



MINISTRY OF LABOUR,
SOCIAL SECURITY AND MIGRATION
OF THE KYRGYZ REPUBLIC

Final report of consultative meetings with women deputies and activists of Batken, Osh, Jalal-Abad, Issyk-Kul and Naryn regions of the Kyrgyz Republic on the discussion of:

- *«The Second National Action Plan on Gender Equality (2025–2027)»*
- *«The Fifth National Action Plan on the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security (2025–2027)»*



I. INTRODUCTORY PART

From 12 May to 23 May 2025, consultative meetings were held in Batken, Osh, Jalal-Abad, Issyk-Kul and Naryn oblasts to discuss the draft 'National Action Plan to Promote Gender Equality in the Kyrgyz Republic for 2025-2027' and 'Action Plan for the Implementation of UNSCR 1325 for 2025-2027'.

Under the conditions of stable patriarchal structures, women deputies of local councils in the regions of Kyrgyzstan often remain formal participants in decision-making processes, without real influence on the local agenda. Women activists, in turn, have limited access to resources, information and opportunities to sustainably influence gender policy.

Violence against women politicians in Kyrgyzstan is widespread, manifests itself in all forms (to a greater or lesser extent), and aims to limit or even exclude women's political activity, to question the right and value of women's participation in politics.

According to the **International Republican Institute (CISR)**, women politicians in Kyrgyzstan face all forms of violence, such as:

- sexual harassment against women politicians (harassment as a woman) in the form of unwanted advances or demands of a sexual nature, letters and messages of a sexual nature (97%);
- psychological violence, as a form of psychological violence, threats, sexist remarks, insults, intimidation, humiliation, verbal abuse, blackmail and discrediting in front of society (32%);
- economic violence, in the unequal distribution of economic resources between men and women, (30%);
- obstacles to women's political activity, when they are deliberately prevented from speaking or silenced (interrupted, microphone switched off), etc. (12-14%); dissemination of offensive or sexist images or comments about women politicians on social media and networks and in the media (11%); harassment, i.e. repeated and unwanted behaviour, such as repeated and undesirable behaviour, e.g., interrupting or turning off the microphone. (12-14%);
- dissemination of offensive or sexual images or comments against women politicians on social media, networks and in the media (11%);
- harassment, i.e. repeated and unwanted behaviour, such as unwanted attention, communication or contacts that caused fear (6%);
- physical violence or threats of physical violence (2% of female respondents have personally experienced it and 12% are aware of such cases against other women politicians).

II. AIMS AND OBJECTIVES

- Strengthen the leadership potential of women deputies and activists in the regions of the Kyrgyz Republic.
- Increase awareness among leadership groups within local communities across the regions of Kyrgyzstan, including strengthening the women's influence network at the local level.
- Establish inclusive dialogue platforms to develop practical recommendations for the National Plan 2025–2027 and the National Action Plan on UN Security Council Resolution 1325, adapted to the realities of a changing world (with methodologies for localizing these plans).

Objectives:

1. Conduct four inclusive regional meetings (South, North, Central, and remote areas) with the participation of women deputies, activists, and representatives of local authorities.
2. Organize a consultation workshop on leadership development, women's rights, participation in local governance, and action strategies.
3. Discuss the priority areas of the new National Gender Equality Plan 2025–2027 and the 5th National Action Plan on UN Resolution 1325 “Women, Peace, and Security,” collect proposals, and develop joint recommendations.
4. Foster horizontal cooperation among participants from different regions to increase the visibility and significance of women's participation.
5. Form regional women's dialogue groups to engage in the monitoring and evaluation of the implementation of the gender agenda and both action plans.
6. Develop community-level action plans to promote women's participation in decision-making processes from the local to the national level.

VENUE:

Batken, Osh, Karakol and Naryn

ORGANISERS:



**FRIEDRICH
EBERT
STIFTUNG**



MINISTRY OF LABOUR,
SOCIAL SECURITY AND MIGRATION
OF THE KYRGYZ REPUBLIC

PARTICIPANTS OF THE CONSULTATIVE MEETINGS:

Women deputies of local keneshes, women public activists and representatives of the territorial divisions of the Ministry of Labor, Social Security and Migration (MLSSM of the KR) of Batken, Osh, Jalal-Abad, Issyk-Kul and Naryn regions.

2ND NATIONAL ACTION PLAN ON GENDER EQUALITY IN THE KYRGYZ REPUBLIC FOR 2025-2027

The National Action Plan on Gender Equality in Kyrgyzstan for 2025-2027 has been developed by the Ministry of Labor, Social Security and Migration with the participation of government agencies, civil society and international partners.

