HERo
ДаткАйым

HERo – New narratives towards a gender equal society

Overview of the Action

Deliverable information

Grant Agreement No.	
Project acronym	HERo
Project title	HERo – New Narratives towards a gender equal society
Programme	EUROPEAID / European Instrument for Democracy and Human Rights (EIDHR), Country Based Support Scheme (CBSS) for Kyrgyzstan 2018-2019
Project timeframe and duration	01.11.2019 – 31.10.2022
Action	*A6 – Dissemination and Sustainability*
Deliverable responsible	*Centro per lo Sviluppo Creativo "Danilo Dolci"*
Dissemination level	Public

Project coordinator

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The Project

HERo - New narratives towards a gender equal society was 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 wanted 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" was 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).

Project Objectives:

Main Objective (O):

O1 - *To support 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.*

Specific Objectives (SO):

- ***SO1*** *- To promote the institutionalization of mandatory anti-discrimination (including gender) expertise standards and training materials, as well as increasing the gender competence of education workers in Kyrgyzstan to ensure the implementation of the objectives of the National Action Plan for Gender Equality for 2018–2020 (task 31) and the Strategy for the Development of Education until 2020.*

- ***SO2 -*** *To assist on the development and implementation of standards for gender-sensitive journalism in Kyrgyzstan to support the implementation of the tasks 31.3 The National Action Plan on Gender Equality for 2018-2020 years.*

- ***SO3 -*** *To improve co-ordinated inter-agency cooperation for the prevention and response to gender-based discrimination at national and local levels through enhancing the capacity of those responsible for gender issues of the Ministry and the organization of the committee on monitoring and promotion of a gender sensitive society.*

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 KyrgyzRepublic.

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

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List of abbreviations

Acronym	Description
CSC	Centro per lo Sviluppo Creativo “Danilo Dolci”
STA	Social Technology Agency
TG1	Responsibles for gender issues (RGI) employees of government bodies
TG2	Human rights CSOs, NGOs working on gender issues, civil society activists, gender experts Needs:
TG3	Religious organizations, clergy.
TG4	Educational experts from different job profiles and institutions
TG5	Journalists, social media managers, self-governing associations of journalists, the press services of parliament and ministries
TG6	Civil servants/staff of local authorities

HERo Final Conference, Bishkek, October 2022

Introduction

The following publication wants to provide an overview of the main results of the project **HERo – New Narratives towards a gender equal society**, a project co-funded by the program EuropeAid - European Instrument for Democracy and Human Rights (EIDHR), Country Based Support Scheme (CBSS) for Kyrgyzstan 2018- 2019.

During 36 months of implementation, the project aimed at fighting patriarchal behavioural attitudes and contributing to the achievement of gender equality in the country. Specifically, HERo focused its action on 4 key areas: media, education, civil society organizations, and the public sector.

During these 3 years, the project has carried out trainings, awareness-raising campaigns in schools, public dialogues with religious authorities as well as signing agreements with various state institutions - specifically, the Ministry of Education and Science and the Ministry of Labor and Social Development - involving **3376 people** in its activities and achieving results that are already a good practice on the field of gender equality within the Central Asian countries area.

During these 3 years the project:

- participated in the development of the **National Strategy for Achieving Gender Equality in the Kyrgyz Republic until 2030** and the **National Action Plan for Achieving Gender Equality for 2022-2024**, defining the next steps to be taken and configuring its activities as nationally recognized trainings on the issue;

- in collaboration with the Ministry of Education and Science, organized several trainings addressed to school textbook authorities, publishers, and teachers thus allowing to spread both textbooks with inclusive language and positive narratives and illustrations on the role of women. This is the first time among Central Asian countries that such a methodology has been introduced officially. Moreover, the project team contributed to institutionalize mandatory standards for anti-discrimination (including gender), examination of educational materials, as well as increasing the gender competence of educators in Kyrgyzstan.;

- took part in the creation of a legislative framework against domestic violence, working with the Ministry of Labor and Social Development and the country's Department of Gender Policy and establishing regulations for local committees to support people who are victims of violence;

- introduced "gender-sensitive" criteria into the teachings of universities in communication and journalism so thus improving both storytelling and representation in all media in the gender perspective.

Finally, it is important to mention how all these achievements were only achieved through the cooperation of all parts of society: local networks, public, private and religious organizations, ministries, schools and public offices, local committees, international and national experts. HERo has shown that only when all parts of society work together is it possible to contribute to such an important goal as gender equality. For more information, please, check the project website: www.hero-datkayim.kg

Intervention Logic

Since the project development – **HERo** has followed an intervention logic, at the basis of all its activities, which has tracked its path during all three years of implementation, from the identification of learning needs to the full training of the targets. According to this intervention logic, at the beginning of the project a good practices collection has been the main activity held, thus creating a state-of-the-art on the topic of gender in Kyrgyzstan. This has allowed to develop: 1) a reference model standard to ensure the gender mainstreaming process in the country, declined for all the field of project implementation (government//education//media//community) and enriched with focus groups which allow to have an overview of the learning needs of the targets; 2) contents for trainings to meet the learning needs of all the project target groups. The results of these activities were 4 specific capacity building trainings which implemented defined methodology, tools & contents aimed at strengthening competencies and skills of the targets involved improving their gender awareness and making them more effective to realize gender equity interventions for a gender equality society. Specifically, the training actions involved:

- **TG1** - Responsibles for gender issues (RGI) employees of government bodies
- **TG2** - Human rights CSOs, NGOs working on gender issues, civil society activists, gender experts Needs:
- **TG3** - Religious organizations, clergy.
- **TG4** - Educational experts from different job profiles and institutions
- **TG5** - Journalists, social media managers, self-governing associations of journalists, the press services of parliament and ministries
- **TG6** - Civil servants/staff of local authorities

