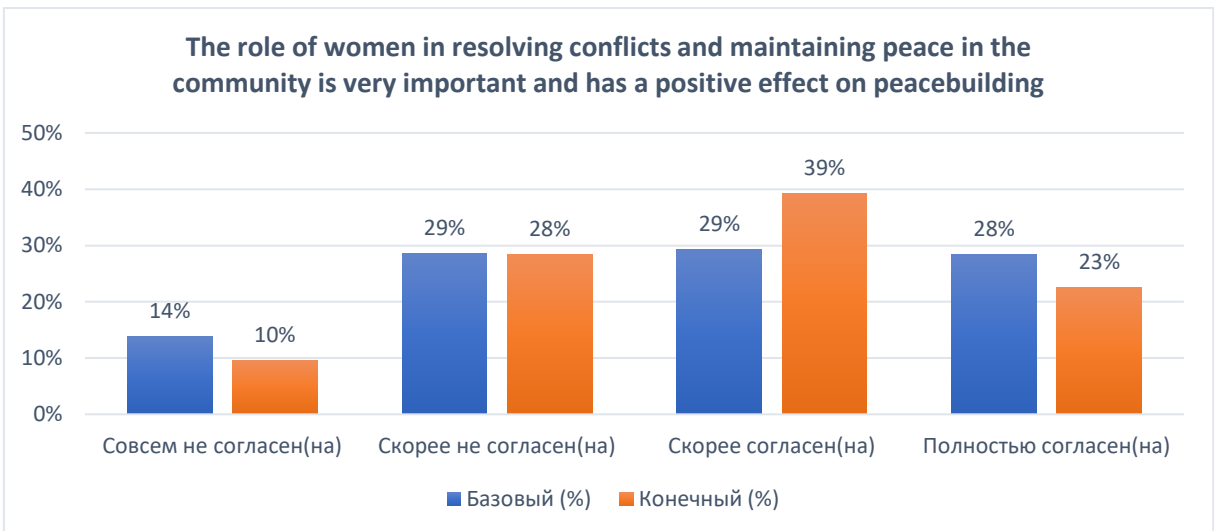


Chart 7. The attitude of respondents to the fact that the role of women in resolving conflicts and maintaining peace in the community is very important and has a positive effect on peacebuilding

3. Awareness level of residents of target communities about the role of women and girls in community development and peacebuilding.

The survey also identified baseline and outcome indicators for short-term result indicator 1.1 -% of community members who report increased awareness of the role of women and girls in community development and peacebuilding.

The survey results show that the proportion of respondents who are aware of women and girls who are involved in community development and peacebuilding was **63%** in the baseline survey and **76%** in the final survey.

These indicators show that due to project activities, the level of awareness raising among the population about the role of women and girls in community development and peacebuilding has increased by 13%. (Chart 8)

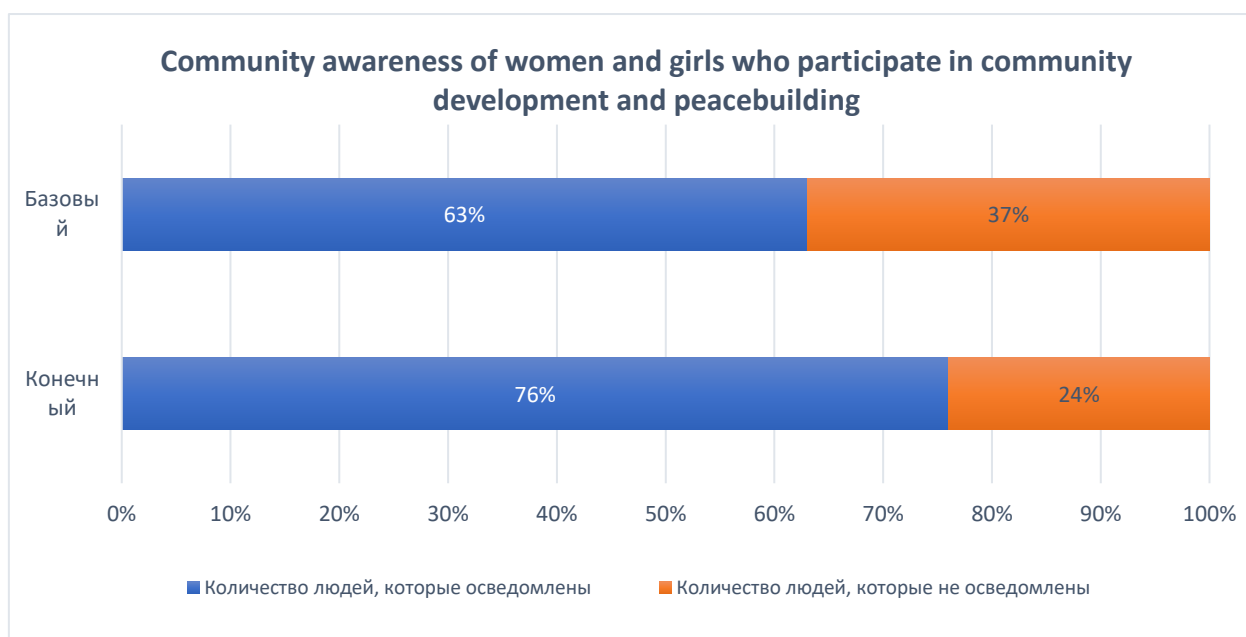


Chart 8. Indicators of short-term result indicator 1.1

In terms of gender, an increase in the number of respondents who are aware of women and girls who participate in community development and peacebuilding is observed both among women respondents - 63% in the baseline survey, 75% in the final survey (**an increase of 12%**), and among men - respondents - 70% in the baseline survey, 82% in the final survey (**an increase of 12%**). (Chart 9)

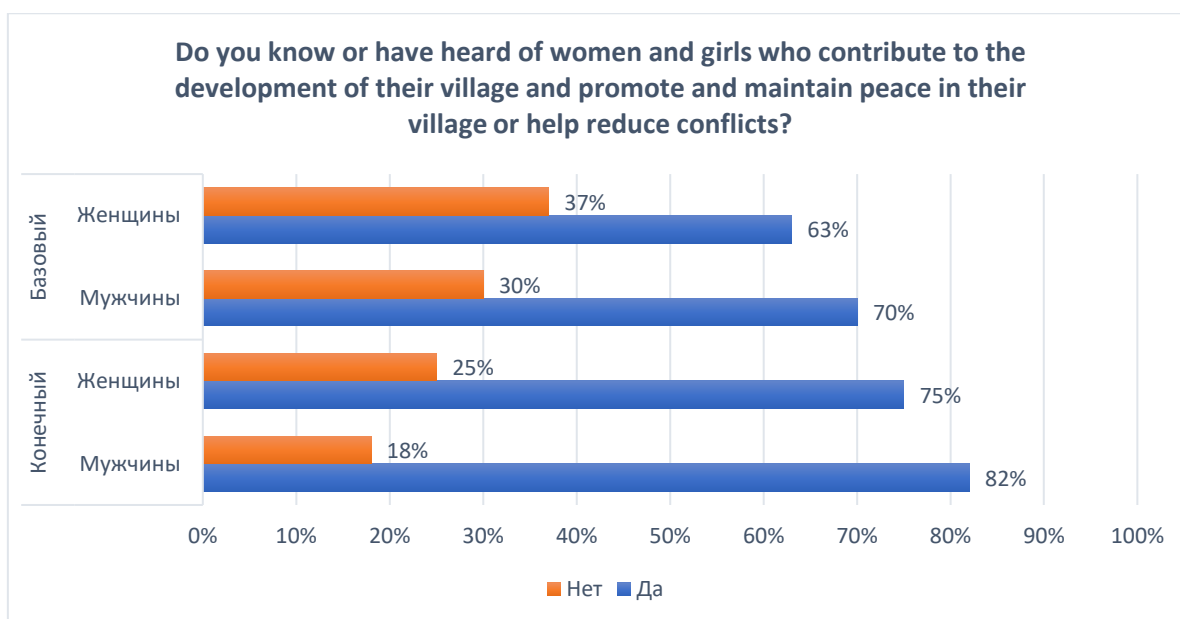


Chart 9. Indicators of short-term result indicator 1.1 by gender

The results of the survey also showed an increase in the awareness of the population of the target communities about women and girls affected by migration and their positive roles in some areas (Chart 10 and 11).

- For example, the share of the population who heard about women and girls in the village who, **having returned from migration, created women's / youth organizations and are actively involved in rural development**, in the baseline survey was 34%, in the final survey - 61%, **an increase of 29 %.**
- The share of the population that heard about women and girls in the village who, **having returned to their native village from another country, where they were able to accumulate money and gain experience, opened their own business or workshop and provided jobs for local residents** in the baseline survey was 33%, in the end survey - 58%, **an increase of 25%.**
- The share of the population that heard about women and girls in the village *who, having returned from migration, actively participated or contributed to the resolution of any local conflicts or in promoting peace in their village* in the baseline survey was 24%, in the final survey - 64% , **an increase of 40%.**
- The share of the population that heard about women and girls in the village who, **having returned from migration, began to work in local government structures or became members of the local kenesh**, in the baseline survey was 20%, in the final survey - 76%, **an increase of 56%.**

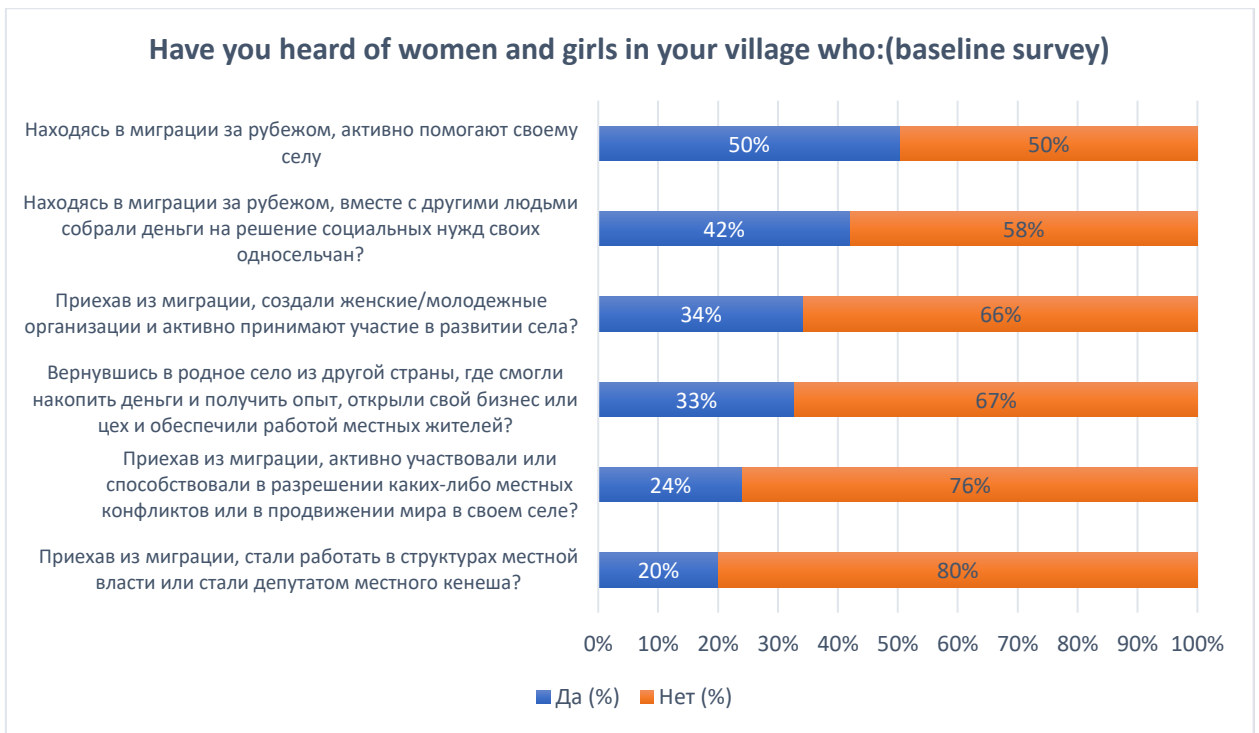


Chart 10. Awareness level of the population in the baseline survey

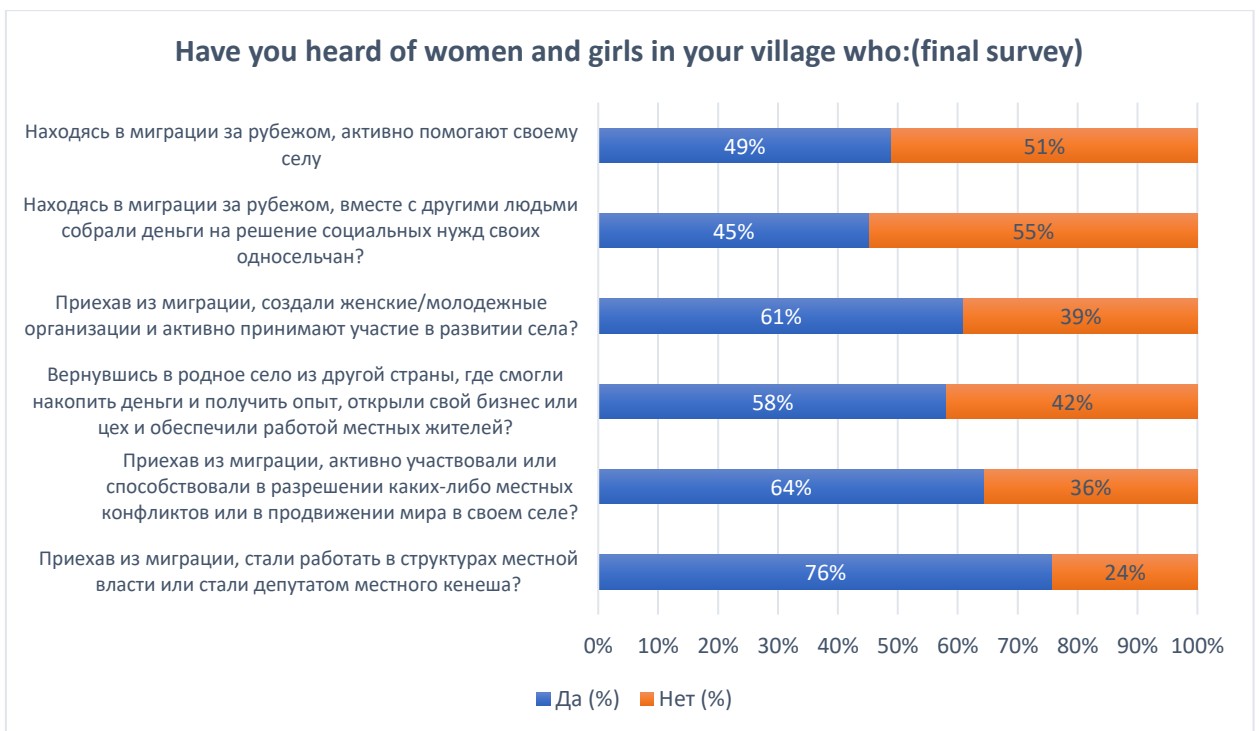


Chart 11. Awareness level of the population in the final survey

The survey results suggest that project activities in target communities have become a major catalyst for raising public awareness of the positive role of women and girls affected by migration in peacebuilding processes (40% growth) and their participation in local government (56% growth). These indicators also suggest that, as part of the project, women and girls affected by migration have themselves become more actively involved in peacebuilding and decision-making processes at the local government level. For example, this activity had the opportunity to be channeled into the elections of deputies to local councils in April 2021, where many activists of the project took part.