The Plan outlines five priorities: expanding women's economic opportunities; functional education and cultural policy; eliminating discrimination and ensuring access to justice; increasing women's political participation; and establishing a normative framework for gender equality. Particular attention is given to gender aspects of climate change, digitalization, and inclusivity.

The Plan will serve as the main strategic implementation tool of the Gender Strategy through 2030 and is aimed at promoting greater involvement of women in decision-making, protecting their rights, and advancing equality at all levels.

UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325

Adopted on 31 October 2000, was the first to officially recognize the unique impact of armed conflict on women and girls and to highlight their key role in promoting peace and security.

The document calls on states and international organizations to ensure the full, equal, and meaningful participation of women in conflict resolution, peacebuilding, and political dialogue processes; to integrate a gender perspective into activities related to conflict prevention, protection of rights during crises, and recovery efforts; and to pay special attention to the needs of women and girls during repatriation, reintegration, and post-conflict reconstruction.

Kyrgyzstan is actively implementing UN Security Council Resolution 1325 “Women, Peace and Security” through its National Action Plans (NAPs):

NAP for 2012-2014 (extended to 2015),

NAP for 2016-2017,

NAP for 2018-2020,

NAP for 2021-2023.

The new plan for 2025–2027 has been developed with a focus on climate security and the localization of initiatives.

Batken region

Issues

In Batken, women face serious challenges related to unemployment, deteriorating physical and mental health—exacerbated by the region’s border location—as well as anemia and high rates of cancer. Gender stereotypes, discrimination, male dominance, and polygamy—reinforced by harmful traditions and religious pressure—have a profound impact. A lack of solidarity among women, limited family support, low financial literacy, and underrepresentation of women in leadership positions further exacerbate their vulnerability. Additionally, women suffer from the consequences of migration, which leads to family breakdowns, and from environmental issues such as climate change, mudflows, and droughts.



Osh and Jalal-Abad region

Issues

In Osh and Jalal-Abad, the main threats to women’s security stem from the strong influence of traditions and religion, which lead to girls dropping out of school, early marriages, and early motherhood, particularly among ethnic minority groups. These problems are compounded by water scarcity—which increases the burden on women—natural disasters (mudflows, droughts), and migration, which contributes to rising divorce rates, suicides, and challenges in raising children. Women face significant barriers in accessing quality healthcare due to corruption, and ethnic minority groups struggle to gain employment in government institutions. Another major concern is the uncontrolled proliferation of informal religious home schools for girls.

Naryn region

Issues

In Naryn, women experience domestic violence, corruption within government agencies, and a lack of gender balance in local authorities. Labor migration has a particularly severe impact, leaving many women in vulnerable positions. Divorce rates are increasing, and young people are often inadequately prepared for marriage and family life. Financial illiteracy exacerbates economic insecurity for women. Environmental threats related to mining activities further deteriorate the local ecosystem, negatively impacting children's health and overall family wellbeing. A lack of family support remains a significant issue.



Issyk-Kul region

Issues

In Karakol, women suffer from poverty, a lack of mutual support and solidarity, and from male dominance and discrimination, driven by deeply rooted traditions that limit the rights of women and girls. Women are severely underrepresented in leadership roles and frequently face indifference from men regarding their needs and concerns. Migration contributes to family breakdowns and increases mental health challenges. Climate change consequences—such as mudflows and floods—further worsen the situation, alongside widespread financial illiteracy among women and the broader population.

Recommendations for All Regions:

- **Women's Economic Empowerment:** Promote the development of small and medium enterprises, support startups, create job opportunities, expand family businesses and small-scale processing workshops. Provide tax incentives, simplified access to preferential loans, and develop online education programs for women entrepreneurs.
- **Gender Education and Cultural Policy:** Integrate gender topics into school and extracurricular education, foster leadership skills among children and youth through school self-governance, introduce education on family relationships, and engage men in gender education and violence prevention.

(This is especially emphasized in Batken, Osh, and Jalal-Abad.)

- **Protection from Violence and Discrimination:** Establish crisis centers, strengthen the role of aksakal courts (elders' councils), provide free legal and psychological assistance, work with vulnerable families and at-risk groups, develop the probation system, and implement regular monitoring of violence cases.
- **Women's Political Participation and Leadership:** Ensure mandatory gender quotas (at least 30%) in government bodies, develop a women's talent pool, and establish political schools, online courses, and interregional experience-sharing initiatives.
- **Fair Budget Distribution and Gender Audits:** Implement gender audits of personnel and budgets, and ensure equitable distribution of resources considering the interests of different social groups.
- **Environmental Sustainability and Climate Change Adaptation:** Promote business and economic activities that account for climate risks and introduce resource-saving technologies, especially relevant for Batken, Issyk-Kul, and Naryn regions.

