



## Good practices collection Report

HERo – New narratives towards a gender equal society  
EIDHR/2019/409-867



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## Introduction - the project

**HERo - New narratives towards a gender equal society** is aimed at supporting transformation of deeply entrenched patriarchal behavioral attitudes in society by fighting against the spread of gender and social discrimination in education, mass media, and applying an effective and productive response to gender-based discrimination, in line with Sustainable Development Goal 5. The project wants to support government bodies, civil society organizations, education institutions and the media in promoting gender equality and preventing gender discrimination, and disseminating positive gender narratives at all levels of society.

“HERo” is implemented by the Public Association “Social Technologies Agency” (Kyrgyz Republic) and the Center for Creative Development “Danilo Dolci” (Italy) with financial support from the European Union for 36 months, from 2019 to 2022 (European Instrument for Democracy and Human Rights – Country Based Support Scheme for Kyrgyzstan 2018 – 2019).

### **PRIORITY AREAS**

#### **Stereotype-free education**

Supporting the conduct of anti-discrimination and gender expertise of standards and training materials, as well as increasing the gender competence of educators in the Kyrgyz Republic.

#### **Gender-sensitive media standards**

Assistance in the development and implementation of standards of gender-sensitive journalism in Kyrgyzstan as well as methodological support to universities on the application of these standards in the training of journalism specialists, thus improving the cooperation between the media and gender experts & NGOs.

#### **Gender Policy Collaboration**

Supporting interagency cooperation to prevent and respond to gender discrimination and violence at the national and local levels by increasing the capacity of gender-responsive ministries, departments, local self-government, strengthening the capacity of civil society organizations to effectively interact with state bodies and local self-government in order to advance the gender equality agenda.

### **Products and results**

- Research and analytical reviews of the gender dimension in the priority areas of the project
- Normative legal documents on the regulation of gender issues in the framework of priority areas
- Methodical guides, manuals for target groups of the project in Kyrgyz and Russian languages
- Training modules, training courses, including online, in Kyrgyz and Russian Videos, educational materials, information campaigns and actions in
- Kyrgyz and Russian Raising-awareness events to spread the results and involve the target groups at all levels



## Introduction to the good practice collection

The following document shows the result of the process of collection of good practices in the Kyrgyz area and in Europe, which aim is to develop the standard model of the project “**HERo – New narratives towards a gender equal society**” (EuropeAid- EIDHR – CBSS for Kyrgyzstan 2018 – 2019).

It is one of the main results of **A1.1 – Preparation of Guidelines to plan the process**, and **A1.2 - Good practices collection on existing procedures, interventions & initiatives on gender mainstreaming & discrimination at institutional, educational and communication level**, under **A1 – Development of a standard model to ensure the gender mainstreaming process at all levels**.

The aim of the research has been to identify 16 good practices at national and international level, on the field of media, education, institution and CSOs in order to develop the Standard Model, useful to plan the trainings involving the majority of the project target.

In the following pages, the results of the collection of the good practices has been gathered in the form of a report, divided in 4 sections, one per each of the field on which HERo will work in the next years. Under each section, 4 good practices have been identified: two good practices implemented in Kyrgyzstan whilst the other two are referred to the European countries, in order to identify also some lesson learned out of the Kyrgyz national context. The final result coming from the analysis of these good practices will be summarized in the Standard Model (A1.4), which will be the main “compass” of the next project development up to the 2022.

### Note on the Gender Equality Index used regarding the European context in this research

Given that the majority of the countries selected in this research is related to Europe and in order to choose a system that can present objectively the situation on gender equality in all the countries of this research, the Gender Equality Index has been chosen to assess the European good practices, being it a tool to measure the progress on many aspects connected to gender equality in the European Union. It is developed by the European Institute for Gender Equality (EIGE)<sup>1</sup> that is an autonomous body of the European Union, established to contribute to the promotion of gender equality, including gender mainstreaming in all EU policies and the fight against discrimination based on sex, as well as to raise EU citizens’ awareness of gender equality.

The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality. The scores are based on the gaps between women and men and levels of achievement in six core domains (not all of them will be always reported in the following study, but the most meaningful for the chosen field of interests):

- work
- money
- knowledge

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<sup>1</sup> <https://eige.europa.eu/>



- time
- power
- health

plus two additional domains, that don't impact on the final score:

- violence against women
- intersecting inequalities

The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

For the present research the Gender Equality Index of 2019 will be used, that pays much attention on the issue of work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard.

The Work Life Balance board focuses on three broad areas: paid work, unpaid work (care) and education and training. It shows fifteen indicators in six specific areas:

- parental leave policies;
- caring for children and childcare services;
- informal care for older persons and persons with disabilities and long-term care services;
- transport and infrastructure;
- flexible working arrangements;
- lifelong learning.

Finally, the majority of the European good practices in the current report have been identified by the European Institution for Gender Equality ([www.eige.europa.eu](http://www.eige.europa.eu)), whose website is highly suggested to be consulted, since it is constantly updated and provide new and inspiring practices to be taken into account.





## Good Practice Collection - Report

### A. MEDIA

#### Kyrgyzstan

##### Case A-1. Gender-sensitive media

The development of gender-sensitive mass media is an urgent issue for Kyrgyzstan. Thus, the National Strategy for Achieving Gender Equality until 2020 and the National Action Plan for Achieving Gender Equality for 2018-2020 included the following measures:

- 31.3. Develop a methodological manual on the standards of gender-sensitive journalism
- 31.4. Gender training of media workers in the standards of gender-sensitive journalism

To determine which media in Kyrgyzstan are gender-sensitive from the point of view of the professional gender community, a survey was conducted among 100 women's public organizations and gender experts and activists from different regions and working in different gender areas. In the survey, it was suggested to name the media based on their own experience of interacting with different media and using the following criteria for media gender sensitivity:

- The media uses gender-sensitive approaches when covering materials;
- The media often covers issues of gender equality, protection of the rights of women, children and other vulnerable groups;
- The media correctly reflects gender issues in their materials;
- The media pays special attention to the popularization of the gender agenda in the country;
- The media objectively reflects the situation of women and the gender situation in the country.

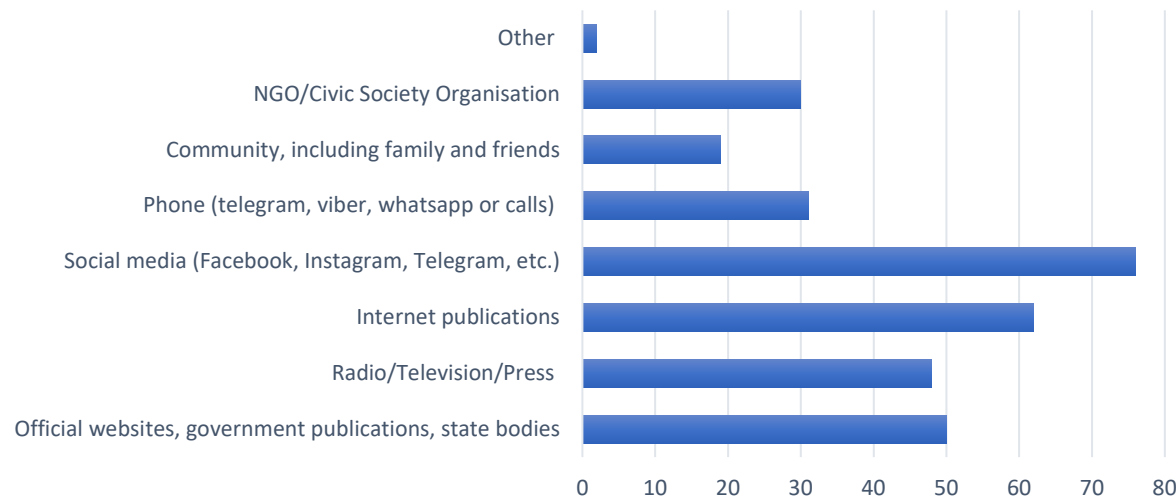
In total, 100 organizations and experts took part in the survey, of which 78% were women and 22% men. By age, the largest proportion of respondents were aged 31-40 years (27%) and 20-29 years (26%), 41-50 years – 23%, 51-60 years – 19%; the least of all were people over 61 years – 4% and under 20 years (1%).

The level of education of the respondents was quite high: 52% had a higher education and 38% had a master's degree\PhD.

All respondents are active information users of social networks and have experience working with the media. Thus, 76% of respondents have social networks as the main source of information, followed by Internet publications - 62%, 50% receive information from official websites, government publications; 48% - from traditional media (radio/ TV /press):

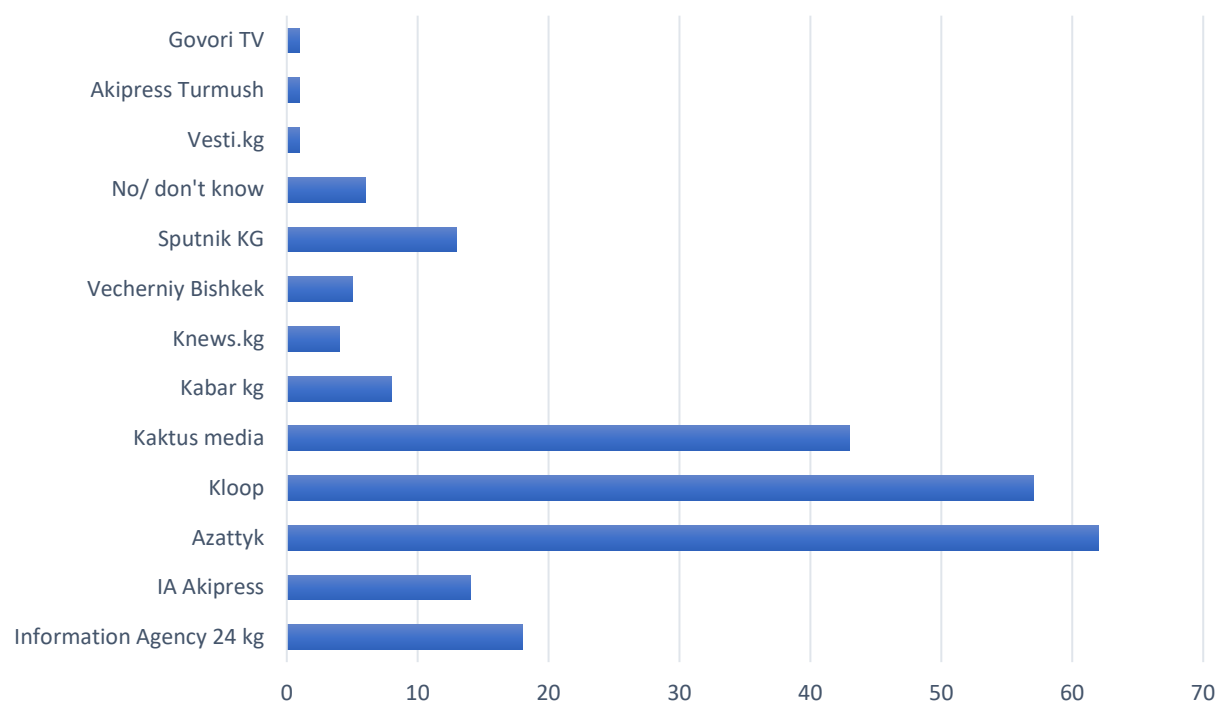


## What is your main source of information?



To the main question about which media representatives of the gender \women's movement of Kyrgyzstan consider gender-positive, the most number of answers were called "Azattyk", "Kloop" and "Cactus media":

## Which media do you consider gender-positive?



Indeed, the three leading media outlets in the survey - "Azattyk", "Kloop" and "Cactus Media" - often cover issues of gender equality, protection of the rights of women, children and other vulnerable groups, make special reports, devote individual programs, articles to this topic and, in general, objectively reflect the situation of women and the gender situation in the



country, correctly present gender materials and provide an opportunity for women to present their views on a particular issue, topic.

In addition to the actual news, analytical publications on gender issues, Kloop is also the initiator of special gender projects, for example:

- **"Girls, let's build the first Kyrgyz satellite!"** - <https://kloop.kg/kyrgyz-space-program-for-girls/>

Description of the project on the Kloop website: "A group of girls from Kyrgyzstan is going to build the first satellite of their country. Since no one else has done this in Kyrgyzstan, they need to be trained - from the very basics of engineering to the physics of orbital flights. For this purpose, the Satellite Building School was opened.

We wanted to create an environment where a group of girls would really make history. And at the same time, it will break all possible stereotypes and clichés, inspire other girls of Kyrgyzstan (and maybe the whole world) to realize their most fantastic dreams. We believe that Kyrgyzstan will become a much cooler place if all its inhabitants, regardless of gender, race and social origin, can create, invent and surprise the whole world with their discoveries.

We want the girls who will build the first Kyrgyz satellite to become role models for all the young people of our beautiful country."

- **"I would have killed her anyway." Research on femicide in Kyrgyzstan** - <https://kloop.kg/blog/2020/12/17/ya-by-ee-vse-ravno-ubil-issledovanie-kloopa-o-femitside-v-kyrgyzstane/>

This material became the winner of the international data journalism award The Sigma Awards 2021.

Femicide is the murder of a woman committed, as a rule, by a man motivated by hatred of a woman, gender discrimination, and/or as a result of gender-based violence with the connivance of the state.

Femicide arises from the idea of the superiority of a man over a woman - for example, the conviction that there is a right of ownership over her. Femicide often occurs when a man forces a woman to conform to stereotypical gender roles — a woman should look and behave the way a man thinks.

The main criteria of femicide include murders committed on the basis of the idea of second-rate women, jealousy, cultural rules ("a woman should-should not"), refusal of intimate relationships and marriage, theft of brides, during an attempt to leave any relationship with a man and other similar reasons.

The journalists of "Kloop" analyzed the statistics of murders and studied more than 54 thousand criminal press releases and news in order to recreate the picture of femicide in Kyrgyzstan. They found out that most women in Kyrgyzstan are killed by their husbands and intimate partners, and femicide is a direct consequence of family violence. In Kyrgyzstan, home is one of the most dangerous places for a woman.

A global study on homicide (intentional deprivation of human life), conducted in 2019, suggests that the motives for the murders of men and women are radically different. Murders of men mostly occur "on the street" during thefts, robberies and other



crimes, as well as armed conflicts. At the same time, women are mostly killed at home, and the murders are committed by their closest partners - husbands, lovers, friends. Almost 60% of murdered women worldwide were deprived of their lives by their intimate partners.

"The home is one of the most dangerous places for women who continue to be victimized as a result of inequality and gender stereotypes," the UNODC report on global homicide says.

The analysis of the Cloop shows that the situation in Kyrgyzstan is the same. According to the Prosecutor General's Office, for almost ten years, 762 criminal cases were initiated under the article "Murder", where a woman was killed. The overwhelming majority of these murders were committed by men – on average, eight out of ten. At the same time, women commit only about 10% of murders of both women and men, mainly defending themselves from the latter.

- **"What has this woman lost there?" Kloop's study on inequality in the Kyrgyz government** - <https://kloop.kg/blog/2021/12/20/chto-tam-poteryala-eta-zhenshhina-issledovanie-kloopa-o-neravenstve-v-kyrgyzskom-pravitelstve/>

An interesting study on the inequality in the Kyrgyz government.

## Case A-2. Gender portrait of the activities of women deputies of the Jogorku Kenesh (Parliament) of the Kyrgyz Republic on the official website of the Jogorku Kenesh of the Kyrgyz Republic

The Constitution of the Kyrgyz Republic defines that the Jogorku Kenesh - the Parliament of the Kyrgyz Republic - is the highest representative body exercising legislative power and control functions within its powers.

In 2017, within the framework of the project "Civil Society Initiatives to Reform the Electoral System of the Kyrgyz Republic", funded by the European Union and implemented by the NGO Consortium "For Fair Elections!", gender monitoring of the activities of the Parliament of the Kyrgyz Republic was conducted for the first time by analyzing the official website (<http://kenesh.kg/ru>) of the Jogorku Kenesh of the Kyrgyz Republic and a gender portrait of the activities of women deputies of the Jogorku Kenesh is presented on the official website of the Jogorku Kenesh.

Website of the Jogorku Kenesh (<http://kenesh.kg/ru>) is one of the official sources of information about the activities of the Parliament and provides the necessary and complete information about the work of the Parliament and members of Parliament, including the activities of the forum of women deputies.

