

IMPROVING THE EFFICIENCY AND COVERAGE OF MULTI-HAZARD EARLY WARNING SYSTEMS FOR CLIMATE CHANGE INDUCED HAZARDS IN UZBEKISTAN

GENDER ASSESSMENT AND ACTION PLAN

I. Introduction

1. This gender assessment and action plan have been prepared for the submission to the Green Climate Fund with the proposal “Improving the efficiency and coverage of multi-hazard early warning systems for climate change induced hazards in Uzbekistan.” The assessment aims to provide an overview of the gender situation in Uzbekistan, identify gender issues that are relevant to the project, and to examine potential gender mainstreaming opportunities. The assessment was based upon available data from studies conducted by the Government of Uzbekistan, donor agencies, multilateral development banks, stakeholder consultations and any other sources, and includes:
 - 1) Undertaking a desktop review and aligning approaches in this proposal with the national priorities of Uzbekistan.
 - 2) Incorporating information and lessons learned from past studies and assessments on gender in Uzbekistan from the Government of Uzbekistan, the United Nations, civil society organisations, and multilateral development banks.
 - 3) Integrating gender considerations through project indicators, targets and activities as well as identifying women as leaders and decision-makers.
2. The objective of the project is to enhance the efficiency and coverage of multi-hazard early warning system for climate change induced hazards in Uzbekistan in view of the projected climate change impacts. The approach combines principles articulated in the Global Framework for Climate Services (GFCS) with a ‘value-chain’ approach to target specific weaknesses in the delivery of early warning services, given the specific modes of operation, current infrastructure, technical capacities and institutional arrangements in Uzbekistan. The project will introduce the impact-based MHEWS based on the socio-economic risk modelling and will explore and facilitate elements of forecast-based financing as an innovative paradigm-shifting approach to the use of climate data in decision-making. The project will do this through three main outputs:
 - a) **Output 1: Upgraded hydro-meteorological observation network, modelling and forecasting capacities:** The proposed intervention will create a more efficient monitoring network for weather, climate, hydrology and cryosphere, through both upgrading existing (automating) and installing new monitoring equipment (automatic weather stations (AWS), automatic hydrological stations, upper air sounding stations, and strategically placed low cost radars. This equipment and other existing data streams will be integrated into high availability/redundant single databases. Hazard-specific forecasting procedures will be developed and operationalized for climate-induced hazards. Training of Uzhydromet staff to undertake forecasting, operation and maintenance and data QA/QC/archiving procedures will also accompany these activities. Activities follow the GFCS and in this output are designed to address aspects related to: i) observations and monitoring; and ii) research, modelling and prediction:
 - b) **Output 2: A functional impact-based Multi-Hazard Early Warning System is established based on innovative impact modelling, risk analyses, effective regional communication and community awareness:** The proposed intervention will integrate and develop ICT systems to use the hydro-meteorological hazards predicted in output 1, and combine these with vulnerability data to identify risks and provide information for planning and mitigating their impacts. It will improve the efficiency of the current EWS by automating the sharing and production of risk-related data, as well as the communication of warnings. The project will also develop methodologies for and support hazard and risk mapping and risk zoning for key climate-induced hazards (floods, landslides, mudflows, droughts and avalanche. This information will be transmitted and shared with Regional Crisis Management Centres (RCMCs) in the 15 administrative districts in Uzbekistan so that regional teams have the most up to date information available for planning their operations. Building on the existing mobile-based public dissemination platforms, the project will develop geographically specific risk based warnings tailored to the areas affected by each hazard (e.g. mudflows, avalanches, landslides and flooding).

c) Output 3: Strengthened climate services and disaster communication to end users:

The proposed intervention will strengthen the effectiveness of delivering climate information services and disaster warnings to users in Uzbekistan at two levels. On the overall national level, the project will initiate the establishment of the National Framework of Climate Services as a mechanism to systematically bring together producers and users of hydrometeorological and climate information and to ensure that information and services reach their end recipients both in the various sectors of the government and the society and at the different geographic levels down to local communities. Disaster-related information and services being the specific focus of the project, it will work with the various public and private stakeholders to reorient the existing financial / economic model behind the provision of such services to make it more cost-efficient and sustainable in the long-term. On the warning dissemination and communication aspect, updated communication technologies will be utilised to support real-time risk evaluation by Regional Crisis Management Centres (RCMCs) and first responders to ensure 'last-mile' delivery of early warning risk information to the communities at risk and population at large. In collaboration with Red Crescent Society and other community-level NGOs, RCMC will organize trainings and annual community forums to help communities at risk better interpret, understand and react to those warnings, as well as facilitate forecast-based actions and responses

3. Thirty percent of Uzbekistan's 33 million population live in areas prone to natural hydro-meteorological disasters (mudflows; landslides; glacial lakes; hydrological droughts and agricultural hazards), which are predicted to be aggravated by climatic changes due to increases in the intensity of rainfall, temperature and evapotranspiration growth. These hazards significantly impact the people of Uzbekistan each year, cause loss of life and livelihoods, require the movement of people and assets, as well as damage infrastructure and reduce the availability of water for agriculture. Approximately 8 million people (26% of the population) are affected by mudflows, 80% of which occur in the foothills and high mountainous areas and are caused by heavy rainfall. In the period of 1977-2015 1,335 mudflows were recorded, 33 of which led to loss of life. Already limited water resources will be further exacerbated by higher temperatures and lower precipitation under climate change, which will increase irrigation water demand and reduce river runoff during the growing season. Furthermore, some of these changes (i.e. rising temperatures and vapour deficits) are already manifest in observational records. The project will address increasing exposure and vulnerability of Uzbekistan communities and their livelihoods to climate induced hydro-meteorological hazards.
4. The proposed project can strategically contribute towards greater gender equality by adopting gender-responsive approaches for the design of the climate information services, including how end users are communicated to and with; promoting gender-balance, where possible, through technical and maintenance capacity-building activities of hydro-meteorological networks, equipment and systems; and establishing a gender-aware policy national framework to inform collaboration between climate service and national/regional hydro-meteorological stakeholders.

II. Gender Inequality and Social Inclusion in Uzbekistan

5. Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply rooted in social norms and economic conditions with a greater impact on the poor, particularly on women and young people.
6. According to the World Bank definition, Uzbekistan is a lower middle-income country with GNI per capita at US\$2,200 in 2016¹. Total number of population of Uzbekistan is 32.90 million people (2018).² Women constitute around half of population. GDP growth slowed to 5.3% in 2017 (from

¹ <http://data.worldbank.org/country/uzbekistan>

² State Statistics Committee of the Republic of Uzbekistan. <https://stat.uz/uploads/docs/demografiya-yan-iyun-18-ru.pdf>

7.8% in 2016), led by the deceleration in domestic demand.³ The main contributors to growth were services, which expanded by 6.9%, down from 9.3% in 2016. While transport and communications accelerated to 8.9% from 7.1% in 2016, slower growth in private consumption slashed expansion in trade, food, and accommodation to 3.9% from 13.4% in 2016. Growth in industry, excluding construction, moderated to 4.6% from 5.0% a year earlier, with weaker mining and quarrying. Construction growth, hit by higher import and credit costs, halved to 5.6% from 12.5% in 2016. Expansion in agriculture slowed to 2.0% from 6.6% in 2016 as prices for imported inputs nearly doubled in some terms, raising production costs and prices for purchasers. Meanwhile, the cheaper some and stronger growth in neighboring countries helped reenergize external demand for fruit and vegetables, boosting total sales.⁴

7. Uzbekistan is one of the countries that experienced socio-economic transformations from centrally planned economy towards establishing market mechanisms of economic development based on the strategy of macroeconomic stability and destructuralization of the productive sectors of economy, which is highly resource-dependent. However, the processes of maintaining economic growth, jobs creation and poverty reduction has been difficult. During transformation the living standards of population, specifically in rural areas, and existed elements of gender equality, inherited from the Soviet era has been negatively affected by the changes. The reduction of state support to nurturing and childcare has shifted back to women the entire responsibility for these functions. Coupled with continuing high participation rates, these has increased the “dual burden” on women and increased demands on their time.

2.1. Gender Inequality Measures for Uzbekistan

8. Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).⁵ GI is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while GDI measures achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Uzbekistan has a GI value of 0.287 (2015) and ranks 57 out of 159 countries assessed. The GDI value (2015) is 0.946 with HDI ranking of 105.⁶
9. The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment. Uzbekistan is not ranked in the 2011 Global Gender Gap Index.⁷
10. The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (i.e., 0 to 1) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Uzbekistan is 0.1475 suggesting that discrimination against women is medium.⁸

³ <http://www.worldbank.org/en/country/uzbekistan/overview#3>

⁴ <https://www.adb.org/sites/default/files/publication/411666/ado2018.pdf>

⁵ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

⁶ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

⁷ World Economic Forum. The Global Gender Gap Report 2015 Country Profiles. http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf

⁸ OECD. Social Institutions and Gender Index 2014. Uzbekistan <https://www.genderindex.org/country/uzbekistan>

2.2. Poverty

11. Evidence shows that, in Uzbekistan, women are more vulnerable to the risk of poverty than men, particularly if women are divorced, widowed, unmarried mothers or have large families.⁹ Recent official estimates show that poverty declined from 25.8 percent of the population in 2005 to reportedly 14.1 percent in 2013 (Table 1). This decline is a result of rapid economic growth, sustained annual increases in salaries, incomes from micro and small businesses, and the Government's targeted social support programs. Besides, net remittances from labor migrants have helped many families in Uzbekistan not to fall below poverty line.