Thus, the baseline and final survey made it possible to identify two indicators:

1. Additional Long-Term Outcome Indicator from IPF 1b

% of community members who believe that women prone to migration play a positive role and contribute to peacebuilding and community development (as part of short-term outcome indicator 1.1.)

Baseline indicator: **64%**

Final indicator: **86%** (an increase of 22%)

2. Short Term Result Indicator 1.1

% членов сообщества, которые сообщают о повышении осведомленности о роли женщин и девушек в развитии сообщества и миростроительстве (с дополнительными вопросами в поддержку дополнительного долгосрочного результата 1b от МОФ).

% of community members who report increased awareness of the role of women and girls in community development and peacebuilding (with additional questions to support additional long-term outcome 1b from IPF).

Baseline indicator: **63%**

Final indicator: **76%** (an increase of 13%).

ANNEX V. SURVEY ASSESSMENT IN SUPPORT OF OUTCOME INDICATOR 1B

Survey report "Impact of PR campaigns to promote local initiatives on community members"

This survey was conducted online to identify the number of targeted community members who believe that women subject to migration play a positive role and contribute to peacebuilding and community development - as a result of PR campaigns to promote women's initiatives (6 local initiatives / initiatives on peacebuilding, campaigns target a total of 6,000 community members, targeting 1,200 community members). The survey involved 369 (80% of the planned general population) respondents from 6 AOs in four pilot oblasts out of an estimated 460 respondents.

To identify the number of targeted community members who believe that women subject to migration play a positive role and contribute to peacebuilding and community development, as a result of PR campaigns to promote women's initiatives, the questionnaire included the following questions:

1. Have you heard about local community development initiatives in your village / aiyl okmotu?
2. Have you heard about local peacebuilding initiatives in your village / aiyl okmotu? *
3. Have you heard about any successful women's initiatives in your village / aiyl okmotu toward community development? *
4. Leave your comments on the following posts. 1 - I do not agree at all, 2 - Probably, 3 - I agree, 4 - I completely agree *
5. Have you changed your mind about the role of women in peacebuilding and community development?
6. To what extent is information available on local initiatives and projects available?
7. From what sources did you learn about women's initiatives?

As a result of the report, the respondents' answers to these questions are taken into account when confirming the number of target members of the community, who believe that women, subjected to migration, play a positive role and have a positive role to play.

Period of the survey June 28 - July 12, 2021

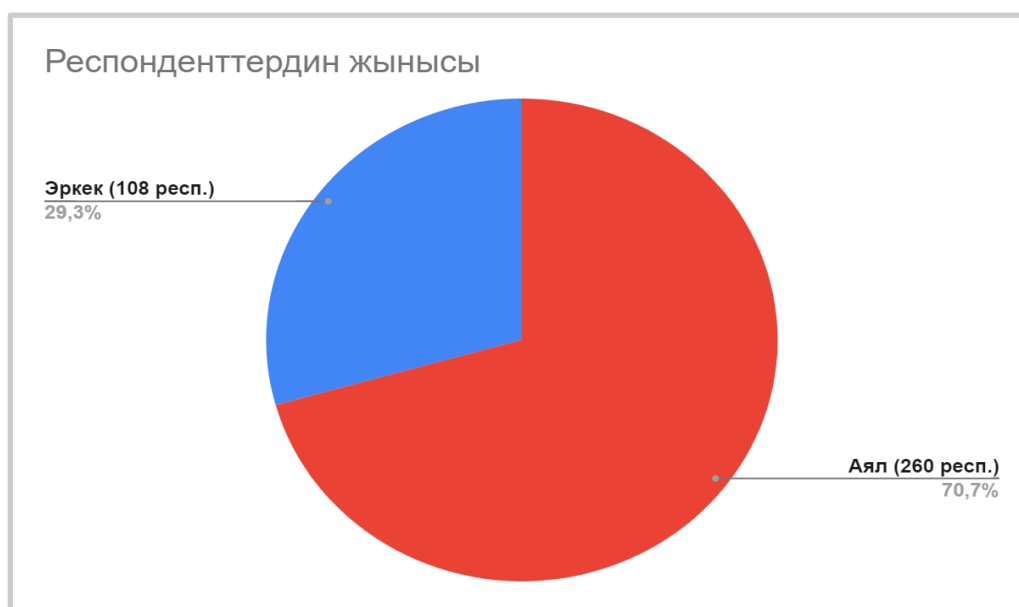
The survey was conducted on the basis of Google and to obtain quality credible information, the next selection was determined, where the trustworthiness is 90%, and the allowable error is 10%. The size of the selection in the section of the AO is determined in accordance with the number of residents in each AO and gender ratio in each of the AO. For the general co-purchase, the number of residents in each AO, and for the definition of gender relations of respondents in each AO, the actual relationship between men and women in each AO. Considering the volume of general purchases in each AO, the level of trust was set at 90%, and the allowable failure was set at 10%. With the calculation of all data, the selection was calculated for each AO using the selection calculator and rounded up to the whole (n-r, in Bel selection 68, rounded up to 70). The result of the above data was determined by the general co-purchase in 6 AO 420 respondents, which is sufficient to determine the number of target members of the community - who believe that women are subject to forced

migration; campaigns to promote women's initiatives. Out of the estimated 420 respondents, 368 respondents passed the survey, which is 80% of the respondents. The remaining 20% did not pass the survey presumably on the basis of Internet connections, in the target AO in the summer many residents of Jailoo, where there is a connection, etc. Below is a table with the volume of selections in each AO:

№	АО	General population	M	F
1	Bel	13 371/70	6529/35	6215/35
2	Toolos	22 586/80	11 361/40	11 225/40
3	Ak-Turpak	17 108/70	8513/35	8595/35
4	Orozbekov	13 422/70	6672/35	6750/35
5	Kyzyl-Tuu	29 294/100	14636/50	14658/50
6	Kara-Bura	18 830/70	8930/35	9900/35

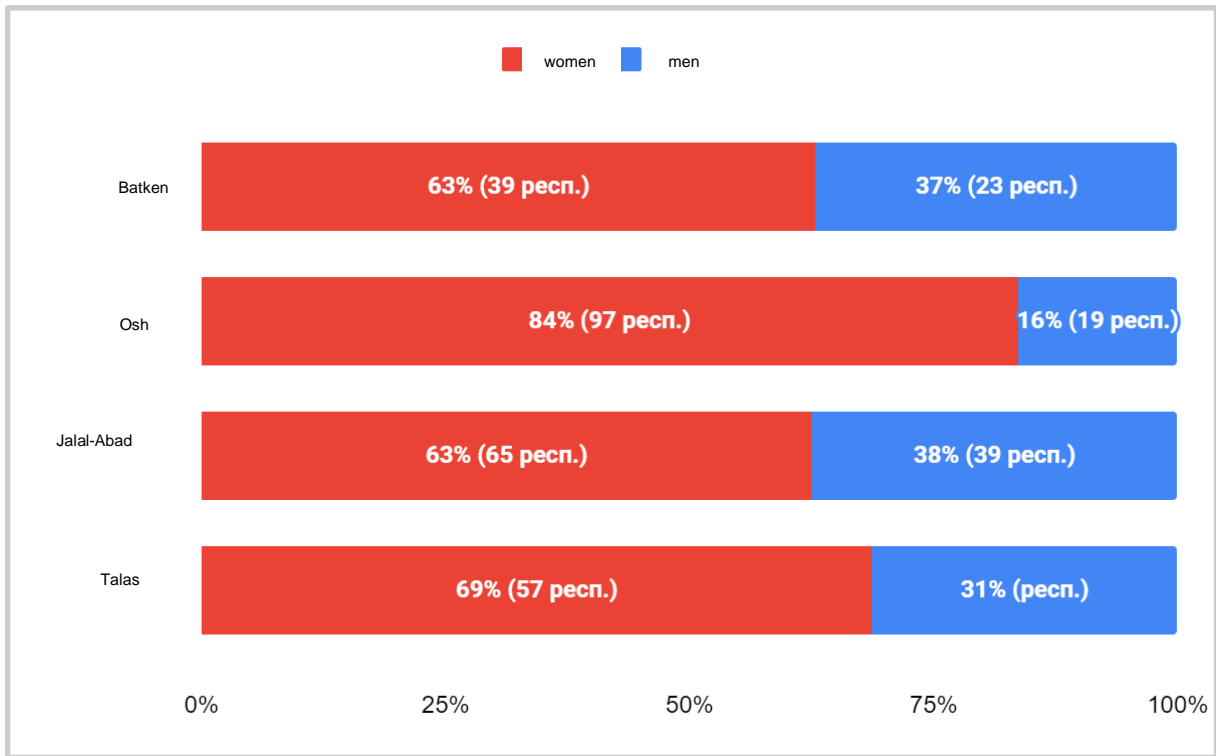
Response data:

1. Date of filling *
2. Name of respondent *
3. Gender of respondent:

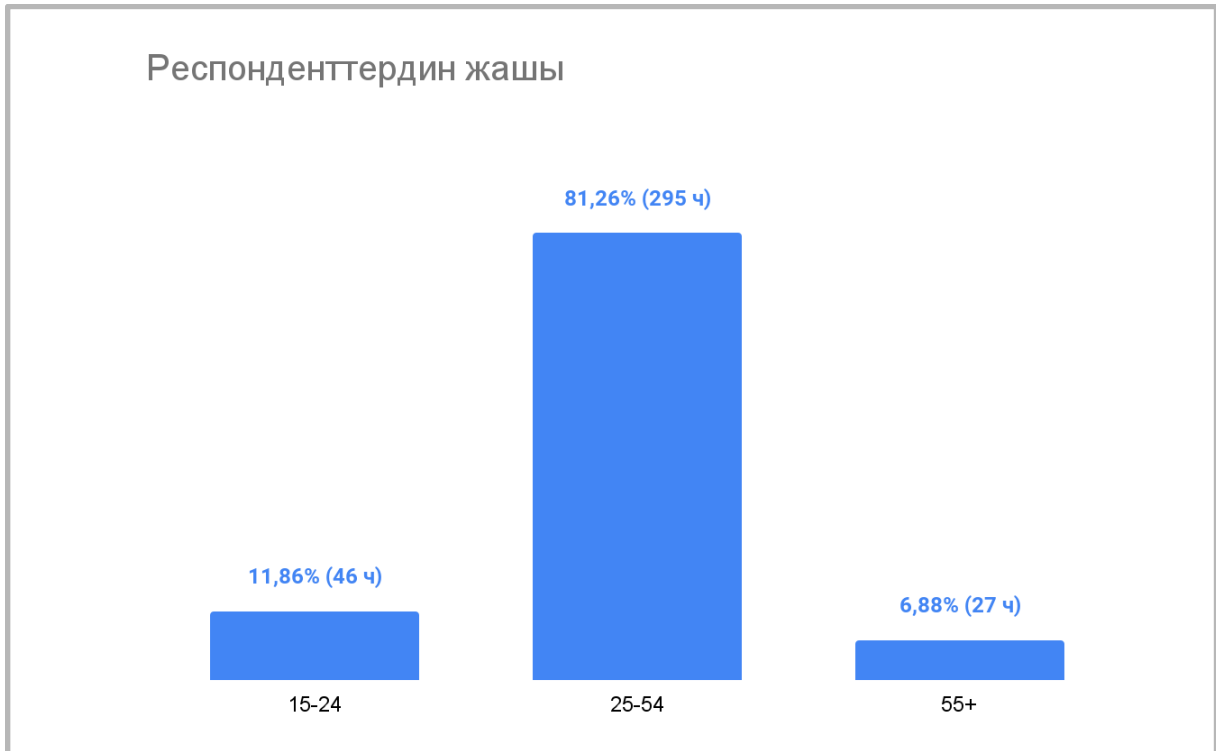


* data is not reflected in the report
Men (blue), women (red)