The national legislation and international obligations of the Kyrgyz Republic guarantee equal rights and equal opportunities for women and men in the field of political participation. The Constitution of the Kyrgyz Republic proclaims gender equality in general: "In the Kyrgyz Republic, men and women have equal rights and freedoms, equal opportunities for their realization." At the same time, the basic law of the country highlights such important legal norms as: "The State creates conditions for the representation of various social groups defined by law in State and local self-government bodies, including at the decision-making

level" and "Special measures established by law and aimed at ensuring equal opportunities for various social groups in accordance with international obligations are not discrimination". The Law of the Kyrgyz Republic "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women" (Article 11) also provides that "In order to achieve parity democracy, the State has the right to establish special measures aimed at supporting candidates of underrepresented gender. The participation of political parties in elections requires guaranteed parity representation in the lists of candidates of both sexes."

Thus, the mandatory requirements established in 2007 in the electoral legislation that "when determining the list of candidates, a political party is obliged to take into account the representation of no more than 70 percent of persons of the same sex, while the difference in priority in the lists of candidates of women and men nominated from political parties should not exceed three positions" (part 3 of Article 60 of the Kyrgyz Constitutional Code "On elections of the President of the Kyrgyz Republic and deputies of the Jogorku Kenesh of the Kyrgyz Republic") significantly improved the representation of women in the composition of deputies of Parliament:

#### Representation of women in the Parliament of the Kyrgyz Republic

Years	Total number of deputies (people)	Of them women	
		people	%
<b><i>Elections WITHOUT gender quotas</i></b>			
1995	105	5	4,7
2000	105	7	6,8
2005	75	0	0
<b><i>Elections with the use of gender quotas</i></b>			
2007	90	23	25,5
2010	120	28	23,3
2015	120	24	20,0

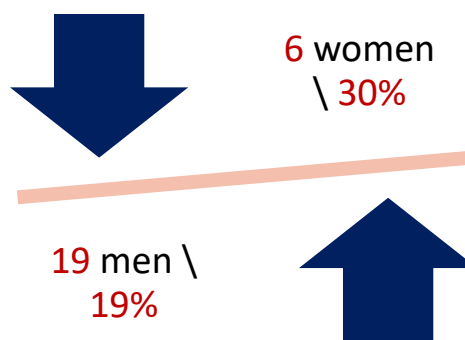
According to the results of the elections in 2015, 6 parties were elected to the parliament of the sixth convocation, the share of women deputies was 16.6%:

№	Parliamentary faction	Number of seats in Parliament, people	Of them women	
			people	%
1.	Social Democratic Party of Kyrgyzstan	38	11	28,9
2.	«Respublika - Ata-Jurt»	28	4	14,2
3.	«Kyrgyzstan»	18	1	5,5
4.	«Onuguu-Progress»	13	1	7,7
5.	«Bir Bol»	12	0	0

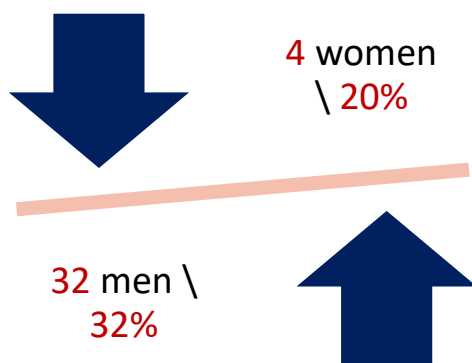
6.	Socialist party «Ata Meken»	<b>11</b>	<b>3</b>	<b>27,2</b>
Total:		<b>120</b>	<b>20</b>	<b>16,6</b>

During the gender monitoring, the focus was made on monitoring the gender dimension of the information activities of the Parliament of Kyrgyzstan. To date, a comprehensive analysis that would cover not just spot measurements, but was based on a gender analysis of the representation of the legislative activity of the parliament on the Jogorku Kenesh website for a long time has not been carried out. Such monitoring provided a broad evidence base on the gender dimension of the Parliament's work, and comprehensive recommendations were also proposed. Gender analysis and monitoring of the Parliament of the Kyrgyz Republic covered the activities of deputies of the Jogorku Kenesh of the Kyrgyz Republic in the period from April 2017 to February 2018.

In total, 61 bills were initiated by the deputies of the Jogorku Kenesh during these 11 months. Of these, 25 gender-significant bills were initiated, and 36 gender-neutral ones. Despite the fact that 19 male deputies were the main initiators of gender-significant bills, against 6 female deputies, in percentage ratio in this indicator, women deputies make up 30%, while men deputies only 19%.



The main initiators of gender-neutral bills are male deputies, which is 32%, while only 4 female deputies initiated such bills, which is 12% less than male deputies and initiators of such bills:



Gender monitoring of information materials of the website of the Jogorku Kenesh of the Kyrgyz Republic was carried out by comparative quantitative and qualitative gender analysis of representations of the activities of women and men – deputies of the Jogorku Kenesh of the Kyrgyz Republic.

For gender monitoring of information materials of the Jogorku Kenesh website, pages of the official website of the Jogorku Kenesh of the Kyrgyz Republic in Kyrgyz and Russian were selected. The following criteria were used to evaluate the information materials of the Jogorku Kenesh website:

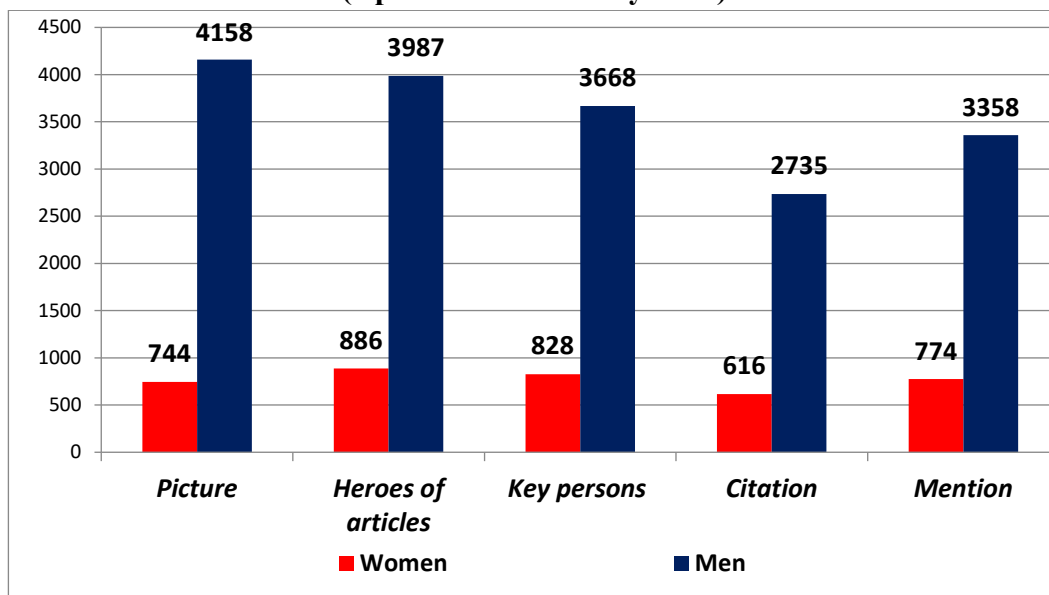
- The ratio of photos in the news of the site of women and male deputies;

- Frequency of appearance of women and male deputies on the website of the Jogorku Kenesh;
- The frequency of speeches by women and men deputies as speakers, experts, and other key figures;
- The frequency of references to women and men deputies and the frequency of their citation in information materials.

For the entire period of comparative quantitative and qualitative gender analysis of representations of women and men of deputies of the Jogorku Kenesh of the Kyrgyz Republic on the website of the Parliament were analyzed 2165 information materials (video 106, 133 – audio, articles, 1926).

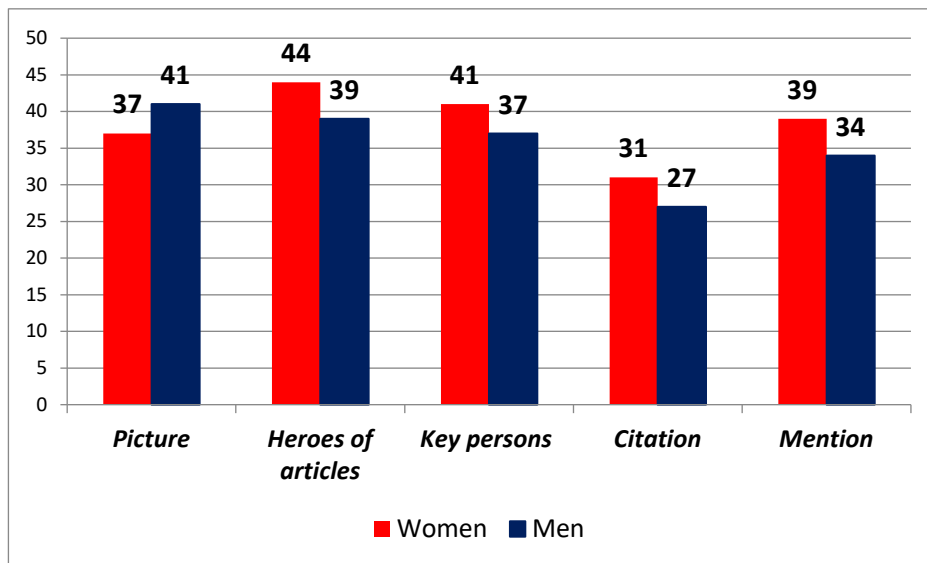
According to the study, at that time on the official website of the Jogorku Kenesh of the Kyrgyz Republic, the representation of women deputies in the information materials remained at a low level.

**Number of representations of the activity of deputies  
of the Jogorku Kenesh of the Kyrgyz Republic by gender  
(April 2017- February 2018)**





**The ratio of representatives of deputies on the website of the Jogorku Kenesh of the Kyrgyz Republic to the proportion of female deputies and male deputies (April 2017- February 2018), %**



Thus, statistical data suggest that there is insufficient active coverage of the activities of women deputies on the official website of the Jogorku Kenesh of the Kyrgyz Republic and these results do not allow us to say in full that the website of the Jogorku Kenesh is gender-correct.

On the pages of the website, the representation of women deputies in information materials is less than the representation of male deputies. Thus, on the website page of the Jogorku Kenesh of the Kyrgyz Republic in Russian, the number of images of female deputies for the first monitoring period (April 2017) was only 63 (18%), which is significantly less than the images of male deputies 287 (82%). Statistics on the number of mentions of deputies by gender also varies greatly – the number of mentions of female deputies is 65 (21%), the number of mentions of male deputies is 241 (79%). The number of appearances on the website of women deputies as heroes of articles and broadcasts is 38 (16%), male deputies 202 (84%). The number of appearances on the website of women deputies, as speakers and other key figures is 30 (15%), male deputies 170 (85%). The number of citations of female deputies is only 15 (16%), while the number of male deputies is 77 (84%).

The same trend continues according to the results of monitoring of information materials on the website of the Jogorku Kenesh of the Kyrgyz Republic in the Kyrgyz language:

- The number of images of women deputies 39 (26%), men-deputies 112 (74%).
- The number of mentions of women deputies 45 (37%), the number of mentions of male deputies 76 (63%).
- The number of occurrences on the website of women deputies, as subjects of the articles, and gear 58 (29%), men-deputies 141 (71%).
- The number of appearances on the website of women deputies, as speakers and other key figures 54 (30%), male deputies 128 (70%).





- The number of citations of female deputies is only 46 (29%), male deputies is 115 (71%).

According to the results of the entire monitoring period, it can be unequivocally stated that only the activity of male deputies is mainly represented on the website of the Jogorku Kenesh of the Kyrgyz Republic, in most cases the initiatives of male deputies are reflected in great detail, accompanied by their quotes and a series of photos. The activity of women is much less represented, the ratio of personal photos of women deputies is much less than that of men, mostly women deputies are depicted in group photos. It is important to note that the variability of gender roles among male deputies is much wider than among female deputies. The site highlights many cultural, sports, intellectual and other events in which male deputies take an active part. This also indicates the presence of stereotypes and the reproduction of the dominant position of men in parliament.

### ***Gender analysis of the summary of deputies of the Jogorku Kenesh of the Kyrgyz Republic***

As part of the monitoring, the summary of deputies of the Jogorku Kenesh of the Kyrgyz Republic, published on the website of the Jogorku Kenesh, was also analyzed.

From the results of the gender analysis of the deputies' resumes, it follows that the resume describes the professional activities of male deputies in more detail, photos are presented in wider variations than women deputies. Information about the family is given in more detail, in some cases there is information about parents, brothers and sisters. There is also information about additional hobbies and hobbies, whereas there is no such information in the resume of women deputies. The summary of the majority of deputies describes in great detail professional achievements, awards, class ranks, military ranks and other merits. When indicating marital status, mostly male deputies indicate "Married, father / raising N children", and women have a wider variation of "Widow/ divorced/unmarried/ has a family, raising a daughter/son, etc."

Thus, gender analysis of deputies' resumes shows that male deputies are more active in politics and in their professional activities.

This methodology and the results of gender monitoring of the parliament's website were widely discussed and subsequently the same methodology was used for gender monitoring of coverage of the participation of women candidates and male candidates in the presidential elections (2017), parliamentary elections (2020), local elections (2021) and repeated parliamentary elections (2021). It should be noted that discussion of the results of media monitoring with journalists and editorial offices themselves to a certain extent influenced more active and widespread coverage of women's participation in electoral processes.



## Europe

Two countries have been chosen because of their best practices and the national context. The first is an Italian good practice, covering the topic of media and the representations of women, the second one is related to Spain, whose path in the gender equality area has been increased year after year.

**Italy** ranks 14th in EU on the Gender Equality Index<sup>2</sup>, with 63.0 out of 100 points; Italy's scores are lower than the EU's scores in all domains, except the domain of health. Gender inequalities are most pronounced in the domains of power (47.6 points), time (59.3 points) and work (63.1 points). While Italian legislation has made some progress, Italy still falls short of achieving satisfactory policy results<sup>3</sup>. It seems essential to go through the process of revisioning the stereotypes conveyed through the commercial ads to help the process of gender equality in the long term. Moreover, such a low score for the domain of power compared to the other domains, suggests that the participation and representation of women in the public life or at the top of organizations is not as it is expected and it needs to have further interventions at multiple level (both legally and culturally).

The second good practice has been implemented in Spain, where the topic of gender equality and gender mainstreaming has been at the center of debate with big interests recently and many progresses have been made on the issue both on the institutional level and on society level<sup>45</sup>.

With 70.1 out of 100 points, **Spain** ranks ninth in the EU on the Gender Equality Index. Its score is 2.7 points higher than the EU's score. Between 2005 and 2017, its score increased by 7.9 points, progressing towards gender equality at a faster pace than other EU Member States.

Spain's scores are the highest in the domain of health (90.1 points). Gender inequalities are most pronounced in the domain of power (62.0 points). Between 2005 and 2017, Spain improved its Index score, performing higher than the EU's score and growing at a faster rate. In the Spanish community, the topic is viewed as crucial and important from many parts of society, with also interesting developments in many fields (such as a women perspective on the urban development)<sup>6</sup>.

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<sup>2</sup> <https://eige.europa.eu/gender-equality-index/2019/IT>

<sup>3</sup> <https://eige.europa.eu/gender-mainstreaming/countries/italy>

<sup>4</sup> <https://eige.europa.eu/gender-equality-index/2019/ES>

<sup>5</sup> <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>

<sup>6</sup> <https://www.bbc.com/news/av/world-50269778>



## Case A-3. Memorandum of Understanding between the Italian government, local municipalities and the media representatives - Italy

In Italy, media play a particular and crucial role in the representation of the image of men and women: often portrayed through their stereotypical images, media could also reverse the trend leading the way towards an equal representation of gender and in the fight against the stereotype, avoiding the patriarchal view rooted in the public imaginary.

Regarding media, an important step towards the acquisition of a good practice and the development of awareness on the topic of gender mainstreaming has been made through the signing of a Memorandum of Understanding<sup>7</sup> (MoU) between the Italian Minister of Labor and Social Policies in charge of Equal Opportunities (Dipartimento per le Pari Opportunità del Consiglio dei Ministri) and the Italian Advertising Self-Regulation Institute (Istituto di Autodisciplina Pubblicitaria, IAP) in 2013 and 2015, followed by another Memorandum<sup>8</sup> between the IAP and the National Association of Italian Municipalities (Associazione Nazionale Comuni Italiani) in 2014. The Memorandum of 2015 extends the principle of non-discrimination from women to all the representations of human beings.