Table 1. The Impact of Economic Growth on Poverty Rate

	2005	2006	2007	2008	2009	2010	2011	2012	2013
GDP per capita as % against previous year	118.5	106.1	108.0	106.7	107.0	107.3	108.3	108.4	106.3
Total poverty rate	25.8	24.7	23.3	22.2	21.1	20.0	16.0	15.0	14.1

Source: State Committee of Statistics of the Republic of Uzbekistan, Welfare Improvement Strategy 2012-2015.

12. From 2002 to 2013 per capita GDP grew by 1.97 times and poverty significantly declined by 48.7 percent. However, the elasticity of poverty reduction to GDP growth still low. According to the World Bank estimations 1 percent decrease in per capita GDP in Uzbekistan is associated with 0.5 percent decrease in the poverty rate on average, which is lower than the average estimate for developing countries (approximately 3 percent decrease in the poverty rate per every 1 percent increase in per capita GDP). The weak impact of economic growth on the improvement of the quality of life and jobs creation is explained by the fact that growth has been concentrated in capital-intensive sectors of economic development (ex. the fuel and energy, and transportation) rather than labor-intensive sectors. Despite the low sensitivity of poverty reduction to GDP growth the level of inequality, measured by the Gini coefficient has changed. According to Uzbekistan official statistics the Gini coefficient declined from 0.45 in 2006 to 0.3 in 2012.¹⁰

Table 2. Urban Rural Poverty Trends¹¹

	2000-2001	2002	2003	2004	2005	2006	2007
Total poverty	31.5	26.5	27.2	26.1	25.8	24.9	23.6
Urban Poverty	27.8	21.8	22.0	18.8	18.3	17.9	17.6
Rural Poverty	33.6	29.4	28.7	30.3	30.0	28.8	27.1

Note: the 2000-2001 estimate is from World Bank 2007; 2002-2005 estimates are from the Welfare Improvement strategy; and 2006-2007 estimates are provisional.

13. The poverty rate in rural areas in 2000-2001 was 33.6 percent compared to 27.8 in urban areas; 27.1 in rural and 17.6 in urban areas in 2007. Between 2000-2001 and 2004, urban poverty decreased dramatically by over 32 percent. But progress slowed drastically between 2004 and 2007: the decline was a little over 6 percent. Such a slow reduction in urban poverty suggests that economic growth was not benefiting many urban centers and the poverty risk is high for the population living in small towns, where employment opportunities have decreased due nonfunctioning of former enterprises and limited access to the land.¹²
14. According to the World Bank estimation, the poverty rate in Uzbekistan in 2012 made up 15 percent, including poverty rate in urban areas at 11.6 percent and in rural areas 18.3 percent. Results of UNDP-supported household survey of 1500 households conducted in 2006 in six districts of

⁹ Country Briefing Paper, Women in the Republic of Uzbekistan, Wendy Mee, 2001, p. 7

¹⁰ The Ministry of Economy of the Republic of Uzbekistan.

¹¹ Addressing Urban Poverty in Uzbekistan in the Context of the Economic Crisis. CER. UNHABITAT. Tashkent.2010, p.18.

¹² Ibid

Namangan Region and the Republic of Karakalpakstan (UNDP year) shows that rural poverty is higher among households that did not own their own plot or households that had workers who relied on recruitment for seasonal agriculture labour. Households with members hired by private farms have higher income, but the number of such farms in six districts was very low. Income from micro businesses, focused on selling agriculture products or handicrafts was low and not sustainable.

15. Poverty was closely correlated with the size of a family's plot of land. The land holding of many households was only a small garden plot. Though the productivity of such plots was high, and their produce was used predominantly for household consumption. In some of the districts, 30-70 percent of family plots could not be used because of poor soil or water conditions. Many families owned livestock or poultry, but such assets were usually meager.

2.3. Health

16. The health care system in Uzbekistan was developed as a part of the Soviet system with the objective of providing adequate access to health services to all citizens. With these goals, a nationwide network of more than 6 thousand primary, secondary, and tertiary health care facilities was created under the control of the Ministry of health. The health care system is almost fully state owned; however, some health professionals offer private fee-for-service health care. Almost all hospitals have some beds operated on a self-financing basis through fee-for-service payment by patients.
17. The Government is in the midst of major health care reforms that focus on strengthening primary health care, modernizing the health service networks, and improving the efficiency of health spending. The ultimate goal is to improve the key health indicators of the population, and the main attention is given to reproductive health, family planning services, protection of motherhood and childhood, reduction of disastrous impact of ecological degradation on the health of women.

Table 3. Deaths by age, sex and main cause of death in 2016

	Number of deaths, persons		Per 100 000 population	
	Women 16-54	Men 16-59	Women 16-54	Men 16-59
Total	13361	30732	143.4	306.4
of which:				
Cardiovascular diseases	3977	12678	42.7	126.4
Accidents, poisonings and injuries	1661	5994	17.8	59.8
Neoplasm	3006	3247	32.3	32.4
Digestive apparatus diseases	1594	3364	17.1	33.5
Infectious and parasitic diseases	553	1193	5.9	11.9

Source: <http://gender.stat.uz>

18. Uzbekistan's health care system is more focused on struggling with the epidemiological changes in morbidity and mortality patterns in recent years. However, according to data from WHO, non-communicable diseases accounted for approximately 79 percent of all deaths in Uzbekistan in 2012.
19. The main causes of deaths in 2016 being due to the cardiovascular diseases (59.9 per cent of all deaths), death from the accidents, poisoning and injuries (6.7 per cent of all deaths), cancer (9.2 per cent), diseases of the respiratory system (5 per cent), diseases of the digestive apparatus (5.8 per cent), infectious and parasitic diseases (1.9 per cent).¹³ For all the death causes the death rate of men is twice higher than the death rate of women (Table 3).
20. The level of mortality in Uzbekistan has always been relatively low because of the favorable ratio of young and older aged population. However, over the past two decades, mortality of population has

¹³ The State Statistics Committee of the Republic of Uzbekistan. www.stat.uz

been changed under the influence of the difficulties of transition period. Within the first years of independence (1991-1994) mortality increased by 13.9 per cent and the crude death rate was 6.6 per 1,000 people. In the following year's mortality rate declined to 5.0 per 1,000 of population in 2016. In rural areas mortality the rate of population, for both men and women, in almost every age group, is 1,2 – 1,4 times lower than in urban areas.

21. Of particular concern is the death rate of the working-age population, especially men. So, 302.2 male deaths (per 100 thousand of population) of working age (16-59 years old) have been registered in 2012 that is 2.1 times higher than the same indicator among women. The mortality of men from diseases of the cardiovascular system was 2.9 times higher than the number of women died from the same disease, deaths from the accidents among men was 3.3 times higher than among women, deaths due to diseases of the digestive apparatus among men was 1.9 times higher, and the deaths from infectious and parasitic diseases among men 2.2 times higher than among women.
22. According to the State Committee of Statistics, in 2012, the causes of mental disorders among men are 131.3 per 100 000 of population, which is 1.3 times higher than among women; the morbidity rate of alcoholism and alcoholic psychosis among men is 30.6 per 100 000, which is 19,2 times higher than among women¹⁴.
23. The Government is taking serious steps to improve the quality of healthcare services. The laws "On prevention of micronutrient deficiency among the population"; "On restrictions on the distribution and use of alcohol and tobacco products"; "On combating the spread of the disease caused by the human immunodeficiency virus (HIV)", as well as the President and the Cabinet of Ministers Decree "On measures for further deepening the reform of the healthcare system "; "On additional measures to improve the reproductive health of mother and child in rural areas of the Republic of Uzbekistan", and etc.
24. According to the data of the Ministry of health of the Republic of Uzbekistan, infant mortality in 2012 year was 10.2 (per 1000 live birth) which is almost 3 times less than in the 1992 year (28.2 per 1000 live birth). The infant mortality rate is higher in urban areas (13.0 per 1000 live births in 2012) than in rural areas (7.9 per 1000 live births in 2012). 15 Maternal mortality in 2012 was at 20.2 (per 100 000 live births), which is nearly 1.5 times less than in 1992 - 30.1 (per 100, 000 live births). According to WHO, under five and maternal mortality rates were 40 (as of 2012) and 36 (as of 2013), respectively.
25. Consistent measures to combat HIV infection are in place. The Government approved a "Strategic program to combat the spread of HIV infection in the Republic of Uzbekistan for 2013-2017 years". According to the Ministry of health data, the incidences of HIV-positive women in 2012 were 12.0 cases (per 100 000 women) and in 2013 -12, 6 (per 100 000 women).
26. Special attention is paid to the health of rural women. According to the Decree "On additional measures to improve the reproductive health of mothers and children in rural areas of the Republic of Uzbekistan" of the Cabinet of Ministers No. 156 on 22.07.2010 within the timeframe from 2010 to 2015, special arrangements were in place for provision for free of the vitamin-mineral complex to all pregnant women living in rural areas: 400 pieces per were distributed for free per annum.
27. Despite the positive trend in the mortality rate of population of Uzbekistan the following challenges still remain in this field: the relatively high mortality due to avoidable causes of death; despite the positive changes infant and maternal mortality is still high; the increase of the death rate in older age groups of population, especially among men; the high mortality rate in the working-age group of population.