4. Gender ratio of respondents by region:



5. Age of respondents:



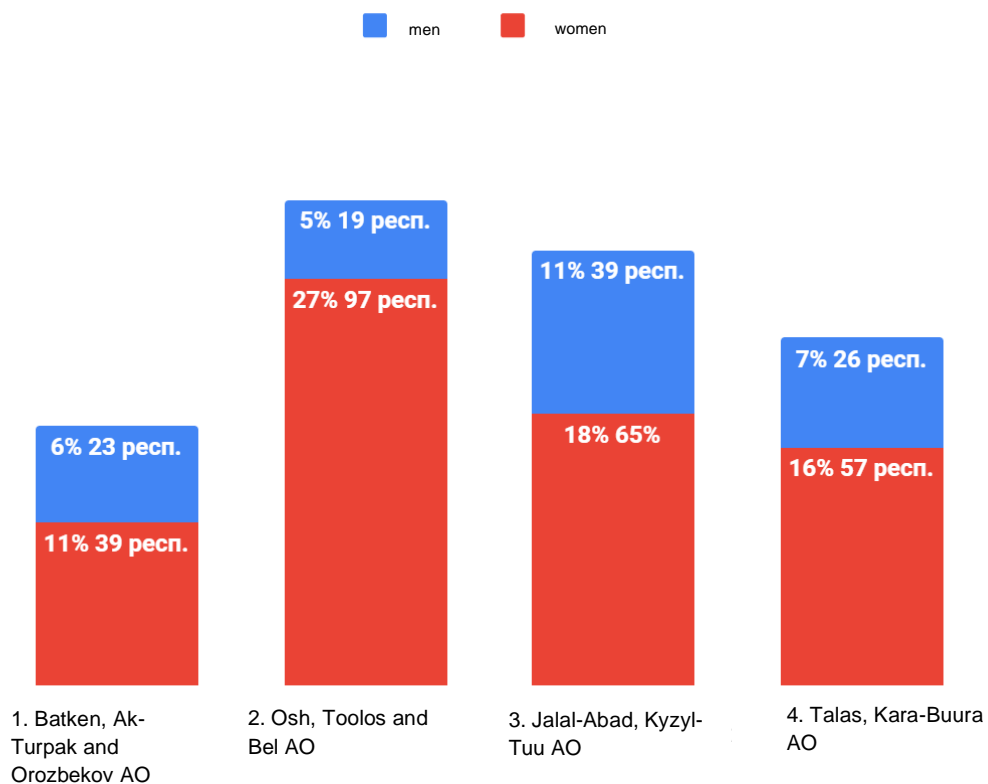
*age of the respondents

6. Number of respondents by region:

Batken	18,26% (62 resp.)
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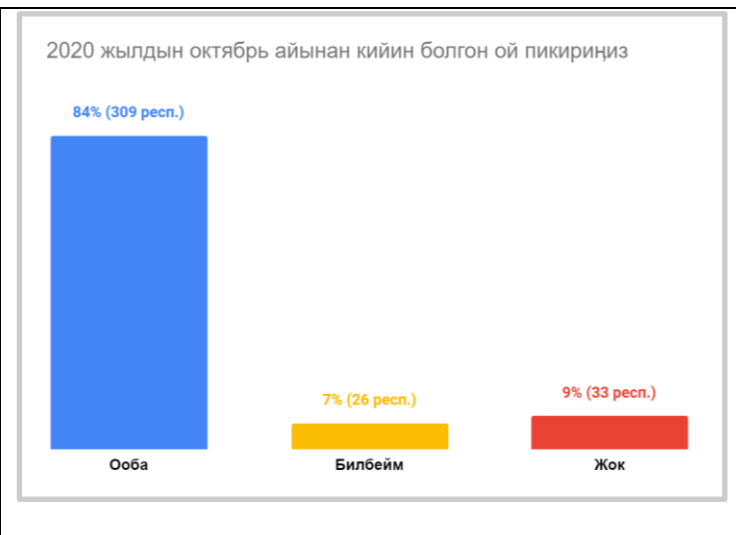
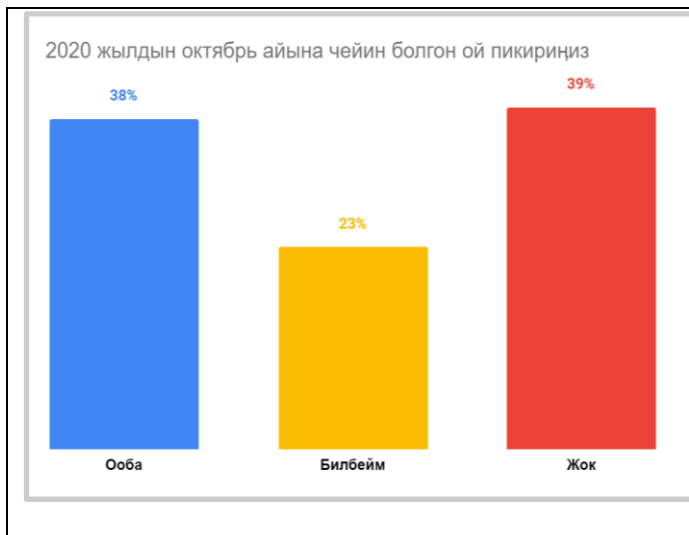
Osh	34,17% (116 pecn)
Jalalabad	30,93% (104 pecn)
Talas	16,64% (83 pecn)

Gender ratio of respondents by region:



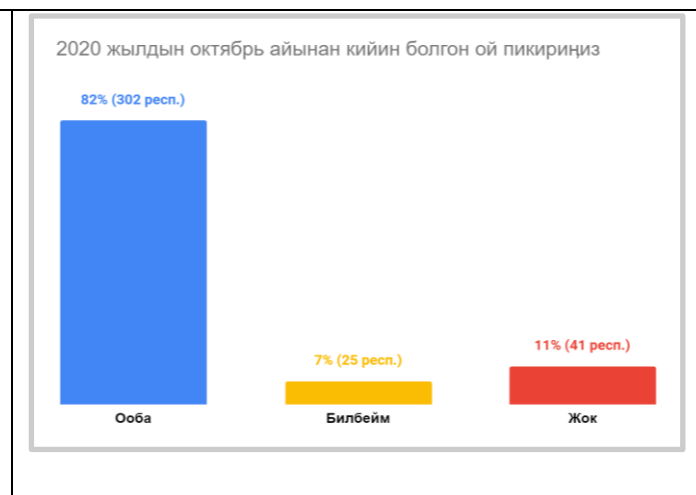
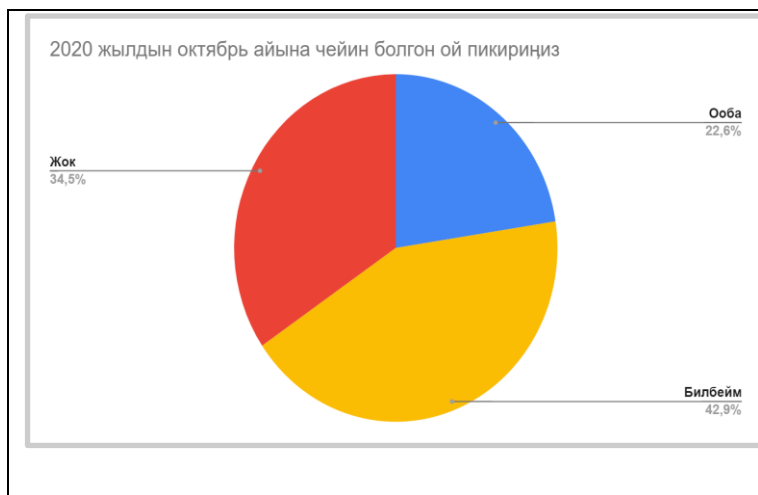
Respondents' answers to questions about the survey topic:

1. In your village / Aiyl Okmotu, have you heard about local initiatives for women's community development?



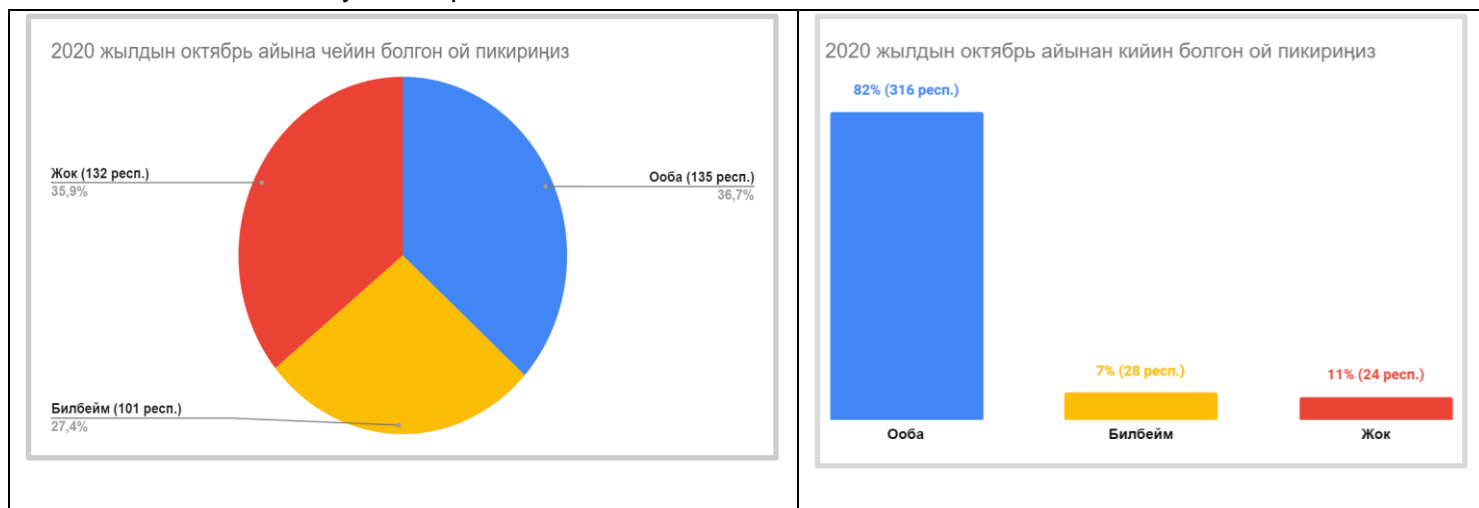
Respondents' answers	Till October 2020	After October 2020
Yes	38% (140 respondents)	84% (309 respondents)
Do not know	23% (85 respondents)	7% (26 respondents)
No	39% (143 respondents)	9% (33 respondents)

2. Have you heard about local women's peace initiatives in your village / aiy/ okmotu? *



Respondents' answers	Till October 2020	After October 2020
Yes	22,6% (83 respondents)	82% (302 respondents)
Do not know	42,9% (158 respondents)	7% (25 respondents)
No	34,5% (127 respondents)	11% (41 respondents)

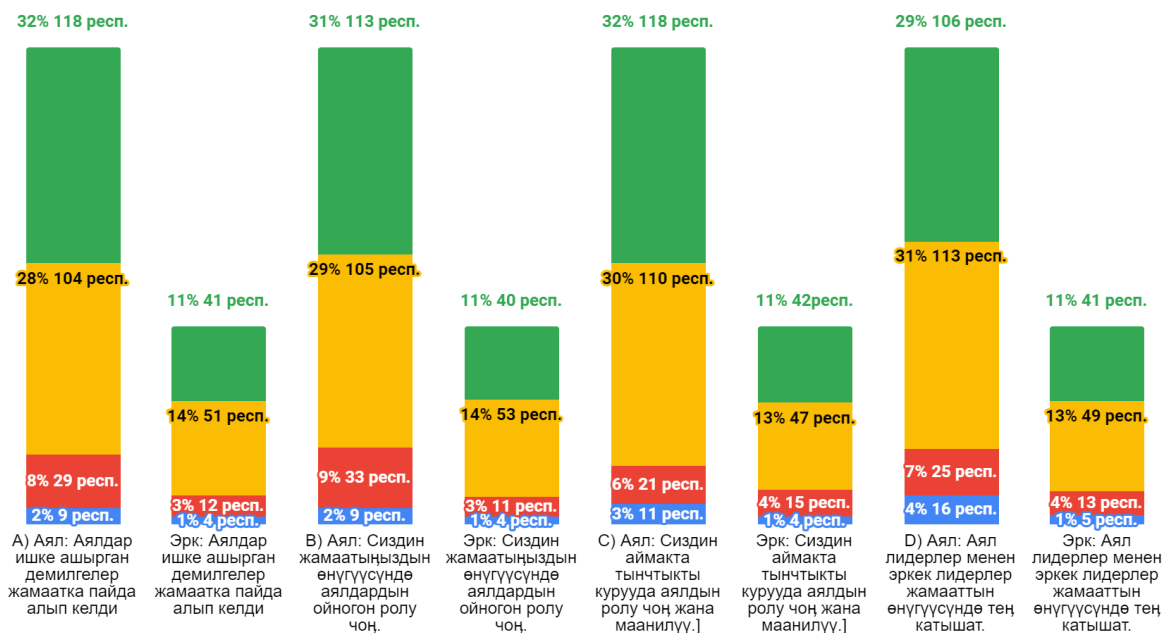
3. Have you heard about any successful women's initiatives in your village / aiyl okmotu toward community development? *



Respondents' answers	Till October 2020	After October 2020
Yes	38,7% (135 respondents)	82% (316 respondents)
Do not know	27,4% (101 respondents)	7% (28 respondents)
No	35,9% (132 respondents)	11% (24 respondents)

4. Leave your comments on the following posts. Blue (1) - I do not agree at all, - (2) Red -Probably, Yellow (3) - I agree, Green (4) - I completely agree *

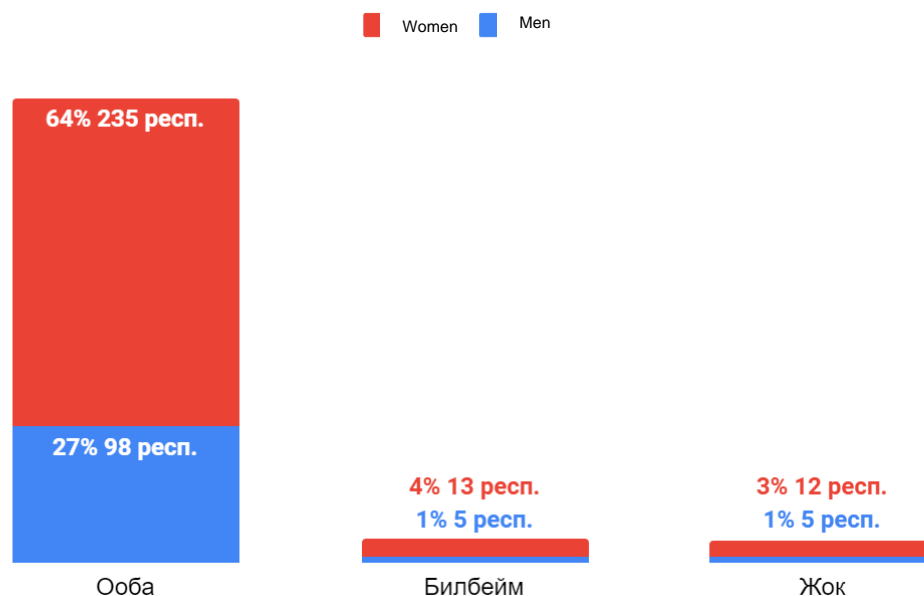
■ 4 - Толугу менен макулмун ■ 3 – Макулмун ■ 2 – Болушу мүмкүн ■ 1-такыр Макул эмесмин



5. Have you changed your mind about the role of women in peacebuilding and community development?

Yes	90% (333 respondents)
Do not know	5% (17 respondents)
No	5% (18 respondents)

Responses of respondents in gender relations:

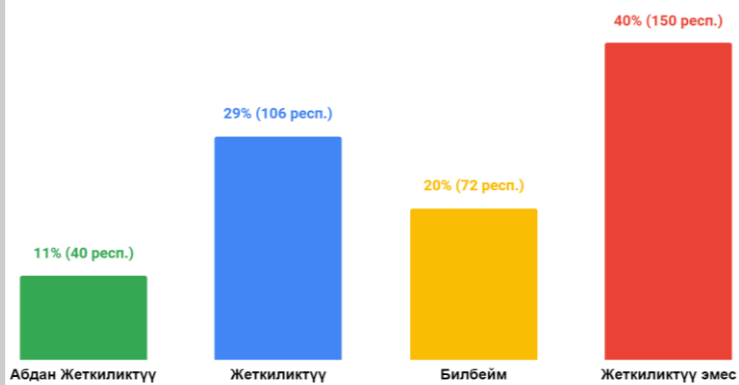


5.1. Why do you change your mind or not? Discuss your answer. (below are the most common categories of respondents' answers)