In support of this multiple training actions, transversal activities were organized, such as the development of a Joint Order between the ministries involved in the project as well as the establishment of transversal national boards – composed by representatives of the TGs - to ensure the proper implementation of gender policies and monitor the adherence to gender equality standards, following the developed gender standard model at all levels. A detailed sub-grant procedure was launched and provided to 2 organizations - the Association of Legal Entities "Association of Crisis Centers of Kyrgyzstan" for the implementation of activities in the northern regions of the country (Chui, Issyk-Kul, Naryn and Talas regions) and the Public Found "Jalal-Abad Civil Society Support Center" for implementation of activities in the southern regions of the country (Osh, Jalal-Abad and Batken regions). These actions provided assistance for creating and coordinating 14 local committees for safeguarding and protection against gender discrimination. All these actions have set a strong framework, contributing to SDG5 and implemented furthermore principals of gender equality.

Activities

The project actions were structured aroung **8** main activities:

A.1- Development of a standard model to ensure the gender mainstreaming process at all levels

A.2 - Promoting transversal & national-local cooperation to ensure a gender-responsive governance by creating transversal national board;

A.3 – Development of a curriculum framework in the context of SDG5 to consolidate contents addressed to trainings;

A.4 – Trainings for capacity building/up-skilling of ministries staff, education representatives, journalists and CSOs;

A.5 - Awareness raising campaigns in schools & community.

A6 - Dissemination and sustainability:

A.7- Project Management and Coordination;

A8 – Monitoring, Evaluation & Quality Assurance.

All these actions were strictly related to each other, capitalizing the results that each one of them has managed to achieve. This has allowed the Action to be strengthened over the time and to gather and create networks and have a solid implementation up to the last year. In the next pages, the main results of the activities from 1 to 5 will be introduced (the others are related to the management of the project).

Meeting with representatives of local NGOs, Bishkek, November 201

A1 - Development of a standard model to ensure the gender mainstreaming process at all levels

In order to develop the Standard Model to define the framework and the "path" of the project and all its contents, the partnership worked at 2 levels:

1) identifying practices on gender mainstreaming and gender discrimination on the field of a) media; b) education system, resources & methods; c) public institutions; d) CSOs

2) carrying out focus groups with representatives of the target groups thus identifying learning needs to define learning objectives of all the capacity building activities of the project.

The good practices identified were 16 – 8 from Kyrgyzstan or close countries and 8 from Europe – divided according to the following table:

Media	
Kyrgyzstan	Europe
1. Gender-sensitive media 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	1. Memorandum of Understanding between the Italian government, local municipalities and the media representatives – Italy 2. Media Policies and the Women's Image Observatory – Spain
Education	
Kyrgyzstan	Europe
1. Experience in promoting and implementing anti-discrimination and gender expertise of educational and methodological complexes in the education system of Kyrgyz Republic 2. Initiatives and projects to involve girls in vocational education in the field of ICT	1. Experience in promoting and implementing anti-discrimination and gender expertise in textbooks – Belgium 2. Girls' days and Boys' Days- in Austria and Germany
CSOs	
Kyrgyzstan	Europe
1. Experiece of lobbying legislative gender quotas by the Women's Movement of Kyrgyzstan 2. Development and implementation of the mechanism of interdepartmental interaction at the local level on protection from family violence	1. De Mulher para Mulher (From Woman to Woman) – Portugal 2. Frauen Macht Politik (Women Power Politics) – Germany
Public Institutions	
Kyrgyzstan	Europe
1. Promotion of an integrated gender approach in (gender mainstreaming) in the activities of state bodies 2. Implementation of the gender dimension in the methodology of strategic planning of sustainable development at the national and regional levels	1. Constitution of the Swedish Gender Equality Agency 2. Gender Mainstreaming in Iceland's Institutions – Iceland

A report gathering and analyzing all the good practices is available at the following links:

- English: https://hero-datkayim.kg/docs_en/good-practices-collection/
- Russian: https://hero-datkayim.kg/publikaczii-datkajym/sbor-nailuchshih-praktik-otchet/
- Kyrgyz: https://hero-datkayim.kg/publikacziyalar/2741/

After holding 4 focus groups with representatives of all the target groups, STA carried out an analysis of the learning needs, developing a report on the training needs of the target groups, thus defining in the best way the learning objectives of the following actions of the project.

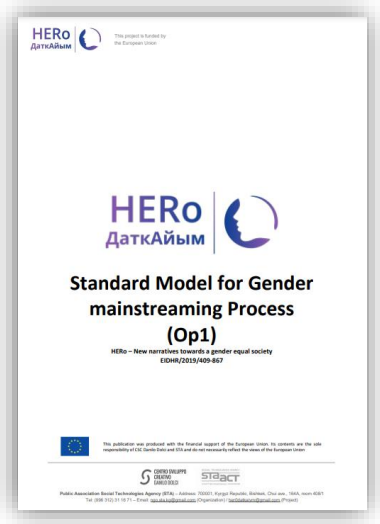
- Report in English: https://hero-datkayim.kg/publications/report-on-the-learning-needs-of-each-target-groups/
- Report in Russian: https://hero-datkayim.kg/publikaczii-datkajym/otchet-o-potrebnostyah-czelevyh-grupp-proekta/
- Report in Kyrgyz: https://hero-datkayim.kg/publikacziyalar/2748/

Based on the results of each actity, the Standard Model for the gender mainstreaming process has been developed:

- English: https://hero-datkayim.kg/docs_en/standard-model-for-gender-mainstreaming-process/
- Russian: https://hero-datkayim.kg/publikaczii-datkajym/standartnaya-model-proczessa-prodvizheniya-gendernogo-ravenstva/
- Kyrgyz: https://hero-datkayim.kg/docs_kg/genderdik-te%d2%a3chilikti-ilgerilet%d2%af%d2%afn%d2%afn-ctandarttyk-modeli/

This was one of the core document which has been taken into consideration to develop the contents of the capacity building activities of the project, together with the continuous feedbacks of the target groups throughout all the project activities.