¹⁴ <http://gender.stat.uz>

¹⁵ The State Statistics Committee of the Republic of Uzbekistan. www.stat.uz Human Development Report. Uzbekistan. 1998.

28. Despite improvements, Uzbekistan still has remaining challenges related to maternal and child health outcomes. In response, the Government has initiated several policies and programs mobilizing both internal and external resources, with a resulting decline in infant mortality.
29. One of the objectives of Welfare Improvement Strategy (2012-2015) was identified as reduction of the number of Uzbekistan's underweight children, under the age of five, by 50 per cent, within the period from 2000 to 2015. In addition, the National Strategy for Improving the Population Nutrition in Uzbekistan for 2009-2011 was adopted and implemented.¹⁶ Measures taken in this area have increased the quality of nutrition not only among children, but also among the general population. Implementation of a national program designed to promote breastfeeding, salt iodization, the prevention of vitamin A deficiency, the fortification of flour with micronutrients, and other similar initiatives have positive impact. The lagging of children under five, in terms of weight, has declined from 7.1 per cent in 2002 to 3.3 percent in 2006 and to 1.2 percent in 2011. At the same time, lagging in terms of height has declined from 21.1 per cent in 2002 to 1.04 per cent in 2011.¹⁷
30. Implementation of measures designed to enrich and fortify flour with iron and folic acid has allowed for a reduction in the prevalence of anemia among children under the age of five from 66.6 per cent in 2000 to 12.12 per cent in 2011. The prevalence of diseases related to iodine deficiency has reduced from 47.7 per cent to 15.0 per cent during the same time period.
31. Reduction of inadequate nutrition has been partially contributed to by measures designed to increase birth intervals, and to improve the awareness of parents on how to provide care to their children. Thus, within the total number of births in 2000 and 2011, the share of births with an interval of more than two years increased from 90.9 per cent to 94.6 per cent respectively¹⁸.

2.4. Education

32. Uzbekistan inherited good education indicators and its education system outperforms those of the peer countries' in the lower middle-income group. The Government increased public expenditure on education from 5.6 percent of GDP in the mid-1990s to 10 percent of GDP in 2010, focusing mostly on primary and secondary education where the country has now achieved nearly universal enrollment.
33. Uzbekistan's educational system begins by preschool education, which is provided for children until they aged six-seven by state or private preschool educational establishments, and also within the family. Primary (grades 1-4) and secondary (grades 5-9) education provided free by the state. After grade 9, students may enter free specialized secondary education or vocational schools that are provided by state academic lyceums and professional colleges or vocational schools. Grades 1 through 12 constitute the compulsory education system. Primary and secondary education is carried out in 7 languages, including: 848 schools in Russian language; 409 in Kazakh language; 377 in Karakalpak language; 252 in Tajik language; 59 in Kyrgyz language; 43 schools in Turkmen language.

2.4.1. Preschool education

34. The national enrollment rate in early childhood education and care is at 20 percent and it is low by international standards. The current number of available seats in pre-schools exceeds enrollment levels by approximately 25 percent – and the trend has been consistent for the last decade. In addition to a low national rate of enrollment in preschool institutions, significant disparities in enrollment exist between urban and rural areas, and different regions. Children from rich urban households are more likely to access preschool institutions than those from poor rural ones. Several

¹⁶ Welfare Improvement Strategy 2012-2015. Uzbekistan. p.15

¹⁷ Ibid

¹⁸ Uzbekistan - Population Welfare Assessment. The World Bank Report. 2012.

factors affect low enrollment, including: the cost of enrolling children in pre-schools, the quality (and perceptions of quality) of the facilities on offer, the location and convenience of services, and the predominant model of offering pre-school on a full-day basis only (which accounts for 97 percent of all preschool enrolment).

35. A key reason for the low coverage of children by preschool institutions and the high vacancy rate is the inappropriate location of institutions in remote regions. Most of kindergartens are located in cities and large settlements.
36. During the Soviet time collective farms were able to either maintain departmental kindergartens or to arrange transportation of children to preschool institutions to remote locations. Currently, families must cover high transportation costs. Besides, the payment for one or two kids, specifically for rural large families, may exceed the monthly earnings of both parents. As a result, rural women have limited opportunities to work and have to take care of children.
37. Besides, working hours generally range from 09:00 to 18:00 hours, however, de facto, kindergartens operate only until 17:00-17:30 hours and 5 days a week. These limited hours require parents (usually the mother) find a job with a flexible schedule, and preferable close to the household, which is not possible in most of cases. Under these circumstances' women prefer not to work, or to agree to informal work with the condition of shorter working day. The proper development of a network of preschool institutions will have positive impact on women's economic involvement, increase their employment opportunities, and improve family wellbeing.

2.4.2. Primary and secondary education

38. Primary and secondary education is compulsory in Uzbekistan and the government reported that the complete gross coverage of children with school education demonstrates an absence of any regional or gender discrimination to education.¹⁹ 99.9 percent of students, who enrolled in grade one reach the next level of grade five in 2011 and the share of students who enrolled in grade one and reached grade nine, accounted for 95.6 percent in 2011. Literacy levels are equally high among young and adult women and men.
39. In professional colleges, the attendance ratio of young women and men is almost the same. However, the problem of professional education of girls is influenced by gender stereotypes that lead to occupational segregation of women at the stage of receiving professional education.
40. Figures (Table 4) show that professions related to the healthcare (75.8 percent female students) and education (71.8 percent female students) are more popular among girls. It should be noted that the rural girls' choice motivated by easier access to the pedagogical and medical colleges widely represented in all regions of the country, while other specialized professional courses do not exist in each district and region. Moreover, rural girls graduated from pedagogical colleges are unlikely to get a job even in kindergartens, because according to the law, they have to get higher education diploma to work at the capacity of preschool teacher.

Table 4. Students of secondary specialized, vocational education institutions by specialty at the beginning of 2012/2013 academic year. (Distribution by sex, %)

	Women	Men
Total	49.1	50.9
of which:		
Education	71.8	28.2
Public health, physical training and sports	75.8	24.2
Industry and construction	41.6	58.4
Agriculture	41.1	58.9

¹⁹ Welfare Improvement Strategy 2012-2015. Uzbekistan.

Transport and communication	30.9	69.1
Economics and law	47.6	52.4
Arts and cinematography	52.1	47.9
Services	50.2	49.8

Source: <http://gender.stat.uz>

41. This education provides little advantage in employment by several reasons. From one hand, it is an overabundance of medical and educational specialists with secondary professional education, which creates harsh competition in this segment; from other hand the area of application of labor for pedagogues and nurses with secondary professional education and is limited by an extremely small number of jobs in preschool and community medical establishments.
42. Another factor influencing young women's choice of profession is family's and community's attitude towards women's role and gaining nurse, tutor and seamstress skills will be useful in women's future family life. Stereotyped "Dos" and "Don'ts" limiting women's employment opportunities effected women's preferences in education.
43. Specific features of women's employment (low level of employment and economic activity, high unemployment, occupying mostly low-income jobs) in many respect related to women's lack of profession and noncompetitive professional education they have. Gender stereotypes existing not only at the family and community levels, but also represented at early stages of education. Research on gender expertise of basic education textbooks in Uzbekistan, conducted in 2001 identified that among 56 professions, which were mentioned in the basic education textbooks, only 9 have been mentioned in the link to women. The list of "women's" professions was limited with the following: in the area of education- teacher, librarian, tutor; in the area of healthcare- nurse, druggist; among "workers" – seamstress and craftswomen; in the area of agriculture – milkmaid, field worker, working on the cotton picking²⁰.
44. Current curriculum of education system is not adapted to the new requirements of the labour market. According to the ADB RETA Project "Sub-regional cooperation in managing education reforms" (2002), Uzbekistan women are almost totally absent from Management, Finance, and Information Technologies courses. The specific education programs preferred for women are not well linked to the existing demand of labour market. Besides, the system of professional education has until now been insufficiently effective and has not taken into account the particular needs of each region and their economic realities, which might require specific types of training to equip professionals with relevant skills. This situation specifically affects rural girls and young women, who have limited mobility freedom due to Uzbek cultural beliefs and stereotypes, and only pedagogical and medical colleges, are often available to them.
45. Successful implementation of the state employment policy requires improvement of the quality of the workforce and its competitiveness at the labour market, "...there is a need to carry out the ongoing monitoring of the effectiveness of the vocational education training system in accordance with the structural demand of the economy, which is important to make appropriate adjustments in the structure of placement of the new type vocational education institutions."²¹
46. It is important to note that the professional qualifications of the labour force do not meet requirements and demand of local employers. There is a shortage in highly skilled workers and technologists in the industrial sectors, lack of trained specialists in agricultural sector, such as agronomists, zootechnics and veterinary, hydromelioration, plant protection, sericulture. Other sectors, like construction and communication, the housing and utilities also experiencing lack of high-quality specialists. Many of mentioned specialties are gender 'neutral', however, under the influence of

²⁰ Alimdjanova D. Gender Expertise of Basic Education Textbooks in Uzbekistan. Report. Basic Education Textbook Development Project. ADB/The British Council/Ministry of Economy, 2001.