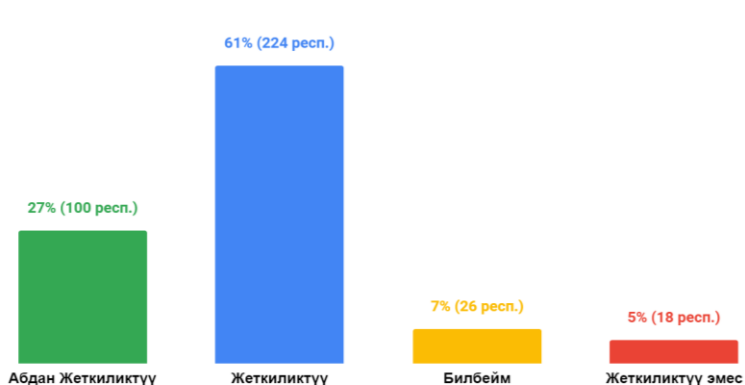
A lot of useful work has been done
The success of education and participation in various peace-building activities has led to a change
It turns out that women can be just as successful as men
On the basis of a pilot project in our village, various competitions, events, lessons learned, a positive change in attitudes
My wife's attitude has changed for the better,
The work done by rural women is based on economic growth
Economic growth in our village, women becoming deputies, becoming entrepreneurs
Mutual aid groups were formed, and economic growth was observed
Women deputies came out, women attracted grants to the village, self aid groups are working
I changed my mind because of the great success of the women in the village
I do not participate in events
My wife's success changed my mind
The village is developing, developing and supporting medicine
I totally agree that hasn't changed
Do not know
No

6. To what extent is information available on local initiatives and projects available?*

2020 жылдын октябрь айына чейин болгон ой пикириңиз



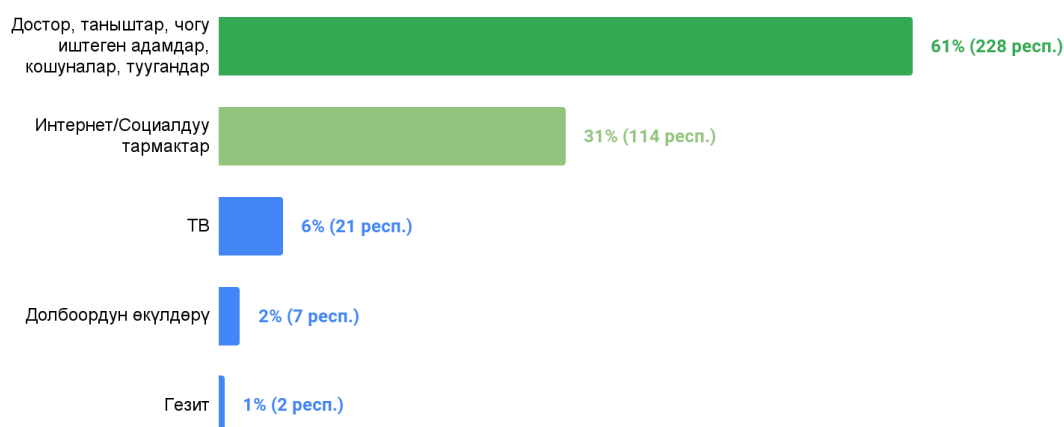
2020 жылдын октябрь айынан кийин болгон ой пикириңиз



Respondents' answers	Before October 2020	After October 2020
Very available	11% (40 respondents)	27% (100 respondents)
Available	29% (106 respondents)	61% (224 respondents)
Do not know	20% (72 respondents)	7% (26 respondents)
Not available	40% (150 respondents)	5% (18 respondents)

6.1. From what sources did you learn about women's initiatives? *

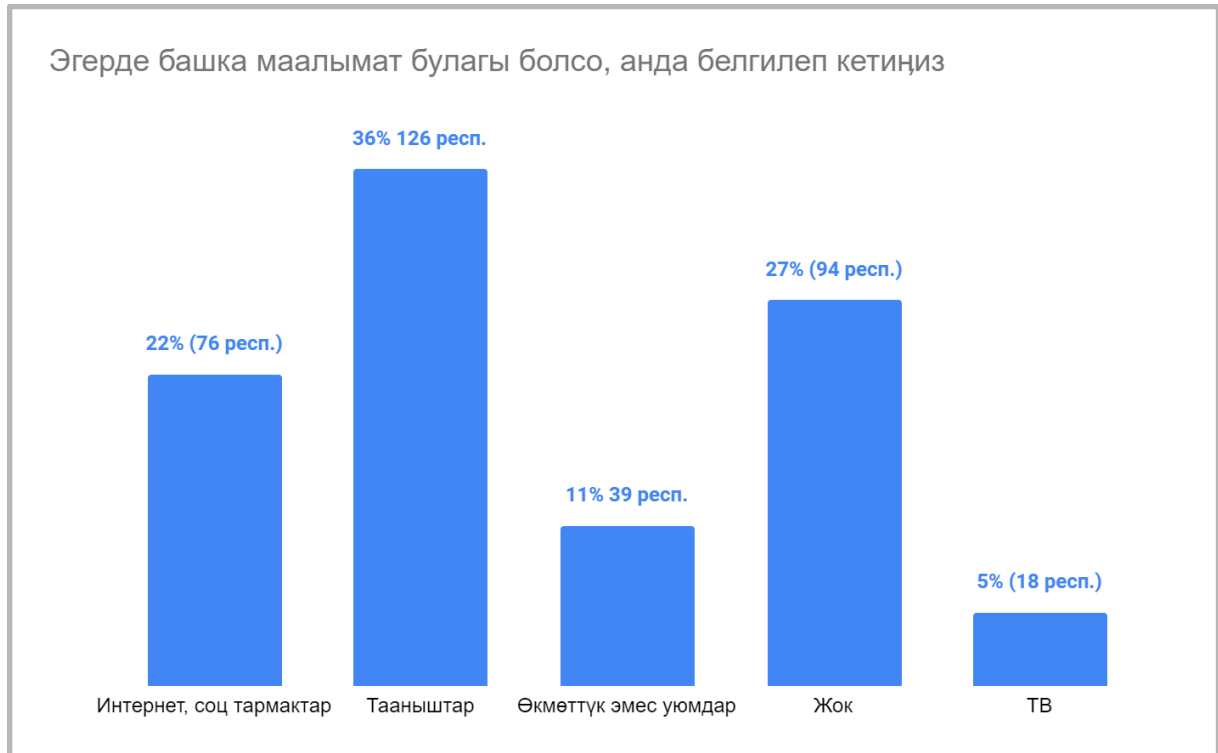
Маалыматтын кайсы булактарынан аялдар ишке ашырган демилгелер жөнүндө билдиңиз?



Respondents' answers	Results
Friends, neighbors, relatives, colleagues	61% (228 respondents)
Internet and social media	31% (114 respondents)

TV	6% (21 respondents)
Local authorities/organizations	2% (7 respondents)
Newspapers	1% (2 respondents)

6.2. Please indicate, if there is another source



Respondents' answers	Results
Friends	36% (126 respondents)
No other sources	27% (94 respondents)
Internet	22% (76 respondents)
Non-governmental organizations	11% (39 respondents)
TV	5% (18 respondents)

**ANNEX VI. REPORT FROM IP ATIC ON THE ECONOMIC EMPOWERMENT COMPONENT OF THE GPI
PROJECT (FINAL)**



August 2021

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

Final Report



PUBLIC FOUNDATION ATIC

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1. General Information

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.

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.

To achieve the expected results within the framework of Outcomes 2, the ILO signed implementation agreement with Alliance of Trainers and Consultants (ATiC). Within the period of February – April 2021 ATiC has performed the following activities and tasks in the pilot regions of the project in the target regions/oblasts of Osh, Batken, Jalal-Abad and Talas

Output 2.2 Women and girls in migrant communities have an improved access to economic (employment and self-employment) opportunities:

	Project activities	Clarify
Activity 2.2.3b :and	<p>Number of women self-employed/operators of income generation activities who access VCD opportunities in a specific sector (for instance in agribusinesses)</p> <ul style="list-style-type: none"> a) To establish data base of potential 200 applicants for Mentorship program with detailed business concept plan b) Organize technical skills courses for 30-40 women and girls; c) Organize and conduct VCD networking meetings for 60-70 women and girls; d) Organize and conduct master –classes for 20-30 women and girls; e) Conduct individual consultations for : 150 women and girls; 	<p>All stimulation access to economic opportunities activities to the extent possible should be organized and conducted online considering of COVID-19 situation</p> <p>VCD activities should be organized with involvement of employers association (JIA)</p>

Output 2.3 Women and girls affected by migration have strengthened their financial capabilities and have access to gender-sensitive financial products

<p>Activity 2.3.2:</p>	<p>Roll out financial education to women and girls affected by migration using adapted ILO training material via different delivery channels zoom or online</p> <ul style="list-style-type: none"> a) Finalize adaptation of the ILO Financial Education online course b) Conduct trainings of Financial Education by using adapted version – 280 project target group 	<p>Training program have to adapt to online format</p> <p>Online due to COVID -19 limitations</p>
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2. Financial Literacy training in 6 municipalities

Date of trainings: June 8-25, 2021

Target group/participants: Target Aiyl Okmotus – Akturpak, Orozbekov, Bel, Toolos, Kara-Buura, Kyzyl-Tuu

Duration of each training: 3 days long

Training goal: Improvement of knowledge and skills on financial literacy among women and girls affected by migration attended zoom or online courses on financial education.

Access to finance is a fundamental condition for poverty reduction, job creation, income generation and social protection. However, access to finance alone does not automatically yield social and economic benefits. For this purposes women and girls affected by migration must be able to make informed choices about when and when not contract debt, how best to save and what to look out for in other financial services and products.

These activities directly contributed to achieve **Output Indicator 2.3.3 an increased knowledge and skills on financial literacy among trained women (zoom and online course).**

As a result of the current work 308 project beneficiaries attended GET Ahead training and in average knowledge increase was about 39,4 % though target was 20 %.

Preparation of online training

Preparation stage included mobilization of target groups to the trainings. First, participants had to fill out and send online application (via google link) to the training.

Within the previous contract, ATiC has developed applications database comprised of 570 women from project target areas there is a high interest in project activities.

Some of them were engaged in GET AHEAD training, and the database was used to select participants for Financial Literacy trainings and technical skills development courses.

Out of database 308 participants were enrolled in Financial Literacy trainings. All participants were mobilized in groups comprising, around 15 participants. For each training group were created WhatsApp groups that are administered by trainers with the aim to provide information and discuss time, duration, training program, etc. with participants.

Also, created WhatsApp groups are used for sending zoom link to the training, homework check, question and answers and providing consultations on financial issues.

Before the start of trainings, the participants were provided with handouts (Financial Plan / workbook, that were delivered to target areas and distributed to participants.

Also, trainers prepared online application forms as pre-test of the training, post-test of the training, training evaluation form.

Besides, participants were instructed about the ZOOM application that should be used for online trainings.

The lists of participants were prepared to each training to cover communication costs of participants (internet for zoom) by the project.

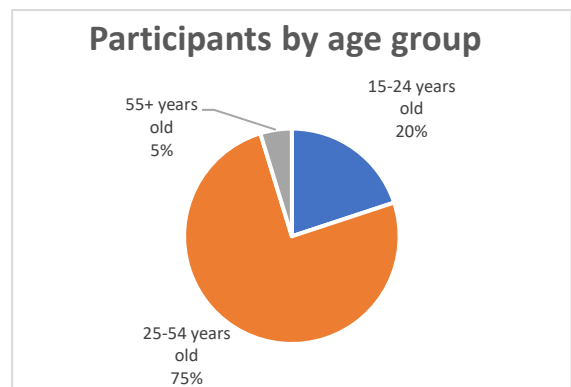
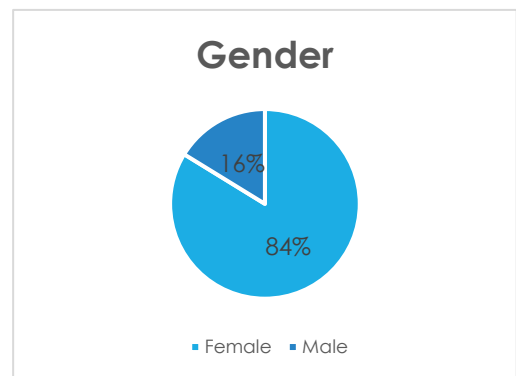
Conducting of online training

Prior to the start of trainings, participants were requested to fill out and send online pre-test of the training (via google forms) in order to fix participants initial knowledge level.

Online trainings were conducted in the evening as participants - rural women had a lot of housework during the day time or some of them had their main job or had to care after their children. Therefore, only evening time was convenient to take part at the training.

As shown in the chart 2.1 age of the majority of training participants is in the bracket of 25-54 and therefore domestic work and family duties influenced a lot on training dynamic and involvement in the training exercises.

The most interesting sessions were on the savings, loans and developing the financial plan. Participants liked the combination and online and zoom training.



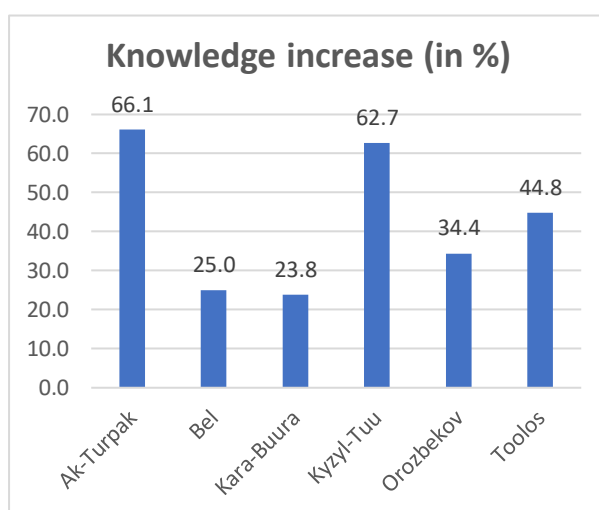
Many of participants were actively involved in training for three days, but unfortunately the Internet connection was weak, sometimes they visited other participants home/joined other participants (at neighbourhood) with better internet connection.