The aim of the Memorandum signed between IAP and ANCI in 2014 lays its foundation on the roles of the two institutions: IAP's role is to watch over the commercial communications and to make sure they are always true, honest and fair. In the MoU, it is stated that one of the areas that are more difficult to be checked and evaluated in the field of commercial communication is the one of the local poster advertisements all over the national ground. This is the reason why it is important to involve municipalities: their role is to control that the standards are respected and no boundaries are crossed in the representation of women.

Through the protocol, the two institutions commit to vigilate and to make sure that the commercial advertisement:

- does not use images representing violence against women or inciting violence against women;
- protects women's dignity, respects the principle of equal opportunities and spreads positive values on women's image;
- pays special attention to gender representation and respects the identity of women and men in line with the evolution of their respective roles in society;
- avoids using gender stereotypes.

The aim of the two protocols signed between the IAP and the Italian Ministry of Labour and Social Policies were to set strict standards in the representation of gender (and women in particular) in the commercial media. While the first was strictly related to women and their representation in the media, the second protocol extends the focus from women to the dignity and non-discrimination principle for all human beings, to make sure that commercial advertisements in the media:

- respect the dignity of people in all forms and expressions;

<sup>7</sup> <http://www.donnainaffari.it/wp-content/uploads/2015/12/Protocollo%20intesa%20Dip%20PO.pdf>

<sup>8</sup> <https://www.iap.it/wp-content/uploads/2014/03/PROTOCOLLO-ANCI-IAP-6-3-14.pdf>



- avoid any form of discriminations, including gender discrimination;
- do not contain images of violence against women or do not suggest violence against women;
- protect people's dignity;
- respect the principles of equal opportunities and show a non-discriminatory approach;
- be respectful toward the representation of genders and toward the identity of men and women, aware of the changes that can modify rules and roles in society;
- avoid stereotypes.

Through the Memorandum, Italian Ministry commits to denounce to IAP all the commercial ads that are seen as harmful for human dignity, that contain gender violence or discriminations. IAM commits to verify and act accordingly to its set code of values.

According to the Memorandum, the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers is entitled to ask for the removal of the press advertisements and posters which show degrading images of women or are explicitly violent or sexist. According to Article 2 of the MoU, a Joint Committee is established with the task of implementing it, monitoring its implementation, supporting and promoting the activities provided for by it.

Regarding the municipalities involved, among the others two are important to be mentioned:  
- the municipality of Milan, among all the others, has participated in the campaign to free the city from sexist posters "Città libere dalle pubblicità offensive" (translation: "Cities free from offensive advertisement"), promoted by the Italian Women Union in order to promote a law against offensive advertisements in the media.

- the municipality of Rome has set up a technical committee with the aim of elaborating the guidelines for advertisements using the images of women in the media. The 6 criterias that have been listed are meant to identify:

- Offensive messages for women's dignity;
- Objectification of the body in sexual terms;
- Violent representation of sexuality
- Gender inequalities
- Cultural prejudices and stereotypes founded on gender, ethnic, sexual, religious discrimination
- Abusive hidden messages toward children and teenagers<sup>9</sup>

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<https://www.turismo.milano.it/cdm/objects/changeme:14651/datastreams/dataStream3921937128663822/content>



## Case A-4. Media Policies and the Women's Image Observatory – Spain

The Spanish Constitutional Act 3/2007 of 22 March 2010 for effective equality between women and men aims at this achievement both in the public sectors and in the private ones. Equality is a fundamental principle that needs to be obtained and that still hasn't been sufficiently reached:

*«Gender violence, wage discrimination, discrimination in widow's pensions, higher female unemployment, the still scant presence of women in positions of political, social, cultural and economic responsibility, or the problems of reconciling personal, working and family life stand as evidence that the attainment of full, effective equality between women and men, that "perfect equality, admitting no power or privilege on the one side, nor disability on the other" to quote words written by John Stuart Mill nearly 140 years ago, is even today an unfinished task, whose completion calls for further legal instruments.»<sup>11</sup>*

Regarding media, the Act focuses also on the matters regarding the regulations of the sector: **Title III** contains measures to further equality in the mass media with specific rules for State-owned media, for private media as well as instruments to enforce these measures in the context of advertising with a discriminatory content.

### State-owned media

In the Act, it is requested to state owned media to take care of the image portrayed, taking in great consideration to convey an egalitarian, plural and non-stereotyped image of women and men in society, and to propagate the principle of equality between women and men.

To the two agencies, Radiotelevisión Española and Agencia EFE, (RTVE and EFE), it is asked to respect the following objectives:

- a) To suitably reflect women's presence in the various areas of social life.
- b) To use non-sexist language.
- c) To adopt self-regulated codes of conduct tending to convey the principle of equality.
- d) To cooperate in institutional campaigns geared to fostering equality between women and men and eradicating gender violence<sup>12</sup>.

Moreover, they should also promote women's positions of management and professional responsibility and encourage relations with women's associations and groups to identify their communication needs and interests.

### Private-owned media

It is requested to private-owned media to respect equality and to avoid discriminations based on gender. Moreover, governments at local, regional or central level should adopt further agreements to contribute to equality.

In the Article 41- Equality and advertising - it is stated that advertising that involves discriminatory conduct pursuant to this Act will be regarded to be illegal, in accordance with

<sup>10</sup> [https://www.coe.int/t/pace/campaign/stopviolence/Source/spain\\_constitutionalact3\\_2007\\_en.pdf](https://www.coe.int/t/pace/campaign/stopviolence/Source/spain_constitutionalact3_2007_en.pdf)

<sup>11</sup> [https://www.coe.int/t/pace/campaign/stopviolence/Source/spain\\_constitutionalact3\\_2007\\_en.pdf](https://www.coe.int/t/pace/campaign/stopviolence/Source/spain_constitutionalact3_2007_en.pdf), pag. 1

<sup>12</sup> [https://www.coe.int/t/pace/campaign/stopviolence/Source/spain\\_constitutionalact3\\_2007\\_en.pdf](https://www.coe.int/t/pace/campaign/stopviolence/Source/spain_constitutionalact3_2007_en.pdf), pag 17



the provisions of the general legislation on advertising and on institutional advertising and communication.

Beside the policies at governmental level, equality in the media is monitored through the **Observatory of Women Image**<sup>13</sup>, an institution overseen by **The Institute of Women** (Instituto de la Mujer y para la Igualdad de Oportunidades, IMIO), an independent organisation which is attached to the Ministry of Health, Social Services and Equality that seeks to promote the conditions that allow social gender equality and the full participation of women in political, cultural, economic and social life.

In order to meet its aims, the Women's Image Observatory has the following functions:

- To compile the public's complaints and monitoring the content considered sexist.
- To analyze and classify detected or reported content in order to obtain an overview of the current treatment of the image of women in advertising and the media.
- To take action against those issuing discriminatory messages, requesting the modification or removal of the most stereotypical or denigrating campaigns, or demanding a change in approach in future advertising.
- To spread the information obtained in order to continue promoting social rejection of discriminatory treatment in media communication.
- To participate in educational and awareness-raising activities regarding the influence that discriminatory treatment in advertising and the media has on inequality.

The Women's Image Observatory receives, analyses and organizes complaints arising from sexist ads that appear in any media. In response the companies are required to modify or delete an ads or campaign. “From 2009 to 2012 a total of 4,091 complaints have been received and actions have been taken in 131 occasions. Each year, the Observatory prepares a report on the actions taken”.<sup>14</sup>

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<sup>13</sup> <http://www.inmujer.gob.es/en/observatorios/observlmg/home.htm>

<sup>14</sup> <https://rm.coe.int/1680590557>, pag. 40



## B. EDUCATION SYSTEM, RESOURCES & METHODS

### Kyrgyzstan

#### Case B-1. Experience in promoting and implementing anti-discrimination and gender expertise of educational and methodological complexes in the education system of Kyrgyz Republic

The problems of widespread gender stereotypes and prejudices in society, including the translation and reproduction of gender stereotypes and prejudices in education, are constantly raised by gender and women's NGOs in Kyrgyzstan.

At first glance, the conditions for the introduction of gender expertise of draft educational standards, curricula and materials were favorable, since the Kyrgyz Republic created a legal basis for conducting gender expertise of educational and methodological complexes in the form of:

- Part 4 Art. 31 of the Constitution of the Kyrgyz Republic, which prohibits the propaganda of national, ethnic, racial, religious hatred, gender and other social superiority.
- The obligations of the Kyrgyz Republic arising from Article 10 of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is ratified by the country, which requires to ensure " the elimination of any stereotypical concept of the role of men and women at all levels and in all forms of education by promoting co-education and other types of education that will contribute to achieving this goal, and, in particular, by revising textbooks and school curricula and adapting teaching methods...».
- Recommendations received from the CEDAW<sup>15</sup> Committee "to give priority to the elimination of negative stereotypes and structural barriers to the study of non-traditional subjects by girls in secondary and higher education institutions, as well as to consult with girls on their choice of non-traditional professions related, for example, to science and technology", "to strengthen their efforts in the analysis of school textbooks and curricula in order to eliminate any stereotypes in the perception of the role of women" (paragraph 26, sub-paragraphs a and b), take all necessary measures to review all existing textbooks and curricula from a gender perspective and systematically review all new textbooks and curricula, in particular in the field of secondary education<sup>16</sup>.
- Article 5 of the Law of the Kyrgyz Republic "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women", which prohibits direct and indirect gender discrimination, including through the reproduction of gender stereotypes through the media, education, and culture.

<sup>15</sup> Concluding observations on the fourth report of Kyrgyzstan, CEDAW/C/KGZ/CO/4, 11 March 2015

<sup>16</sup> Concluding comments on the third periodic report of the Kyrgyz Republic on the elimination of discrimination against women CEDAW/C/KGZ/CO/3





However, the legal framework was not sufficient for the development and implementation of gender expertise of educational materials in the education system. The need to check their content for the presence of gender stereotypes and discriminatory attitudes has become obvious.

Thus, in 2016-2017, civil society organizations (Ecological Movement "BIOM") within the framework of the project "Stimulation and Monitoring of Reforms in the Field of Education Development in the Kyrgyz Republic", implemented by the Konrad Adenauer Foundation with the support of the European Union (EU), conducted an independent monitoring and assessment of the compliance of school textbooks in Kyrgyzstan with the requirements of legislation on preventing the reproduction of gender stereotypes, promoting gender discrimination, gender superiority. In the course of this monitoring, the methodology and tools for gender expertise of textbooks were developed and tested. 11 textbooks with the Russian language of instruction and 16 textbooks with the Kyrgyz language of instruction were selected for monitoring, which were included in the list of textbooks recommended by the Ministry of Education and Science. The results of the monitoring were presented to the Ministry of Education and Science of the Kyrgyz Republic, members of the Public Council of the Ministry of Education and Science, as well as other state and public organizations and groups interested in the development of gender-sensitive education in the republic.

In 2017, within the framework of the ADB project "Sector Development Program: Strengthening the Education System", a "Guide for developers of standards, authors of educational and methodological complexes on gender equality and social inclusion" was developed, and training sessions were held for authors and publishers.

Further, the Ministry of Education and Science and the Ministry of Labor and Social Development (the authorized body in the field of gender policy) included the relevant measures in the program and strategic documents. Thus, the Government of the Kyrgyz Republic approved the Action Plan for 2018-2020 for the implementation of the Strategy for the Development of Education in the Kyrgyz Republic 2012-2020 by Resolution No. 270 of June 4, 2018. This plan included task 2.6 "Development, piloting and implementation of a mechanism for anti-discrimination and gender expertise of normative documents and educational and methodological complexes, including increasing the capacity of authors of standards, programs, educational and methodological complexes and teachers testing educational and methodological complexes on anti-discrimination, gender, multicultural, etc. issues".

In accordance with the Action Plan for 2018-2020 for the implementation of the Strategy for the Development of Education in the Kyrgyz Republic, indicators of budget support from the EU to the education sector were developed, including the indicator for goal 3 "Ensuring equal access to quality education regardless of gender or nationality":

- Indicator\Condition 3.3 Introduction of anti-discrimination and gender expertise of draft new educational standards, curricula and materials.
- The amount of budget support for this indicator is 8.8 million Euros.





In addition, the National Action Plan for Achieving Gender Equality for 2018-2020 was approved by Government Resolution No. 537 of November 19, 2018. Task 4.2.2 of this plan provides for similar measures:

- 4.2.2.1. Development, piloting and implementation of the mechanism of gender expertise of projects of educational methodological complexes (certification of experts, mandatory expertise);
- 4.2.2.2. Gender training of textbook authors, specialists of the Ministry of Education and Science, Kyrgyz Academy of Education, teacher-methodologists.

Thus, after the implementation of gender expertise was included in the program documents, and most importantly, its implementation was designated as a condition for budget support to the education sector from international donors, the development, piloting and implementation of the gender expertise mechanism for the projects of educational methodological complexes were started on a systematic basis.

The Ministry of Education and Science of the Kyrgyz Republic, together with civil society gender experts and in cooperation with development partners (EU, as well as UNICEF, UNDP, UN Women, and OHCHR), has carried out significant work over the past two years, in particular, the methodology for conducting anti-discrimination and gender expertise of educational and methodological complexes has been developed, tested and approved, and the orderliness and procedures for conducting expertise, the procedure for forming a list of experts for conducting this examination have been approved (Order of the Ministry of Education and Science of the Kyrgyz Republic No. 1096/1 of September 16, 2019).

On the basis of the methodology of anti-discrimination and gender expertise of educational and methodological complexes approved by the Ministry of Education and Science of the Kyrgyz Republic, the section "Indicators of anti-discrimination and gender expertise" was included in the distance training course for educational workers on the topic "Gender equality and non-discrimination in school education". ([http://grn.ripk.kg/ru/books/1#third\\_part](http://grn.ripk.kg/ru/books/1#third_part))

As part of the process of reorganization of the Kyrgyz Academy of Education under the Ministry of Education and Science of the Kyrgyz Republic (Orders of the Ministry of Education and Science of the Kyrgyz Republic No. 680/1 of August 26, 2020, and No. 818/1 of October 5, 2020), Republican Scientific and Practical Center "Okuu Kitebi" under the Ministry of Education and Science of the Kyrgyz Republic (registered with the Ministry of Justice of the Kyrgyz Republic on December 09, 2020) was established as an independent legal entity. This institution "Okuu Kitebi" is authorized to organize the process of development, examination (scientific, scientific-pedagogical and anti-discrimination and gender expertise), testing and monitoring of textbooks of educational and methodological complexes.

Thus, conducting anti-discrimination and gender expertise of draft textbooks has become a mandatory procedure in Kyrgyzstan and is institutionalized at the normative, organizational and methodological levels. Currently, all projects of educational and methodological complexes pass this examination.

This case can be used as a successful example of cooperation between a government agency, international partners and civil society organizations. It showed that in the current realities,



the inclusion of the implementation of gender-sensitive indicators in the system for assessing the performance of a state body and funding support can stimulate it to take a leading role. In addition, the implementation of measures / actions is much more effective with the participation of civil society organizations and in partnership with international organizations.

## Case B-2: Initiatives and projects to involve girls in vocational education in the field of ICT

The UN Committee on CEDAW in its recent Concluding Observations on the Report of the Kyrgyz Republic has expressed concern about the persisting significant gender gap or divide in secondary and higher specialised education (83.1% of male students compared to only 16.9% of female students, studying in energy related professions), and by the fact that women and girls continue to choose traditionally female areas of education, as well as by the fact that women are still underrepresented in the field of vocational education<sup>17</sup>.

The roots of this problem in the Kyrgyz Republic are not only in the educational system. They are based on gender stereotypes and traditional conceptions of social roles of women and men, which was confirmed by the results of the large-scale study “Gender in the perception of society”<sup>18</sup>. Despite the fact that work is being carried out in educational organisations of the country, aimed at increasing gender sensitivity and eradicating gender stereotypes, it is not so easy to overcome them. The tool of gender expertise in the process of development of educational standards, educational and teaching materials is just starting to be applied. The review of educational materials, visual media shows that the gender prejudices and stereotypes about the roles of women and men in social, economic, political, cultural development are fixed and reproduced with their help.

The analysis of the data of the National Assessment of Students’ Educational Achievements in the Kyrgyz Republic (NASEA) for 10 years indicates that girls’ educational achievements are steadily improving, while boys are lagging behind in these indicators.