The document takes into consideration the experience from the good practices and the most important needs highlighted during the focus groups, summarizing for all the 4 areas – Media; Education System, Resources and Methods; Public institutions; Civil Society Organizations – a sort of "compass" to guide the main activities of the project and the work together with all the targets.



A.2 - Promoting transversal & national-local cooperation to ensure a gender-responsive governance by creating transversal national board

Under this activity, 3 main results can be identified:

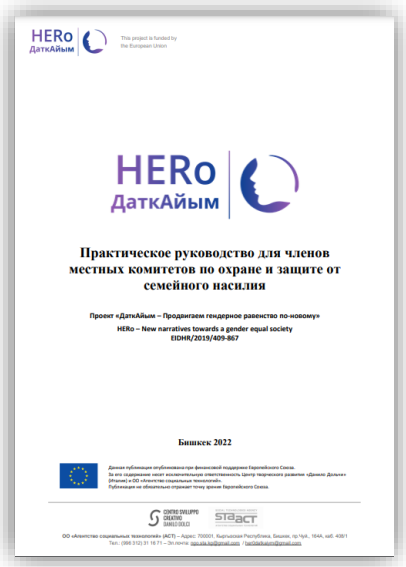
1) the creation of the Transversal National Board:

In order to ensure the proper implementation of gender policies at long-term perspective, integrating the standard model developed and to activate a new level of cooperation within the Kyrgyz society, HERo established a Transversal National Board, by 12 members representing all the Target Groups. This Board had a crucial role in the project implementation, since it provided feedback and validation on the work of the project – including the approval of the contents of the training - ensuring successful implementation as well as engagement to the activities proposed. Even during the pandemic, the Board continued to provide support to the project, using any channel of communication to continue the work.

2) the work of the Local Committees:

A subgrant was assigned to 2 NGOs: the **Association of Legal Entities "Association of Crisis Centers of Kyrgyzstan"** - which work on the northern regions of the country (Chui, Issyk-Kul, Naryn and Talas regions) - and the **Public Found "Jalal-Abad Civil Society Support Center"**, which work on the southern regions of the country (Osh, Jalal-Abad and Batken regions). The assignment of this subgrant to these organizations allowed to cover further areas of Kyrgyzstan, reaching people and communities and providing services and support where needed.

As a result of the activities under the subgrant, the following results were achieved:


HERo ДаткАйым

This project is funded by the European Union

HERo ДаткАйым

Практическое руководство для членов местных комитетов по охране и защите от семейного насилия

Проект «ДаткАйым – Продвигаем гендерное равенство по-новому»
HERo – New narratives towards a gender equal society
EIDHR/2019/409-867

Бишкек 2022

- **14 local committees** were created in all regions of the country and consultations were held on relevant legal acts;

- Revised and updated specialized training materials;

- Increased capacity of local authorities and local communities on the activities of local committees

- The support of the 2 organizations allowed to reach **616 people** during their activities, managing to expand furthermore the impact of the project and reach all the regions of Kyrgyzstan, thus ensuring a long-term impact in the future.

Within the framework of the project, it was developed a **Guideline for Local Committees** (it can be found at the folloing link: https://hero-datkayim .kg/publikaczii-datkajym/2916/).

At the moment, the Committees for the Protection and Protection from Gender and Family Violence are active in their locality. Their activities can be classified as follows:

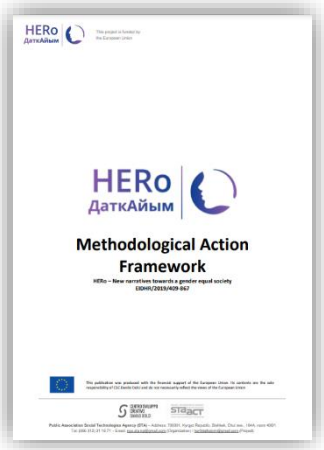
- Informing the population about the MK Institute (whatsApp groups, publication in a local newspaper, etc.);
- Preventive meetings with the population (parent meetings, meetings with schoolchildren of grades 8-11);
- Educational and explanatory work;
- Work with high-risk families and in situations of family violence (forming lists of families, redirecting to shelters, restoring documents, conducting preventive interviews, correctional programs).

3) **The Joint Order**

A Joint Order was developed and signed on approval of a model regulations on protection from domestic violence between 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 on the 13th of March 2020. This has been one of the first success for the project, since it has been achieved as one of its first results, strengthening the legal framework on the topic. This document ensured continuous monitoring of the gender mainstreaming process throughout the country, ensuring compliance with SDG5 indicators. The model regulation defines the powers and responsibilities of various actors at the local level responsible for the prevention of gender discrimination: police, social services, health, education, local government, etc., as well as cooperation with civil society. This model regulations become the basis for the creation of the above mentioned 14 local committees for the protection against domestic violence in local goverments in all the 7 regions in Kyrgyzstan.