Table 2.1 Information on Financial Literacy training conducted during June 8-25, 2021

Municipalities	# of women in database	# of trainings conducted	# of training participants	# of women participants
Ak-Turpak	95	3	47	37
Orozbekov	95	3	51	43
Toolos	95	3	50	42
Bel	95	4	52	40
Kara-Buura	95	4	59	53
Kyzyl-Tuu	95	4	49	43
Total	570	24	308	258

Key results based on pre/post-tests:

Overall, 308 people participated both in the pre and post training tests. The pre-post test results report that the participants increased their knowledge by **39,4 % in average**. All the target locations exceeded expected target of at least 20% knowledge increase after the training. Among the six locations, Ak-Turpak and Kyzyl-Tuu participants demonstrated over 60% increase knowledge. These results demonstrate that women participants demonstrated knowledge increase much higher than men (it can also be noted that only 7 out of 296 participants were men). Similarly, young people between 14-24 years old demonstrated higher % increase in knowledge than older age participants.



Main challenges and conclusions

Weak internet connection in target villages: some participants were not able to participate all days of the training due to weak Internet connection; some participants were disconnected during trainings;

Zoom application:

Many participants was new how to use Zoom at the beginning of trainings;

Online forms:

There were cases when some women filled out and sent online application several times, the same situation was with the pre/post-tests;

Activity of participants:

The activity of women was high from the first days;

Equipment:

There were some difficulties with mathematical calculations in topics related to loans and saving.

3. Additional support activities to increase access to economic opportunities.

For identification of the additional support measures to increase access to economic opportunities ATiC identified and contracted 6 local consultants whose responsibilities are:

- 1) Review GET AHEAD action plans and identify at least 200 women with high potential to grow and include them in database:
- 2) Out of them select 30-40 participants for technical training
- 3) Organize process of engagement of women and girls in various technical training
- 4) Organize and conduct VCD network meetings for 60-70 women
- 5) Conduct individual and group business consultations for 150 women and girls;
- 6) Organize and conduct master classes and exchange visits

These activities were performed within the period of June – August 2021 and ultimate purpose was to assist women and girls affected by migration in increasing access to employment and self-employment opportunities. As shown in the table below within the reported period local consultants reviewed 579 business concepts and developed excel database of 269 women with high potential to grow. Out of them consultants selected women for various types of additional support measures, which were organized in reported period.

Table 3.1: Additional support measures for women by municipality

Name of municipality	# of applications	# of women in the database	Technical training	VCD meeting	Master classes and ex visits	Individual consultations	# of women increased access
Ak Turpak	183	42	16	30	24	28	28
Orozbekov	73	42	6	36	27	18	21
Bel	94	44	17	32	22	45	28
Toolos	62	42	11	24	14	30	26
Kyzyl –Tuu	91	58	10	27	42	48	26

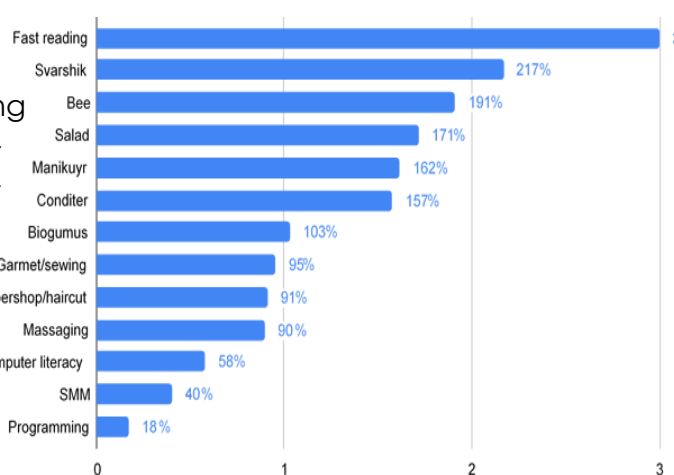
Kara – Buura	76	41	14	24	10	38	22
Total	579	269	74	173	139	180	151

3.1. Technical training

As the result of the initial stage 74 project beneficiaries passed through 13 various technical training sessions. Pre-post tests organized during this process showed 130 % increase of knowledge in average. More detailed info is provided in the table below.

#	Technical trainings	Pre-test	Post-test	% knowledge increase
1	IT / computer programming	85%	100%	18%
2	SMM	61%	85%	40%
3	Computer literacy	55%	86%	58%
4	Massage	50%	95%	90%
5	Barbershop/haircut	47%	90%	91%
6	Garment/sewing	46%	90%	95%
7	Biogumus	49%	100%	103%
8	Production of cookies	35%	90%	157%
9	Haircutting	33%	85%	162%
10	Culinary	35%	95%	171%
11	Beekeeping	34%	100%	191%
12	Welding	30%	95%	217%
13	Fast reading	25%	100%	300%
				130%

Technical training sessions took place in large cities and regional centers. Once selected each training participant received financial support from the project to cover training fees. Funds were transferred to e-wallets and banking accounts of participants with obligation to pay only for courses. Thus we are supporting women and girls in increasing technical skills and knowledge and at the same time provided opportunity to increase financial literacy and start using non-cash channels and financial services.



As a result technical training activities to the great extent contributed to expanding opportunities of women and girls affected by migration to employment opportunities. Majority of graduates reported that after the training the either received employment offer or applied obtained skills in income generating activities.

All detailed information on technical training sessions, including list of participants, pre-post test, certificates and others is downloaded on the shared drive and links are provided in Annexes.

3.2. VCD meetings

Within the reported period 6 VCD meetings were conducted by local consultants with the support of ATiC team.

One was combined with master class in agricultural sector and 112 project beneficiaries attended the meeting. Meeting was conducted with participation of technical experts and potential suppliers of raw materials and buyers of production. As a result of the meeting participants received knowledge on modern agricultural technologies and at the same time strengthened market linkages with other players of various agro VCDs.

The other one due to COVID-19 limitations was conducted online via zoom. In total 65 participants attended the meeting. It was conducted in the format of speaker event and co-organized with JIA (employer's association). The purpose of the meeting was to extend business and market linkages for women and girls affected by migration engaged in agriculture, garment production and services.

3.2 Master classes and exchange visits.

In total 129 project participants attended master classes and exchange visits organized by the project. Master classes were conducted offline in village municipalities and main topics were:

- 1) Production of cookies
- 2) Design of handicrafts
- 3) Production of bio-humus
- 4) Poultry keeping
- 5) Milk processing
- 6) Production of wood arts
- 7) Fitness instructor

All master classes were conducted by experienced entrepreneurs and experts in the corresponding spheres.

Exchange visits were conducted for the following sub-sectors:

- 1) Flowers planting
- 2) Production of milk products
- 3) Beekeeping
- 4) Branding and marketing
- 5) Production of handicrafts

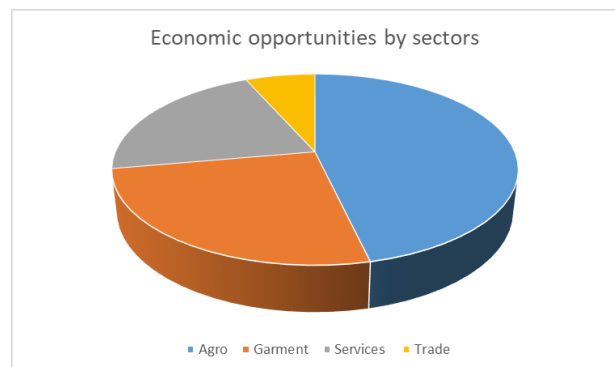
Exchange visits took place in province centers and large cities. Project paid for organization costs only, all other costs including travel were contributed by beneficiaries themselves.

In general, as per feedbacks from participants master classes and exchange visits contributed a lot to increasing of self-employment and business opportunities of women and girls affected by migration.

3.3. Individual consultations and increased access to economic opportunities

Individual consultations were conducted by local consultants for those participants who are interested in starting/expanding income generating activities. Major group comprised from so called GALS champions who received support from CDA (UN WOMEN) implementation partner to start/expand family business. About 10 participants from each village municipality received this type of support and local consultants assisted them in developing business plans and conducted consultation in other entrepreneurship areas like marketing, sales, bookkeeping, management etc. Other participants for individual consultations were selected from GET Ahead and Financial Literacy training participants, those who expressed interest in starting/expanding their businesses.

In total local consultants reported that 151 project beneficiaries have increased access to economic opportunities as a results of all project interventions, including entrepreneurship training and financial education and additional type of support measures. Division women by sectors confirmed results of VCD survey conducted at the beginning of the project. 46 % from agro VCDs, 26 % from garments. 21 % -services and 7 % trade. At the same time there is a need to conduct additional entrepreneurship training support so we can sustain the progress achieved within the implementation of the project. The most suitable tool for this from our perspective is Start Your Business Program.



4. Project visibility

As part of the project to support the implementation of the project "Empowering women and girls subject to migration for inclusive and peaceful development of communities", ATiC attracts a media expert to develop non-commercial videos (video blogs, posts, broadcasts) of an educational nature with the aim of making it accessible and simple talk about the ILO's "Financial Literacy" Programs, "Get Ahead", "Start and Improve Your Business" in organizing and conducting trainings for beneficiaries.

The media expert continued the implementation of the list of tasks and activities required to obtain the following results: coverage of the implementation of activities within the framework of the project:

- Distribution of training materials and promotion on social networks like Facebook, Instagram, broadcasts, posts, blogs, podcasts using hashtags for social pages,
- Organization of live broadcasts.

https://www.instagram.com/getahead_kg/

https://www.facebook.com/wlsme.kyrgyzstan/?ref=page_internal

Additionally National Bank of the Kyrgyz Republic launched online course on financial literacy with the support of the project and ATiC was also recongnized as national insitution supporting the online course.

More information is provided on the link below

https://www.finsabat.kg/education/online_course_ILO

5. Monitoring, Evaluation, Learning

5.1. Monitoring, evaluation, learning activities

During the reporting period, ATIK closely monitored its activities against its' indicators and targets. Below are key highlights on how ATIK monitored and tracked progress against indicator targets:

- *Access to economic opportunities.* Outcome 2 indicator: Developed tools to measure Outcome Indicator 2 on access to economic opportunities. The tool has been reviewed and approved by GPI coordination. In addition, ATIK drafted a definition on how ATIK will be measuring this indicator. In mid-August, ATIK launched to administer the survey. The data collection is in process and expected to be completed during the first 2 weeks of September 2021.
- *Access to financial services and products.* Output Indicator 2.3.3 b. on accessing to financial products and services. ATIK designed a tool to measure access to financial products and services. The tool has been reviewed and approved by GPI coordination. ATIK drafted a definition on how ATIK will be measuring this indicator. The data collection is in process and expected to be completed during the first 2 weeks of September 2021.
- *Mentorship or technical support training:* Developed tools to track mentorship or additional technical support of the participants (application form to get registered for the technical support activities, technical support quality assessment). Uploaded at google forms (Please see the Indicator Tracking Matrix below).
- *Financial Literacy training.* ATIK collected, processed, and analysed data on applications collected, pre training and post training tests, and training satisfaction assessment by the participants (Please see the Indicator Tracking Matrix below);
- *Online Financial Literacy training.* ATIK collected, processed, and analysed data on pre and post training tests to measure knowledge increase and online

training quality assessment by the participants (the results and annexes are in the Matrix table below):

5.2. Indicator Tracking Matrix

Indicator type/#	Indicator	Baseline	Target	Progress Indicator	MoV/supporting evidences	Sex disagr	Age disagr
Additional Outcome Indicator 2 c 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)	0%	25% over the baseline indicator	ATiC launched the survey in mid-August. Survey results are expected during the first two weeks of September 2021.	1) Survey questionnaire has been approved by GPI coordination).	To be updated during the post survey 0	To be updated during the post survey
Output Indicator 2.2.1	Availability of a gender sensitive VCA report	No report	Analysis report	Submitted and completed in May 2021	1) Methodology 2) Collected data (database, reports on FGDs, statistical data from NSC) 3) VCA report	Total: 220 F: 210 M: 10	Total: 220 15-24: 39 25-54: 154 55+: 27
Output Indicator 2.2.3.a.	% of increased knowledge among women training participants on entrepreneurship and on social responsibility and cohesion	40%	20% increase over the baseline	49% increase over the baseline (total: 358 participants took part in pre/post-tests) Submitted and completed in May 2021.	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 6) Feedback from participants 7) Feedback form	Total: 358 F: 351 (82% increase over the baseline) M: 7 (51% increase over the baseline)	Total: 358 18-24: 32 (102% increase over the baseline) 25-54: 309 (82% increase over the baseline) 55+: 17 (34% increase over the baseline)
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)	0 (as per VCA)	150	Survey is in process. To be updated during the first 2 weeks of September 2021	N/A	TBD	TBD
Output Indicator 2.3.3 a.	% of increased knowledge and skills on	58.5% (Fin lit: 56.2%)	20% increase over the	39.2% increase over the baseline	1) Pre/post-tests (Annex 1) 2) Data base/report including	Total: 526 (308 Fin. Lit. training and	Total: 526 (308 Fin. Lit. training and

Indicator type/#	Indicator	Baseline	Target	Progress Indicator	MoV/supporting evidences	Sex disagr	Age disagr
	financial literacy among trained women (online course)	(Online fin lit course: 60.8%)	baseline	(Fin lit 39.4% increase; Online fin lit course: 39.2% increase)	pre/post-tests results (Annex 2 : Fin Lit pre-post; Annex 3 : Online course pre-post) 3) Filled out pre/post-tests (4) 3) Training report (Annex 5) 4) List of participants (Annex 6_Fin Lit; Annex 7_Online course) 5) Training Assessment Form (Annex 8) 6) Feedback from participants (Annex 9_Fin lit training assessment; Annex 10_Online course assessment)	218 online Fin. Lit. course) F: 421 (80%) M: 105 (20%)	218 online Fin. Lit. course) 18-24: 133 (25%) 25-54: 368 (70%) 55+: 25 (5%)
Output Indicator 2.3.3 b.	% of trained women with access to financial products and services	TBD (pre-survey)	20% over the baseline	In Mid-August, ATIK launched the data collection. Data collection results are expected during the first 2 weeks in Sept 2021	Check-list finalized and approved by GPI Coordination	TBD	TBD
Output Indicator 2.4.1	Availability of a mapping report on providers of skills	No report	Online map, Narrative report	Report submitted and completed in May 2021	1) Mapping report	N/A	N/A
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	45%	20% increase from the baseline indicator	130% increase over the baseline (45% before and 93% knowledge demonstration after the training)	1) Technical training pre/post-test forms (Annex 11); 2) Technical training pre/post test results (Annex 12) 3) Technical training satisfaction assessment (Annex 13)	Total: 71 Female: 68 (96%) Male: 3 (4%)	Total: 71 18-24 y.o.: 10 (14%) 25-54 y.o.: 56 (79%) 55+ y.o.: 5 (7%)