Researchers previously have pointed out that international research in the field of assessment in a number of countries indicate that the results of boys in mathematics are somewhat higher than that of girls. However, this trend is not observed in the KR. On the contrary, quite often the results of girls are higher than those of boys<sup>19</sup>. The NASEA 2007 study shows that math performance of boys and girls, schoolchildren of the 4<sup>th</sup> grade, did not differ. Since 2009, girls’ results became better than the boys’. The difference was especially pronounced in 2014, reaching 5% at the level 1. In 2017, the percentage difference in the results of boys and girls fell to 3% at the level 1. It should be noted that the difference appears only at the level below

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<sup>17</sup> UN CEDAW Committee, Concluding observations on the periodic report of Kyrgyzstan, 11<sup>th</sup> March 2015, paragraphs 25, 26 (a) (b).

<sup>18</sup> Gender in the perception of society (results of the national survey), 2016. KR NSC, United Nations Population Fund, Peacebuilding Fund, International Organization for Migration, UN Women. Bishkek, 2016.

<sup>19</sup> In 2012, the CIPAF research center conducted a study in Latin America on the digital gender gap, during which it became clear that, in contrast to generally accepted opinion, girls achieve better math results in school than boys. That is, such a tendency is characteristic not only for the Kyrgyz Republic.



the basic, at all higher levels there are no noticeable differences. Regarding the 2017 study results, we can see that at the levels higher than the basic and high – boys added 1%, completely equalling girls.<sup>20</sup>

Among the students in the organisations of primary vocational education (OPVE), there are 2 times more boys than girls. Researchers note that *“such unpopularity of primary vocational education system among girls and women occurs against the background of high unemployment, including in women with higher vocational education, and also against the background of almost 80% of demand for graduates of primary vocational education system in local and foreign labour markets”*<sup>21</sup>. The list of professions for which training is conducted in educational organisations of primary vocational education, is approved by the Government of the Kyrgyz Republic<sup>22</sup>.

In the EDS for 2012-2020, gender imbalance in training was noted as a problem, since the number of workers is much lower than the number of specialists with higher education in the country. The percentage of increase in the share of girls entering OPVE was named as one of the indicators, which was 30% for the baseline 2011 year, +5% for 2014 mid-term year and should be +10% as a milestone in 2020.

However, it is still difficult to monitor the progress of implementation of this indicator. In the new SED draft for 2021-2040, in the section on assessment of OPVE status, it is noted: *“There has been an increase in the number of women in primary vocational education. However, they still make up only one third of students. Priority specialties for them are sewing, cooking, agriculture, service sector”*, i.e., there is no progress either in number (one third – is the indicator of the 11<sup>th</sup> year), or in the list of “non-traditional” professions for women.

Gender segregation in the labour market by industry originates from the professional education. Among the students of educational organisations of secondary vocational education, studying in professions related to ICT and digitalisation, men predominate, there are unreasonably few women in these specialties. So, women make up only 26.7% of students in the specialty “Computer Science and Computer Engineering” and only 7% in the specialty “Electronic Engineering, Semiconductor Devices”.

Similar trend is observed in the higher educational institutions. At the beginning of 2018/2019 academic year, women accounted for 52.8% among students of higher vocational schools, but among those studying technical specialties, women make up 25.7%.

To overcome this situation, the National 2020 Strategy of the Kyrgyz Republic on gender equality indicates as one of the areas that *“gender asymmetry with winning positions of men will no longer be the key feature of the labour market in various sectors of economy, which in turn, will reduce the vertical and horizontal segregation and will lead to implementation of the principle of “equal remuneration for the labour (work) of equal value”*.

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<sup>20</sup> National Assessment of Educational Achievements of Grade 4 Students (NASEA) - 2017 Report on the main results of the study. Bishkek 2018.p. 21.

<sup>21</sup> Report on gender gaps in access to training in the system of vocational education and employment opportunities for graduates of vocational schools, prepared by the NGO “Innovative Solutions”.

<sup>22</sup> Government Decision № 473, 28<sup>th</sup> July 2003 “On approval of the List of professions of primary vocational education in the Kyrgyz Republic.



The following objectives are set in the EDS 2040: “Minimise the factors, contributing to gender segregation in vocational education; Focus on digitalisation of education, including creation of conditions for formation of e-learning at all levels of education”.

The profession of IT specialists is considered "male" and at the same time is one of the highest paid, both in Kyrgyzstan and in the world. On the one hand, professional programmers from Kyrgyzstan, who themselves faced gender discrimination while receiving professional education and entering the labor market, were ready to become mentors for girls on a volunteer basis and give girls the opportunity not only to learn how to apply new technologies, but also to gain experience in creating their own social startup. On the other hand, Kyrgyz schoolgirls showed an active desire to study and participate in the competition.

In the context of the developed and persisting professional segregation in education system, it is necessary to note the initiatives and projects, implemented in the Kyrgyz Republic, with a special focus on vocational orientation and increasing the capacities of girls and young girls to attract them to the ICT sector and generally to technical specialties. There were a few projects, namely:

- “Girls of Technologies Century” – the project within the framework of Global Connections and Exchange (GCE) Programme in Kyrgyzstan, implemented from 2009 to 2012. The project selected girls across the whole country on a competitive basis, evaluating their leadership qualities and responsible attitude to promoting positive changes in society. Through encouragement, support, trainings, the project gave the group of young girls the opportunity to develop their capacity and leadership skills. Throughout the academic year, the senior students of pilot schools, where the program trained teachers and high school students in the Internet job skills, in social networks, different Google-services, performed volunteer work and reflected it in the social media. In the final third round of the project, the 2-week conference was held in Bishkek City, where the participants were trained in advanced ICT, leadership seminars, had meetings with women leaders who have achieved significant success in their fields. The participants developed skills in development and creation of projects, and also gained valuable experience through internships in international organisations and private companies.
- The project, implemented with the financial support of the Embassy of the Federal Republic of Germany in the Kyrgyz Republic and GIZ to increase the number of girls, entering vocational educational institutions. As part of this project, 26<sup>th</sup> April 2012 was celebrated as the International Day of Girls (Girls’ Day Kyrgyzstan) for the first time in Kyrgyzstan. The purpose of the project was presentation of educational opportunities and careers for graduates of secondary schools of the KR. Currently, the work continues in schools (professional orientation), UNICEF in the Kyrgyz Republic organises International Girls' Day on the 11<sup>th</sup> October.
- In September 2018, the #ProgrammerAyimdar social project was launched, under which 40 young girls from all over Kyrgyzstan were supposed to get the opportunity to learn the profession of IT specialist – software developer for free and to have



internships in the leading IT companies of Kyrgyzstan. More than 600 representatives of the age group 15-37 years old have applied for participation in the project. The project is implemented by the Kyrgyz Association of Software Developers and Services (KASDS) and IT-Academy, with the financial support of the Democratic Commission of the US Embassy in the KR. The proponents of the project proceeded from the fact that gender imbalance in the IT industry exists mainly due to social stereotypes. Master classes were conducted on the basics of programming in the regions for girls and women of different ages and professions. The main goal of the project is to expand the economic opportunities of girls and women through training in practical skills in the field of information technology, improving literacy, developing leadership and women's entrepreneurship.

- In 2018, the EU-funded project on promotion of IT training for people with disabilities was launched. The project objective was to pilot inclusive IT training for people with special needs and disabilities and increase their employability, where young disabled women were especially encouraged to apply. The IT Academy with support of the EU offered a one-year IT training to disabled youth to ensure their inclusion in the Kyrgyz labor market. The academy has managed to attract the attention of female students who comprised nearly 50% of the group. 25 young talented graduates, received their certificates and formally completed their education at the school in 2019. Now they all go through an internship in IT companies in order to prove that they can handle the assignments enabling them to get full job employment.
- In 2018, “Internews” provided a grant to “Kloop Media” for training of 100 women and girls in the basics of robotics and satellite construction, and also support the launch of Kyrgyzstan’s first satellite into space. The Kloop Media has conducted 5 two-week courses for 20 women and girls in robotics and satellite building by leading trainers, assisted by five fellows – young women, who participated in the previous round of “Kloop Media” satellite building training. These five young girls will lead the construction of a small satellite (up to one kilogramme) – nanosatellite (known as TubeSat). The Kloop Media employees and course participants are developing at least 50 media materials, describing the process, on the Kloop Media website and social networks to reach, according to preliminary estimates, up to half a million people in Kyrgyzstan. These materials are envisaged to help overcome some of the stereotypes and stigmatisation, associated with women in science, technology, engineering, and mathematics, and inspire girls and other young women in the country and throughout Central Asia to continue their interest in science, techniques and technologies.
- Since 2019, upon the initiative of “Rossotrudnichestvo”, the participants from the Kyrgyz Republic (both girls and boys) have been able to study for free in information technology online courses. The courses are designed for students from Abkhazia, Armenia, Azerbaijan, Belarus, India, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, South Ossetia, Tajikistan, Turkey, Vietnam, and Uzbekistan. The students from the Kyrgyz Republic are offered the work in the field of virtual reality in the multimedia “Sputnik Kyrgyzstan” press centre. The best students can receive an invitation to the leading universities in Russia on preferential terms or can get the opportunity to take internship in Russian IT companies. There are 12 programmes on the platform in the





most relevant areas: machine learning, data analysis, web development, artificial intelligence, mobile applications and others. Each educational course includes specially designed lectures, presentations and video materials, self-tests, tasks for individual work, as well as recommendations for basic and additional literature.

An example demonstrating a successful solution in expanding women's economic opportunities through stimulating employment is the activity of the **Technovation Challenge Kyrgyzstan project**. This is a global movement that Kyrgyzstan joined in 2017. Girls aged 10-18 are being trained on an online platform. Schoolgirls learn the basics of programming, make prototypes of mobile applications. The project is implemented annually, in September the recruitment of participants begins, in January a three-month training program begins, when girls work in teams under the guidance of mentors. The work of the students is evaluated by the jury, the best team gets the opportunity to go to California for the international finals, and the three winners receive financial support. The team that wins the final of the world competition receives a cash prize for the further implementation of the project. From 2017 to 2019, about 900 schoolgirls of Kyrgyzstan were trained. For the first 2 years, the program was available only in Bishkek, since 2019 it has been implemented in the regions of the country. Some mobile applications developed by Kyrgyz schoolgirls are available on the Play Market. Learning takes place in the process of finding a solution to a socially significant problem through the creation of a mobile application. Girls learn to think big and outside the box, gain skills that will be important in later life, after they enter the labor market. The program combines the most important aspects that affect women's economic opportunities: education, professional orientation, skills that create the basis for successful employment and/or self-employment of girls in the future. This is especially important considering that the IT sector is one of the most dynamically developing and promising industries, work in this area is possible from almost anywhere in the world, assumes a flexible schedule, and therefore contributes to the creation of good conditions for combining work and family responsibilities. The project's activities had a greater impact (except for the participants themselves) on the parents of schoolgirls, who were able to make sure that learning is important and useful, as well as change their stereotypical thinking. Many parents and relatives of girls, especially from the regions, have reviewed (or at least thought about) their views on "suitable and/or not suitable" professions for girls.



## Europe

In this session the topic of gender mainstreaming will be analyzed starting from the good practices in the policies to implement and to respect when considering gender equality in a textbook as in the first case B-3 from Belgium, and also from the Austrian and German initiatives adopted by schools and municipalities to let girls and boys exit the stereotypes of the job industries, getting in contact with business that can give them a wider horizon to look at.

**Belgium**, with 71.1 out of 100 points, ranks 8th in the EU on the Gender Equality Index. Its score is 3.7 points higher than the EU's score. Between 2005 and 2017, Belgium's score increased by 5.1 points (despite this progress, Belgium is progressing towards gender equality at a slower pace than other EU Member States. Its ranking has dropped by two places since 2005). Belgium's scores are higher than the EU's scores in all domains, except for the domains of time and health. Gender inequalities are most pronounced in the domains of power (55.2 points) and time (65.3 points), but compared to the past the one of power has improved in the last years, together with the domain of money (88.3 points), which is the highest. As regards the other variables/domains, no changes happened in the domain of health, whilst it has been a regression in the domain of time.<sup>23</sup>

Regarding the second country chosen for this section, with 65.3 out of 100 points, **Austria** ranks 13th in the EU on the Gender Equality Index. Its score is 2.1 points lower than the EU's score. Between 2005 and 2017, Austria's score increased by 5.8 points (+ 2 points since 2015). The country's ranking has remained the same since 2005. Austria's scores are higher than the EU's scores in all domains, except for the domains of power and time, where Austria's scores are the lowest (39.9 and 61.2 points), compared to other domains. Austria's highest scores are in the domains of health (91.7 points) and money (86.4 points).<sup>24</sup>

**Germany** - with 66.9 out of 100 - points ranks 12th in the EU on the Gender Equality Index. Its score is 0.5 points lower than the EU's score. Between 2005 and 2017, Germany's score increased by 6.9 points. Germany is progressing towards gender equality faster than the EU. Its scores are higher than the EU's scores in all domains except in the domains of knowledge and time. Compared to other domains, Germany's lowest score is in the domain of knowledge (53.7 points); its highest score is in the domain of health (90.5 points), whilst its greatest improvement is in the domain of power (+ 22.6 points). There are regressions in the domains of knowledge and time (- 1.6 points for both).<sup>25</sup>

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<sup>23</sup> <https://eige.europa.eu/gender-equality-index/2019/BE>

<sup>24</sup> <https://eige.europa.eu/gender-equality-index/2019/AT>

<sup>25</sup> <https://eige.europa.eu/gender-equality-index/2019/DE>



### Case B-3. Experience in promoting and implementing anti-discrimination and gender expertise in textbooks – Belgium

Since the decree of 19th May 2006 on the approval and dissemination of school textbooks, school software and other teaching materials to be used in compulsory education establishments, the **Steering Committee on Compulsory Education in the Walloon-Brussels Federation** in Belgium has been in charge of granting their approval. Based on the opinion of a commission made by school inspectors, the educational tools are submitted to this committee with the scope of being used in compulsory education establishments.

The committee duties are to watch over the respect of the rules and requirements within the equality framework, based on Articles 3, 1° and 12, 1° of the Decree of 19 May 2006 which state that the textbook have to prove:

*“respect for the principles of equality and non-discrimination such as those described in particular in Articles 10 and 11 of the Constitution, in the Laws of 30 July 1981 on the punishment of certain acts stemming from racism or xenophobia and of 25 February 2003 on combating discrimination, amending the Law of 15 February 1993 establishing a Centre to Promote Equal Opportunities and Combat Racism, and in the Decree of 19 May 2004 on the implementation of the principle of equal treatment”.*

For doing so, a detection book, has been written and approved, titled “Sexes & manuels Promouvoir l’égalité dans les manuels scolaires<sup>26</sup>” (Gender and Textbooks – Promoting equality in the school textbooks): its aim is to enable education stakeholders to address the issues gender equality, being it between women and men or girls and boys, to detect and avoid gender based discrimination and promote the fair representation of women and men in school textbooks and other teaching materials.

The target of this publication is teachers, school inspectorate, publishers, educational teams or departments, organising bodies and any other public or private institution or organisation working in the education field.

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[http://www.egalite.cfwb.be/index.php?eID=tx\\_nawsecuredl&u=0&g=0&hash=7808fe4e708637e56ca6c08c849ea0c9da437042&file=uploads/tx\\_cfwbitemsdec/Sexes\\_et\\_manuels\\_Publication\\_2\\_pages.pdf](http://www.egalite.cfwb.be/index.php?eID=tx_nawsecuredl&u=0&g=0&hash=7808fe4e708637e56ca6c08c849ea0c9da437042&file=uploads/tx_cfwbitemsdec/Sexes_et_manuels_Publication_2_pages.pdf)





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## ANNEXES

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The team wrote in the manual a set of parameters or findings to consider when analyzing a textbook:

- Qualitative - it is about finding both men and women, girls and boys, in a variety of situations.
- Quantitative - it is about having a balanced representation of men and women, boys and girls.

According to this guide, a manual should show:

- Girls and boys playing a variety of games: both physical and intellectual, both inside the house and outside.
- An equal proportion of girls and boys: interested in school work or not, showing a positive attitude towards work or not.
- Girls and boys with various qualities and defects.
- Girls and boys who sometimes practice together, sometimes in isolation: various games, both physical and intellectual, both inside the house and outside; various sports, both team and individuals
- Both women active in life professional or practicing leisure activities and men involved in family life and domestic chores without showing the facts as unusual or difficult.