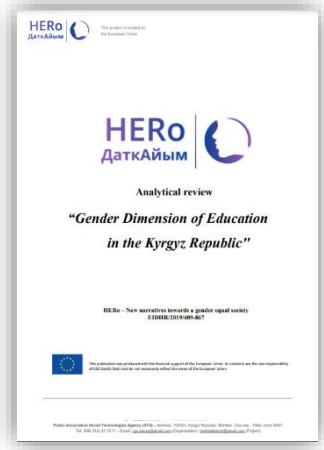
A.3 – Development of a curriculum framework in the context of SDG5 to consolidate contents addressed to trainings

Under this action, the project managed to develop all the contents which were the core of the capacity building and trainings of the project. Specifically:



Methodological Action Framework for the trainings

The document takes into consideration both the Standard Model and the report of the focus groups. It includes an overview of all the proposal of the trainings, specifying: 1) Objectives; 2) Contents (Modules and sub- modules); 3) Learning Outcomes; 4) Methodology; 5) Type of Evaluation; 6) What SDGs are covered or if each training covers some points of the Strategic National Plan indications.



Guideline to implement the procedure and methodology for the educational sector: The document is divided in 4 parts: 1) A review of both the international obligations and national legislation to ensure equal rights and opportunities on the field of gender equality, inclusive education and general education. 2) A section in which – for pre-school education, school education and vocational education – both issues and related recommendations are identified, defining a path to bridge the gaps existing in the Kyrgyz society. 3) Specific guidelines to implement the methodology to conduct anti-discrimination and gender expertise of educational and methodological complexes. 4) Recommendation for the examination of educational standards.

Gender awareness chart for media & standards for gender-sensitive journalism

The document contains the basic concepts of gender and gender roles, discrimination, and includes practical exercises to determine the types and forms of discrimination. It includes sections on information regarding gender-based violence in Kyrgyzstan, as well as a gender cross-section of such areas as politics, economics and education. The analysis of normative legal norms in the field of gender policy is carried out and the international legal foundations of gender equality, as well as national legislation are given. The section on standards of gender-sensitive journalism also includes national and international experience.

The tools of gender-sensitive journalism are given, including a detailed description of the requirements for content, visualization of media materials, gender-correct language, gender statistics and gender data journalism. This section also includes a workshop on the use of these tools and the preparation of gender-sensitive materials. It also provides an integrated gender approach in media management policy. Moreover, recommendations have been developed for the media and journalists on how to effectively interact with government agencies and civil society organizations.

Value Paper for CSOs

In the document, the introduction of Gender mainstreaming in the activities of CSOs is recommended in three aspects: a) in the activities of the organization in order to fulfil its mission; b) in the internal policy of the organization; c) in the process of its interaction and cooperation with representatives of state bodies and local self-government bodies. This Guide is focused on achieving an understanding of the process of introducing an Integrated Gender Approach into the sectoral policies of ministries and departments, including in the course of the activities of CSOs as part of the Public Councils of state bodies.

Gender policy recommendations addressed to public offices

The purpose of the Methodological Guide is to promote the introduction of Gender mainstreaming into sectoral policies of all ministries and departments, by increasing the capacity of employees and demonstrating with specific examples the benefits of using gender analysis to improve public policy.

All the guidelines are available in Kyrgyz and Russian, whilst the Methodological Framework, the Gender-sensitive Standards for Journalism and the Guidelines for the procedure and methodology in the education sectors are also available in English. You can find all the links in the last page of this document.

A.4 – Trainings for capacity building/up-skilling of ministries staff, education representatives, journalists and CSOs

13 trainings have been held to all the target groups of the project, based on the identified learning needs and on the materials and contents developed by the partnership. In total, **1047 people were trained**, distributed among the targets in the following way:

Target	Number foreseen by the application	Numbers reached
TG1	*50*	**53**
TG2	*140*	**167**
TG3	*75*	**168**
TG4	*70*	**86**
TG5	*75*	**92**
TG6	*100*	**491**
Total	*510*	**1047**

As it is shown by the summarizing table, the target reached is more than double of the total number foreseen by the project bid. This success is given by the disseminating and engaging network activity of STA at local and national level and by the involvement of the representatives of the target group in the Transversal National Board, which have ensured clear and direct communication and co-ownership on the goal of gender equality.

Here below, a short overview of all the trainings held per field:

Education

From the 10th to the 14th of November 2021, a total of 86 participants participated in 2 parallel trainings – one for Russian speaking participants and another one for Kyrgyz spearking ones. The profiles of the participants were the following:

- authors of school educational and methodological complexes (EMC) in various subjects;
- editors and specialists of publishing houses;
- teachers participating in the testing of EMC;
- specialists from teacher training institutes;

- independent experts;
- teachers of pedagogical universities from different regions of the country;
- specialists of the Republican Scientific and Practical Center "Okuu Kitebi" under the Ministry of Education and Science of the Kyrgyz Republic

All the participants were trained on the methodology of anti-discrimination and gender expertise of educational and methodological complexes. This training was organized in partnership with the Ministry of Education and Science of the Kyrgyz Republic and the Republican Scientific and Practical Center "Okuu Kitebi" under the Ministry of Education and Science of the Kyrgyz Republic. The participants of the training got acquainted with the conceptual foundations and methodology of anti-discrimination and gender expertise of the EMC, increased their understanding of the importance and the need to take into account the issues of human rights, gender, social inclusion, non-discrimination in the EMC, and also mastered in practice the tools of anti-discrimination and gender expertise on the example of EMC.

An activity during the training to educators, November 2021

Moreover, in May 2021 similar trainings were held for 40 participants (experts, teachers and authors) in cooperation with UNICEF, within the framework of the "Spotlight" initiative implemented by the European Union and the United Nations. Similarly, in May 2022 a two-day training was carried out for 26 historical teachers in partnership with EUROCLIO initiative, confirming the effectiveness and the flexibility of the program developed.

The training programme and the related handbook have been published on the project website and in other relevant sources (see the last section of the document to have the links).