²¹ Akhmedova M. Employment and job creation in the Republic of Uzbekistan- research. Domoscope.ru. http://www.aloqada.com/m/news/2014/03/04/obespechenie_zanyatosti_i_sozdanie_novykh_rabochikh_mest_v_respublike_uzbekistan_issledovanie

gender stereotypes on women's role dominating in society specifically in rural areas these professions do not attract women.²²

2.4.3. Tertiary education

47. During the 2011-2012 academic year, 65 institutions of higher education opened their classes for students²³. Around 300 thousand students studying in these institutions of which 38.5 percent were female and 61.5 percent male. Approximately only 5 percent of women aged 19-25 are enrolled in universities, whereas this figure stands at almost 8 percent for men. Compare to the mid-2000s, the level of admissions to higher education institutions fell for both, men and women, however, the rate was faster for women.²⁴ One of the reasons for this trend was the abolishment of distance learning education in 2004. However, starting from 2017, Uzbekistan reestablished distance learning in higher education.

**Table 5. Students of higher education institutions by specialties
at the beginning of 2012/2013 academic year. (Distribution by sex, %)**

	Women	Men
Total	36.5	63.5
of which:		
Industry and construction	15.9	84.1
Transport and communication	10.5	89.5
Agriculture	21.6	78.4
Economics and law	19.9	80.1
Public health, physical training and sports	39.8	60.2
Education	55.7	44.3
Arts and cinematography	34.6	65.4

Source: <http://gender.stat.uz>

48. In 2004/2005 and 2009/2010 academic years the share of women among university students in Uzbekistan was about 40 per cent. In 2010/2011, this figure fell to 38.5 percent, in 2012/2013 academic year the proportion of girls among students of higher educational establishments has fallen to 36.5 per cent (Table 5). There is a strong tendency to reduction in the number of female students in higher education.
49. The proportion of girls among students of engineering professions is very small (Table 5). The industrial and construction specialties are not popular among female students (15.9 percent). The lowest share of female students is in transportation and communication sector (10.5 percent). At this stage of education, the share of female students of pedagogical institutions fell up to 55.7 percent. Gender disparities and women's limited access to higher education linked to unwillingness of parents to send their daughters to study far from home for long periods of time. Half of higher education institutions located in Tashkent and the rest of them located in Samarkand and Andijan. Parents prefer to arrange marriages for their daughters and existing gender stereotypes set household duties as a priority for women and the privilege for extending education is given for the boys.
50. The situation is further exacerbated by the fact that the number of students in higher education is constantly decreasing. For example, in Uzbekistan in 2008 year was 109 students per 10 000 of population, which is considerably low. For example, in Russia in 2008 the number of students per

²² ADB. 2013. Water Resource Management Project; ADB.2011. Uzbekenergo. Advanced Electricity Metering Project.; ADB. 2008. Monitoring and Implementation of Policy Reforms in Agriculture Project; UNDP. 2010. Enhancing Legislative and Institutional Environment for Equal Employment Opportunities for Men and Women in Uzbekistan Project. Findings of Social and Gender surveys conducted within the sectors under ADB projects

²³ Uzbekistan Modernizing Tertiary Education. The World Bank. 2014. Report No 886-0-UZ.

²⁴ Effective Employment Policy: Achieving Women's Labour Capacities in the Republic of Uzbekistan. Policy Paper. UNDP/CER. 2012. Uzbekistan

10 000 of population was 484 people, in Kazakhstan-380 people per 10 000 of population. Women's opportunities for higher education are decreasing, in both absolute and relative terms.

51. Low enrolment and weak relationship between employers and industry and universities hamper the economy's capacity for innovation, technology adoption and value creation. Clearly there is much that can be done to better prepare universities to respond to the needs of an evolving economy and reduce the mismatch between the supply and demand of graduates.²⁵

2.5. Political Participation

52. Abolition of quota system for women in the 1980s resulted in a sharp decline in their representation in highest and local decision-making positions. Among the deputies of the Supreme Soviet of Uzbek SSR there were 178 female members (or 34.9 percent).²⁶
53. Women's participation in political and social life of the society is one of the most important instruments for achieving gender equality. In 2003 women's organizations lobbied for the issue of quotas for women in elections to legislative bodies of the country. This issue was supported by the government authorities and members of Parliament. As a result, at the regular session of the Oliy Majlis "The Law on elections to the Oliy Majlis" introduced changes. Part 4 of article 22 of the "Law on elections to the Oliy Majlis of the Republic of Uzbekistan" dated by August 29, 2003 foresees that women share should not be less than 30 percent of the total number of candidates nominated to the Oliy Majlis by the political parties.
54. The number of women elected to the national Parliament, the Oliy Majlis, has increased to 16.7 percent in 2018. The proportion of women in the local councils of people's representatives, headed by khokims, has reached 23 percent.²⁷

Table 6. Composition of political parties of the Republic of Uzbekistan

	Distribution by sex, in percentage			
	2008		2012	
	women	men	women	Men
People's Democratic party of Uzbekistan	34.8	65.2	38.2	61.8
Liberal and Democratic party	34.8	65.2	38.2	61.8
Democratic Party of National Revival "Milliy Ticlanish"	43.0	57.0	47.5	52.5
Social Democratic Party of Uzbekistan "Adolat"	50.3	49.7	46.5	53.5

Source: Women's Committee of Uzbekistan.

55. There are four major political parties and Ecological movement in Uzbekistan. All political parties created "women's wing" to increase active involvement of young women into political parties' membership, providing them information and legal support for the development of leadership skills for their further active participation in the political processes of the country. All political parties have women's divisions dedicated to preparing women to run in election. In 2012 the number of women in most of political parties has increased (Table 6). The Ecological Movement of Uzbekistan has a ten percent quota (15 seats) in the Legislative Chamber of Oliy Majlis, and currently two of them occupied by women.

Table 7. Women and men representation in governance (December 31, 2010)

	Distribution by sex, (%)	
	women	Men
Cabinet of Ministers of the Republic of Uzbekistan	6.5	93.5

²⁵ Uzbekistan Modernizing Tertiary Education. The World Bank. 2014. Report No 886-0-UZ. P.10

²⁶ Report on the Status of Women in Uzbekistan. 1999. UNDP/GID Unit/CER/

²⁷ http://uza.uz/ru/society/s-lyubovyu-i-uvazheniem-k-zhenshchine-07-03-2018?sphrase_id=4816889

High level officials	14.3	85.7
Ministers and Chairpersons of State Committee	4.2	95.8

Source: Women and Men of Uzbekistan 2007-2010

56. However, despite the fact that women comprise 35% to 47% of the members of political parties, they do not occupy leadership positions. The physical presence of women (because of quotas) does not automatically ensure their active participation in political life and uphold the interests and rights of women. None of the major political parties' platforms include a program of action to advocate achievement of gender equality in the country.
57. Executive power is exercised by the Cabinet of Ministers and the government of the Republic of Uzbekistan. The government has undertaken measures to increase women's representation at different levels of executive branches. However, women by and large remain underrepresented in top positions. As of 2018, out of 14 ministries, only Ministry of Preschool Education is headed by a female minister. In 2010, women made up 6.5 percent of the Cabinet of Ministers and hold 4.2% of total ministerial positions. There are 11 state committees and women are only represented among members of two committees. Women account for 14.3 percent of high-level officials in government offices. (Table 7).
58. In Uzbekistan, local bodies of citizen self-governance, mahallas, are organized in villages, settlements, and neighborhoods of towns and cities. The mahalla is run by a committee of citizens, which is headed by the aksakal (an elected position). Out of 10,126 mahallas, women chair 1,131 mahalla committees (11.2percent).²⁸

2.6. Decision making

59. More favorable situation concerning the presentation of women at the managerial level is observed in the sectors of economy. As of January 1, 2010, 26.8 percent of managers in the economy were women, i.e. slightly higher than in the government (especially in the higher bodies of public administration) and men – 73.2 percent (Table 8). However, the share of men employed in senior positions in all sectors of economy is significantly higher than that of women.

Table 8. Women and men in managerial positions by sector of economy (as of January 1, 2011).