The jobs carried out by women will be varied and not confined to occupations considered to be female.

- Fathers like mothers taking care of babies and toddlers.
- Fathers and mothers playing or spending time with their children, girl or boy, as part of leisure.
- Men and women represented in practice technical or scientific professions.
- Women, like men, represented as occupying positions of responsibility or related to power.
- A manual should show the positions that women have occupied at all times: to show both their presence in the varied participation in public and professional life and be informative about the restrictions that have been or are imposed on them.
- Exceptional women who exercise or have exercised power or participated to protest movements, brought knowledge or achieved great deeds.
- Social advances gained through the struggles of feminist movements.

The main recommendations are related to the following ones:

- the manual proposes a more or less equivalent number of sentences where the subject of the verb is feminine or masculine.
- the personal pronoun "I" relates almost as much to a female subject that masculine
- the feminization of the names of trade, function, grade or title, is applied, in accordance with the decree of the French Community of June 21 of 1993 relating to the feminization of the names of trade, function, rank or title.
- The syntax represents both feminine and masculine pronouns: In the conjugation, always indicate the feminine pronoun "she" next to the masculine pronoun "he".

"Gender and textbooks" was presented to the public at a colloquy held on 16 October 2012 attended by over 350 people. Over 8,000 copies of the manual were printed and sent to stakeholders, trainers, teachers and inspectors who requested a copy. Contacts were also made with publishers of school textbooks, and joint projects were set up with those who wished to cultivate this aspect in their publications<sup>27</sup>.

#### Case B-4: Girls' days and Boys' Days- in Austria and Germany

At the end of high school, before obtaining the school qualification, it is the moment for students to choose their interests and possible future career. There's still a big gap between the choices of women and men, because the firsts tend to opt for careers that are typically for women, according to the still present stereotype. The result is that, as reported by the Austrian government, fifty per cent of working girls and young women are

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<sup>27</sup> <https://rm.coe.int/1680590fe0>



to be found in not more than three service sectors: commerce, the health and social sector and the hotel and catering sector<sup>28</sup>.

By comparison, the percentage of girls taking up jobs in trades and manufacturing or engineering is still limited. In Austria and in Germany, girls are not enough represented in trades and engineering, failing to use their full career potential, because of diverse social and structural factors. Enterprises, on the other hand, are always in needs of qualified experts, especially in the fields of engineering and for scientific job positions.

Austrian and German government state that what girls lack is information and support, when it comes to making their choice from across the entire career spectrum, and to selecting the job that would correspond to their interests and talents, and which they would enjoy doing.

This is the reason behind **Girls' Days**, an event that takes place in Germany and Austria every 4th Thursday of April, inspired by the USA's "Take our daughters to work" day, a successful event to let the young teenagers get a feeling of what their parents' jobs were like.

In Austria and Germany, some of the federal laender have organised Girls' and/or Daughters' Days since 2001/2002. The idea is to promote a significative turn in the trends regarding the career choice of girls and to alter their perspective on the world of work. In order to encourage girls to conquer new professional fields in the STEM subjects, schoolgirls from the age of 6 are invited to the "Girls' Day" which is organized in the public sector each year. Since 2006, this action day has taken place within the federal ministries and the subordinated departments on the basis of a Ministerial Council Decision and allows the girls to gain an active insight and real experience within the public sector. There is also a "Girls' Day MINI" that has taken place since 2015 and addresses girls in the kindergarten age group of 4 years upwards.

According to the website of Toechtertag.at, a dedicated online resource about the Daughters Day in Vienna, the situation that it is to change is the following:

*"Women in the "classic" female apprenticeships:*

- *total female apprentices: 35,205*
- *Retail clerk 22.9%*
- *Office clerk 11.3%*

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<sup>28</sup> [https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender\\_equality\\_in\\_the\\_labour\\_market/girls\\_day.html](https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender_equality_in_the_labour_market/girls_day.html)



- *Hairdresser 9.1%*
- *total of these three professions: 43.3%*

*In 2002, 57.5% of all girls in Vienna opted for the “classic” three apprenticeships: retail saleswoman, hairdresser and office clerk. Since 2009, the proportion of these occupations has been below 50% (all figures: apprentice statistics from the Vienna Chamber of Commerce as of 12/2018).*

### *Women at the Vienna University of Technology*

*The proportion of women in technical subjects is currently around a quarter, but over the years it has developed somewhat in favor of the proportion of women.”<sup>29</sup>*

### How does it work?

It is a national day when all the girls from the 5th grade are invited to take part and it aims at spreading knowledge among them about all the spectrum of different job sector they might be interested in. During the Girls' Day, different companies from all the sectors organize visits and welcome the girls that will work there for that day. The idea of Girls' Day is that of an integrative action day with the focus on experience-oriented situations, hands on the possible future job: through it the aim is to encourage girls in considering new job markets and occupational areas even if stereotypically not “for women”.

This is made according to the objectives of Girls' Day, that are:

- to change the stereotypical career planning of girls and to arouse their interest in careers in scientific and future-oriented jobs;
- to draw the attention of enterprises to the potential of girls and to create a contact between them;
- to raise awareness among parents and the general public to the fact that the demand for girls in traditionally male-dominated jobs is constantly rising. It is important to note that the information girls get about new career options is not merely theoretical - acquired in talks with experts: On Girls' Day they also get the opportunity to become actively involved putting hands on the real tasks of a daily job routine, so that they are free to experiment, thus strengthening their self-confidence and trust in their own skills.
- Girls' Day is intended to offer girls the opportunity to become aware of the full spectrum of options at their disposal and as a consequence to widen the range of their career choices to include areas beyond traditional role models.

Project success is documented through statistically-measurable effects. Regarding Toechtertag,

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<sup>29</sup> <https://www.toechtertag.at/der-tochtertag/zahlen-und-fakten/>



the results reported are of around 40,000 girls who took part in Daughters' Day from 2002 to 2018 and in the same timeframe around 800 different companies took part.

In Germany since Girls' Day first started in 2001, companies and organisations have participated in more than 150,000 events for about two million girls.

## Girls' Day – A Success Story

### Results of the scientific evaluation

The nationwide Girls' Day draws maximum attention to gender-sensitive career-orientation once-a-year.

This has a lasting effect. Results of scientific evaluations prove a positive development.



In the German evaluation it is reported that more than 96 percent of the girls assess Girls' Day as 'good' or 'very good'. 70 percent got to know professions on Girls' Day in which they are interested. 38 percent of the girls can imagine working in the field they got to know on Girls' Day; 38 percent of the participating organisations get enquiries for internships and apprenticeships<sup>30</sup>. For more than one in five companies these lead to an employment of female candidates. The evaluation shows a very successful result leading toward a solid change in the vocational orientation and an opening toward gender equality especially in the often-discriminating technologic sector.

There is also the equivalent for boys, **Boys Days**, and it is organized with the aim of attract boys to jobs fields that only few men are in, like nursing education and social works.

<sup>30</sup> <https://www.girls-day.de/daten-fakten/das-ist-der-girls-day/ein-zukunftstag-fuer-maedchen/english>



It usually takes place on the second Thursday of November each year and boys from 12 years old are invited to join. The intention of the concept was first and mostly to make boys aware of the gender stereotypes of career choice and this way to interest them in more or less excluded and allegedly only girls-typical or suitable occupational fields. Linked to this was the propagation of a different, new image of men, which increasingly includes responsibility for children, socially marginalized or weak people.

#### Useful links:

- Austria:  
[https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender\\_equality\\_in\\_the\\_labour\\_market/girls\\_day.html](https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender_equality_in_the_labour_market/girls_day.html)  
<https://www.boysday.at/daten-fakten/uber-den-boys-day>
- Germany:  
<https://www.girls-day.de/daten-fakten/das-ist-der-girls-day/ein-zukunftstag-fuer-maedchen/english>





## C. PUBLIC INSTITUTIONS

### Kyrgyzstan

#### Case C-1. Promotion of an integrated gender approach in (gender mainstreaming) in the activities of state bodies

In the Kyrgyz Republic, the achievement of equality between women and men is recognized as one of the key development goals. This recognition is reflected in the country's efforts to fulfill international obligations to achieve gender equality and national legislation, the Constitution stipulates that "in the Kyrgyz Republic, men and women have equal rights and freedoms, equal opportunities for their realization" (article 24).

In order to implement constitutional guarantees of gender equality, a set of measures must be implemented in various spheres and at all levels. The Law of the Kyrgyz Republic "On state guarantees of equal rights and equal opportunities for men and women" prescribes for this to apply an integrated approach to gender issues - a strategy through which the interests and experience of women and men become an integral aspect in the drafting, implementation, monitoring and evaluation of legislation, policies and programs in all political, economic, labor, social and other spheres in order to eliminate inequality between men and women (Article 1).

Also, in this Law, among the foundations of the state policy to ensure gender equality, the following relevant for the use of an integrated gender approach are identified:

- the creation of institutional mechanisms for the implementation of gender policy;
- development and implementation of state targeted programs aimed at achieving gender equality;
- integration of gender approach into state, regional and local development programs and strategies.

The National Development Strategy of the Kyrgyz Republic for 2018-2040 also sets a number of development priorities, including achieving gender equality in all spheres.

The introduction of an integrated gender approach into sectoral policies, strategies and programs is not an easy task in conditions when civil servants are experiencing difficulties with identifying gender aspects, tasks of socio-economic development solved by their departments.

These difficulties are both objective and subjective in nature, their overcoming requires systemic changes related to changes in data collection systems, analytical work, strategic planning, existing monitoring and evaluation systems. All this requires a serious increase in the capacity of civil servants of line ministries.

In 2008, a functional analysis of the national gender mechanism in the Kyrgyz Republic was carried out, as a result of which gaps and weaknesses of the institutional structures and mechanisms existing at that time in the field of gender policy implementation at the level of central bodies, line ministries and territorial bodies, local self-government bodies were identified. Based on the results of the functional analysis, recommendations were made



aimed at ensuring institutional sustainability in the field of gender policy. Among the measures being developed, it was necessary to provide approaches providing for a unified and systematic approach to consolidate responsibility for the introduction of gender approaches into the activities of various public administration and local self-government bodies, the introduction of a system of gender monitoring and evaluation in management processes, and a systematic increase in the capacity of state and municipal employees on gender analysis, planning and budgeting. Without such an approach, the institutional memory of the implementation of the State gender policy will be limited to formal performance reports. Achieving real progress will be in question.

One of the main recommendations of the functional analysis was the fulfillment of the requirement stipulated by the Law of the Kyrgyz Republic "On State guarantees of equal rights and opportunities for men and women", on the creation and functioning of an authorized coordinating state body in the field of gender policy. As a result of the reform of the public administration system, since 2009, the functions of the key State body responsible for the implementation of gender policy have been transferred to the Ministry of Labor, Employment and Social Development of the Kyrgyz Republic. A Department for Gender and Child Protection has been established in the Ministry, while this does not exempt other departments of the Ministry from responsibility for introducing a gender approach into their activities. It is important to note that the Ministry of Labor and Social Development of the Kyrgyz Republic is also the authorized responsible body for the implementation of gender policy in the country and the Gender Issues Department for the implementation of state gender policy is successfully functioning in the structure, which also coordinates issues on the implementation of the National Strategy for Achieving Gender Equality and National Action Plans for Achieving Gender Equality.

Not only the Gender Issues Department, but also other departments of the MLSД have successfully implemented an integrated gender approach in their activities.

The introduction of an integrated gender approach will allow achieving great results of public policy in all areas and will allow bringing services provided by public authorities to all consumers, including the most vulnerable segments of the population.

The content of gender policy as a whole is closely intertwined with the activities of state bodies and local self-government bodies in specific areas (education, culture, healthcare, transport, construction, housing and communal services, etc., etc.). Ministries and departments, local self-government bodies are required to conduct their work taking into account gender approaches. That is, gender policy is cross-cutting and does not have a separate content.

From a functional point of view, gender policy requires the development of institutional measures: a regulatory legal framework for gender approach, a funding system, personnel work, strategic communications, that is, an appropriate structure at the level of the Ministry of the Kyrgyz Republic.

The coordination of gender policy can be improved by existing State bodies and advisory structures, provided their capacity is strengthened.

The implementation of gender policy is carried out directly by subordinate structures of ministries and departments, central bodies, local state administrations, local self-government bodies.





At the same time, it is the local self-government bodies and the local state administration that are directly in contact with the consumers of the results of gender policy: specific men and women living on their territory.

Over the years, the process of improving and strengthening the national institutional mechanism for the implementation of gender policy in the Kyrgyz Republic allows us to note the following successful examples:

- The National Council for Women, Family and Gender Development under the Government of the Kyrgyz Republic is a coordinating and advisory body designed to ensure the implementation of State policy on women, family and gender development. The Council consists of ministers, heads of the Supreme Court, the Prosecutor's Office, the Ombudsman, representatives of the Government in the regions, as well as gender NGOs;
- The Council for Women's Rights and Prevention of Gender-based Violence under the Toraga (Speaker) of the Jogorku Kenesh (Parliament) of the Kyrgyz Republic has been established in the Parliament (since 2020), the Council includes deputies from all factions of the Jogorku Kenesh and representatives of civil society organizations working in the field of protecting the rights of women, children and other vulnerable groups. The Council is an advisory body on women's rights, combating gender-based violence and discrimination. The Council is authorized to represent the Jogorku Kenesh of the Kyrgyz Republic on issues of gender equality, combating gender-based violence and discrimination in international relations, in international organizations on the basis of relevant decisions of the Toraga of the Jogorku Kenesh. The Council has the following tasks:
  - ensuring communication of the Jogorku Kenesh with state bodies, civil society and international organizations on issues of gender equality and sexual and gender-based violence;
  - development and submission of proposals and recommendations to the Jogorku Kenesh regarding the legislative and supervisory functions of the Parliament on gender equality, gender violence and discrimination;
  - monitoring the implementation of legislative acts in the field of women's rights, gender equality, gender violence and discrimination.
- A Forum of Women Deputies has also been formed and is functioning in the Parliament (since 2011) as a platform for promoting legislation on gender equality. The role of the Forum is key, as it promotes inter-party cooperation of all factions and contributed to the introduction of gender aspects in parliamentary discussions. The Forum of Women Deputies actively advocated for legislation on women's rights, promoted gender-sensitive laws and gender analysis of legislation. The Forum meets on a regular basis, and also conducts trips to the regions to meet with voters.



- The gender officers in ministries, departments, local State administrations and local self-government bodies are part of the national mechanism. Their work on the implementation of gender approaches in the activities of their organizations is combined with the performance of other responsibilities. As a rule, one of the deputy ministers, heads of state bodies is assigned responsibility for coordinating the implementation of gender policy in the relevant body.
- Advisory councils on gender issues are formed at the level of Aiyl Okmotu (local government), rural, city administrations, city hall, which consist of:
  - Deputies of local kenesh – members of permanent commissions;
  - Local activists and members of NGOs, including women;
  - The Secretary of the Council to appoint everywhere responsible secretaries of aiyl okmotu.

The function of the local advisory council is to develop proposals and measures to achieve gender equality for inclusion in the Aiyl Okmotu development plan and its budget. The share of the civil sector in the composition of the advisory board should be at least 30% of the total number of members. The proportion of women in the councils should also be at least 30%.

- At the district level – Deputy Akim coordinates work on gender issues.
- The authorized State body in the field of gender policy summarizes the republican (national) action plan for achieving gender equality, supplements it with strategic measures, as well as other policy documents on gender issues and sends them to the National Council for discussion.
- The implementation is carried out by the authorized state body of the Kyrgyz Republic, ministries and departments, local state administrations and local self-government bodies. The judiciary implements the enforcement of international and national legislation on gender policy.
- The Office of the Ombudsman of the Kyrgyz Republic has a department for the protection of the rights of women, children and the family. Based on the monitoring results, the Ombudsman prepared and presented 2 special reports to the Parliament: "On the observance of the labor rights of women and children in the Kyrgyz Republic<sup>31</sup>" and "On the observance of women's reproductive rights<sup>32</sup>".
- The Ministry of Justice and the Parliamentary Apparatus conduct gender expertise of draft regulatory legal acts. The Government Apparatus coordinates the process of gender expertise.
- Monitoring of the implementation of the National Action Plan for Achieving Gender Equality is carried out regularly by the National Council, the Parliamentary Committee and periodically - at least once every six months.