6. ATiC GPI project Action plan

#	What	Who	When	Status
2.3.2.	Trainings on Financial Literacy			
	Develop ToRs, experts/trainers mobilization	AK, AZh	First week of June	Completed
	Preparation of educational and methodological documentation package (program, guidelines, handouts, etc.)	AK, AZh	First week of June	Completed
	Provide program support to trainers at the preparation stage (review of training programs, list of participants, presentations, etc.)	AZh	First week of June	Completed
	Conduct orientation session for trainers on M&E instruments	M&E consultant	First week of June	Completed
	Printing and Organize delivery and distribution of training materials	AZh	First week of June	Completed
	Organize Zoom connections, equipment rent, stationery, training materials package distribution, etc.	AZh	First week of June	Completed
	Development of a certification system for trainers	AK, AZh	First week of June	Completed
	Observe conduction of trainings by trainers	Project team	Second week of June	Completed
	Review/comment/approval of reports	AK, AZh	22-28 June	Completed
	Maintain follow-up work and communication with trainers	Project team	22-28 June	Completed
	Organize feedback/discussion sessions with trainers after the trainings in order to analyze and reflect them in further activities including M&E plan	Project team	Third week of June	Completed
	Review/comment/approval of reports	Project team	Third week of June	Completed
2.2.3.	Trainings and Consultancy (Follow up)			
	Organize selection process (from trainers and consultants of ATiC network, JIA network, etc)	Project team	First week of June	Completed
	Develop ToRs, experts/trainers mobilization	AK, AZh	First week of June	Completed
	Conduct 3 day Training of Consultants (ToC), organization of exchange trainings via zoom	AK, AZh, master trainer	First week of June	Completed
	Provide program support to consultants at the preparation stage (Business diagnostics and analysis of business plans, (post-training support - follow up)	Project team, Consultants	First -second weeks of June	Completed
	Observe and assistance conduction of VCD meeting	Project team, Consultants	June-July months	Completed
2.4.2.	Technical courses			

	Organization of technical courses according to determined follow up support	Project team, Consultants	Second- third weeks of June	Completed
	Organize feedback/discussion sessions with consultants in order to analyze and reflect them in further activities	Project team, Consultants	June-July months	Completed
	Organizing and holding meetings to expand social capital, conducting of master classes	Project team, Consultants	End of June-10 July	Completed
	Preparation of material for coverage of the events carried out in social networks, Project visibility	Project team, Consultants	01-10 July months	Completed
	Review/comment/approval of reports	Project team	June-July months	Completed
	Finance and procurement			3 tranche is expected soon

7. Annexes

All the annexes are available at: <https://drive.google.com/drive/folders/1tb60MDD-Ffx-dASHJhwRb2YQ2liN6p7do?usp=sharing>

Annex 1_Pre-Post_test form Fin Lit training (Word)

Annex 2_Fin literacy training pre/post-test results

Annex 3_Online course on fin Literacy pre/post-test results

Annex 4_Filled out pre/post-tests (in PDFs)

Annex 5_Fin lit training reports

Annex 6_List of FIN LITERACY training participants

Annex 7_Certified list of ONLINE training participants of Fin Lit

Annex 8_Fin lit training assessment form

Annex 9_Fin Lit Training Assessment results

Annex 10_Online Course Fin Lin Training Assessment

Annex 11_Technical skills pre-post test questions

Annex 12_Technical training Pre-Post test results

Annex 13_Technical training quality assessment

**ANNEX VII. THE ACTION PLAN TO SUPPORT IMPLEMENTATION OF THE STATE MIGRATION POLICY OF
THE KYRGYZ REPUBLIC FOR 2021-2030 (DRAFT PROJECT IN RUSSIAN)**

**План мероприятий по реализации первого этапа (2021-2025 годы)
Концепции миграционной политики Кыргызской Республики на 2021-2030 годы**

№ п.п.	Приоритетные направления/Задачи	Меры/действия	Сроки реализации	Ожидаемые результаты/индикаторы	Ответственные исполнители
1. Совершенствование условий по реализации гражданами страны, соотечественниками, иммигрантами и лицами без гражданства образовательного, трудового, профессионального и культурного потенциала и возможностей в Кыргызской Республике					
1.1.	Формирование благоприятных условий, направленных на подготовку кадров, увеличение занятости в различных секторах экономики, создание качественных рабочих мест и предоставление достойной оплаты труда населению в соответствии с потребностями экономики Кыргызской Республики, с принятием мер по сокращению существующей гендерной сегрегации на рынке труда.	1.1.1. Разработка и утверждение проекта Программы содействия занятости населения на 2022 – 2026 годы и Плана мероприятий по ее реализации решением Кабинета Министров КР	IV квартал 2021 г.	Принята Программа содействия занятости населения на 2022 – 2026 годы и Плана мероприятий по ее реализации.	МЗСР
1.1.2. Подготовка кадров с начальным и средним специальным профессиональным образованием в соответствии со спросом на внутреннем и внешнем рынках труда.		2023	Проведен анализ внутреннего и внешнего рынка труда. Количество специалистов, подготовленных для внутреннего и внешнего рынка труда в соответствии со спросом и предложением	МОН	
1.1.3. Внедрение единой методики мониторинга трудоустройства выпускников профлицеев, колледжей, техникумов, вузов, в течение 2 лет после завершения		2022-2023 учебный год	Разработка единой формы методики мониторинга трудоустройства выпускников. Размещение итогов мониторинга на сайтах учебных заведений.	МОН	

		1.1.4. Утверждение проекта Концепции креативной экономики в Кыргызской Республике и Плана мероприятий по ее реализации, предусматривающих включение креативных продуктов (услуг) для возвратившихся мигрантов, семьям мигрантов.	2021-2022 годы	Принята Концепция креативной экономики в Кыргызской Республике и План мероприятий по ее реализации. Количество открытых предприятий и организаций, ИП/ЧП, в том числе по добровольному и обязательному патенту Физический и стоимостной объем производства/доля креативной экономики к ВВП.	МЭФ, МИ, МИД
1.2.	Повышение эффективности мер, направленных на доступность финансовых ресурсов для реализации предпринимательских возможностей населения, включая женщин, молодежь, малообеспеченные и многодетные семьи, лиц с ограниченными возможностями здоровья.	1.2.1. Разработка и утверждение Национальной стратегии по финансовой доступности на среднесрочный период, включая меры/действия по доступности финансовых ресурсов для семей мигрантов, возвратившихся и потенциальных мигрантов.	2022 г.	Утвержденный документ. Увеличение количества выданных кредитов на предпринимательство для реализации предпринимательских возможностей населения.	По согласованию: НБКР, коммерческие банки, микрофинансовые организации, РКФР
		1.2.2. Проведение исследования для разработки технико-экономического обоснования программы грантов на паритетных началах путем привлечения денежных переводов мигрантов для инвестирования, в т.ч. в сельское хозяйство и агробизнес, а также климатические и «зеленые» проекты	2021 год	Выработка рекомендаций для реализации программы грантов на паритетных началах для привлечения инвестиций, в т.ч. в сельское хозяйство и агробизнес.	МСВХРР, по согласованию: ФАО, МОМ
		1.2.3. Разработка и внедрение пилотной программы «Мекеним» по принципу «1+1» совместно с заинтересованными партнерами по развитию.	2021–2022 годы	Пилотная программа «Мекеним» реализована	МИ, по согласованию: НБКР, государственные и коммерческие банки, РКФР
		Анализ и оценка результатов пилотной программы «Мекеним» по принципу	2024 год	Выработка рекомендаций для разработки	РКФР

		«1+1».		государственной программы «Мекеним».	
		1.2.4. Разработка государственной программы «Мекеним» по принципу «1+1» и соответствующего пакета документов в целях ее реализации.	2025 год	Проекты государственной программы «Мекеним» и пакета документов размещены на сайте Кабинета Министров КР для общественного обсуждения	МИ, по согласованию: МО, НКО
		1.2.5. Разработка и внедрение кредитных продуктов для мигрантов и их семей, выдаваемых через государственные и коммерческие банки и микрофинансовые организации, вовлеченных в программу	2022-2025 годы	Увеличение объема выданных кредитов на предпринимательство и реализацию предпринимательских возможностей для семей мигрантов, возвратившихся и потенциальных мигрантов, женщинам, молодежи, многодетным семьям, лицам с ограниченными возможностями здоровья.	По согласованию: НБКР, коммерческие банки, микрофинансовые организации, РКФР
1.3.	Разработка комплексного подхода к решению вопросов защиты населения на основе прогнозирования угроз и рисков, совершенствования методов прогноза, предупреждения и ликвидации последствий чрезвычайных ситуаций.	1.3.1. Разработка Плана мероприятий по реализации Концепции комплексной защиты населения и территории Кыргызской Республики от чрезвычайных ситуаций на 2018-2030 годы (2 этап – 2023 -2030 годы) с учетом предупреждения вынужденной миграции.	III-IV кварталы 2022 года	Принято решение Кабинета министров по утверждению Плана мероприятий (2 этап – 2023 -2030 годы)	МЧС, министерства, ведомства (ответственные исполнители 1 этапа), по согласованию: ПРООН, ОМСУ
1.4.	Формирование, через систему дошкольного, школьного, специального и высшего образования, системы взглядов и интересов, направленных на	1.4.1. Включение в программы воспитательной работы образовательных учреждений мероприятий, направленных на информирование женщин, детей и молодежи о возможностях обучения и	С 2022 года	Количество проведенных мероприятий Количество выпускников образовательных	МОН, НКО (по согласованию)

	реализацию возможностей детей, молодежи и всего населения в собственной стране.	трудоустройства в КР.		учреждений (лицеи, вузы) с навыками, компетенциями и подготовленные по направлениям для профессий будущего	
1.5.	Создание эффективной системы информирования рабочей силы о существующих на внутреннем рынке труда вакансиях, с особым вниманием на доступность этой системы для женщин и молодежи.	1.5.1. Создание единой базы вакансий с удаленным онлайн доступом для работодателей и соискателей	2022 г.	Наличие информационной платформы Количество трудоустроенных через данную базу вакансий. Количество работодателей, нашедших работников через единую базу вакансий	МЗСР, ГОМС (GIZ) (по согласованию)
		1.5.2. Подготовка и размещение информационных роликов по использованию информационных систем в сфере труда и содействия занятости	2021- 2022 годы	Количество граждан – пользователей поисковой системы.	МЗСР
		1.5.3. Обеспечение доступа кыргызских диаспор к информации о наличии вакансий на рынке труда КР.	I-II квартал 2022 г.	Доступ к информации через сайт migrant.kg о наличии вакансий на рынке труда КР.	МИД
1.6.	Формирование общественного мнения и изменение поведенческих аспектов в части положительного и толерантного отношения к мигрантам.	1.6.1. Проведение информационных кампаний по формированию доброжелательного недискриминационного отношения ко всем категориям мигрантов: иностранные инвесторы; иностранные студенты обучающиеся в вузах КР; туристы; этнические кыргызы - кайрылманы; внутренние мигранты; трудовые мигранты, особенно женщины-	2022-2023 годы	Проведение мониторинга по выявлению изменения поведенческих аспектов в отношении к мигрантам. Повышение уровня толерантного отношения ко всем категориям мигрантов.	МИД, МЗСР, МИ, МОН, по согласованию: ОМСУ, МО

		мигранты; беженцы.			
		1.6.2. Изучение общественного мнения относительно мигрантов и иммигрантов в целях выработки мер по формированию толерантного отношения к ним.	III-IV квартал 2025 г.	Подготовленный аналитический документ с рекомендациями и предложениями по формированию толерантного отношения к мигрантам, иммигрантам	МИД, МЗСР, МГА, по согласованию: ОМСУ, МО, НКО
2. Использование миграционного потенциала населения, соотечественников, иммигрантов и лиц без гражданства для развития Кыргызской Республики					
2.1.	Повышение финансовой грамотности трудящихся мигрантов и их семей.	2.1.1. Проведение анализа уровня финансовой грамотности посредством изучения сберегательного, инвестиционного и потребительского поведения мигрантов и их семей.	2022 г.	Наличие аналитического документа с выводами и рекомендациями	МИД, МЭФ, по согласованию: НБКР, МО, НКО
		2.1.2. Проведение информационной кампании по повышению финансовой грамотности трудящихся мигрантов и членов их семей	2021-2025 годы	Разработанные информационные материалы. Количество просмотров информационных роликов.	МИД, по согласованию: НБКР, МО, НКО
		2.1.3. Проведение лекций, интерактивных мероприятий по повышению финансовой грамотности среди мигрантов в странах приема и членов их семей в регионах КР.	2021-2025 годы	Количество проведенных мероприятий. Количество участников мероприятий	МЭФ, по согласованию: НБКР, МО, НКО
		2.1.4. Информирование трудовых мигрантов о важности страхования жизни и здоровья в целях снижения финансовых рисков	2022-2025 годы		МЭФ, по согласованию: МО, НКО
2.2.	Вовлечение в систему пенсионного обеспечения граждан, находящихся в трудовой миграции за рубежом, а также граждан, осуществляющих	2.2.1. Проработка и заключение межправительственных договоров о пенсионном обеспечении граждан Кыргызской Республики.	2021-2025 годы	Принятие соответствующих межправительственных договоров	МЗСР, МИД

	трудовую деятельность на территории Кыргызской Республики.				
2.3.	Разработка и реализация программ по реабилитации и реинтеграции мигрантов, имеющих негативный опыт миграции, с особым фокусом на женщин.	2.3.1. Включение мер по реабилитации и реинтеграции лиц, пострадавших от торговли людьми, в проект Программы по борьбе с торговлей людьми в Кыргызской Республике на 2021-2024 годы	III-IV кварталы 2021 года	Соответствующие меры разработаны и отражены в проекте Программы КР по борьбе с торговлей людьми в Кыргызской Республике на 2021-2024 годы Количество проконсультированных возвратившихся мигрантов, в т.ч. оказание психологической помощи Утвержденные инструкции по реабилитации и реинтеграции мигрантов, с особым фокусом на женщин, в т.ч. на уровне ОМСУ	МЗСР, УНП ООН (по согласованию)
		2.3.2. Проведение анализа законодательства КР по вопросам оказания помощи и поддержки уязвимым мигрантам.	2023 год	Рекомендации по предоставлению государственных услуг уязвимым мигрантам.	МЗСР, МИД, по согласованию: ПРООН, МОМ
2.4.	Привлечение потенциала мигрантов, соотечественников и их объединений к разработке и реализации социальных, культурных, образовательных	2.4.1. Разработка и распространение брошюр и материалов (печатных и электронных) с информацией об инвестиционных возможностях регионов Кыргызской Республики, среди трудовых	2022-2025 годы	Объем привлеченных средств в фонды развития регионов Количество реализованных проектов.	МИ, МГА, по согласованию: ОМСУ, НКО