	Distribution by sex, (%)	
	women	Men
Total	26.8	73.2
Including:		
Industry	15.2	84.8
Agriculture	6.8	93.2
Transport	13.0	87.0
Communication	18.6	81.4
Construction	16.1	83.9
Trade, catering, sale and procurement	22.3	77.7
Housing, public utilities and personal services	10.8	89.2
Healthcare, physical culture and social security	36.2	63.8
Education	43.2	56.8
Culture and arts	32.4	67.6
Science	23.9	76.1
Finance, credit and insurance	18.8	81.2
Other sectors	17.0	83.0

Source: Women and Men of Uzbekistan 2007-2010, p.177

²⁸ Uzbekistan Country Gender Assessment. ADB, 2014, p.25

60. “Male management” especially prevails over in such sectors as agriculture and forestry (women – 6.8 percent, men – 93.2 percent), housing and utilities, and non-production of consumer services (10.8 and 89.2 percent), transport (13.0 and 87.0 percent), industry (respectively 15.2 and 84.8 percent) and construction (16.1 and 83.9 percent). Relatively equal parity is observed only in public education: among the leaders, women were 43.2 percent, and men – 56.8 percent.
61. Among the reasons hindering women's equal participation in the political life of the society are: a lack of national mechanisms to ensure the effective implementation of gender planning and funding initiatives that integrate a gender perspective at the national level; women lack of knowledge about how to run campaigns and to conduct policy advocacy dialogues as they may have limited experience in the fields of political science and public administration; existing gender stereotypes on the role of women in society and the dominant role of men; the lack of enough role models of women's leadership (there is a small number of women leaders not only at the national but also at the international level and there is no wide spread image of woman-leader);

2.7. Labour force

2.7.1. Women's employment

62. In order to achieve the goal of national development as well as to perform the global aims specified in Millennium Declaration and Poverty Reduction Strategy, the Government of Uzbekistan has demonstrated the willingness to solve the problem of gender equality. Especially, the Decree of the President of the Republic of Uzbekistan No. 3434 as of May 25, 2004 “On additional measures for support of activity of Women's Committee of Uzbekistan”²⁹ addressed issues, related to the development and implementation of the national policy in the area of social and legal support for women, improvement of social and public activity of women, their participation in State building; development and implementation of measures and programs directed to securing of women's employment, improving working conditions and educating women (especially in remote areas), as well as attracting them to business activity; organizing effective work in targeted areas (family, makhallas, workplaces, educational institutions) on explanation and observance of the national traditions, realization and protection of women's constitutional rights.
63. According to the statistical data employment among women lower than among man, but their share in the structure of formal employment remained stable at 45,4 percent in 2007-2012. However, there is an imbalance of sectoral distribution of female labour. Women are mostly employed in low paid state sectors of the economy, such as education, health care, agriculture, and etc. (Table 9).

Table 9. Employment by sectors of economy, distribution by sex, 2012

	As percent of total		Distribution by sex, in percentage	
	Women	men	Women	Men
Total	100	100	45.4	54.6
Industry	11.2	14.5	39.3	60.7
Agriculture and forestry	28.3	25.3	48.2	51.8
Construction	1.9	15.4	9.2	90.8
Transport and communication	1.4	8.4	12.2	87.8
Trade, catering, sale, procurement	12.8	9.3	53.3	46.7
Housing, public utilities and personal services	2.9	4.1	36.9	63.1
Health care, sports and social security	12.7	3.3	76.2	23.8
Education, culture, arts, science and scientific services	20.2	7.8	68.4	31.6

²⁹ Women's Committee is one of the key institutions urged to assist in every way to strengthen the status of rural women. Registered as a nongovernmental organization, Women's Committee of Uzbekistan is financed by the government and has the authority to be a governmental institution responsible for the policy and activity in solving women's issues

Finance, credit, and insurance	0.5	0.5	43.2	56.8
Other	8.1	11.4	37.3	62.7

Source: <http://gender.stat.uz>

64. The proportion of women employed in 2012 in the highly paid sectors of the economy - industry, construction, and transportation and communication was at 39.4 percent, 9.2 percent, and 12.25 percent respectively. Over the past 10 years, the values of these indicators had decreased by 2-3 percentage points. The highest proportion of women was in traditionally 'women's' low paid sectors of employment- health and education, but also within these sectors women tend to occupy leading positions significantly less frequently than men. The average wages in healthcare 2.7 times lower than, for example, in construction and industry.
65. Cross-sectoral and inter-professional differences in wages are one of the main reasons for the existence of gender disparities in the labour market affecting women's and family's wellbeing. Research conducted on the trends of the labour market show that an increase of wages in professions leads to the displacement of women by men. As it was observed in the 2000, and the outflow of men from the agriculture and forestry sector in Uzbekistan was also due to the reduction in its relative wages.

Table 10. Differentiation of wages by sectors of economy, 1999 -2010
(%% to the average wage level)

	1999	2000	2001	2002	2003	2004	2010
Average wage	100	100	100	100	100	100	100
Industry	197,9	192,4	197,3	213,1	224,6	234,6	160,2
Sectors of high level of women's employment							
Education	87,0	86,9	82,6	83,4	84,1	85,8	82
Healthcare	75,5	76,8	77,2	77,9	78,1	75,8	78,2
Culture	83,7	83,8	83,6	80,6	76,5	77,5	82
Finance	103,5	111,2	107,6	109,1	110,6	-	102,3

Source: The Ministry of Labour and Social Protection of the Republic of Uzbekistan

66. Besides, more women are involved in informal employment, resulting in a lack of social protection (pensions, social benefits and health care). Women also experience discriminatory attitude of employers while seeking a job- age discrimination, sex discrimination, sexual harassment and etc.
67. As it was already mentioned above women's employment and education are very much under the influence of gender stereotypes related to the women's role in patriarchal society. Girls more often encouraged by the family to learn professions that may be useful in a family, such as a teacher, nurse, seamstress, etc. This education provides little advantage in employment as it is an overabundance of medical and educational specialists with secondary professional education, and there is and an extremely small number of jobs in preschool and community medical establishments. Under these circumstances most of rural women either occupy low-paid positions of the budget sector or do unqualified low-paid work in informal labor markets. There is a growth of both open and latent female unemployment in rural areas, which takes a form of refusal from the search for a job (so called "disappointed unemployed").
68. According to the data of the State Committee of Statistics of Uzbekistan unemployment rate was 5.2 percent in the first half of 2014. The total number of unemployed made up 691, 4 thousand people. Women accounted for 68.1 percent of country's unemployed persons.³⁰ In January-December 2013 the number of unemployed was 639.7 thousand people and the unemployment rate were 4.9 percent of the economically active population.

³⁰ The State Committee of Statistics of the Republic of Uzbekistan. Demographic Situation. UzReport.uz 02.10.2014. Ministry of Labour and Social Protection of the Republic of Uzbekistan

69. High levels of unemployment are being observed in the Republic of Karakalpakstan (40.3 thousand, and the unemployment rate - 6.2 percent of the economically active population), in Andijan region (68.5 thousand and 5.4 per cent), in Samarkand region (76.2 thousand and 5.3 per cent), Khorezm region (37.1 thousand and 5.3 per cent), Kashkadarya region (58.3 thousand and 5.2 per cent), Namangan region (49.6 thousand persons and 5.2 per cent), Surkhandarya region (47.6 thousand and 5.2 per cent) and Navoi region (22.8 thousand persons and 5.2 percent).
70. Another reason for the lower level of female employment related to some social guarantees for women (“positive discrimination”), which the State delegated to enterprises. Private enterprises obliged to pay social allowances for working mother for childcare, in addition, in order to protect motherhood and the child the labour legislation provides a number of additional benefits and preferences on the part of the employer. Women also have the right to retire earlier than men (women retire at the age of 55, and men retire at the age of 60). These measures, on the one hand, aim to prevent harmful effects on the health of women and the creation of an enabling environment, but on the other hand, they create the preconditions for the greater tendency of employers to hire men rather than women (“preferences” unemployment), especially in the private sector.
71. It is a trend on increasing gender asymmetry in life opportunities for men and women, gender differences in employment and reassignment. Labor market inequalities, mentioned above, have been identified as “preference discrimination”, when employers give the employment preferences for men, with the motivation that women are not reliable workers.

Box 2: Some provisions of the Labour code of the Republic of Uzbekistan, demotivising women’s employment

Article 225. “the list of jobs with unfavourable working conditions in which fully or partially the use of female labour is prohibited”.³¹ The list includes mostly work in industry and construction.

Article 228. Work at night, overtime work or work on weekends and the travel assignments for pregnant women and women with children under fourteen years of age (disabled children up to 16 years), without their consent – not allowed. The involvement to the night shifts of pregnant women and women with children under three years old, is allowed if a medical report confirming that such work does not threaten the health of the mother and the child.

Article 229. At the request of a pregnant woman, a woman with a child under the age of 14 (or a disabled child up to the age of 16), including a child in her care, or caring for a sick family member in accordance with medical findings, the employer is required to employ them on a part-time basis or 5 days a week.

Article 236. Women with children under two years of age, besides to the usual rest and meal, should be provided by additional breaks for feeding the child. Such breaks provided not less than between three hours, for a period of thirty minutes each. If there are two or more children under the age of two years duration of the break shall be not less than one hour. Breaks for feeding a child are included in working time and are paid at the average monthly earnings.

Article 237. Termination of employment contract with a pregnant women and a women with children under age of three years, is prohibited, except in cases of the total liquidation of the enterprise, when the termination of an employment contract is permitted with mandatory job placement.