Media

Regarding the trainings addressed to media professionals and journalists, the program was developed in 3 different formats: 3-days training; 2-days training; 1-day training. In total, 92 people were trained, together with 28 university professors of journalism, for a total number of 120 people trained. 3 trainings were provided:

1. From the 31st of March to the 2nd of April 2022, a 3-day training course for university professors of journalism was held, attended by 28 university professors of journalism of the faculties of journalism and public relations. This was a chance to integrate gender-sensitive journalism issues into their curricula and courses.

2. On the 4th and 5th of April 2022, a 2-day training was held in Bishkek for 30 working journalists, editors of media, social media, press services of organizations from Bishkek and northern regions (Chui, Naryn and Talas regions), whilst on the 14th and 15th of April 2022 a similar training was held in Osh, but this time addressed to the southern regions (Osh, Jalal-Abad and Batken regions).

3. On the 12th of April 2022, a one-day training on the standards of gender-sensitive journalism was held in Bishkek for 32 journalists accredited to the Parliament.

Training for journalists in Osh, April 2022

All training program and materials are published on the project website (see the last page of this document)

CSOs

The trainings addressed to CSOs were successfully implemented on May 2022, involving up to 167 participants. The training was focused on the gender aspects of different areas and sectors of activity that must be considered by the authorities, and, accordingly, on which civil society organizations can interact with them and carry out monitoring activities. Specifically:

1. On the 19th and 20th of May 2022, four one-day trainings were held in Bishkek for participants from Bishkek and the northern regions of the country. In both days there were 2 Russian-speaking groups and 2 Kyrgyz-speaking groups, for a total of 109 participants.

On the 25th and 26th of May 2022, two one-day trainings were held in Osh for participants from Osh and the southern regions of the country, for a total of 58 participants.

A total of 6 one-day trainings were held for the following profiles: members of public councils at state bodies; activists of various civil society organizations; human rights activists to promote gender equality in the activities of state bodies; local governments; civil society organizations.

Training for CSOs in Bishkek, May 2022

Government bodies and civil servants

53 staff of the ministries and departments, who are responsible on gender issues, were trained in 2 trainings: 1) on the 19th and 20th and on the 22nd and 23rd of April 2022. The program included sessions on improving gender sensitivity, knowledge and skills on gender law issues, implementing policy program documents in this area as well as interaction of all stakeholders, including CSOs

Training with staff of governement bodies, April 2022

A.5 - Awareness raising campaigns in schools & community

Another one of the great achievement of the project was the Awareness Raising campaigns in school: from May to October 2022, awareness raising campaigns were carried out in **38 schools** of Kyrgyzstan throughout all the regions, reaching **1174 high school students**. In order to allow a successful implementation of the campaign, the project actively cooperated with all key partners - the Ministry of Labour, Social Protection and Migration of the Kyrgyz Republic, the State Commission for Religious Affairs of the Kyrgyz Republic and the Ministry of Education and Science of the Kyrgyz Republic. Moreover, HERo finalized a memorandum with the Ministry of Education and Science of the Kyrgyz Republic represented by the Republican Scientific and Practical Center "Okuu kitebi".

As first step, an Analysis of the Education system was carried out in order to identify gaps and needs to fight gender stereotypes and discrimination in the schools, together with strategies on how to deal with the early marriages (links to the study ara available at the end of this document). Secondly, the project developed information materials – videos and posters – to be used during the campaign, both in Russian and Kyrgyz. Then, facilitators were hired for each region: an introductory meeting was held for the facilitators, providing a briefing on how to conduct an information campaign. For this purpose, in May-June 2022, the project organized 7 introductory meetings in 7 regions of the country with school principals and representatives of local public organizations and activists, supported also by national authorities: Ms. Okoeva G.K. (Head of the Department for Gender Issues of the Ministry of Labor, Social Protection and Migration of the Kyrgyz Republic) and Ms. Isaeva G.K. (Deputy Director of the State Commission for Religious Affairs of the KR) participated to the meeting as well.

HERo concluded memorandums of cooperation with 38 schools and **17 NGOs**, in order to cooperate and implement the campaign in the best way. The main objective of the campaing was to increase the capacity of participants in the educational process as well as the awareness of the impact of gender stereotypes on the choice of professions, the problems of early marriages and the rights of children to education.

Each school received sets of information materials in Kyrgyz and Russian for further use and distribution. Specifically:

1) Video and infographics, information materials on the topic of vocational guidance aimed at changing gender stereotypes in choosing a profession and vocational education with a focus on girls;

2) Video and infographics, informational materials about the problems and prevention of restricting girls' access to education based on the religious beliefs of parents;

3) Video and infographics, information materials about the problems and prevention of early marriages, because of which girls do not finish school.

Here below the list of the material produced:

- Video about choosing a profession in RU: https://hero-datkayim.kg/video/pravilno-li-my-vybiraem-professiyu/

- Video about choosing a profession in KYRG: https://hero-datkayim.kg/videolor/biz-kesipti-tuura-tandajbyzby/
- Video about choosing a profession in RU for secondary schools: https://hero-datkayim.kg/video/2768/
- Video about choosing a profession in KYRG for secondary schools: https://hero-datkayim.kg/videolor/2770/
- A video about girls' access to education "Religious beliefs of parents should not prevent girls from accessing education" in RU: https://hero-datkayim.kg/video/nashi-religioznye-ubezhdeniya-ne-dolzhny-ogranichivat-pravo-devochek-na-obrazovanie/
- A video about girls' access to education "Religious beliefs of parents should not prevent girls from accessing education" in KYRG: https://hero-datkayim.kg/videolor/bizdin-dinij-ishenimderibiz-kyzdardyn-bilim-aluuga-bolgon-ukugun-chektebeshi-kerek/
- A video about the negative consequences of early marriage for girls in RU: https://hero-datkayim.kg/video/2772/
- A video about the negative consequences of early marriage for girls in KYRG: https://hero-datkayim.kg/videolor/erte-turmush-kurgan-kyzdar-kandaj-kyjynchylyktarga-kabylat/