Regional Priorities:

- In Batken, additional focus is placed on addressing the impacts of migration on women's and children's security, expanding psychological support services, and ensuring strict enforcement of alimony obligations.
- In Osh and Jalal-Abad, particular emphasis is on countering the negative influence of unlicensed religious schools, strengthening support for ethnic minorities, and expanding the network of kindergartens as a key measure to support women.
- In Issyk-Kul, the priority is integrating persons with disabilities into educational and cultural programs, and strengthening partnerships with local institutions for violence prevention.
- In Naryn, special attention is given to developing crisis centers, providing personalized support to high-risk groups, implementing probation services, and maintaining gender-disaggregated statistics for ongoing situation monitoring.



Batken region

Recommendations for the II National Action Plan on Gender Equality (2025–2027)

Participants recommended **strengthening measures to expand women's economic opportunities** through government support for small and medium-sized enterprises (SMEs), simplified access to concessional loans, the development of online education for women entrepreneurs, and adapting business models to local conditions.

In the field of cultural policy and functional education, it is proposed to enhance men's involvement in education, integrate gender equality and family life preparation into the curriculum, and actively engage both men and women in campaigns against domestic violence and in promoting sports. Special attention should be given to providing access to free legal assistance, raising awareness about gender equality, enhancing the qualifications of aksakal courts, and creating supportive conditions for mothers with young children.

In terms of protection against gender-based discrimination, participants recommended improving the training of imams, ensuring the presence of women during investigations of gender-based violence, establishing civic oversight over police work, and strengthening accountability for non-payment of alimony. It is also essential to consider the impacts of migration on child protection and to develop psychological support systems in the region.

To enhance women's political participation, it is proposed to enforce gender quotas strictly, develop a female leadership talent pool through online courses and school-based leadership programs, create conditions for staff rotation, and promote interregional exchanges.

In regulatory policy, the emphasis is on gender-balanced appointments in local self-governance, building the capacity of civil society organizations, and ensuring fair budget allocation that reflects the needs of diverse social groups.



Batken region

Recommendations for the V National Action Plan on the Implementation of UNSCR 1325 “Women, Peace, and Security” (2025–2027)

Objective 2.1. Youth Engagement in the Implementation of UNSCR 1325:

Develop youth capacity, especially for girls, in legal literacy, IT, media, family economics, and psychological support. Support the development of online businesses, volunteer movements, and self-defense skills for girls. Actively use social media to highlight issues of violence, organize awareness campaigns, marathons, marches, and meetings with local leaders, and develop youth-led civic monitoring initiatives.

Objective 2.2. Raising Public Awareness about UNSCR 1325:

Produce and disseminate informational videos through social media. Develop local statistics on peace, security, and gender, making this data accessible to local communities.

Objective 3.1. Strengthening the Capacity of Women in Local Communities for Sustaining the WPS Agenda:

Continue comprehensive work to eliminate gender stereotypes. Support educational initiatives for women leaders, strengthen their economic potential, and motivate them to engage in continuous learning and skills development. Foster commitment and responsibility among leaders at all levels to promote and support the Women, Peace, and Security (WPS) agenda.





Osh region

Recommendations for the II National Action Plan on Gender Equality (2025–2027)

Participants recommended **enhancing women's economic empowerment** by supporting startups, developing family businesses, creating small agricultural processing workshops, expanding the network of childcare facilities, and adapting businesses to local climatic and geographic conditions.

In the areas of cultural policy and education, it is recommended to establish a comprehensive educational system that incorporates gender topics, develop continuous online and offline education programs on leadership and family relations, hold regular violence prevention activities, restart summer camps and extracurricular clubs, and ensure schools have qualified psychologists.

To strengthen protection against discrimination, it is crucial to enhance the role of aksakal courts and prevention centers, maintain a registry of vulnerable families, provide psychological assistance, and engage at-risk groups in sports and community activities.

To advance gender parity, participants emphasized the need to maintain a minimum quota of 30% for one gender in all government bodies, civil society organizations, and school collectives. Leadership development should start in childhood through school elections, educational cartoons, and games.

In the regulatory sphere, it is proposed to incorporate gender knowledge into the training standards for social workers and managers, conduct gender audits of staffing in organizations, and ensure equitable distribution of local budgets that address the needs of diverse groups.