72. The Labour Code provisions related to the “positive discrimination” of women have been raised in the CEDAW Alternative report (2014) for Uzbekistan. The Government of Uzbekistan has undertaken a number of measures to address employment problems, specifically to increase rural women’s employment status. So, in 2013 in Andijan region 179395 of able-bodied and not employed housewives were identified. 41027 of them expressed their will to work and 26 448 of them were employed. Besides, Trade unions started the campaign on legalization of informal employment at leasehold farms. As a result of this activity 839281 workers at leasehold farms were registered as formal workers and received service record book.³²

³¹ The List is registered under the Ministry of Justice, No 865, dated 05.01.2000.

³² CEDAW report for Uzbekistan /C/UZB/5. 2014.

73. Annually about 1 million of new jobs created in Uzbekistan and 40 percent of them are allocated for women.³³ The government created a system of monitoring and monthly review of the implementation of the job creation programs within the sectors, regions and districts. Wide range of activities aimed on promoting rural women's employment, which was implemented primarily by engaging them in small business, farming, services and home-based work.
74. According to the working commissions in the local administrative bodies in 2013 980.2 thousand jobs were created, and 603.3 were created in rural areas; 535.1 graduates of education institutions and 466.4 rural women were employed.³⁴

2.7.2. Child labour

75. The Labour Code of Uzbekistan and the Law on the Guarantees of the Right of the Child, as amended in 2009, establish the minimum age for work at 16 and the minimum age for part-time light work at 15³⁵. The Labour Code also prohibits hazardous labour for minors under age 18.³⁶ The Government issued a Decree and Action Plan on Additional Measures to address the worst forms of child labour (2012), and reported that in 2012, unlike in prior years, the Government did not systematically close primary classes forcing young children to harvest cotton.
76. In prior years, local authorities practice of closing secondary schools and mobilizing children of ages 15 through 17 in the cotton fields to meet Government-mandated harvest plans. The harvest quotas were between 110 and between 175 pounds per day for older children, and 45 to 110 pounds for younger children. In the most of cases children may not have access to sufficient food, clean drinking water, in addition, children were paid little and may have food and other expenses deducted from their wages. Children miss weeks of school every year, which negatively impact their learning. In some cases, students, who refused to participate in the cotton harvest risk abuse, receiving low grades, or expulsion; their parents may also be threatened by local authorities or assessed fines.³⁷
77. Currently, the Government is implementing a range of measures to combat child labour in the cotton fields within the implementation of the International Conventions and Laws on Child Labour. However, it should be noted that despite the government recommendation not to mobilize children during the cotton campaign, in some cases local authorities involve adolescent labour. Employment of college students particularly affects girls as field camps and barracks for cotton pickers do not meet basic sanitary standards, do not have the necessary facilities, toilets, not enough water for sanitary needs, and etc.

2.7.3. Women's entrepreneurship in Uzbekistan: regional aspect

78. Uzbekistan is experiencing a new phase in small business and entrepreneurship development. Series of Presidential Decrees gave an impetus for tremendous increase of SMEs in Uzbekistan –

³³ Uzbekistan National Report. National review of implementation of the Beijing Declaration and Platform of Action (1995) on gender equality and extension of women's rights and opportunities. Women's Committee of the Republic of Uzbekistan. 2014

³⁴ Ibid.

³⁵ Government of the Republic of Uzbekistan. Law no ZRU-239 to amend the Labour Code of the Republic of Uzbekistan and Law on Child's Rights Guarantees UZB-2009-L-85547, 2009;

http://www.oit.org/dyn/natlex/natlex_browse_details?p_lang=en&p_isn=85547

³⁶ ILO Committee of Experts. Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No 182) Uzbekistan (ratification:2008)Published:2011;February 4 ,2013; <http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloeng&document=12724&chapter=6&query=Uzbekistan%40ref&highlight=&querytype=bool>

³⁷ ILO Committee of Experts. Report of the Committee of Experts on the Application of Conventions and Recommendations. In: International Labour Conference, 101 Session 2012; Geneva;

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174843.pdf

The Decree of the President of the Republic of Uzbekistan (2011) “On Additional Measures to Create Most Favorable Business Environment for Further Development of Small Business and Entrepreneurship”, “On Additional Measures to Increase Lending to Small Businesses and Private Entrepreneurship” (2011); the Decree “On additional measures to stimulate the development of micro and small enterprises” (2005), “On measures to improve the system of legal protection of entrepreneurial entities” (2005).

Table 11. The share of small business in GDP by sectors 2006-2012 (%)

	2006	2008	2012
GDP	42,1	45,3	54.6
Industry	10,9	13,0	22.2
Agriculture	93,9	98,0	98.0
Construction	51,0	59,3	70.7
Trade	45,7	47,0	44.7
Paid services	50,8	48,0	45.6
Export	10,7	10,6	15.8
Import	34,0	36,8	37.6

Source: Socio-economic development of Uzbekistan, 2014.

79. Over the past few years, there has been a dynamic growth of the share of small businesses in the gross domestic product of the country. In 2012 the share of small business in GDP was 54.6 percent, including: 22.2 percent of industrial production, 98 percent of agriculture production, 70.7 percent of construction works, 45.3 of trade, 44.7 percent of paid services, 45.6 percent transportation of goods, and 83.4 percent transportation of passengers. The share of small business in the export volume constituted 15. 8 percent of GDP and in the volume of import – 37.6 percent. Out of 1 million new jobs which were created in 2012 in Uzbekistan 48.5 percent were created by small business entities, and 21.8 percent were created by extending of all forms of home-based businesses.³⁸

Box 3: Small Enterprises Classification in Uzbekistan

The main types of entrepreneurial activity are:

Individual enterprise, which involves: (i) doing business by an individual based on the license (patent) without company formation; (ii) with company formation.

Private Enterprise is a commercial organization established and controlled by the owner – a physical person.

Family business is a joint activity of physical persons without company formation, carried out by spouses based on their common property owned by them on joint tenancy, based on the spouses’ own labor, and helping them family members.

Micro-enterprises are the legal entities, with an average annual number of workers employed in production industries – not more than 20 people, in service sector and other non-production industries – not more than 10 people, in wholesale and retail trade and public catering – not more than 5 people.

Small business enterprises are the legal entities, with an average annual number of workers employed in the following industries:

- Not more than 100 people in light and food industries, metalworking production and instrument making, woodworking and furniture industry, and construction materials industry;
- Not more than 50 people in machine building, metallurgy, fuel and power industry, chemical industry, production and processing of agricultural products, construction and other industrial and manufacturing sectors;
- Not more than 25 people in science and scientific services, transport, communications, services sector (excluding insurance companies), trade and public catering and other non-production industries.

³⁸ Report of the President of the Republic of Uzbekistan Islam Karimov. The meeting of the Cabinet of Ministries on socio-economic development of Uzbekistan in 2012 and important priorities of economic program for 2013.

80. In 2013 the share of small business in GDP in Uzbekistan reached 55.8 percent, and it is 20 percent increase compared with a decade ago. More than 75 percent of the employed population involved in the area of small business and entrepreneurship. The proportion of female headed small and private enterprises increased by 1.6 times and made up 40 percent.³⁹
81. Each year, an average around 25-30 thousand new small enterprises are registered in Uzbekistan. In 2013, 26 thousand small enterprises have been opened and their total number reached 190 thousands.⁴⁰
82. Women constitute up to 45.4 percent of total number of employed populations.⁴¹ However, despite this relatively high share, less than one-quarter of all small and medium-scale enterprises are owned or managed by women (Table 12). One reason for women's under-representation in the business sector is their lack of knowledge, skills and financing, caused by poor access to education and credit. Yet evidence shows that increasing women's involvement in enterprise benefits the economy as a whole, and small and medium- scale businesses run by women are often more profitable than those managed by men. Women who work can make a substantial contribution to economies, producing long-term benefits to GDP growth and enterprise development. However, levels of women's economic engagement remain low and this signals a missed opportunity.

Table 12. Distribution of individual entrepreneurs by type of economic activity, (as of Jan 2011)

	Individual Entrepreneurs, thousand people	Distribution by sex, thousand people		Distribution by type of economic activity, sex (%)		Distribution by sex (%)	
		women	Men	women	men	Women	Men
Total in economy	161.0	61.7	99.3	100	100	38.3	61.7
Including:							
Retail sales	51.9	20.5	31.4	33.3	31.6	39.5	60.5
Craftsmanship	7.4	2.8	4.6	4.5	4.6	38.0	62.0
Services sector	27.3	10.2	17.1	16.5	17.3	37.2	62.8
Industry(local sweets, bakery and confectionary)	18.0	8.9	9.1	14.4	9.2	49.4	50.6
Construction (building work and design)	1.7	0.2	1.5	0.4	1.5	13.8	86.2
Other types of activities	54.7	19.1	35.6	30.9	35.8	34.9	65.1

Source: State Tax Committee of the Republic of Uzbekistan; Women and Men in Uzbekistan. Statistics bulletin. 2008-2010.