Posters:

- Poster about choosing a profession: https://hero-datkayim.kg/publikaczii-datkajym/pravilno-li-my-vybiraem-professii-2/
- Poster about choosing a profession for secondary school students: https://hero-datkayim.kg/publikaczii-datkajym/pravilno-li-my-vybiraem-professii/
- Poster about religious belief of parents: https://hero-datkayim.kg/publikaczii-datkajym/infografika-chego-lishayutsya-devochki-iz-za-rannih-brakov/

The project also prepared 3 informational videos on the basic concepts of gender equality, which were also distributed among the target groups of the project:

1. Video: "What are sex, gender roles?":

- ENG: https://hero-datkayim.kg/video-en/what-is-gender-gender-gender-roles/
- RU: https://hero-datkayim.kg/video/chto-takoe-pol-gender-gendernye-roli/
- KYRG: https://hero-datkayim.kg/videolor/gender-degen-emne-gender-genderdik-roldor/

2. Video «What does the concept of equality between woman and men mean?»

- ENG: https://hero-datkayim.kg/video-en/what-does-the-concept-of-equality-between-woman-and-men-mean/
- RU: https://hero-datkayim.kg/obrazovatelnye-resursy/chto-oznachaet-ponyatie-ravenstvo-mezhdu-zhenshhinami-i-muzhchinami-2/
- KYRG: https://hero-datkayim.kg/videolor/ayaldar-menen-erkekterdin-te%d2%a3digi-t%d2%afsh%d2%afn%d2%afg%d2%af-emneni-bildiret-3/

3. Video «Gender stereotypes: what is it and how are they formed?»:

- ENG: https://hero-datkayim.kg/video-en/gender-stereotypes/
- RU: https://hero-datkayim.kg/obrazovatelnye-resursy/gendernye-stereotipy-2/
- KYRG: https://hero-datkayim.kg/videolor/genderdik-stereotipter-degen-emne/

Posters in schools, May – October 2022

Public dialogue with religious organizations

From May to June 2022, the public dialogues with religious organizations for protection of the rights of girls to education & from early marriage were held in all regions. In total, 7 round tables were held with the participation of 168 representatives of clergy, the territorial departments of education and representatives of local governments. The head of the gender department of the Ministry of Labor, Social Protection and Migration, and the deputy director of the State Commission for Religious Affairs and representatives of the Ministry of Education and Science gave speeches at the round tables. This was an important step of unity and community strength, since all the parts of the society showed interest and will of work together on the topic of education, gender equality and rights of children.

Public Dialogue in Chui region, 3.06.2022

Public Dialogue in Osh region, 31.05.2022

Public Dialogue in Batken region, 30.05.2022

Public Dialogue in Jalal-Abad region, 29.05.2022

Public Dialogue in Naryn region, 7.06.2022

Public Dialogue in Issyk-Kul region, 2.06.2022

Competition for Media and Expert Database

Regarding the work with media, the Project focused its attention on the development of positive gender narratives. An effective approch in order to encourage the media and journalists, bloggers of the Kyrgyz Republic to cover gender equality issues in the media according to the standards of gender-sensitive journalism learned during project the trainings, as well as to attract public attention to these topics, was the organization of a competition among journalists, bloggers and representatives of journalistic associations and media for best material in the following categories:

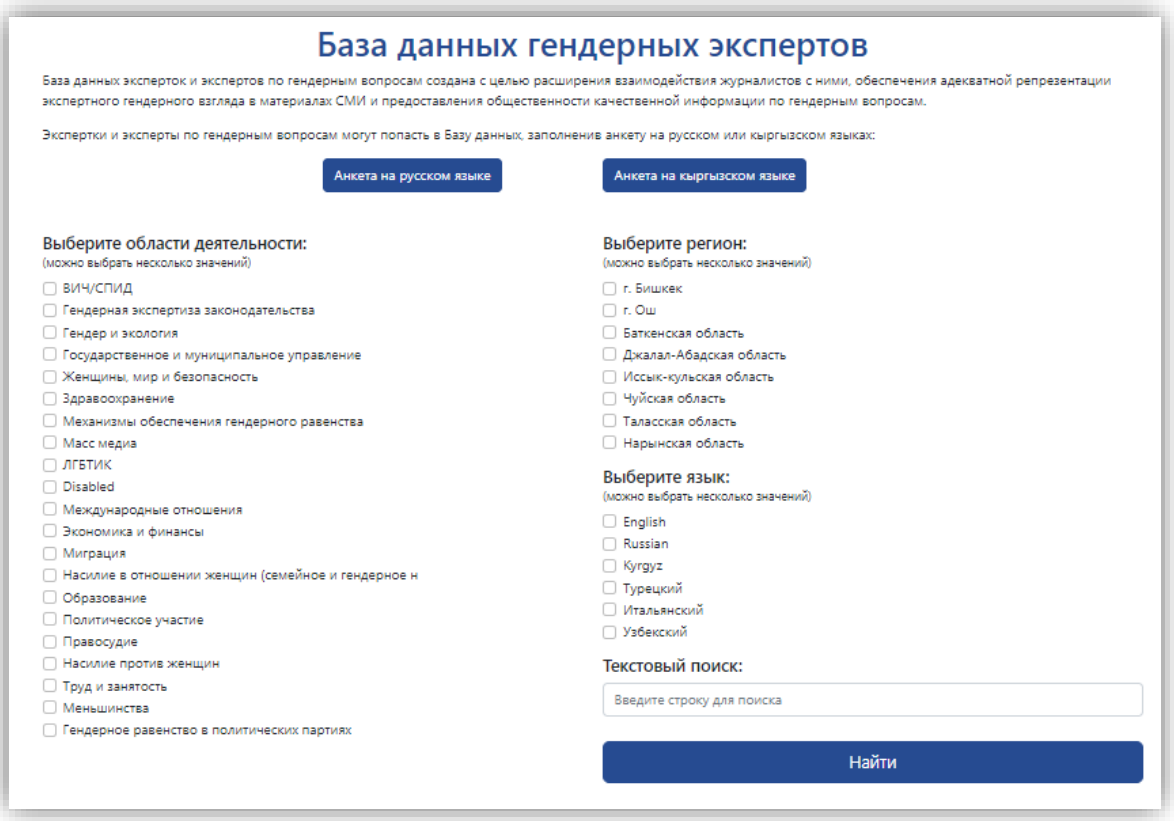
- "The best radio material";
- "Best video material";
- "Best printed publication / Best material of the online publication";
- "Best in social media."