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<sup>31</sup> <https://ombudsman.kg/files/docs/reports/2016/observance-of-the-labor-law.pdf>

<sup>32</sup> <https://ombudsman.kg/files/docs/reports/2016/observance-of-the-reproductive-rights.pdf>



- The National Statistical Committee regularly collects gender-disaggregated indicators developed by the authorized State body in the field of gender policy, taking into account national needs and international obligations.
- The Agency for Civil Service Affairs develops and implements a policy of training and advanced training of personnel of public authorities, as well as taking into account gender requirements in the certification of civil servants, monitors compliance with gender balance in the composition and in the practice of promotion of civil servants and develops recommendations on its compliance.
- The Academy of Management under the President of the Kyrgyz Republic trains personnel for public authorities, develops and conducts trainings for members of National Councils and heads of state and local self-government bodies on gender issues, state and municipal employees of different levels.
- The Government annually prepares and submits to the Jogorku Kenesh a report on the state of affairs in the field of gender equality.
- The Prosecutor General's Office oversees the legality of the application and enforcement of gender legislation, the Ombudsman examines applications for violation of rights and gender discrimination and takes the necessary measures within its powers.
- The Public Broadcasting Corporation of the Kyrgyz Republic, republican and local state media - conduct communication campaigns to highlight the state gender policy.
- Civil society has the right to integrate gender development issues into policy in the process of consideration, recommendations for the approval of state programs, coordination of the priority of implemented activities within these programs. The participation of civil society can be both consultative in the phases of policy development and analysis, and executive in the implementation phase as a contractor of the state social order. Monitoring and evaluation is part of the policy analysis, and the provision of social services is carried out within the framework of the state social order.
- The Law of the Kyrgyz Republic "On Public Councils of State Bodies", which are established and operate under ministries and departments, provides for an imperative requirement for no more than 70% of persons of the same sex to be represented in the membership of public councils.



## Case C-2. Implementation of the gender dimension in the methodology of strategic planning of sustainable development at the national and regional levels

The tasks of the gender approach do not include removing differences between men and women, but recognizing and taking into account existing differences, including reproductive ones, and creating equal economic, social and political opportunities for self-realization of representatives of both sexes. Equality of the sexes does not mean their likeness to each other or identity, nor does the fact that this equality should not establish as the norm such conditions and lifestyle that are inherent in men. *Gender equality* is an equal assessment by society of the similarities and differences between women and men, the various social roles they play.

It is necessary to realize that the principle of equality includes the right to differences, i.e. the right that implies the need to take into account the distinctive features characteristic of women and men associated with their belonging to a particular social class, their political views, religion, ethnic group, race or sexual orientation. At the same time, it is very important to realize that not all women and not all men are the same, that the differences between groups of women can be much greater than the differences between women and men. Gender trends are essential here, and not just the use of gender stereotypes.

Politics and socio-political structures play a primary role in modeling living conditions and, in this regard, often institutionalize the preservation and reproduction of the status of a particular gender established in the conditions of a particular society. State programs and policies should be aimed at constructing and rejecting existing traditional sexist approaches that perpetuate inequality.

Proper gender-sensitive planning, implementation, budgeting, monitoring and evaluation of the activities of state programs has an economic effect, since active women and men together provide 100% of the productive workforce. Research proves that gender discrimination reproduces poverty, slows down economic development and weakens governance.

"An integrated gender approach is the process of assessing and analyzing the impact of any planned event on men and women, including legislation, policies and programs, in any sphere and at all levels. This is a strategy that allows taking into account the needs and experiences of men and women as integral components of the development, execution, monitoring and evaluation of policies and programs in the political, economic and social spheres so that women and men receive the same benefits from them and so that inequality does not take root."

UN Economic and Social Commission 17/7/97

Basic principles underlying an integrated gender approach:

- Striving to achieve gender equality is the task not only of women, but of all members of society;
- Promoting gender equality will benefit everyone;



- Gender equality should be given attention in all development programmes and at all stages of the programme cycle;
- In cases of significant imbalance, it is necessary to take gender-specific measures aimed at eliminating inequality (usually women) and improving their position in society;
- Attention should be paid to both practical and strategic gender needs.

An integrated approach to solving gender problems is an institutional strategy aimed at providing equal opportunities and rights to men and women as participants, beneficiaries and decision makers to conduct systematic work aimed at reducing gender inequality in legislation, public policy, program and budget activities at all stages of the program cycle.

An integrated gender approach should be harmoniously integrated into the policy management cycle and include three stages:

1. Conducting a gender analysis of sectoral problems.
2. Gender-specific planning, budgeting and implementation.
3. Conducting gender monitoring and evaluation.

For the first time in the history of sovereign Kyrgyzstan, in such country documents as the National Strategy for Sustainable Development until 2017 and the Program and Plan of the Government of the Kyrgyz Republic for the Transition to Sustainable Development for 2013-2017, the issues of the role of women, family and gender development are included as one of the priorities of sustainable development. The proposed tasks and measures are fully consistent with the goals and objectives defined in the National Strategy for Achieving Gender Equality until 2020 (approved by Government Decree No. 443 of June 27, 2012).

It should also be noted positively that gender indicators have been included among the key indicators of sustainable development. Thus, **out of 70 target indicators of human development (2013-2017)** defined in the Program for the Transition of the Kyrgyz Republic to Sustainable Development for 2013-2017, **23 indicators are gender sensitive**.

Recognition of the need to implement an integrated gender approach at all stages of strategic development planning was manifested in the following effective steps by the Government of the Kyrgyz Republic:

- Methodology for Strategic Planning of Sustainable Development and Methodology for Assessing the Inventory of Strategic and Program Documents were approved by the Order of the Ministry of Economy of the Kyrgyz Republic (dated 27.02.2015 No. 45). In which gender issues are included as a cross-cutting criterion (along with issues of regional development and intersectoral relationships), and recommendations are given on the criteria for assessing the gender component in strategic documents. Criteria for evaluating the gender component:

The maximum score is 10 points.

**8-10 points** - The maximum, positive assessment ("gender-positive document"). Integrating the gender dimension in all 3 parts of the document:



- a. in the situation analysis/formulation of the problem (given gender-disaggregated statistics, identifies differences in the negative impact of the problem or problems in women and men);
- b. in the formulation of gender-oriented tasks / actions (e.g. when a task is directly aimed at changing gender inequality and mitigate the effects of inequality, or have special arrangements with respect to gender-vulnerable groups);
- c. there are gender indicators among the implementation indicators.

**4-7 points** - the average score ("gender-oriented document"). Partial consideration of gender aspects. When developing strategies, it is important to determine the gender effects and consequences of the planned measures on different groups of the population: women and men, boys and girls, residents of urban, rural, mountainous areas, people with disabilities, the unemployed, etc.

**0-3 points** is the minimum score ("gender blind, gender indifferent document"). The document completely lacks consideration of gender aspects, gender analysis of issues.

- The Ministry of Economy of the Kyrgyz Republic conducted a review of the results of the inventory of strategic documents (selected for testing the methodology) according to the criteria for assessing the gender component. Out of 17 strategic documents of ministries, departments and regions, only 1 document was assessed as gender-positive (the National Health Reform Program of the Kyrgyz Republic "Health"), 5 documents were gender-oriented<sup>33</sup> and 11 documents were gender-blind<sup>34</sup>.
- A training module for specialists of state bodies on the gender dimension of sustainable development has been developed, tested and implemented.
- Gender issues are also included as a cross-cutting component in the methodological recommendations on strategic planning of sustainable development (at the national and regional levels), as well as in the Methodological Guidelines for Local Governments on the Sustainable Development Plans and Strategies, and detailed recommendations are given on the consideration of gender aspects at all stages of planning, including the inclusion of gender experts in the working group, gender

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<sup>33</sup> The Strategy for the development of social protection of the Population of the Kyrgyz Republic for 2012-2014, the Strategy for the Development of Education in the Kyrgyz Republic for 2012-2020, the draft Export Development Strategy of the Kyrgyz Republic for 2013-2017, the Development Program of the Jalal-Abad region for 2013-2017, the Development Program of the Naryn region for 2012-2017.

<sup>34</sup> Medium-term strategy for the development of the electric power industry of the Kyrgyz Republic for the period 2012-2017; draft Strategy for the Development of Agriculture of the Kyrgyz Republic until 2020; Concept of Environmental Safety of the Kyrgyz Republic; draft Medium-term Strategy for the Development of Tourism until 2017; Bishkek City Development Program "Updated Capital" for 2009-2012; Chui Region Development Strategy for 2011-2013; Batken Region Development Program for 2011-2014; Osh Region Development Action Plan for 2013; draft Socio-economic Development Strategy "Ordoluu Osh" for 2013-2017. ; Development Strategy of Issyk-Kul region for 2012-2014; Medium-term development program of Talas region for 2012-2014.





analysis of problems, the definition of gender-specific priorities, the allocation of gender indicators, etc.

- Methodological recommendations on strategic planning of sustainable development, including in terms of gender aspects, were tested on the examples of the development of Sustainable Development Strategies of the Naryn region and the Suusamyр Aiyл Aimag for 2013-2017.

Gender equality is often called a "cross-cutting" issue, which means that in any sphere: in the economy, in social development, in culture, in environmental protection, etc., there are objective causal differences in the needs and opportunities of women and men. Certain measures may affect the situation of women and men in different ways. Accordingly, for a qualitative solution to a particular problem, it is necessary to consider them from different sides and highlight specific gender aspects. Therefore, at the stage of analyzing the current situation, it is also necessary to conduct a gender analysis of the problems in the territory. To do this, it is necessary to collect appropriate gender-separated statistics in dynamics by year (3-5 years) in different public spheres. What can this statistic show, how to interpret it correctly and draw the right conclusions?

**Recommendations on the analysis of key gender indicators of sustainable development in various public spheres are given below:**

Questions to identify gender issues	What statistics need to be studied	Current trends and possible conclusions	Recommendations for policy measures
<b>In the economic sphere</b>			
Do women and men of the relevant region/district have equal opportunities to engage in economic activity?	The level of economic activity of women and men by territory (%)	As a rule, the level of economic activity of women is 20-30% lower than that of men, which suggests that women have fewer opportunities to engage in economic activity	- measures to increase women's employment; - special measures to support women's entrepreneurship, including assistance to women in opening and developing their business (access to financial, technical resources, training, etc.);
	Number of employees by type of enterprise, by gender and territory (people / %): - small - average - large	There is a gender imbalance: there are several times fewer women than men among the employees of enterprises	- organization of fairs, forums, exhibitions of products and services of women's business with the involvement of potential partners; - Encouragement of women's
	Number of managers: - economic entities with private ownership by gender and territory (people / %); - active individual entrepreneurs by	On average, there are 3 times fewer women in the republic among the heads of economic entities with private ownership, individual entrepreneurs, heads of farms, which indicates, on the one hand, less participation of women in business, and on	





	gender and territory (people / %); - peasant (farm) farms by gender and territory (people / %)	the other hand, limited opportunities for women to occupy leadership positions.	entrepreneurship by local authorities (letters of commendation, etc.)
<b>In the social sphere</b>			
Is there equal access to social benefits for women and men (health, education, labor, social protection)?	Life expectancy, by gender (years)	On average, the life expectancy of women is 6 years higher than that of men. When retiring, modern women are more likely to live for about another 21 years, while men are only 14 years. The gap in life expectancy is associated with differences in the mortality rate of the sexes: the mortality of men is 1.5 - 1.6 times higher than the mortality of women. The mortality of men is largely due to socio-cultural factors: gender stereotypes of masculinity "justify" more risky behavior of men, as a result of which the mortality of men from external causes (accidents, injuries, alcohol poisoning, murder, etc.) is 4-5 times higher than the female one. In addition, men are examined irregularly and seek medical help late, which is also due to gender stereotypes.	- to carry out information and explanatory work among different groups of the population (youth, adults, elderly, employed/ unemployed, etc.) on changing gender stereotypes; - development and implementation of measures of targeted work with the male and female population for the prevention of diseases;
	Mortality by main classes of causes of death, by sex (people)		
	Morbidity, by gender: - tuberculosis - brucellosis - alcoholism - drug addiction - HIV / AIDS - others		
	Poverty level by gender of the head of household	Higher indicators of poverty and unemployment among women indicate that existing measures to ensure employment and combat poverty are not sufficient and need to be revised taking into account specific gender characteristics. It is more difficult for women to find a job, because they have additional requirements to combine work with family	- special employment programs for women; - retraining of women in professions in demand on the market with a high level of pay; - expansion of the number of kindergartens and their coverage of preschool children;
	The ratio of women and men among the recipients of State benefits by category: - a single monthly allowance - social benefits		
	Ratio of women to men in the number of		- introduction of new models of child care



	officially registered unemployed, by age	<p>responsibilities (caring for children, elderly family members, doing housework), as well as difficulties with overtime work, work related to business trips.</p> <p>At the same time, female poverty perpetuates child poverty. Conversely, providing women with income leads to such social positive effects as improving the health and access to education of children, since women direct about 80% of their earnings to these needs. Thus, the reduction of female unemployment is an investment on the part of the state, which will pay off many times by improving the education and health of children.</p>	<p>(community kindergartens, etc.) on a part-time basis;</p> <ul style="list-style-type: none"> <li>- provision of benefits when placing children of single mothers in kindergartens;</li> </ul>
How is the right of women and men to be protected from discrimination and gender-based violence ensured?	<p>The number of appeals by gender and age on issues of family and gender-based violence (sexual violence, sexual harassment, ala-kachuu, polygamy, molestation of minors, human trafficking, violation of labor rights based on gender, etc.):</p> <ul style="list-style-type: none"> <li>- to law enforcement agencies,</li> <li>- to local self-government bodies,</li> <li>- other organizations (courts of elders, regional perinatal center, NGOs, crisis centers, etc.)</li> </ul> <p>The number of temporary protection</p>	<p>Family and gender-based violence manifests itself in the spread of polygamy, early, forced marriages, etc. At the same time, there is practically no network of state and municipal institutions to provide assistance to victims of violence.</p> <p>Every year, crisis centers and other institutions receive about 7 thousand appeals from victims of various forms of domestic violence. Among the victims are mainly women, children and the elderly.</p> <p>At the same time, the Ministry of Internal Affairs registers 3 times fewer facts of family violence, which indicates a low confidence in the police on the part of the victims.</p>	<ul style="list-style-type: none"> <li>- measures to prevent violence, including family violence;</li> <li>- allocation of funding in local budgets for specialized institutions to assist victims of violence (shelters, crisis centers, etc.);</li> <li>- creation of committees in each aiyl okmotu (local government) to prevent and combat family violence, which include representatives of local governments, internal affairs, education, social protection, health, local NGOs.</li> </ul>



	orders and judicial protection orders issued by gender and age;		
	Availability of social services (crisis centers, shelters, etc.) providing assistance to victims of violence, street children, families in a crisis situation: - state - municipal - non-governmental		
<b>In the field of ecology, environmental protection</b>			
Is access to and management of water and sanitation provided?	The number of settlements without access to the water supply and sewerage system	Access to clean water significantly affects health and the amount of time spent on domestic and reproductive work, mostly performed by women.	<ul style="list-style-type: none"> <li>- Measures for the water supply of social institutions;</li> <li>- Measures to cover social institutions with sewerage, including the use of new safe models (for example, Eco-sanitary toilets<sup>36</sup>);</li> <li>- Measures to attract more women to Water User Associations;</li> <li>- dissemination of the successful experience of the Association of Water Users, including in the leadership of which there are more women</li> </ul>
	Number of social institutions of education and health care without access to sewerage	Lack of proper access to clean water and sanitation leads to an increase in infectious diseases, especially among children.	
	Incidence of acute intestinal infections, by gender and by area	According to statistics, the highest mortality rates from parasitic and other infectious diseases are registered among men. This is primarily due to the fact that men, in accordance with stereotypical ideas, "should not take care of their health, as this is an indicator of weakness." Thus, the men of the part are too late to seek medical help <sup>35</sup> .	
	The number of women and men among the members of Water User Associations, as well as among the heads of Water User Associations.		