Osh region

Recommendations for the V National Action Plan on the Implementation of UNSCR 1325 “Women, Peace, and Security” (2025–2027)

Objective 2.1. Youth Engagement in the Implementation of UNSCR 1325:

Ensure youth representation in aiyl aimaks (local councils) at no less than 30%. Build their capacity through training in legal literacy, IT, and family economics. Actively use social media and conduct cultural and educational activities such as marches, campaigns, eco-marathons, and open house events.

Objective 2.2. Raising Public Awareness about UNSCR 1325:

Disseminate information through local chats, social networks, and by installing information boards and stands near aiyl aimaks. Engage community leaders—aksakals, religious figures, neighborhood heads, and house committee leaders. Organize classroom sessions, essay contests, and dictation competitions in schools on the topics of peace, security, and gender.

Objective 3.1. Strengthening the Capacity of Women for Sustaining the WPS Agenda:

Develop women's economic opportunities, expand social partnerships, organise more training courses, trainings and opportunities for self-education.

Issyk-Kul region

Recommendations for the II National Action Plan on Gender Equality (2025–2027)

Following the consultative meeting with women deputies and activists of Issyk-Kul Region, the following recommendations were made for the National Action Plan on Gender Equality 2025–2027:

Enhance women's economic opportunities through entrepreneurship training tailored to climate and market conditions, support for startups, job creation, and the development of family businesses, including workshops and mini-enterprises. Special attention should be paid to adapting businesses to climate risks and promoting resource-saving technologies.

In cultural policy and functional education, expand work with children and youth, including those with disabilities, by involving them in cultural events, clubs, and educational programs aimed at preventing violence, discrimination, and promoting equal opportunities.

Strengthen legal mechanisms **to combat gender-based discrimination**, maintain a database of vulnerable families, monitor cases of violence, develop partnerships with local institutions, and provide personalized psychological support to at-risk individuals. Ensure strict compliance with a minimum 30% gender quota in all government bodies, support women's initiatives, and develop leadership skills among youth through participation in school and youth self-governance bodies.

In regulatory policy, incorporate gender knowledge into training programs for educators, social workers, and managers. Promote women's achievements in municipal and state service, conduct gender monitoring of staffing, and ensure equitable allocation of local budgets in line with the interests of various social groups.



Issyk-Kul region

Recommendations for the V National Action Plan on the Implementation of UNSCR 1325 “Women, Peace, and Security” (2025–2027)

Objective 2.1. Youth Engagement:

Create a database of young leaders and actively engage them in all projects and volunteer initiatives. Provide opportunities for comprehensive youth development through cultural and educational events (theater, exhibitions, music). Organize public hearings with a focus on youth engagement.

Objective 2.2. Raising Public Awareness about UNSCR 1325:

Incorporate the provisions of UNSCR 1325 into the charters of aiyl okmotu and aiyl kenesh. Develop and distribute educational materials and manuals. Ensure funding for activities from local budgets. Make active use of mass media and social media. Integrate WPS topics into the education system. Conduct public hearings with consideration of the needs of women in local communities.

Objective 3.1. Strengthening the Capacity of Women:

Establish crisis centers and strengthen measures to prevent gender-based violence. Expand women's participation in local kenesh and commissions. Enhance women's skills in psychological counseling and conflict prevention. Improve public awareness and accountability on WPS issues. Implement a minimum 30% quota for women in the staff of the Ministry of Emergency Situations (MES) and other relevant agencies.





Naryn region

Recommendations for the II National Action Plan on Gender Equality (2025–2027)

Following the consultative meeting with women deputies and activists from Naryn Region, participants developed the following recommendations:

Enhance **women's economic empowerment** by creating jobs, supporting SMEs, providing tax incentives, and offering training tailored to the region's climatic and geographical conditions.

Advance gender equality through cultural policy and functional education, including awareness-raising, youth engagement, and expanding psychological and legal training for teachers and social workers.

Strengthen **protection against gender-based discrimination and violence** by establishing crisis centers, introducing a probation system, providing tailored support for high-risk groups, and building partnerships with medical, social, and law enforcement institutions.

Ensure gender parity in government and municipal authorities, support women's leadership development by engaging youth, and establish political schools and online training for leadership development.

Improve the regulatory framework, promote gender equality and family values, and maintain gender-disaggregated statistics for effective resource allocation and monitoring of gender policy implementation.



Naryn region

Recommendations for the V National Action Plan on the Implementation of UNSCR 1325 “Women, Peace, and Security” (2025–2027)

Objective 2.1. Youth Engagement:

Create a database of young leaders and actively involve them in all projects and volunteer initiatives. Provide conditions for comprehensive youth development through cultural and educational events (theater, exhibitions, music). Conduct public hearings with a particular focus on youth participation.