20 winners were selected, among more than 70 entries, receiving valuable prizes (laptops, smartphones, microphones and other professional equipment) during the final conference of the project.

Group pictures with winners and participants during the Final Conference, October 2022

Another step towards the correct information and positive gender narratives on the field of communication and journalism was the creation of **a database of gender experts**. Through a survey in three languages among gender experts, the database was created, thus strengthening the interaction of journalists with people with gender expertise. The database of gender experts is an effective tool for

ensuring adequate representation of gender perspectives in media materials and providing the public with quality information on gender issues. The database of gender experts is available on the project website and can be updated with new experts, as new applications are received from gender experts: https://expert-app.hero-datkayim.kg/



An image of the database of gender expert, available on the project website

Transversal cooperation and synergies

During the 36 months of implementation, one of the main result and success of the project was its interagency cooperation and creation of synergies among existing institutions and netwrorks. Here below, the main cooperation at institutional levels were are listed:

- expert and technical support to the authorized state body in the field of gender policy - the Ministry of Labor, Social Security and Migration of the Kyrgyz Republic, participating in the development of drafts of the National Strategy for Achieving Gender Equality in the Kyrgyz Republic until 2030 and the National Action Plan for 2021-2023, supporting also all the activities included.
- Cooperation with the Ministry of Education and Science of the Kyrgyz Republic: the project provided constant expert and technical support to the Republican Scientific and Practical Center "Okuu Kitebi" - established in October 2020. The project also actively interacted with the Deputy Minister of Education and Science of the Kyrgyz Republic, Ms. N. S. Dzhusupbekova, who oversees these issues, guaranteeing in this way a wider impact at all levels of the Kyrgyz Republic.
- In partnership with UNICEF, the project provided a training for more than 40 people on the methodology of anti-discrimination and gender expertise of standards and training materials, including training and improving the gender competence of the team of the "Okuu Kitebi" Republican Scientific and Practical Center.
- the project actively worked with the Ministry of Culture, Information and Tourism of the Kyrgyz Republic. During this cooperation, STA staff and the Ministry discussed and agreed on joint efforts to introduce standards of gender-sensitive journalism and support the transformation of deeply rooted patriarchal behavioral attitudes in society through the media.
- cooperation with the Media Complaints Commission and Media Development Center
- The project actively cooperated with the State Agency for Civil Service and Local Self-Government under the Cabinet of Ministers of the Kyrgyz Republic (formerly the State Agency for Local Self-Government and Interethnic Relations under the Government of the Kyrgyz Republic). The project provided expert support during the elections of deputies of local councils, which were held on April 11, 2021 in 420 village councils and 28 city councils. During this period the project also provided information support, project experts spoke in the media and participated in events highlighting the importance of women's political participation at the local level. Targeted consultation was also provided to female candidates during the election campaign.
- Cooperation with the State Commission on Religious Affairs of the Kyrgyz Republic.

Finally, the project participated, organized or supported dozens of initiatives in cooperation with the following national and international institution/organization/project: UN Women, Spotlight Initiative, Program Office of OSCE in Bishkek, NGO of Religious Women "Mutakalim", Kloop Media, Civic Platform, the Women's Support Center, the Development Policy Institute, the Disabled Women's NGO Nazik-Kyz, NGO Mutakalim, the Women Entrepreneurs Forum Kurak, Alliance of Women's Legislative Initiatives (www.awli.kg), the Forum of Women Deputies of the Parliament of the Kyrgyz Republic and

the Council for Women's Rights and Prevention of Gender Violence under the Speaker of Parliament, organization "Erkindik Kanaty, Amnesty International, Euroclio.