<sup>35</sup> The study of the potential impact of small and mini-hydroelectric power plants on the social and gender development of local communities of the Kyrgyz Republic in the places of their planned installation. GEF, UNDP - B.2010

<sup>36</sup> The model of Eco-sanitary toilets is described in more detail in the publications:  
<http://www.biom.kg/wp-content/uploads/2013/03/applied-sanitation.pdf>  
<http://www.wecf.eu/download/2009/June/KyrgyzstanSanitationCaseStudyRussisch.pdf>



		Women in the Association of Water Users are less than 20%, and there are practically few of them in the leadership. At the same time, according to the results of research, it is said that Water User Associations headed by women conduct their work more efficiently and pay more attention to issues of quality and access to drinking water.	
Is access to natural and energy resources ensured?	The number of women and men among the owners of land plots		- measures to improve the legal literacy of women in rural areas (land rights) (for example, issuing an information leaflet at the Registry Office during marriage registration explaining the right to land, including the transfer of a land share in case of moving to another village)
	Access to electricity, by district	Children and women who stay in poorly heated rooms longer than men are more likely to have health problems. For example: excessive and poor quality of power supply to educational organizations reduces the health of students, as well as teachers, among whom women predominate.  Women and children suffer more from unsatisfactory electricity supply, as this limits the possibility of using household appliances and requires great efforts in household management.	- measures to ensure uninterrupted supply of electricity, especially to social institutions;  - education and dissemination of energy-efficient technologies and alternative energy sources (solar collectors, solar furnaces, etc.) among the population, especially among single-parent families headed by women.

Thus, taking into account gender aspects in the development of the strategic document allows:



- √ to consider the problems of the region in terms of the needs and interests of people from different sides, i.e. people (women and men) will be visible behind the numbers and words;
- √ to identify the most relevant gender problems and/or gender specifics of problems in the field of economics, social development and ecology;
- √ identify the most "problematic" areas, settlements on certain gender-specific issues;
- √ identify specific target groups (among women and men) and specify problem-solving measures with a focus on these groups;
- √ take into account possible positive or negative consequences for different groups of women and men;
- √ formulate expected gender-measurable results and indicators;
- √ plan costs more effectively and increase the positive effects of implemented measures, thanks to greater targeting (the allocation of specific target groups of women and men) and the detail of policy measures.



## Europe

In this section, the topic of the research is seen from the perspective of the institutions and more specifically the investigation focuses on the implementation at governmental policy levels of practices of gender mainstreaming: two countries have been selected for their good achievements, **Sweden** and **Iceland**.

From the 2019 European Gender Equality Index, **Sweden**, with 83.6 out of 100 points, ranks first. Between 2005 and 2017, its scores improved in all domains and it is the results of major changes in the policies and in the vision as a whole: Swedish government has declared to be a feminist government, meaning a commitment, in decision making and in resource allocation, to build a society in which women and men, girls and boys can live their lives to their full potential.

Iceland is one of the country at the top on the field of gender equality: according to the World Economic Forum Gender Gap Index, it is at the top among all the countries<sup>37</sup>, confirming the impact that its policies had at multiple levels during these years, reducing the gap between genders and introducing in the public arena topics such as toxic masculinity.

### Case C-3. Constitution of the Swedish Gender Equality Agency

Equality in gender among men and women is one of Swedish top priorities since 1970, when it became a separate policy domain and has been since then at the center of the public debate. Gender mainstreaming has been a core strategy in Swedish gender equality policy since 1994: it means that all decisions in all policy areas and at all levels shall be characterized by a gender equality perspective.

In 2006 and in 2016, before the set-up of the National Agency in charge of vigilating on gender issues, a number of gender equality objectives were already set out in two government bill titled The Power to Shape Society and Your Own Life: Towards New Gender Equality Policy Objectives (2005/06:155; only available in Swedish) and Power, Aims and Authority – Feminist Policy for a Gender-Equal Future (2016/17:10; only available in Swedish) that were both proposed to the national parliament and adopted. The documents showed a precise path to be followed for the future direction of Swedish gender equality policy through an organisation for policy implementation, a system for follow-up, a 10-year national strategy for the prevention and elimination of men’s violence against women and two new policy sub-goals<sup>38</sup>.

In recent years, the weaknesses and needs regarding the topic of gender equality policy have been shown and discussed in several government reports. Most important is the final report of the Gender Equality Inquiry, titled Policy Objectives and a New Government Agency – Effective

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<sup>37</sup> <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality/country-top-10s#report-nav>

<sup>38</sup> <https://www.jamstalldhetsmyndigheten.se/en/about-gender-equality/swedens-gender-equality-policy>



Governance of Swedish Gender Equality Policy<sup>39</sup> that describes how the absence of a permanent administrative structure in the area of gender equality is making strategic and long-term gender equality work difficult. The Inquiry's most important conclusion was that a solid and permanent structure at national level is needed in order for the government to be able to implement the national gender equality policy effectively. In 2017, the government announced an intention to establish a national gender equality agency, that has been built in 2018.

From the website of the Agency, it is stated that:

*"The role of the Agency is to contribute to effective implementation of Swedish gender equality policy. The work of the agency requires close cooperation with other government agencies, municipalities, county councils, regions, civil society and business and industry. The main task of the gender equality agency is to coordinate, follow up and provide various forms of support in the area of gender equality. The work is carried out in the following domains:*

- *Analysis and follow-up of the development towards gender equality. There is a great need for an overall assessment of the development in the area of gender equality in relation to the measures implemented and actions taken. The agency shall therefore analyse the progress made with respect to Sweden's six gender equality sub-goals and evaluate the measures implemented. The findings will for example be used to inform interventions at various levels, and by various actors, in society.*
- *Support to government agencies, county councils, regions and municipalities in the implementation of gender equality policy.*
- *Coordination and implementation of certain assignments in the area of gender equality policy.*

*The gender equality agency shall have a readiness to accept, lead and carry out assignments in the area of gender equality.*

- *Allocation of government grants to gender equality projects and women's organisations.*
- *Assist the government with expertise in international gender equality cooperation."*<sup>40</sup>

The overarching goal of the gender equality policy is that women and men have the same rights to shape their own life and to be free. To reach the main objective of equality, six sub-goals have been specified:

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<sup>39</sup> <https://www.government.se/information-material/2015/12/summary-of-the-report-by-the-gender-equality-inquiry/>

<sup>40</sup> <https://www.jamstalldhetsmyndigheten.se/en/about-us/about-the-agency>





- *“Gender equal division of power and influence. Women and men are to have the same rights and opportunities to be active citizens and to shape the conditions for decision-making.*
- *Economic gender equality. Women and men must have the same opportunities and conditions as regards paid work, which give economic independence throughout life.*
- *Gender equal education. Women and men, girls and boys must have the same opportunities and conditions with regard to education, study options and personal development.*
- *Gender equal distribution of unpaid housework and provision of care. Women and men must have the same responsibility for housework and have the opportunity to give and receive care on equal terms.*
- *Gender equal health. Women and men, girls and boys must have the same conditions for a good health and be offered care on equal terms.*
- *Men’s violence against women must stop. Women and men, girls and boys, must have the same right and access to physical integrity.”<sup>41</sup>*

Beside the general objective of the Agency, also a campaign is running: the National Strategy to End Men’s Violence against Women, which is a 10-year national strategy to enable the achievement of the gender equality goal of ending men’s violence against women. The Swedish Gender Equality Agency has an important role as coordinator of the strategy. In fact, it will facilitate to spread the campaign as well as coordinate the efforts of all the actors at different level – both local and regional – by providing assistance, support and overall – knowledge.

At the following link it is possible to find useful resources & tools from the Agency of Gender Mainstreaming: [www.includegender.org](http://www.includegender.org)

## Case C-4– Gender Mainstreaming in Iceland’s Institutions – Iceland

Iceland is famous for being a country where gender equality plays a major role: from government decisions, to policies, salaries, from the job industry, to the family organization and the social roles<sup>42</sup>.

Gender equality jurisdiction lies on the Act on Equal Status and Equal Rights of Women and Men No. 10/2008<sup>43</sup> whose aim is:

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<sup>41</sup> <https://www.government.se/4adb29/contentassets/efcc5a15ef154522a872d8e46ad69148/gender-equality-policy-in-sweden>

<sup>42</sup> <https://www.weforum.org/agenda/2017/11/why-iceland-ranks-first-gender-equality/>

<sup>43</sup> [https://www.government.is/library/04-](https://www.government.is/library/04-Legislation/Act%20on%20equal%20status%20and%20equal%20rights%20of%20women%20and%20men%20no%2010%202008%20as%20amended%20101%202018%20final.pdf)

[Legislation/Act%20on%20equal%20status%20and%20equal%20rights%20of%20women%20and%20men%20no%2010%202008%20as%20amended%20101%202018%20final.pdf](https://www.government.is/library/04-Legislation/Act%20on%20equal%20status%20and%20equal%20rights%20of%20women%20and%20men%20no%2010%202008%20as%20amended%20101%202018%20final.pdf)



*“to establish and maintain equal status and equal opportunities for women and men, and thus promote gender equality in all spheres of the society. All individuals shall have equal opportunities to benefit from their own enterprise and to develop their skills irrespective of gender. This aim shall be reached by the following means, amongst others:*

- a. observing gender equality perspectives and working towards gender mainstreaming in policy-making and decision-taking in all spheres of society,*
- b. working to secure equal influence of women and men in society,*
- c. specifically improving the position of women and increasing their opportunities in society,*
- d. working against wage discrimination and other forms of gender-based discrimination on the employment market,*
- e. enabling both women and men to reconcile their work and family life,*
- f. increasing education and awareness-raising on gender equality,*
- g. analyzing statistics according to gender,*
- h. increasing research in gender studies,*
- i. working against gender-based violence and harassment and*
- j. changing traditional gender images and working against negative stereotypes regarding the roles of women and men.”*

It is stated also in the Act that within a year from the election of a new parliament, the Minister for gender equality must submit a proposal to the parliament on a four-year program for gender equality, after having received proposals from the Centre for Gender Equality and the Equal Rights Council. The last proposal<sup>44</sup> regards the years 2020-2023.

One of the main topics of the documents is Gender Mainstreaming, that has been a long-running project within the Government Offices. In this proposal it is possible to find the roadmap for the constitution of the new plan for gender mainstreaming, according to the priorities and the objective of the Sustainable Development Goals. The plan must take into consideration and provide the following:

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<sup>44</sup> <https://www.government.is/library/01-Ministries/Prime-Ministrers-Office/Gender%20Equality%20Action%20Programme%20for%20the%20period%20of%2020202023.pdf>



- a. *Proposals for the introduction of gender mainstreaming into the activities and policymaking of ministries and government institutions, especially statutory plans and planning by ministries and governmental institutions.*
- b. *Proposals on how the results of gender equality assessments can be used in an improved way during the drawing up of bills and in other policy-making.*
- c. *Mapping and proposals on improving the collection and use of gender-specific information and data, as well as utilisation of research, to support policy direction and decisions that take gender and gender equality perspectives into account.*
- d. *Proposals for education and training.*
- e. *Proposals for projects within the competence of each ministry, first as experimental projects and then as an integral part of their regular activities and procedures.*
- f. *Proposals for the follow-up of projects.*
- g. *Proposals for periodic consultation and collaboration of all those who play a key role in the field of gender mainstreaming.*

*Time-frame: 2020-2023.*

*Cost estimate: ISK 4 million to implement the projects and to pay the salary of an expert. Responsibility: The Prime Minister's Office in collaboration with the ministries' gender equality officers and the Ministry of Finance and Economic Affairs.*

*United Nations Sustainable Development Goals: Mainly upholds goals 5.1, 10.3, 10.4, 16.6, 16.7, 16.10, 16.b and promotes the integration of goal 5 with other sustainable development goals.*

*For the full text, see: <https://www.government.is/library/01-Ministries/Prime-Ministrers-Office/Gender%20Equality%20Action%20Programme%20for%20the%20period%20of%2020202023.pdf>*



## D. CIVIL SOCIETY ORGANIZATION

### Kyrgyzstan

#### Case D-1. Experience of lobbying legislative gender quotas by the Women's Movement of Kyrgyzstan

This case describes the positive experience of mobilization and solidarity of the women's movement of Kyrgyzstan, when in the spring of 2005 an unprecedented situation with zero representation of women in Parliament developed in Kyrgyzstan and there was a real threat that the "male" parliament would adopt discriminatory laws. This situation was the result of the fact that according to the results of the parliamentary elections, which were held under the majority system, not a single woman was elected to parliament and in fact in a country where women, having the right to vote and be elected, were not represented in the country's legislature. In the whole country, there was an extremely low representation of women in decision-making bodies, and legislation did not provide for quotas or other special measures to ensure gender representation.

In April 2005, the Women's Movement of Kyrgyzstan organized its national forum, at which it developed a Joint Platform for Action until 2010, where one of the main priorities was lobbying for gender-significant changes in electoral legislation. As a result of studying international experience, conducting discussions of various models acceptable in the conditions of Kyrgyzstan, women's organizations have developed proposals for the inclusion of gender quota mechanisms in parliamentary elections.

The gender quotas proposed by civil society organizations met resistance from male deputies, mainly because of widespread stereotypes and prejudices against female political leadership, as well as because the quotas contained a conflict of interest for them: most of them intended to return to the legislature of the next convocation, and were not interested in "reducing" potential mandates for themselves personally. Therefore, the situation of opposition of parliamentarians to these proposals was predictable and it was necessary to think over effective forms of influence on them.

There was a need to attract the attention of the general public to this problem through the media. However, the mass media are in a situation of choosing rating stories and topics, the format of ordinary educational programs is not interesting to them. In this regard, it became necessary to move away from traditional methods of work and concentrate on conducting a media campaign. In this regard, women's organizations have decided to further increase the pressure on public politicians, expanding the scope and changing the forms of influence.

Within the framework of the gender media campaign, creative forms and methods were used that could create positive images of female leadership and deconstruct the sexist myths spread. The actions demonstrated the solidarity of women's groups in promoting women's leadership, the real contribution of women to the development of society and their leadership potential. The purpose of the media campaign is to create a regime of informational influence on members of parliament and other public politicians, in which they will not be able to ignore the will and interests of large groups of citizens declared in the symbolic space on the issue of the adoption of gender quotas in the election legislation.



As part of the media campaign, the following events were held:

- Symbolic action "Alternative March 8" - congratulations to the deputies of the Parliament on March 8 - the International Day of Solidarity in the fight for economic, social and political equality.

The action had a strong resonance and was widely covered in the media, most of the media reflected the message of the action: "March 8 is the day of solidarity for political, economic and social equality." The attention of the MPs was attracted, who felt to some extent responsible for the problem of same-sex parliament. An impetus was given to cooperation between women's organizations, parties, human rights defenders, international organizations, politicians, and journalists.

- "Our Women's Day" is an alternative party to the traditional celebration with a human rights sound;
- Picket at the Parliament building "No polygamy! Yes - to secular Kyrgyzstan!".

As a result of the campaign, criminal liability for polygamy was preserved, there was an actualization and solidarity about the return of the definition of a "secular state" to the Constitution, and through the "hot" topic, it was possible to discuss gender equality issues in the media for a month.

- Symbolic action "Different mothers are needed and important in politics!", timed to the Children's Day on June 1
- "Flying" press conferences, including at the walls of Parliament on the need to introduce temporary special measures in the Election Code
- Collection of signatures, fax attack of voters from all regions to each of their deputies of Parliament with the requirement to include a special. measures in the Election Code. The pressure was so strong that many deputies publicly began to speak in support of gender quotas.
- The "Zebra" campaign with an explanation of the parity principle of the formation of electoral lists to participants of the National NGO Forum-2007. The black and white stripes on the headscarves and the zebra symbolically reflected the principle of alternating female and male surnames in the lists of candidates for elections. Solidary with the slogan "Women + Men = Strong Parliament!" wore badges and headscarves with this symbolism. The Zebra campaign was held in all regions of the republic and was widely covered in the press.
- The meeting of the Organizing Committee of the NGO Forum with the President of the Kyrgyz Republic, where the need to return the category of "secular state" to the Constitution and gender quotas to electoral legislation was voiced. The President supported these demands, which was reflected in the draft Constitution and the Electoral Code of the Kyrgyz Republic, which were submitted by the President to a referendum on October 21, 2007.



These PR campaigns were complemented by traditional forms of work: discussion of proposed measures on various discussion platforms with the participation of government agencies, deputies, representatives of civil society and the international community.