83. Individual enterprise has a special place in the development of entrepreneurship. According to the State Tax Committee of Uzbekistan, at the end of 2010, the number of individual entrepreneurs in the country has reached more than 161.0 thousand people, of whom 38.3 percent were women and 61.7 percent were men. (Table 12)
84. Distribution by type of activity indicates that women and men prefer mainly the same activities. Thus, most of the women entrepreneurs are engaged in retail sales- 33.3 percent out of total number of individual entrepreneurs in this area are women, service sector is the second important for women

³⁹ Report of the President of the Republic of Uzbekistan Islam Karimov. The Meeting of the Cabinet of Ministers on socio-economic development of Uzbekistan in 2013 and important priorities of economic program for 2014. 17.01.2014. http://news.uzreport.uz/news_4_r_11692.html

⁴⁰ Report of the President of the Republic of Uzbekistan Islam Karimov. The Meeting of the Cabinet of Ministers on socio-economic development of Uzbekistan in 2013 and important priorities of economic program for 2014. 17.01.2014. http://news.uzreport.uz/news_4_r_11692.html

⁴¹ <http://gender.stat.uz>

activity – 16.5 percent, and the third sector is food industry (production of local sweets, bakery and other confectionery products) – 14.4 percent.

85. As for men – entrepreneurs the employment in retail sales is also on the first place - (31.6 percent) out of all individual entrepreneurs, the service sector is on the second place (17.3 percent), and the food industry (production of local sweets, bakery and confectionery products) is on the third position (9.2 percent).
86. Analysis of the distribution of individual entrepreneurs by sex in the context of types of activities shows that men dominate in almost all activities. Thus, the proportion of women entrepreneurs in all sectors of economy is 38.3 percent, and the proportion of men is 61.7 percent, including those in retail sales – 39.5 percent of women and 60.5 percent of men, in craftsmanship – 38.0 percent of women and 62.0 percent of men, in the service sector – 37.2 percent of women and 62.8 percent of men, in food industry (production of local sweets, bakery and confectionery) – 49.4 percent of women and 50.6 percent of men, in construction and design works – 13.8 percent of women and 86.2 percent of men.

Table 13. Distribution of individual entrepreneurs by sex and regions.
(as of January, 2011*)

	Individual Entrepreneurs, thousands people	Total persons, thousand people		Distribution by sex (%)	
		women	men	women	men
Republic of Uzbekistan	161.0	61.7	99.3	38.3	61.7
regions:					
Andijan	15.0	6.1	8.9	41.0	59.0
Bukhara	12.5	4.5	8.0	36.0	64.0
Jizzakh	6.1	4.4	1.7	73.0	27.0
Kashkadarya	13.5	5.4	8.0	40.0	60.0
Navoi	7.8	2.3	5.5	30.1	70.0
Namangan	12.3	3.6	8.7	29.0	71.0
Samarkand	13.9	6.0	7.9	43.0	57.0
Surkhandarya	8.2	3.4	4.8	41.0	59.0
Syrdarya	3.4	1.7	1.7	51.0	49.0
Tashkent	12.9	4.8	8.1	38.0	62.0
Ferghana	22.6	7.8	14.8	34.0	66.0
Khorezm	7.7	3.4	4.3	44.0	56.0
City of Tashkent	16.9	4.7	12.1	28.0	72.0

Source: Women and Men in Uzbekistan.2008-2010. Statistical bulletin.

87. The craftsmanship includes women's domestic work as spinning, carpet weaving, gold embroidery business, production of traditional bedding, national clothes and hats, making puppets, and etc. The largest number of small business owners is in Ferghana region-22.6 thousand people, in the city of Tashkent with 16.9 thousand, and in Andijan region -15.0 thousand. In Samarkand and Tashkent regions the number of people involved in small business is 13.9 thousand and 12.9 respectively. The lowest level of entrepreneurial activities and women's participation is in Syrdarya (1.7 thousand) and in Navoi (2.2 thousand) regions (Table 13).
88. Territorial dimension of women's employment and sectoral profile of women's entrepreneurship is influenced by many factors: the nature of labour force and production specialization, the nature of the settlement and a number of socio-cultural characteristics of each region. The share of women's entrepreneurship is higher in the sectors identified as "women's" under the influence of gender stereotypes.

89. The dynamics of stable growth of small business enterprises in Uzbekistan is around 3-4 percent per year. Despite the fact that women's share among entrepreneurs is 38.3 percent, the indirect data shows that successful and sustainable business after three years of its foundation run by women (63.2 percent).⁴²
90. Analysis of the database of the Association of business women of Uzbekistan allow to track some trends in the development and structure of female entrepreneurship. Thus, the proportion of women in the field of medium-sized businesses with stable working capital is 5-10 percent. The proportion of women in small business with small working capital (as a rule, it is a barber shop, canteen, laundry, and etc) is 25-30 percent.
91. Data analysis shows that there is a need to develop a coherent program to support women's entrepreneurship based on its sectoral characteristics. In particular, it is necessary to provide support for women who express the will to start business, for those who already started their business to help them to strengthen and sustain their business, but also provide special support to those who have already managed to receive the level of running small business and to create more favorable conditions for women entrepreneurs to enter large-scale business.
92. The potential of women's entrepreneurship is quite high, due to the active position of women. Despite the difficult conditions more and more Uzbek women become active participants of productive sectors of economy. However, female entrepreneurship is influenced by gender inequalities in different areas.
93. Unfortunately, there is still no statistics characteristics of entrepreneurs by sex, including the share of private enterprises run by women, by type of activity, by size, by their participation in various sectors of the economy, their productivity, etc., as well as women's domestic work is invaluable at the macroeconomic level. The absence of statistical data does not allow to adequately determine the proportion of economic, political activity of women, the level of access to economic resources, to measure their contribution to human development and participation in decision-making at different levels, from macro to micro, as well as to calculate the country level Gender Empowerment Measure in the context of human development.

2.8. Access to Resources

2.8.1. Women and water management

94. According to the surveys, conducted in different rural areas of Uzbekistan high level of rural women are involved in household work and agriculture activities at the household plots and dehkan farms. Under these circumstances, rural women face a number of challenges due to lack of water for irrigation. Public irrigation systems in Uzbekistan have been designed as being for agriculture use only. However, often before or after reaching the farmer's field, water resources are shared by dehkans, by gardeners or village streets supplying household plots. Unfortunately, according to existing regulations under the WUA priorities on watering farms are given to private farms involved in state order on growing cotton and wheat, thus dehkan's farms, mostly run by women, do not have enough access to water for irrigation. Because of the combination of the priority given to cotton and wheat farmers, and an outmigration of male season laborers, women become more active in irrigation and water management within the village boundaries. The new roles of women are defined according to age groups, while young women (kelins⁴³) irrigate, elder women negotiate with men, makhalla mirabs⁴⁴, heads of WUA and local authorities. Increased involvement of female small water users

⁴² Report "The level of entrepreneurship development among rural women in Uzbekistan". 2009. ADB/UNDP/Gender Program of the Swiss Embassy in Uzbekistan.

⁴³ Kelin – daughter in Law

⁴⁴ Makhalla mirab - community water master.

challenged traditional irrigation –specific gender roles as well as village norms⁴⁵. So far, these new roles for women have not been institutionalized within the organizations that have been specifically set up with the goal to improve water management at the local level- WUA. 1654 WUA were registered in 2007. But there is a trend to spontaneous organization of people at makhalla level into water users' groups with involvement of local women-irrigators which are still operating outside the new institutional settings.

95. The low level of participation of women in WUA and other structures, responsible for water resource management is due to different reasons, including: insufficient use of gender approaches in implementing economic and social policy and in decision making level in general in water management structures; lack of readiness of government employees to resolve gender issues, as well as a lack of a specific understanding of the role of women in the sector and the importance of ensuring gender equality; low level of rural women's education and awareness on their legal rights; absence of leadership skills and etc.

2.8.2. Women's access to finance

96. The institutional environment for development of entrepreneurship generally and individual entrepreneurship in particular is maintained through creating of permanent all-round structures, which operate in the form of financial credit institutions, consulting and leasing companies and professional associations.
97. One of the important factors for the development of women's entrepreneurship is easy and free access to resources and national programs aimed at business development, providing accessibility to financial resources in particular are also important.
98. The following laws and regulations adopted in establishing of system of crediting in Uzbekistan include:
 - The Decree of the President of the Republic of Uzbekistan of March 21, 2000, "On Measures for Further Liberalization and Reforming of Banking System", aimed at establishing in the commercial banks the Fund of lax crediting of small businesses and micro companies, farming enterprises, high-tech and innovative projects through contributions of 25.0 percent of the bank's profits to this Fund;
 - The Decree of the President of the Republic of Uzbekistan on March 11, 2011 "On Additional Measures to Increase Lending to Small Businesses and Private Entrepreneurship";
 - The Resolution of Cabinet of Ministers of the Republic of Uzbekistan of May 19, 2000 "On Additional Measures to Stimulate the Participation of Commercial Banks in the Development of Small Business", providing incentives for commercial banks to increase their own resources directed to crediting the small businesses through tax exemption of all income derived from the small businesses crediting until 2016;
 - The Decree of the President of the Republic of Uzbekistan of 24 August 2011 "On Additional Measures to Create Most Favorable Business Environment for Further Development of Small Business and Entrepreneurship", providing the simplification of the crediting process, according to which the accounts of small businesses in local currency will be opened at no charge, and credit applications will be considered by commercial banks within the period of three banking days.
99. To implement the above-mentioned Decree of the President of the Republic of Uzbekistan, active measures are taken to establish a Guarantee Fund for development of entrepreneurship. The Guarantee Fund will be another important step in creating particularly favorable environment for development of entrepreneurship by expanding accessibility of entrepreneurs to financial resources, thus solving the problem of collateral, which is highly important.