Objective 2.2. Raising Public Awareness about UNSCR 1325:

Integrate the provisions of UNSCR 1325 into the charters of aiyl okmotu (village administrations) and aiyl kenesh (village councils). Develop and distribute educational materials and manuals. Secure funding for activities from local budgets. Actively utilize mass media and social networks. Integrate the WPS agenda into the education system. Hold public hearings that take into account the needs of women in local communities.

Objective 3.1. - Increasing the capacity of women

Establish crisis centers and enhance gender-based violence prevention measures. Increase women's participation in local kenesh (councils) and commissions. Improve women's knowledge in psychological counseling and conflict prevention. Strengthen public awareness and accountability on WPS issues. Introduce a minimum quota of 30% for women in the staffing of the Ministry of Emergency Situations (MES) and other relevant structures.

RESULTS ACHIEVED

Key Results of the Consultative Meetings:

The capacity of women participants in Batken, Osh, Jalal-Abad, Issyk-Kul, and Naryn regions was strengthened through discussions of the National Action Plan on Gender Equality in the Kyrgyz Republic for 2025–2027 and the Action Plan for the Implementation of UN Security Council Resolution 1325 for 2025–2027.

Participants were trained in methods for discussing policy documents and adapting the objectives and measures of national action plans for inclusion in the socio-economic development programs of aiyl aimaks/cities.

The meetings increased participants' understanding of the need to involve state and municipal authorities, as well as other stakeholders, in identifying gender equality issues at the family level, educational institutions, workplaces, local communities, and society as a whole.



As a result of the consultative meetings in Batken, Osh, Jalal-Abad, Issyk-Kul, and Naryn regions, participants had the opportunity to engage in the discussion of draft projects of the National Action Plan on Gender Equality in the Kyrgyz Republic for 2025–2027 and the Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2025–2027. They prepared their own resolutions with recommendations for inclusion in the draft NAP on Gender Equality for 2025-2027 and the draft AP for the Implementation of UN SC Resolution 1325 for 2025–2027 (see Appendices 2–6).

During consultative meetings in Batken, Osh, Jalal-Abad, Issyk-Kul and Naryn regions, women deputies and activists were able to assess and identify their opportunities for the implementation of their ideas and objectives within the NAP on Gender Equality in the KR for 2025-2027 and AP for the Implementation of UN SC Resolution 1325 for 2025-2027 at the local level.

The majority of participants expressed their interest in lobbying local council (kenesh) for funding to support civic initiatives.

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RESOLUTION

based on the outcomes of the consultative meeting with women deputies and activists from Batken, Osh, Jalal-Abad, Issyk-Kul, and Naryn regions of the Kyrgyz Republic on the discussion of the draft «**National Action Plan on Gender Equality in the Kyrgyz Republic for 2025–2027**»

ECONOMIC EMPOWERMENT OF WOMEN

Goal 1: Promote Women's Employment Growth

1. Support job creation and the development of small and medium-sized enterprises (SMEs) for women at the local level.
2. Expand eligibility for social contract support to include vulnerable families, youth, and employable persons with disabilities, enabling them to pursue self-employment or small business initiatives.
3. Provide government support for the development of women-led SMEs in both urban and rural areas through startup assistance.
4. Create favorable conditions for women's employment by expanding the network of kindergartens and other essential social services.
5. Simplify the procedures for granting concessional loans to women.
6. Ensure that job vacancy announcements state that candidates of both genders will be considered.
7. Provide women with business training tailored to their needs and local consumer demand.

Goal 2: Develop Women's Entrepreneurship

1. Provide women with business training tailored to their needs and local consumer demand.
2. Introduce tax benefits and discounts on utility payments and other services.
3. Support the establishment of small-scale production workshops and processing plants for agricultural products (such as dairy, fruits, vegetables, and berries) at the local level.
4. Promote the development of family-run businesses in local communities.
5. Enhance women's economic potential and increase their access to financial and material resources.
6. Launch online business courses for self-education to support regional women entrepreneurs.
7. Promote family values from an early age and raise awareness of the importance of the family institution.

Goal 3: Improve Climate Adaptation with a Gender-Sensitive Approach

1. Train women in business development with consideration for climate change (e.g., warming, resource depletion) and local geographic conditions.
2. Adapt economic and business activities to protect public health and the national gene pool, focusing on eco-friendly products, sustainable technologies, climatic and geographic specificities (e.g., drip irrigation, septic system upgrades, etc.).
3. Consider adjusting the retirement age based on regional and climatic factors.
4. Encourage the use of modern, resource-efficient technologies.