проектов, стратегий развития местных сообществ и регионов.	мигрантов КР.			
	2.4.2. Организация курсов по разработке бизнес-планов для мигрантов, соотечественников и местных предпринимателей.	2022-2025 годы	Количество обучившихся человек Количество реализованных бизнес-проектов	МИ, МО (по согласованию)
	2.4.3. Проведение анализа механизмов привлечения потенциала трудовых мигрантов и соотечественников к реализации стратегий развития местных сообществ	I-II кварталы 2021 г.	Подготовленный аналитический отчет с соответствующими выводами и рекомендациями	МИД, по согласованию: МО, НПО
	2.4.4. Разработка проекта Программы Кабинета Министров КР по государственной поддержке соотечественников на 2021–2025 годы.	III-IV кварталы 2021 г.	Утверждение Программы Кабинета министров КР по государственной поддержке соотечественников	МИД
	2.4.5. Привлечение мигрантов и соотечественников к разработке и реализации проекта «брендинг» в целях развития туризма и туристической инфраструктуры в регионах.	2021-2025 г.	Количество проектов, реализованных мигрантами и соотечественниками	МКИСМП, МЭФ, ПП ПКР в областях
	2.4.6. Повышение информированности мигрантов и соотечественников о возможностях инвестирования в климатические и социально-экономические проекты	III-IV кварталы 2022 г.	Распространение информационных материалов среди мигрантов и соотечественников.	МИ, ГКЭК, МЭФ, по согласованию: МОМ ПРООН
	2.4.7. Разработка и пилотирование инновационной модели вовлечения трудовых мигрантов КР в развитие местных сообществ на родине, на основе имеющейся передовой международной практики.	2021-2022	Разработана методика вовлечения трудовых мигрантов в развитие местных сообществ. Итоги пилотирования в 3-х местных сообществах обсуждены и выработаны рекомендации.	По согласованию: ПРООН, МОМ, ОМСУ
	2.4.8. Укрепление потенциала представителей государственных органов	2021-2022	Количество проведенных тренингов и семинаров	МИД, по согласованию: МОМ,

		и местных органов власти по вопросам миграции и развития.		для государственных, региональных и местных властей	ПРООН
		2.4.9. Оценка результатов пилотирования инновационной модели	2023 год	Рекомендации по возможным расширениям моделей подготовлены и представлены для включения в План мероприятий второго этапа реализации Концепции.	МИД, по согласованию: ПРООН, МОМ,ОМСУ
2.5.	Обеспечение условий для достойной работы и легального найма иностранных граждан и лиц без гражданства, приехавших работать в Кыргызскую Республику, через систему договорных отношений, патентную систему и другие формы.	2.5.1. Разработка проектов НПА для реализации механизма патентной системы.	I-II квартал 2022 г.	Утверждение соответствующих проектов НПА	МЭФ
2.6.	Обеспечение информацией граждан страны и соотечественников, иностранных граждан, лиц без гражданства о возможностях трудоустройства на территории Кыргызской Республики.	2.6.1. Информирование иностранных граждан и лиц без гражданства о системе трудоустройства в КР.	I-II квартал 2022 г.	Количество проинформированных человек о возможностях трудоустройства Количество трудоустроенных человек в результате информирования	МИД, МЗСР
		2.6.2. Разработка коммуникационной стратегии для связи с соотечественниками, диаспорами и мигрантами за рубежом.	I-II квартал 2022 г.	Коммуникационная стратегия представлена широкому кругу заинтересованных лиц	МИД, МОМ (по согласованию)
2.7.	Содействие обеспечению социально необходимыми условиями при возвращении и	2.7.1. Внесение изменений в Закон КР «О государственных гарантиях этническим кыргызам, переселяющимся в	I квартал 2022 г.	Упрощение процедуры получения статуса кайрылман и	МЗСР

устойчивой этнических (кайрылманов) на историческую родину.	реинтеграции кыргызов	Кыргызскую Республику»		гражданства Кыргызской Республики этническими кыргызами.	
		2.7.2. Организация семинаров по обучению специалистов государственных органов, вовлеченных в деятельность по работе с этническими кыргызами и кайрылманами.	2021-2025 годы	Повышение профессионального уровня специалистов в вопросах реинтеграции этнических кыргызов и кайрылманов.	

3. Создание системы защиты прав граждан Кыргызской Республики, находящихся за пределами страны, а также иммигрантов, соотечественников и лиц без гражданства, пребывающих на территории Кыргызской Республики

3.1.	Расширение географии межгосударственных программ по трудоустройству и охвату программами организованного и безопасного набора граждан Кыргызской Республики, включая государственные и частные агентства занятости.	3.1.1. Внесение на рассмотрение в Кабинет министров КР проекта Распоряжения “Об одобрении проекта Меморандума о сотрудничестве между Кыргызской Республикой и Японией “О базовой основе информационного партнёрства для надлежащего функционирования системы, касающейся иностранных трудовых ресурсов со статусом проживания «определенный квалифицированный работник”	IV квартал 2021г	Подписание Меморандума Трудоустройство граждан Кыргызской Республики в Японии и их количество в соответствии с подписанным Меморандумом	МИД
		3.1.2. Внесение на рассмотрение в Кабинет министров КР проекта распоряжения “Об одобрении соглашения о привлечении граждан Кыргызской Республики на сезонные работы в Республику Корея”	IV квартал 2022 года	Трудоустройство граждан Кыргызской Республики на сезонные работы в Республику Корея в соответствии с подписанным Меморандумом	МИД
		3.1.3. Внедрение системы менеджмента качества для ЧАЗов на основе международных стандартов ISO 9000	2025 год	Количество сертифицированных ЧАЗов на основе международных стандартов ISO 9000.	МИД, МЭФ Ассоциация ЧАЗов (по согласованию)
		3.1.4. Разработка и заключение межправительственных соглашений в	2025 год	Количество подписанных соглашений	МИД

		сфере внешней трудовой миграции со странами Европейского Союза и Ближнего Востока, в которых осуществляют трудовую деятельность граждане КР		Утвержденные нормы защиты межправительственными соглашениями (правовые и социальные гарантии) трудовых мигрантов в странах пребывания	
		3.1.5. Создание и развитие системы поиска работы и подбора персонала «Унифицированная система поиска «Работа без границ» на базе информационной системы «Рынок труда», для обеспечения трудоустройства граждан государств - членов ЕАЭС.	2021-2022 годы	В информационных системах государств – членов ЕАЭС в сфере трудоустройства и занятости населения функционирует поисковая система	МЗСР
		3.1.6. Реализация пилотного проекта по содействию организованному трудоустройству граждан КР в Российской Федерации	IV квартал 2021-IV квартал 2025	ИКЦ и ЧАЗы обеспечены технической поддержкой для предоставления услуг по организованному трудоустройству Мигранты и их семьи используют целевые финансовые продукты	МИД, МОМ (по согласованию)
		3.1.7. Проведение онлайн ярмарок вакансий для трудящихся мигрантов.	Август-декабрь 2021 года	Принято участие не менее 60 участников, и не менее 20 % из них нашли работодателей.	МИД, РЦП (по согласованию)
3.2.	Повышение правовой грамотности мигрантов, с особым фокусом на женщин и молодежь.	3.2.1. Анализ правовой грамотности и информированности в вопросах миграции трудовых мигрантов-граждан Кыргызской Республики, с фокусом на женщин и молодежь.	III-IV квартал 2021 г.	Подготовленный аналитический отчет с соответствующими выводами и рекомендациями Реализация рекомендаций	МИД, по согласованию: ОМСУ, МО, НКО

	3.2.2. Поддержка и обновление сайта migrant.kg и мобильного приложения «Справочник мигранта»	2021-2025 год	Повышение количества посещений сайта и скачиваний мобильного приложения.	МИД, МОМ (по согласованию)
	3.2.3. Обучение и предвыездная подготовка мигрантов на базе АНПО	IV квартал 2021 года	Количество обученных и подготовленных специалистов, выезжающих за рубеж	МИД, МОН, ОО «Международный Центр Солидарности» (по согласованию)
	3.2.4. Распространение информации о возможности получения правовых консультаций мигрантам в территориальных подразделениях Центра по координации гарантированной государством юридической помощи	2021-2025 годы	Количество мигрантов, получивших правовые консультации	МИД, МЮ
	3.2.5. Картирование существующих местных организаций и их мандатов по дальнейшей поддержке хорошо информированного и организованного молодежного трудового движения, в том числе в рамках ЕАЭС, и их улучшенный доступ к безопасной и достойной занятости в Российской Федерации.	III-IV квартал 2021 г.	Наличие исследования, в котором сформулированы конкретные рекомендации о том, как в дальнейшем создавать местные структуры поддержки, направленные на оказание комплексной поддержки мигрантам перед отъездом.	ПРООН (по согласованию)
	3.2.6. Участие и организация мероприятий по вопросам миграции на следующих диалоговых площадках: межгосударственных (СНГ, ЕАЭС, Алматинский процесс, Пражский Процесс, Будапештский Процесс), ЦА, ООН, НПО.	2021-2025 годы	Улучшение взаимодействия по вопросам миграции в целях разностороннего рассмотрения и решения вопросов.	МИД, по согласованию: МО, НКО
	3.2.7. Обследование домохозяйств мигрантов в городах Каракол, Ош, Талас	Июль-ноябрь 2021	Количество обследованных	РЦП

		и Сузакском районе Джалал-Абадской области		домохозяйств мигрантов. Целевые группы получили консультации по вопросам миграции	
		3.2.8. Проведение информационных кампаний по повышению осведомленности о рисках неурегулированной миграции и о безопасной миграции.	III-IV кварталы 2021 года	Повышение осведомленности потенциальных мигрантов и мигрантов для обеспечения безопасной миграции.	МИД, по согласованию: MOM.
3.3.	Повышение эффективности и доступности уровня охвата консульской защитой граждан Кыргызской Республики за рубежом, помощи и взаимодействия.	3.3.1. Проработка, на первом этапе, вопроса об открытии генеральных консульств Кыргызской Республики в городе Анталья (Турецкая Республика); в городе Казань (Российская Федерация).	До конца 2021 года	Согласование и одобрение со стороны стран приема заявки МИД КР об открытии генеральных консульств КР	МИД
		3.3.2. Открытие: 1) в рамках реализации 2-го этапа работы по расширению консульского присутствия КР за рубежом: - дополнительных канцелярий Посольства КР в Центральном, Северо-Западном, Южном федеральных округах Российской Федерации (города Химки, Подольск, Оренбург и Краснодар); - открытие Генерального консульства КР в г. Чикаго (США); 2) В рамках реализации 3-го этапа работы по расширению консульского присутствия КР за рубежом: - открытие консульских учреждений КР в г. Нью-Йорк (США), г. Неаполь (Итальянская Республика); - преобразование действующей канцелярии Посольства КР в РФ в г. Санкт-Петербург в Генеральное консульство КР.	В течение 2022 года		
			В течение 2023 года	Открытие генеральных консульств КР позволит гражданам КР, временно/постоянно пребывающим в указанных городах получить доступ к широкому спектру консульских услуг, оформлению	

				документов, а также им будет оказываться необходимое консульско-правовое содействие в защите их прав и законных интересов.	
3.4.	Совершенствование системы документирования для мигрантов, иммигрантов, соотечественников и лиц без гражданства.	3.4.1. Проведение соответствующих работ по оцифровке актовых записей граждан Кыргызской Республики	I-II квартал 2022 года	Усовершенствование порядка приобретения гражданства и выхода из гражданства Кыргызской Республики. Прием заявлений, оформление видов на жительство через автоматизированную информационную систему	МЦР, МИД
		3.4.2. Разработка и внедрение АИС «Вид на жительство»			
		3.4.3. Внедрение механизма электронного приема документов и выдачи электронных разрешений на работу иностранным гражданам, осуществляющим трудовую деятельность в КР	Начало внедрения 2022 г.	Создание равных условий для иностранных граждан, желающих осуществлять трудовую деятельность в КР	МИД
		3.4.5. Расширение доступа к государственным услугам (консульских) путем интеграции существующих информационных систем и инструментов («Истребование», «ВИЗА», «СВР – свидетельства временной регистрации» мобильного приложения Кыргыз Консул и т.д.)	Начало внедрения 2023 г.	Количество обращений	МИД, по согласованию: Инфоком, ПРООН, НКО
		3.4.6. Оснащение необходимым оборудованием для «СВР» в целях повышения защитных элементов свидетельств временных регистраций для предотвращения подделок и	Начало внедрения 2023 г.	Повышение качества СВР	МИД, по согласованию: ПРООН, НКО

		несанкционированного применения третьими лицами			
		3.4.7. Закупка офисной техники для Департамента консульской службы и заграничных учреждений КР в целях повышения эффективности предоставления консульских услуг.	Начало внедрения 2023 г.	Повышение качества услуг	МИД, по согласованию: ПРООН, НКО
3.5.	Продвижение на межгосударственном уровне вопросов недискриминационного доступа к социальным услугам по предоставлению медицинской помощи и образовательных услуг мигрантам, иммигрантам, лицам без гражданства, соотечественникам и их семьям, и услугам социальной защиты.	3.5.1. Проведение формативного исследования и Дозорного Эпидемиологического Надзора (ДЭН) среди трудовых мигрантов с целью оценки риска инфицирования ВИЧ среди данной ключевой группы	Июнь-август 2021	Формативное исследование и ДЭН по трудовым мигрантам проведены, результаты представлены для обсуждения широкому кругу заинтересованных лиц	МЗСР, МИД, Республиканский Центр СПИД, ЮНЭЙДС (по согласованию)
		3.5.2. Оказание поддержки в разработке Государственной программы по ВИЧ на 2022-2026 гг., предусматривающей меры по работе с мигрантами	Август-декабрь 2021	Государственная программа по ВИЧ на 2022-2026 гг. разработана, согласована и утверждена Кабинетом Министров КР Количество проведенных встреч с диаспорами и мигрантами по вопросам ВИЧ Количество обратившихся человек (трудовых мигрантов) по вопросам ВИЧ / количество госпитализаций и амбулаторных наблюдений за возвратившимися трудовыми мигрантами.	Республиканский Центр СПИД, ЮНЭЙДС (по согласованию)

		3.5.3. Разработка конкретных и эффективных механизмов лечения и проведения противоэпидемических мер против туберкулеза среди мигрантов	2022 г.	<p>Утвержденный Протокол. Проработка и заключение Соглашения с государствами пребывания мигрантов КР</p> <p>Количество проведенных встреч с диаспорами и мигрантами по вопросам туберкулеза</p> <p>Количество обратившихся человек (трудовых мигрантов) по вопросам туберкулеза / количество госпитализаций и амбулаторных наблюдений за возвратившимися трудовыми мигрантами.</p>	МЗСР
3.6.	Обеспечение защиты прав и интересов детей и семей мигрантов, находящихся в трудной жизненной ситуации в странах назначения, а также в Кыргызской Республике.	3.6.1. Учет и социальное сопровождение детей трудовых мигрантов, оставшихся без оформления опеки и попечительства.	2021–2025 годы	Количество детей трудовых мигрантов, вовлеченных в систему социального сопровождения.	МЗСР
		3.6.2. Репатриация детей-граждан Кыргызской Республики, оставшихся без попечения родителей и находящихся за пределами Кыргызской Республики.	2021-2025 годы	Количество репатриированных детей-граждан Кыргызской Республики, оставшихся без попечения родителей в других государствах.	МЗСР, МИД
		3.6.3. Проведение информационно-разъяснительных работ среди населения об ответственности родителей,	2021-2025 годы	Количество детей мигрантов, находящихся на попечении.	МЗСР