As a result of the information campaign at the referendum in October 2007, a new version of the Constitution was approved, according to which parliamentary elections should be held according to the proportional system through party lists, and a new Election Code of Kyrgyzstan. It should be noted that discussions on gender quotas have also made it possible to actualize the problem of underrepresentation of different social groups in the country's highest legislative body. As a result, article 72 of this Code included a gender quota, a quota for ethnic minorities and youth: "When determining the list of candidates, a political party must take into account representation:

- no more than 70% of persons of the same sex, while the difference in the order of priority in the lists of candidates of women and men nominated from political parties should not exceed three positions;
- at least 15% of persons under 35 years of age;
- at least 15% of citizens representing different nationalities."

Women's organizations of Kyrgyzstan, activists united efforts were able to achieve positive changes in this area. Following the results of the subsequent elections at the end of 2007, 23 women were elected to Parliament, which amounted to 25.5%.

The experience of joint lobbying has become the basis for uniting elected women MPs with women's organizations and gender experts in the Alliance of Women's Legislative Initiatives, which continues to actively work to promote the gender agenda in the country.

## Case D-2. Development and implementation of the mechanism of interdepartmental interaction at the local level on protection from family violence

The case study presents Kyrgyzstan's experience in the development and implementation in municipalities of a new model for the mechanism of interdepartmental interaction at the local level on protection from family violence. This model – the so-called Committees for the Prevention of Domestic Violence (CPDS) - includes the coordination of joint work of representatives of various structures for the prevention and protection from family violence at the local level (police, education, social protection, health, local government, NGOs, religious organizations, etc.).

The monitoring of the implementation of the Law of the Kyrgyz Republic "On Social and Legal Protection from Domestic Violence" adopted in 2003 revealed the need for additional legislative regulation of it in terms of ensuring more effective protection of victims, creating and providing services, strengthening the responsibility of perpetrators of violence and involving them in correctional programs, as well as in terms of specifying the obligations of subjects to protect human rights and freedoms, suppression, prevention of family violence, social support, consolidation of the coordinating body for the implementation of the law and regulations on state control.





It was noted that, along with other problems, the law does not define mechanisms and procedures for a coordinated response to violence with the interaction of all relevant services and actors at the local and national levels. It was also not mentioned that State bodies, organizations and institutions providing social support to victims of domestic violence in order to increase the effectiveness of their activities should ensure cooperation of state, public services and programs at all levels. *According to the UN handbook, the minimum requirements for support services for victims of violence are: (1) one national toll-free hotline; (2) one shelter for every 10,000 population; (3) one women's counseling and legal center for every 50,000 women; (4) one crisis center for victims of rape for every 200,000 women; and (5) ensuring access to medical services, including reproductive health and HIV prevention*<sup>45</sup>.

In concluding comments in the country's next Report on the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women, the Convention Committee expressed concern that in the Kyrgyz Republic, despite the existing law "On Social and Legal Protection from Domestic Violence" and other efforts, domestic violence is still widespread, that the police do not show proper effective attitude to it and prefer to classify such incidents as simple acts of hooliganism and that victims turn to crisis centers, organized by non-governmental organizations, and not to state authorities<sup>46</sup>. In its recommendations to the Government of the Kyrgyz Republic on the implementation by the Kyrgyz Republic of the Convention "On the Elimination of All Forms of Discrimination against Women", the above-mentioned UN Committee recommends conducting a mass public education campaign on domestic violence throughout the country<sup>47</sup>.

The main goal and advantage of the CPDV is the ability to establish good communication between the organizations participating in it. At regular meetings, participants exchange information, analyze the situation together and make decisions together. The main goal of the Committee for the Prevention of Domestic Violence is to promote the prevention of domestic violence, violations of the rights of women and children.

CPDV operate in 2 modes, normal and emergency. Sometimes it is not easy to change the situation with violence and people's attitude to this problem. Therefore, a purposeful systematic work is required from the CPDV, which may not give results immediately. In its daily activities, the CPDV can apply the following sequence: (a) Monitoring the situation, identification; (b) Determining the approach, method of response; (c) Responding, taking measures; (d) Analyzing the experience gained.

For cases when it is necessary to make a quick decision, the CPDV discusses and agrees on emergency communication methods in order to have in the arsenal and use all methods of responding in case of violence or abduction. In order to increase the effectiveness and effect of the work of the CPDV, constant cooperation is being established with government agencies, on which the solution of identified problems and the involvement of responsible persons depend. Establishing contacts is one of the important tasks of the CPDV. An

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<sup>45</sup> Handbook for the development of legislation on violence against women / UN Department of Social and Economic Affairs. - New York, 2010. - P. 3.6.1. - p. 37.

<sup>46</sup> Paragraph 20 of the CEDAW Committee's Recommendations to the 3rd periodic report of the Kyrgyz Republic

<sup>47</sup> Recommendations of the CEDAW Committee to the 3rd periodic report of the Government of the Kyrgyz Republic on the implementation of the Convention "On the Elimination of All Forms of Discrimination against Women" by the Kyrgyz Republic





important component of the activities of the CPDV is to inform the residents of the local community on issues of protection from family violence.

The Committees for the Prevention of Domestic Violence have proved to be an effective tool for interaction at the local level, both representatives of state bodies and the involvement of relevant NGOs and leaders of local communities. The interaction of all stakeholders on the ground makes it possible to establish a process of monitoring the situation with violence and prevent it in a timely manner. The specific features of the CPDV organization were identified: in the conditions of a large city, a small city, with a mono-ethnic and multi-ethnic composition of the population. In Issyk-Kul, Naryn, Jalal-Abad and Chui oblasts, activists, having familiarized themselves with the experience of 9 pilot CPDV, independently created 8 more new committees in the spring of 2013.

Within the framework of the pilot project, work was carried out with representatives of the Spiritual Administration of Muslims of Kyrgyzstan (hereinafter SAMK). In particular, a video message of the deputy mufti on the inadmissibility of bride theft was filmed and distributed, booklets on bride theft were handed over, a textbook "Protection of women's rights: Islam and Legislation" was developed, which was recommended by the fatwa department for distribution in secular and religious educational institutions. In the future, cooperation with the SAMK continued. Members of the CPDV carried out extensive information and explanatory work with the local population, distributed printed materials and video materials on women's rights in the field of family and marriage, early and unregistered marriages, the theft of girls for the purpose of marriage.

On September 27, 2013, the National Forum of Committees for the Prevention of Domestic Violence was held, which was attended by representatives of state bodies involved in the protection and protection from family violence, members of the pilot CPDV, local governments and civil society organizations, the media. The participants of the National Forum, concerned about the wide scale of domestic violence in Kyrgyzstan, and taking into account the need to consolidate all state bodies, local governments, mass media and civil society to combat this phenomenon, expressed their conviction that the experience of pilot Coordination Committees at the local level can be applied and disseminated throughout the republic, the final resolution of the forum contained recommendations addressed to parliament, government, ministries, departments, NGOs, mass media on the institutional consolidation of the CPDV model and implementation in all municipalities.

Subsequently, during the development and adoption in 2017 of a new version of the Law of the Kyrgyz Republic "On Protection from Family Violence"<sup>48</sup>, the creation of the CPNS was attributed to the powers of local self-government bodies in Part 2 of Article 19: "Executive bodies of local self-government (mayorality, aйл okmotu): ... 6) assist interdepartmental coordination and interaction of subjects engaged in protection from family violence at the local level **through the creation of special bodies - local committees for protection from family violence ...**".

In the national action plan for achieving gender equality for 2018-2020, a separate measure was included to create a CPDV in local self-government bodies. Thus, Committees for the Prevention of Domestic Violence are being systematically introduced in all regions of the Kyrgyz Republic – a permanent collegial body created on a voluntary basis from

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<sup>48</sup> <http://cbd.minjust.gov.kg/act/view/ru-ru/111570>



representatives of state bodies, religious, non-governmental organizations and other members of the local community for interaction and interdepartmental coordination.

With the support of international partners, Committees for the Prevention of Domestic Violence have now been established in 27 districts of the republic. They showed their success and effectiveness, the main task of which was the prevention of all forms of violence through the interaction of all actors in local communities. In particular, representatives of the Committees for the Prevention of Domestic Violence, as a practical work, held informational meetings in local communities, lawyers' open days, forum theaters, informal meetings with women, provided legal support to victims of domestic violence, redirected them to state bodies and NGOs to provide comprehensive assistance.

Thanks to pilot projects, a unified methodology has been developed for creating CPDV and strengthening the organizational potential of CPDV members. The composition and activities of the CPDV have been institutionalized by local authorities, unified approaches have been formed to their work in the local community to identify and respond to family and other types of violence. The redirection system has been worked out between the interacting stakeholders.

In 2020, by a joint order of the Ministry of Labor and Social Development of the Kyrgyz Republic and the State Agency for Local Self-Government and Interethnic Relations under the Government of the Kyrgyz Republic, a Model Regulation on local committees for the protection from family violence was approved and recommended for the executive bodies of local government. This Model Provision contains general provisions on the CPDV, the main tasks and functions of the committee, the rights of CPDV members and a description of the organization of the committee's activities.

## Europe

In this area, the positive (local and international) experience of civil society will be described by the example of solving problems and challenges in the field of achieving gender equality through joint efforts through unification and cohesion.

A large group of people from different communities come together to solve a specific problem, and take a number of measures following a well-defined strategy and action plan, and achieve certain results, which led to a number of positive changes in society and served as a significant impetus to the development of gender equality in the country/community.

It is planned to select two cases for the study: the Case D-3 is a project called from Woman to Woman, implemented in Portugal and run by the local organization named Rede Portuguesa de Jovens para Igualdade de Oportunidades entre Mulheres e Homens (Portuguese Network of Young People for Gender Equality). **Portugal** with 59.9 out of 100 points, ranks 16th in the EU on the Gender Equality Index. Its score is 7.5 points lower than the EU's score. Between 2005 and 2017, Portugal's score increased by 10 points (+ 3.9 points since 2015). It is progressing towards gender equality faster than other EU Member States.



Its ranking has improved by seven places since 2005. Gender inequalities are most pronounced in the domains of power (46.7 points) and time (47.5 points)<sup>49</sup>.

The case D-4, is an NGO in **Germany**, the Helene Weber Kolleg that wants to give answers to the need of equality in politics due to the lack of women in this field.

### Case D-3. De Mulher para Mulher (From Woman to Woman) – Portugal

The project "From Woman to Woman" was a mentoring program that aimed to bring young women closer to the field of politics and public life; it also aimed to support young women who wished to access positions of responsibility and contributed to increase the proportion of women active in politics, within parties, in associations and in non-governmental organizations.

In fact, to try to find a new and more equal balance of the presence of women in politics, since that the UNWomen declares that "in Portugal, only 40.8% of indicators needed to monitor the SDGs from a gender perspective are available, with gaps in key areas such as Women in Local Governments"<sup>50</sup>. The Portuguese Network of Young People for Gender Equality in Portugal (REDE) developed an action project, based on a previous programme which ran from 2005-2006. The second project, which ran from 2008-2010 introduced some innovative approaches such as an additional focus on ethnic minorities.

The objectives of the "From Woman to Woman" mentoring project were:

- to raise awareness among young women about the issues of equal opportunities between women and men in the national, European and international context;
- to contribute to the integration of young women's particular concerns and needs in decision-making processes in different types of organizations
- to increase the participation of young women in decision-making processes
- to help in the developing the skills of young women
- to contribute to the creation and strengthening of support networks for young women
- to promote intra and intergenerational communication and cooperation between women.

Due to educational, cultural and social practices that perpetuate the stereotypes of the social models, women and men do not realize that they are the target of discrimination and that they also reproduce discriminatory behavior. The Portuguese Youth Network for Equal Opportunities for Women and Men considered it essential to raise awareness regarding this topic and inequalities in particular in the labor market and deficits in participation in business management, in public and political life (for women) and family life (for men).

The mentoring project aimed to:

- encourage young women to formulate their claims, discuss their problems and introduce their view in addressing issues;

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<sup>49</sup> <https://eige.europa.eu/publications/gender-equality-index-2019-portugal>

<sup>50</sup> <https://data.unwomen.org/country/portugal>



- help young women to develop their autonomy, their skills and abilities through the observation of a competent and successful model, preparing them to occupy prominent positions and social visibility and for their civic emancipation.
- raise participants' awareness of political and social news, in particular the issues of political participation. Increase the participation of women in decision-making processes in general and in political and associative life in particular. The intention is to contribute to a new political culture where women and men have the same influence and strength.

The activities of the projects were:

- Mentoring Program with a more experienced woman to expand relational networks and enhance the learning process;
- Skills Development Program for the intervention, composed of 5 meetings
- Experiencing the intervention for change through the development and implementation of projects in the youth area
- Participation in seminars and meetings organized by REDE in order to promote awareness and reflection on equal opportunities between women and men as well as contact with women who are models of behavior and civic and political participation
- Participation in online forums created specifically for this project
- Participation in parallel activities (seminars, conferences and meetings on gender issues, organized either by the NETWORK or by other institutions) and visits to bodies of political power and institutions of organized civil society.

Target of this project were young women (16-30 years old) from Lisbon or Porto, who were interested in politics and associations and who wanted to develop their intervention skills in these fields. They may be leaders of youth associations or policies residing across the country, who were studying or who had recently completed their academic training and who were fighting for professional integration. They may also be young women who, despite not being linked to associations or party youths, showed interest in the area.

The project From Woman to Woman developed strategies to engage young women and men and to get them interested and involved in politics and gender equality.

A set of handbooks, guides and other materials were published in the context of the project which attracted much attention and are still widely used by teachers, schools and gender equality and youth NGOs.

Through a survey a valuation has been made, answered by the women who were mentors and the ones who received the mentoring and both gave good answers on the efficacy of the mentoring program.



The project succeeded in empowering young women and improving their confidence and skills. REDE's network was very important to the project's success because it gave the chance of finding and involving highly interesting mentoring professionals.

The project is declared to be relevant and transferable and the focus on youth represents a particularly important aspect to inspire other countries<sup>51</sup>.

#### Case D-4. Frauen Macht Politik (Women Power Politics) – Germany

The Helene Weber Kolleg has been set up in 2011 from the Frauen Macht Kommune campaign of the organization EAF Berlin, in cooperation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth that has tasked EAF with supporting and coordinating with the College. The aim of the Helene Weber Kolleg is to attract more women in politics and to shape the roads to get into it by giving more possibilities to women that are interested, creating a supporting cooperation. According to UNWoman «as of February 2019, 30.9% of parliament seats are held by women<sup>52</sup>, but compared to the data of local municipalities, they are lower<sup>53</sup>

They offer different activities in order to reach their objective:

The Helene Weber award, worth €10,000. So far 45 women have been awarded and are forming a national network of female local politicians. The prize recognises women's engagement in local politics and makes their achievements visible so that they have a public impact. Candidates are proposed by members of the Bundestag and selected by a cross-party jury. The prize comes with support measures for the winners: in addition to prize money to carry out local activities, all the winners also receive one-to-one coaching to plan their political careers as well as training sessions and support to expand their individual network. Within the HWC, the winners also act as role models and ambassadors for female participation in local politics.

A mentoring scheme for women who are interested in working in politics. So far 107 women formed 65 tandems and have participated in several activities like seminars, networking.

The Empowerment programmes - in a joint project with the European University Viadrina and the University of Leipzig - whose aim is to introduce interested women to local politics. The seminars combine theoretical content, practical exercises and training with personal exchange with local politicians. The program supports women in getting to know local political structures and ways of exerting influence in order to gather exciting impressions of German democracy. The selected women, 20 the last edition of 2020, have the chance of meeting inspiring women leaders and participate to seminars in order to reflect on topics such as "How

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<sup>51</sup> <https://eige.europa.eu/men-and-gender-equality/methods-and-tools/portugal/activity-rede-portuguesa-de-jovens-para-igualdade-de-oportunidades-entre-mulheres-e-homens-portuguese-network-young>

<sup>52</sup> <https://data.unwomen.org/country/germany>

<sup>53</sup> [https://www.frauen-macht-politik.de/fileadmin/Dokumente/P\\_Frauen-Fuehren-Kommunen\\_Studie.pdf](https://www.frauen-macht-politik.de/fileadmin/Dokumente/P_Frauen-Fuehren-Kommunen_Studie.pdf) pag 17



can women become active in politics? What got them to act and what do they want to achieve? What are the opportunities and challenges?"



International exchange: the project “Democracy Needs Women! Tunisian-German cooperation in the framework of the Helene Weber College” has the goal of strengthening the political participation of women in Tunisia in these times of democratic awakening and upheaval and to disseminate best practices for gaining and supporting women in politics.





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