CULTURAL POLICY AND FUNCTIONAL EDUCATION

Goal 4: Promoting Cultural Norms and Values that Contribute to Gender Equality

1. Organize public awareness activities on family values, healthy lifestyles, accountability for violence, and public oversight of gender equality implementation at the local level.
2. Establish partnerships with local medical, social, law enforcement, and educational institutions to strengthen the prevention of domestic and societal violence.
3. Develop a comprehensive education system (family, kindergarten, school) for children and youth that integrates adapted topics on gender equality.
4. Encourage the participation of men in the teaching profession at schools.
5. Promote the recruitment of women as physical education teachers.
6. Organize inclusive public activities for children with disabilities, engaging them in cultural and community events.
7. Include activities for children and youth with disabilities in local development programs to ensure equal opportunities in education, social protection, and employment.

Goal 5: Promoting Functional Education in the Field of Gender

1. Raise awareness about the individual's role in society, the importance of quality education, and the principle of equal rights and opportunities for women and men in family relations, education, social protection, and employment.
2. Develop a system of continuous education (online and offline) on leadership, personal development, and family relations from the perspective of equal relations between women and men.
3. Integrate gender equality topics into educational and upbringing processes.
4. Prepare students for family life at school by familiarizing them with parental responsibilities.
5. Promote legal literacy among the population.
6. Support the organization of psychological training courses for the retraining of teachers, school social workers, and social service specialists.



Goal 6: Shaping Societal Attitudes to Prevent and Combat Violence and Discrimination

1. Conduct educational activities in preschools, schools, lyceums, colleges, and universities to promote progressive cultural traditions, family values, and gender equality in families and society.
2. Allocate local budget funding for community-based events.
3. Involve parents in efforts to prevent and address violence and discrimination among children and youth.
4. Increase the number of academic hours on psychology and gender law in national curricula for the training of teachers, psychologists, social workers, and social educators.
5. Introduce provisions on gender knowledge and skills in state education standards for teachers, psychologists, social workers, and various managerial profiles.
6. Organize regular community and school-based activities aimed at preventing and addressing violence and discrimination, with parental engagement.
7. Resume the operation of summer camps and hobby groups in all schools and encourage girls' and young women's participation in physical education and sports (e.g., karate, wushu, etc.).
8. Ensure all schools are staffed with qualified psychologists.
9. Actively involve men in activities and training on the prevention of domestic violence.
10. Authorized gender focal points at district state administrations should regularly raise awareness of gender equality at the community level through TV, social media, websites, etc.
11. Ensure that state-guaranteed legal aid (SGLA) lawyers are accessible to vulnerable populations in remote rural areas.
12. Recommend young people to check their medical and psychological state of health before marriage.
13. Fully provide schools with necessary educational materials.
14. Prohibit the use of mobile phones in schools.
15. Build gender-sensitive capacity among elders' courts, community safety councils, and prevention centers.
16. Explore ways to ease working conditions for women with young children.

STRENGTHENING PROTECTION AGAINST GENDER DISCRIMINATION AND ENSURING FAIR JUSTICE

Goal 7: Development of legal and institutional mechanisms for effective investigation and fair adjudication of cases of gender discrimination and gender-based crimes:

1. Adapt and implement a probation system in rural municipalities:
 - Prepare and delegate certain responsibilities related to working with individuals under probation to local civil society organizations;
 - Involve all offenders in community service activities (e.g. street cleaning and local landscaping);
 - Allocate funding to local civil society organizations working in the areas of conflict prevention, mitigation of the consequences of domestic conflicts and offenses, and maintenance of public order.
2. Enhance the engagement of local activists, teachers, healthcare workers, local police officers, representatives of elders' courts, community prevention centers, domestic violence response committees, and other groups by building their gender sensitivity with support from relevant state agencies.
3. Maintain a registry of vulnerable families and individuals at risk in order to provide targeted support and corrective interventions.
4. Highlight the importance and relevance of higher religious education for rural imams.
5. Conduct mandatory annual certification for imams.
6. Ensure implementation of the 30% gender quota for leadership positions at the oblast, district, and village levels.
7. Assign female staff to investigations of gender-based and sexual violence.
8. Revitalize the work of aksakal courts (courts of elders).
9. Foster societal intolerance toward domestic abusers and individuals who evade child support responsibilities.
10. Ensure accountability of men who should pay child support.
11. Promote awareness of the State-Guaranteed Legal Aid (SGLA) program.
12. Introduce civic oversight over law enforcement, particularly in cases involving domestic violence investigations.
13. Prepare young people for family life and instill a sense of responsibility.
14. Ensure enforcement of laws and regulations aimed at preventing domestic violence.