		выезжающих в трудовую миграцию, в том числе об ответственности опекунов и попечителей			
		3.6.4. Совместная публикация ВПП ООН и МОМ об уязвимости внутренних мигрантов и мигрантов, вернувшихся на родину, в т.ч. в отношении продовольственной безопасности.	IV квартал 2021 г.	Совместная публикация ВПП ООН и МОМ	По согласованию: ВПП ООН, МОМ
3.7.	Обеспечение избирательных прав граждан Кыргызской Республики, временно находящихся или проживающих за пределами Кыргызской Республики.	3.7.1. Образование избирательных участков, формирование списков избирателей, проживающих и находящихся за пределами КР и вставших на консульский учет (имеющих биометрическую регистрацию). Обеспечение избирательных участков соответствующим оборудованием, бюллетенями и избирательной документацией.	IV квартал 2021 г.	Проведенные выборы, результаты голосования, количество избирателей, принявших участие в выборах.	МИД, ЦИК (по согласованию)
		3.7.2. Организация аккредитации представителей иностранных СМИ для участия в информационном освещении выборов.		Оценка иностранных СМИ по проведенным выборам.	
3.8.	Предоставление точной и своевременной информации на всех этапах миграции для всех заинтересованных лиц.	3.8.1. Организация «горячих линий» внутри страны и заграничных учреждений КР с использованием современных средств связи и электронных приложений.	2021-2025 годы	Количество «горячих линий». Количество обращений мигрантов в целях получения необходимой информации	МИД, по согласованию: МО, НКО
		3.8.2. Оказание юридической помощи мигрантам в режиме онлайн через функции ресурсного портала (онлайн-чат с юристами, консультации ватсап)	Июнь-декабрь 2021	Количество обращений и консультаций в ИКЦ при МИД.	МИД, РЦП (по согласованию)
		3.8.3. Поддержка деятельности ИКЦ и улучшение обратной связи с мигрантами путем создания официальных страниц	Июнь-декабрь 2021	Количество обращений и консультаций в ИКЦ через социальные сети.	МИД, РЦП (по согласованию)

4. Создание безопасной миграционной среды

4.1.	Проведение инвентаризации нормативных правовых актов в области миграции и смежных с ней сфер	4.1.1. Внесение изменений в Закон КР «О внешней миграции»: – в части лицензионно-разрешительной системы; – по пресечению нарушений со стороны иностранных граждан, осуществляющих трудовую деятельность на территории КР, незаконно находящихся на территории КР	Начало 2022 года	Принятие Закона КР «О внесении изменений в Закон КР «О внешней миграции»	МИД, МЦР, МВД
		4.1.2. Внесение изменений в Уголовный кодекс КР и Уголовно-процессуальный кодекс КР норм в части ответственности за торговлю людьми, а также в смежные статьи.	III-IV кварталы 2021 года	Усилена ответственность за торговлю людьми и смежные правонарушения в Уголовный кодекс КР и Уголовно-процессуальный кодекс КР	МВД, УНП ООН (по согласованию)
		4.1.3. Продвижение НПА по включению ЖТЛ (жертв торговли людьми) в реестр лиц, получающих государственные услуги	2022 г.	Включение ЖТЛ в реестр лиц, получающих государственные услуги	МЗСР
		4.1.4. Проведение анализа национальных политик и стратегических документов Кыргызской Республики в сфере экологии и изменения климата и их влияния на миграцию населения.	2021	Подготовленный аналитический отчет с соответствующими выводами и рекомендациями Представление результатов исследования широкому кругу заинтересованных лиц Реализация рекомендаций.	МОМ (по согласованию)
4.2.	Совершенствование	4.2.1. Разработка и утверждение проекта	2022-2023	Систематизация и свод	МИД, МВД, ГКНБ,

	законодательной базы в сфере миграции посредством внесения изменений в соответствующие законы и подзаконные акты.	Миграционного Кодекса КР.		нормативных правовых актов в сфере миграции в единый документ. Утверждение Миграционного Кодекса КР.	МЗСР, МОН, задействованные государственные органы
		4.2.2. Разработка инструкции по предвыездной подготовке трудовых мигрантов по странам назначения	IV квартал 2021 год	Количество проведенных семинаров ИКЦ и частными агентствами занятости по предвыездной подготовке среди трудовых мигрантов. Количество проинформированных трудовых мигрантов по вопросам безопасного трудоустройства и миграции в страны назначения. Единый подход к проведению предвыездной подготовки трудовых мигрантов по странам назначения.	МИД, по согласованию: ПРООН, НКО
4.3.	Разработка законодательных мер по повышению ответственности территориальных подразделений государственных органов и органов местного самоуправления в вопросах привлечения потенциала мигрантов.	4.3.1. Проведение исследования по вопросам привлечения инвестиций мигрантов, в том числе благотворительных проектов мигрантов, территориальными подразделениями государственных органов и органами местного самоуправления	2021-2025 годы	Подготовленный аналитический отчет с соответствующими выводами и рекомендациями	МИ, МГА, ОМСУ (по согласованию)
4.4.	Разработка программ по адаптации населения к климатическим изменениям и	4.4.1. Проведение исследований в рамках адаптации к изменению климата по освоению новых, безопасных от ЧС	2021-2025 годы	Ежегодно в каждом административном районе на основе	ГКЭК, Госстрой, МИ, МЭФ, МГА, МЧС,

	связанным с ними стихийным бедствиям и смягчению последствий.	участков земель для проживания населения, строительства социальных и промышленных объектов и инфраструктуры		профиля рисков и уязвимости проведено ГИС картирование 1 (одного) безопасного участка предгорий	по согласованию: ОМСУ
		4.4.2. Вовлечение молодых мигрантов в программы молодежной сети ЮНЕСКО по предупреждению стихийных бедствий	2022-2025 годы	Повышение информированности молодых мигрантов	МКИСМП, ЮНЕСКО (по согласованию)
		4.4.3. Пилотирование проекта «Здоровый город» в городе Бишкек	2021-2022 г.	Вовлечение жителей новостроек г. Бишкек в решение проблем загрязнения воздуха	ГКЭК, по согласованию: мэрия г.Бишкек, МОМ
4.5.	Проведение мероприятий по предупреждению конфликтов, насилия, религиозной радикализации и экстремизма среди мигрантов.	4.5.1. Внесение изменений в постановление Правительства КР от 9 февраля 1996 года № 61 «О Постоянном Представительстве МВД КР в РФ» в целях полноценного функционирования и осуществления деятельности Представительства МВД КР в РФ по противодействию насилию, экстремизму, другим новым вызовам и угрозам	II квартал 2022 года		МВД, МЭФ, МИД
		4.5.2. Проведение совместных информационных мероприятий/кампаний по предупреждению религиозной радикализации и экстремизма, а также по предупреждению конфликтов путем культурной ориентации мигрантов	2021-2025 годы	Повышение информированности мигрантов	МИД, МВД, по согласованию: ДУМК, ЮНЕСКО
		4.5.3. Запуск роликов по предупреждению конфликтов, насилия, религиозной радикализации и экстремизма среди мигрантов.	2022-2025 годы	Предупреждение вовлечения трудящихся мигрантов в радикальные группировки и течения	МВД, ГКНБ, МИД, ДУМК (по согласованию)
4.6.	Оказание содействия беженцам и лицам, приравненным к ним, в переселении, медицинской и	4.6.1. Осуществление мер по совершенствованию законодательства: - разработка проекта постановления	IV – квартал 2021г.	Утвержденное Положение о работе с беженцами, приведенное	МЗСР

	юридической помощи, в культурной адаптации, ориентации и получении социальных услуг.	Кабинета министров КР «О внесении изменений в постановление Правительства КР «Об утверждении Положения о работе с беженцами в Кыргызской Республике» от 4 апреля 2003 года № 188».		в соответствии с нормами Закона КР о беженцах	
		4.6.2. Продолжение мер по обеспечению защиты прав беженцев и лиц, ищущих убежище (ЛИУ), путем: - разъяснения прав при подаче и регистрации ходатайства, на всех этапах процедуры по определению статуса беженца, документировании; - проведение правовых консультаций; - разработка Памятки о правах ЛИУ и процедурах по рассмотрению ходатайства о статусе беженца.	2021-2025 годы	Количество беженцев и ЛИУ, ознакомленных с правами Количество проинформированных ЛИУ о правах и процедурах по рассмотрению ходатайства о статусе беженца.	МЗСР
		4.6.3. Организация семинаров по обучению кадров государственных органов, вовлеченных в деятельность по работе с беженцами	Ежегодно по графику	Количество обученных сотрудники по вопросам в области работы с беженцами	МЗСР
4.7.	Совершенствование системы иммиграционного контроля в соответствии с международными стандартами.	4.7.1. Внесение изменений в нормативные правовые акты в сфере административного и уголовного законодательства КР в целях исключения пробелов и коллизий, включая вопросы иммиграционного контроля и противодействия незаконной миграции	II квартал 2022 года	Утвержденный документ / НПА	МВД
		4.7.2. Разработка и заключение двусторонних межправительственных Соглашений о реадмиссии с иностранными государствами	II квартал 2022 года - IV квартал 2025 года	Двусторонние межправительственных Соглашения с иностранными государствами о реадмиссии	МВД
		4.7.3. Изучение и проработка вопроса о создании, в соответствии с международными стандартами,	II - IV кварталы 2022 года	Создание специализированных центров в г.Бишкек и	МВД

		специализированных центров в г.Бишкек и г.Ош для содержания иностранных граждан и лиц без гражданства, нарушивших миграционное законодательство КР, до исполнения решения суда об их выдворении за пределы страны.		г.Ош для содержания иностранных граждан и лиц без гражданства, нарушивших миграционное законодательство КР	
		4.7.4. Оснащение санитарно-карантинных пунктов соответствующей инфраструктурой для контроля и реагирования на COVID-19 и другие инфекционные заболевания	I-IV кварталы 2022 гг.	Количество оснащенных санитарно-карантинных пунктов для контроля и реагирования на COVID-19 и другие инфекционные заболевания	МЗСР, МОМ (по согласованию)
		4.7.5. Создание онлайн платформы/конференц-связи для развития потенциала сотрудников ГПС ГКНБ КР по дружественным к детям процедурам при пересечении границ	2021	Количество закупленного оборудования по конференц-связи для ГПС 7 областей	ГПС ГКНБ КР, ЮНИСЕФ (по согласованию)
		4.7.6. Тренинг для тренеров центра повышения квалификации сотрудников ГПС ГКНБ КР	2021	Количество обученных тренеров центра повышения квалификации по дружественным к детям процедурам при пересечении границ	ГПС ГКНБ КР, ЮНИСЕФ (по согласованию)
4.8.	Делегирование органам местного самоуправления вопросов учета и регистрации населения, включая вопросы учета детей мигрантов, оставшихся без попечения родителей.	4.8.1. Открытие дополнительных территориальных отделов во всех районах республики, в том числе в отдаленных районах, путем передачи функций регистрации ОМСУ либо открытия центров обслуживания населения	III-IV квартал 2021 года	Количество открытых комфортных дополнительных территориальных отделов во всех районах республики по документированию детей мигрантов, оставшихся без попечения родителей	МЦР, МЗСР, ОМСУ (по согласованию)
		4.8.2. Проведение анализа НПА с последующим внесением изменений и дополнений в законодательство КР в части делегирования регистрационных			

		функций ОМСУ либо операторам МЦР, не являющимся государственными служащими			
4.9.	Разработка национальной системы сбора статистических данных (комплексных и дезагрегированных) по миграции на республиканском и местном уровнях.	4.9.1. Совершенствование системы сбора данных официальной и административной статистики в сфере миграции	2022-2025	(создание МРГ, оценка и анализ существующей статистики, разработка и внедрение новых форм отчетности, проведение обучения)	НСК, МИД, МЗСР, ЮНФПА (по согласованию)
		4.9.2. Проведение анализа данных по итогам Национальной переписи населения и жилищного фонда в части вопросов трудовой миграции.	2023 г.	Аналитический документ (в программу предстоящей переписи уже включены показатели по трудовой миграции, вопрос о проведении переписи еще не решен, сроки проведения – 2021 или 2022гг.) выпуск публикаций	НСК, партнеры по развитию (по согласованию)
		4.9.3. Проведение комплексных исследований по вопросам миграции в соответствии с международными стандартами, включая проведение анализа Мега трендов и их влияние на репродуктивное здоровье и планирование семьи через процессы миграции	2021-2025	Подготовленные тематические аналитические отчеты с соответствующими выводами и рекомендациями	НСК, МЗСР, ЮНФПА (по согласованию)
		4.9.4. Проведение семинара по управлению миграционными данными, мониторингу и оценке	2021	Количество обученных государственных служащих в области управления миграционными данными	По согласованию: МОМ, ПРООН
4.10.	Информационное обеспечение	4.10.1. Подготовка и предоставление	IV квартал	Утверждение и	МИД

	<p>мер реализации миграционной политики.</p>	<p>отчета по реализации Концепции миграционной политики на период 2021-2030 гг. по итогам года с размещением на официальных сайтах уполномоченного органа и загранучреждениях КР</p>	<p>2021-2025</p>	<p>опубликование отчета по реализации Концепции миграционной политики на период 2021-2030 гг.</p> <p>Информирование заинтересованных сторон с ходом реализации Концепции</p> <p>Корректировка плана реализации Концепции с учетом поступивших предложений заинтересованных сторон</p>	
		<p>4.10.2. Размещение в СМИ тематических рубрик, статей и информации об усилении социальной и правовой защиты трудовых мигрантов – граждан КР, работающих за ее пределами;</p> <ul style="list-style-type: none"> - проведение превентивной политики в отношении потенциальных трудовых мигрантов через стимулирование их занятости в КР; - формирование привлекательного внутреннего рынка труда с целью возврата граждан КР, работающих за пределами страны. 	<p>2021-2025 г.</p>	<p>Широкое освещение, осведомленность потенциальных трудовых мигрантов о ходе реализации Концепции миграционной политики</p>	<p>МКИСМП, МИД</p>