Links to online deliverables

Here below, all the links of the educational material developed during the project are provided:

Deliverables	Languages	Links
Good practices collection	Ru	https://hero-datkayim.kg/publikaczii-datkajym/sbor-nailuchshih-praktik-otchet/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/2741/
	Eng	https://hero-datkayim.kg/docs_en/good-practices-collection/
Standard model for gender mainstreaming process	Ru	https://hero-datkayim.kg/publikaczii-datkajym/standartnaya-model-proczessa-prodvizheniya-gendernogo-ravenstva/
	Kyrg	https://hero-datkayim.kg/docs_kg/genderdik-te%d2%a3chilikti-ilgerilet%d2%af%d2%afn%d2%afn-ctandarttyk-modeli/
	Eng	https://hero-datkayim.kg/docs_en/standard-model-for-gender-mainstreaming-process/
Report on needs of each TGs	Ru	https://hero-datkayim.kg/publikaczii-datkajym/otchet-o-potrebnostyah-czelevyh-grupp-proekta/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/2748/
	Eng	https://hero-datkayim.kg/publications/report-on-the-learning-needs-of-each-target-groups/
Guideline for the implementation of an integrated gender approach in the activities of state bodies and local self-government bodies of the Kyrgyz Republic	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-vnedreniyu-kompleksnogo-gendernogo-podhoda-v-deyatelnost-gosudarstvennyh-organov-i-omsu-kyrgyzskoj-respubliki/

	Kyrg	https://hero-datkayim.kg/wp-content/uploads/2022/10/hero_a3.5_guide-gov-ag_kyrg.-1.pdf
Guideline on advancing gender equality policy through improved cooperation of civil society organizations with state bodies and local self-governments (The Guide for CSOs)	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-prodvizheniyu-politiki-gendernogo-ravenstva-cherez-uluchshenie-sotrudnichestva-organizaczij-grazhdanskogo-obshhestva-s-gosudarstvennymi-organami-i-omsu/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/kommercziyalyk-emes-uyumdarynyn-mamlekettik-organdary-zhana-zhergilikt%d2%af%d2%af-%d3%a9z-aldyncha-bashkaruu-organdary-menen-kyzmattashtygyn-%d3%a9rk%d2%afnd%d3%a9t%d2%af%d2%af-arkyluu-genderdik/
The Training module for CSOs	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-vnedreniyu-kompleksnogo-gendernogo-podhoda-v-deyatelnost-nekommercheskih-organizaczij-v-kyrgyzskoj-respublike/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/kyrgyz-respublikasynyn-kommercziyalyk-emes-uyumdarynyn-ishmerd%d2%af%d2%afl%d2%afg%d2%afn%d3%a9-komplekst%d2%af%d2%af-genderdik-mamileni-kirgiz%d2%af%d2%af-zh%d3%a9n%d2%afnd%d3%a9-trening-%d3%a9t/
The standards for gender-sensitive journalism	Ru	https://hero-datkayim.kg/publikaczii-datkajym/metodicheskoe-posobie-standarty-genderno-chuvstvitelnoj-zhurnalistiki/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/genderdik-sezimtal-zhurnalistikanyn-standarttary-metodikalyk-koldonmosu/

	Eng	https://hero-datkayim.kg/publications/methodological-guide-standards-for-gender-sensitive-journalism/
Practical Guide for Members of Local Committees on Protection from Gender and Domestic Violence	Ru	https://hero-datkayim.kg/publikaczii-datkajym/2916/
Guidelines for Gender/Media Communication Experts	Ru	https://hero-datkayim.kg/publikaczii-datkajym/metodicheskie-rekomendaczii-dlya-gendernyh-ekspertokekspertov-po-kommunikaczii-so-smi/
Guideline for education sector	Ru	https://hero-datkayim.kg/publikaczii-datkajym/2758/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/2761/
	Eng	https://hero-datkayim.kg/publications/2762/
The Training module for staff of government bodies and civil servants/local authorities	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-vnedreniyu-kompleksnogo-gendernogo-podhoda-v-deyatelnost-gosudarstvennyh-organov-i-omsu-kyrgyzskoj-respubliki/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/kyrgyz-respublikasynyn-mamlekettik-bijlik-organdarynyn-zhana-zhergilikt%d2%af%d2%af-%d3%a9z-aldyncha-bashkaruu-organdarynyn-ishmerd%d2%af%d2%afl%d2%afg%d2%afn%d3%a9-komplekst%d2%af%d2%af-genderdik/
The Training module for education sector	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-metodologii-antidiskriminaczionnoj-i-gendernoj-ekspertizy-uchebno-metodicheskih-kompleksov/

	Kyrg	https://hero-datkayim.kg/publikacziyalar/okuu-metodikalyk-kompleksterinin-basmyrloogo-karshy-zhana-genderdik-ekspertizanyn-metodologiyasy-boyuncha-trening-%d3%a9t%d2%af%d2%af-koldonmosu/
	Eng	https://hero-datkayim.kg/publications/manual-for-conducting-training-on-the-methodology-of-anti-discrimination-and-gender-expertise-of-educational-and-methodological-complexes/
The Training module for university professors of journalism	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-genderno-chuvstvitelnoj-zhurnalistike-dlya-prepodavatelej-fakultetov-zhurnalistiki/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/3daytr/
The Training module for journalists/media	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-genderno-chuvstvitelnoj-zhurnalistike-dlya-zhurnalistov/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/2daytr/
The Training module for journalists accredited to the Parliament	Ru	https://hero-datkayim.kg/publikaczii-datkajym/rukovodstvo-po-provedeniyu-treninga-po-genderno-chuvstvitelnoj-zhurnalistike-dlya-sotrudnikov-press-sluzhb-gosudarstvennyh-organov/
	Kyrg	https://hero-datkayim.kg/publikacziyalar/1daytr/
ANALYTICAL REPORT on the results of gender analysis of the system of school education, primary and secondary vocational education in the Kyrgyz Republic	Ru	https://hero-datkayim.kg/wp-content/uploads/2022/03/hero_a5.1_analytical-report_rus.pdf
	Kyrg	https://hero-datkayim.kg/publikacziyalar/kyrg/
	Eng	https://hero-datkayim.kg/publications/eng/

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Ministry of Education and Science of the Kyrgyz Republic

Ministry of Culture, Information and Tourism of the Kyrgyz Republic

State Agency for Local Government and Interethnic Relations under the Government of the Kyrgyz Republic

State Commission for Religious Affairs of the Kyrgyz Republic

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