Goal 8: Establish a system for protection against gender-based discrimination and gender-based violence:

1. Establish crisis centers, shelters for survivors of violence, rehabilitation centers for former inmates, and support services for people at risk in district centers.
2. Open educational and development centers in rural areas to foster personal growth and creativity among at-risk individuals.
3. Provide individual support and psychological assistance to people at risk who require help and rehabilitation.
4. Engage at-risk individuals in public events and sports activities.
5. Recognize the direct impact of migration on levels of gender-based violence and discrimination.
6. Ensure strict compliance with guardianship legislation in cases of parental migration.
7. Provide financial allowances and tax exemptions to guardians residing in border areas.
8. Strengthen control over the departure of parents, especially mothers of children under 5 years of age.
9. Address the shortage of psychologists through: establishing psychology programs in regional universities, creating positions in medical and educational institutions, and funding outreach consultations by psychologists.
10. Build partnerships with local medical, social, law enforcement, and educational institutions to strengthen efforts to combat domestic and societal violence.
11. Conduct research and monitoring to identify cases of domestic and community-based violence.

PROMOTION OF GENDER PARITY IN DECISION-MAKING AND EXPANSION OF WOMEN'S POLITICAL PARTICIPATION

Goal 9: Implement special measures to ensure gender representation in political, state, and municipal positions, as well as administrative state and municipal positions (no more than 70% of one gender)

1. Promote the involvement of young women and girls in the talent pool for state and municipal civil service.
2. Facilitate the implementation of a minimum 30% quota for one gender in state and municipal governing bodies, as well as in public associations and school collectives at the local level.
3. Ensure that the State Personnel Service organizes electronic educational courses (both online and offline) for self-training and retraining of all candidates interested in joining public and municipal service, with a focus on youth, women, and persons with disabilities.
4. Develop and implement online self-training preparatory courses for candidates seeking employment in public administration.
5. When rotating staff to other regions, ensure adequate social and living conditions for men and women employees.
6. Strengthen oversight mechanisms during the recruitment and selection process.

Goal 10: Support women's political participation and leadership

1. Foster leadership starting from school through student governance bodies by ensuring at least a 30% gender quota for one gender via election campaigns to School Parliaments, Student Councils, Youth Committees, etc.
2. Nominate and support impactful women's initiatives and promote them to enhance their public image.
3. Support the development of local political schools to engage party representatives in addressing local issues.
4. Educate children and youth in leadership and management skills through thematic cartoons, social videos, virtual games, and the cultivation of electoral culture among young leaders.
5. Facilitate inter-regional exchange of governance experiences.
6. Combat gender stereotypes to increase women's engagement in decision-making processes.
7. Promote the development of local party representatives to engage them in solving community-level issues.

REGULATORY POLICY

Goal 11: Improve the national institutional mechanism for achieving gender equality at all levels of governance

1. Promote family values, gender equality in families and society, and condemn all forms of discrimination and violence using methods of ethno-education and traditional pedagogy, starting from the family, kindergarten, and school.
2. Appoint representatives of both genders to leadership positions (heads and deputies) in local self-government bodies, municipal enterprises, and public associations to demonstrate gender equality in practice.
3. Promote (through public campaigns) the achievements of women in municipal and public service, and in civic and political activities.

Goal 12: Improve the regulatory and legal framework and law enforcement practices for implementing gender policy

1. Incorporate relevant gender-related legal provisions into local regulatory acts and resolutions of local keneshes.
2. Increase the number of hours dedicated to psychological knowledge and skills in national training standards for teachers, psychologists, social workers, and social pedagogues, as well as managers of various profiles.
3. Create local interest-based clubs involving children, youth, the elderly, and other interested groups.
4. Involve lawyers, mediators, and civil society organizations in ensuring gender equality in families and society, and in preventing domestic violence.
5. Introduce gender knowledge and skills requirements into state education standards for training social workers, social pedagogues, and managers of various profiles.
6. Facilitate inter-regional exchange of governance experiences.
7. Combat gender stereotypes to increase women's engagement in decision-making processes.

Goal 13: Standardize national gender statistics and harmonize indicators with international commitments

1. Maintain statistical records using a disaggregated approach, with data broken down by sex, age, social status, and health status (women, men, girls, boys, adolescents, children, the elderly, persons with disabilities, etc.).
2. Conduct gender assessments and monitoring of staff composition in municipal and private enterprises, as well as civil society organizations.
3. Allocate the local budget for activities (in the fields of socio-economic development, education, culture, sports, etc.) using a disaggregated approach (women, men, girls, boys, adolescents, children, the elderly, persons with disabilities, etc.).
4. Promote the recruitment of specialists with consideration for gender balance in labor teams to ensure the representation of both women and men.

RESOLUTION

based on the results of consultative meetings with women deputies and activists from Batken, Osh, Jalal-Abad, Issyk-Kul, and Naryn regions of the Kyrgyz Republic on the draft «Action Plan for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2025–2027»

General Analysis of the Discussions:

Women participants from all regions demonstrated a deep understanding of the significance of UN Security Council Resolution 1325 and its relevance to the Kyrgyz Republic, especially in the context of border areas and national challenges related to security and stability. The need to strengthen the role of women in conflict prevention, peacebuilding, post-conflict recovery, and human rights protection was widely emphasized, as well as the importance of integrating gender aspects into all areas of security. A strong demand was expressed for the development of clear and measurable indicators to track progress and for adequate financial support for the planned activities.

Recommendations for the draft NAP 1325:

I. CONFLICT PREVENTION AND EARLY WARNING

National level:

1. Integrate gender perspectives into conflict early warning and response systems.
2. Involve women experts and women's organizations in the analysis of conflict situations and the development of preventive measures.
3. Develop mechanisms for addressing the needs and risks faced by women and girls in crisis situations.

Local level:

1. Strengthen the role of women in local communities in identifying early signs of conflict and in dispute resolution.
2. Support the establishment and operation of women's peacebuilding initiatives and networks.
3. Conduct trainings for women in mediation, non-violent conflict resolution, and community engagement during crises.

II. WOMEN'S PARTICIPATION IN DECISION-MAKING AND PEACEBUILDING

National level:

1. Ensure meaningful participation of women at all levels of decision-making in the security sector, including law enforcement agencies, diplomacy, and peacebuilding operations.
2. Develop mechanisms to encourage and support the advancement of women to leadership positions within relevant institutions.
3. Increase women's representation in negotiation processes and peacebuilding commissions.

Local level:

1. Create enabling conditions for women's participation in local governance, elders' courts (aksakal courts), and public councils, especially in border and conflict-affected areas.
2. Support educational programs and training for women on leadership development and political engagement.
3. Ensure women's access to information and resources necessary for effective participation in peacebuilding.

III. PROTECTION OF WOMEN AND GIRLS IN CONFLICT AND POST-CONFLICT SITUATIONS

National level:

1. Develop and implement effective mechanisms for protection against gender-based violence (including sexual violence) during and after conflicts.
2. Ensure access to legal, medical, and psychosocial support for survivors of violence.
3. Strengthen measures to hold perpetrators of gender-based violence accountable.
4. Ensure gender-sensitive justice, including the recruitment of female law enforcement and judicial officers.

Local level:

1. Establish and support crisis centers and shelters for survivors of violence, particularly in remote and border areas.
2. Train staff of local government bodies, law enforcement, healthcare, and social services on gender-based violence and assistance to survivors.
3. Promote partnerships with civil society to provide comprehensive support to women and girls affected by conflict.

IV. POST-CONFLICT RECOVERY AND REHABILITATION

National level:

1. Integrate gender perspectives into post-conflict recovery and development programs.
2. Ensure the participation of women in planning and implementing projects related to infrastructure, economic, and social sector recovery.
3. Develop rehabilitation and reintegration programs for women affected by conflicts, including economic support and psychosocial assistance.

Local level:

1. Support women-led initiatives aimed at restoring peace and trust within communities.
2. Ensure women's access to economic resources, including loans and training programs, to help them rebuild their livelihoods.
3. Create enabling conditions for the return and reintegration of female migrants affected by conflicts into their communities.

V. INSTITUTIONAL DEVELOPMENT AND GENDER MAINSTREAMING

National level:

1. Ensure adequate funding and resources for the implementation of the NAP 1325.
2. Strengthen coordination between government agencies, civil society, and international partners in the implementation of NAP 1325.
3. Develop a monitoring and evaluation system using gender-disaggregated data to track progress.
4. Raise awareness and build the capacity of public servants and the general population on the issues covered by UN Security Council Resolution 1325.

Local level:

1. Introduce gender budgeting mechanisms at the local level to ensure the financing of NAP 1325 activities.
2. Organize training and capacity-building sessions for representatives of local authorities and civil society on gender equality and security.
3. Establish local working groups or coordination councils for the implementation of NAP 1325.

CONCLUSION:

Participants of the consultative meetings express their firm belief that taking the proposed recommendations into account in the draft NAP 1325 will contribute to more effective implementation of UN Security Council Resolution 1325 in the Kyrgyz Republic, enhance the role of women in peace and security, and increase the resilience of society to emerging challenges and threats.

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