⁴⁵ Nozilakhon Mukhamedova and Kai Wegerich. Integration of Villages into WUAs –the Rising Challenge for Local Water Management in Uzbekistan. International Journal of Water Governance 2014. XXX-XXX DOI 10.7564/13-IJWGI9.

100. As part of the administrative and economic measures carried out by the government in the sphere of development of a such an important financing tool for small businesses and private enterprises as microlending, the State Program “On the Priority Areas for Further Reforming and Improving the Stability of the Financial and Credit System of the Country in 2011–2015 and Achieving High International Rating Indicators” has been adopted. This program provides:
- Expansion of the credits’ volume provided by commercial banks and provision of microfinance services by non-bank credit institutions in 2011–2015 by 2.8 times;
 - Creation of microlending organizations specialized in granting the microcredits and micro-loans to women from low-income families, providing sources of allotting them with privileged resources, including funds of international financial institutions, investors and donors;
 - Implementation of pilot projects to introduce methods of unsecured microlending based on joint liability of borrowers’ groups.

**Table 14. Credits, granted by commercial banks to small business entities (2007 – 2010).
(billions of sums)**

	2007	2008	2009	2010
All sources of credits	743.7	1250.7	1851.7	2690.2
including:				
micro lending	110.0	202.5	322.1	485.2
including granted to the development of entrepreneurship				
Women	90.1	148.7	204.2	264.9
men	19.9	53.8	117.9	220.3
Share of micro lending granted to, in percentage:				
Women	81.9	73.4	63.3	54.5
Men	18.1	26.6	36.7	45.5

Source: The Central Bank of the Republic of Uzbekistan; Women and men in Uzbekistan 2007-2010;

101. According to data of the Central Bank of the Republic of Uzbekistan, in 2010, 485.2 billion sum (Table 14) were allocated to business crediting, which was 30 percent higher than in 2009, most of this sum (54.5 percent) was allocated to the development of female entrepreneurship. The Mikrocreditbank Joint Stock Bank allocated in 2010 26 billion sums to women wanting to partake in business activities, which is 41.8 percent higher than in 2009. These funds enabled 17,000 workplaces to be created all over the country. In addition, the Women’s Committee and Mikrocreditbank JSB conducted annual training seminars all over the country for women, living in rural areas and wishing to start their own business.
102. Despite these positive trends, the percentage of loans allocated to businesswomen is only around 10 percent and has been gradually decreasing over the past three years. Such a low share of loans allocated to businesswomen is linked to other factors, in particular to the problem of mortgage conditions to obtain the loan. Women starting a small home-based business usually do not own property or have an access to additional property which could be used as a loan guarantee. The situation is less complicated for men, as they generally own property, and therefore providing a guarantee is not as difficult as it is for women.
103. Female entrepreneurship is also supported in the course of implementation of international programs and projects in the country. These programs include: Project ‘Promotion of Women’s Economic Rights in Uzbekistan’ implemented by the Women’s Committee of Uzbekistan with the assistance of UN Women and in cooperation with ‘Mikrocreditbank’ JSCB; Credit Line of “Savings Banks’ Fund (Germany) in the OC “Mikrocreditbank” for start-up capital for women-entrepreneurs; project of the European Union and UNDP and the OC “Mikrocreditbank” – “Development of Group Lending” in six regions of the country.
104. The country is constantly working to improve the professional and legal literacy of men and women entrepreneurs. With this in view, a permanent committee on development of female entrepreneurship

has been established under the Chamber of Commerce. A system of women's education containing the programs aimed at the development of local industries and crafts has also been established.

105. The legislation of the Republic of Uzbekistan formally provides equal rights for men and women in business, in obtaining loans, mortgages and other forms of financial credit. However, within the redistribution of the State property of income-generating resources the vast majority were located in the hands of men. Currently, the system of State support and development of women's entrepreneurship is at the early stage of establishment. Certainly, women and men, running business, should be in equal conditions. However, the process of privatization within the beginning and middle of 90's does not benefit women. Women do not have enough resources that could enable them to become the owners of large and medium-sized properties. Reform of agricultural enterprises and their privatization also occurred without the participation of women. Only a very small number of women were able to participate in privatization and establishment of their firms and farms.

2.9. Gender-Based Violence

106. The transition period has been characterized by many factors – increasing unemployment, poverty, income inequality- that may influence on the level of violence against women. These factors also increased women's vulnerability by the breakdown of social support network and increased economic dependence on their partners. Domestic violence includes economic and social costs for society, the community and the family and harms women's well-being: a woman as an object of violence may lose her life, health, her education, career, professional growth suffers, and the family economic welfare weaken. Demonstration of violence poses a threat to future generations. Children as witnesses of domestic violence adopt an example of violence as the main means of resolving family disputes and in future use it in their own families.
107. There is a little data available on the level of violence in Uzbekistan as it is only recently that domestic violence has been recognized as a social problem, enable to policy respond. However, Uzbekistan has acceded to more than 60 international treaties on human rights-women rights, joined several international institutions, and participated in conventions committed to the promotion of gender equality and the protection of women's rights. The country joined the Beijing Platform and Beijing Plan for Action and Convention on the Elimination of Discrimination against Women (CEDAW) and regularly develops National Action Plan to implement UN CEDAW Committee recommendations. The last one was adopted and signed by the Deputy Prime Minister of Uzbekistan in October 2017. This plan contains measures to prevent violence against women and girls; separately track cases involving violence; establish a data collection system for cases of violence; punish the guilty and provide assistance for victims; and establish programs designed to identify the causes of violence and the conditions that fuel it. It also provides for improved public information activities on the topic.⁴⁶ The next National sixth periodic report to UN CEDAW committee was submitted on November 2019. The periodic National Report on Implementation of Beijing Platform and Beijing Plan for Action in Uzbekistan was submitted on 10 May 2019.
108. In September 2019 two laws on “Guarantees of equal rights and opportunities for men and women” and on “Protection of Women from Harassment and Violence” were approved by the Government. The Law of the Republic of Uzbekistan On Protecting Women from Oppression and Violence, adopted on 2 September 2019 directly devoted to the protection of women from all form of oppression. The Article 3 of the law contains legal definition of Violence, Gender violence, Physical violence, Economic Violence, Philological violence and harassment. The Law provides system of measures on preventing all forms of violence against women, preventing measures as well as sanctions for abuser. .

⁴⁶ Concluding observations on the fourth periodic report of Uzbekistan, adopted by the Committee at its forty-fifth session (18 January-5 February 2010). United Nations, Committee on the Elimination of All Forms of Discrimination against Women, February 2013.

109. According to current procedures, all women affected by domestic violence have the right to get support of Mahallas (local communities), police, medical institutions and set of other governmental and non-governmental structures. Starting from 2019 Uzbekistan legislation introduced new form of legal protection of women – Security (protection) order. As per articles 21-26 of the Law “On protection of Women from Harassment and Violence”, any women, victim of violence, has the right to receive the Security order, which contains different measures of restriction of behavior of aggressor. The Order is being issued by Police, which is monitoring and ensuring its strict implementation. Article 27 of the Law containing definition of the shelter and empower its creation by government and non-government structures.
110. According the Presidential Decree and "The Program of Practical Measures for the Improvement of Social Rehabilitation and Adaptation, the System of Prevention of Domestic Violence", the Women Committee of Uzbekistan (WCU) has been in charge of fostering the domestic violence response efforts. As part of its mandate, WCU has worked closely with women CSOs. According to Women's' Committee of Uzbekistan' information, WCU has opened more than 160 Centres for Rehabilitation and Adaptation for women victims of violence in the country since 2018 where psychological, legal and social assistance is provided to victims of domestic violence. At the beginning of March 2019, more than 4,120 women and girls turned to the created Centers. The hotline “1146” of the Women's Committee has been launched, where women and girls who need help and find themselves in a difficult life situation will be able to receive appropriate psychological, legal, and medical assistance, including on an anonymous basis.
111. Gender based violence

III. Mechanisms to Address Gender Inequality in Uzbekistan - Legal and Administrative Framework

3.1. Law and Policy on Improving the Status of Women

112. The authoritative women's public organization – Women's Committee of Uzbekistan was created in 1991 and the consistent legal and institutional development of the national machinery for the advancement of women began in 1995, when the decree of the President of the Republic of Uzbekistan “On measures to enhance the role of women in state and public construction of the Republic of Uzbekistan” introduced the post of the Deputy Prime Minister for the chairperson of the Women's Committee of Uzbekistan.⁴⁷ In 1995 the Republic of Uzbekistan ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the State delegation of the Republic, with a number of representatives of NGOs had participated in the Fourth World Conference on women (Beijing, 1995).
113. The Constitution of Uzbekistan established equality of rights between women and men in art. 46. In 2004, a 30% quota for women in political party election lists was introduced and this measure increased women's representation in the Parliament (16 %in 2016 in the Oliy Majlis, 27% -in government authorities, 19% - in the civil service, 13% -in the judiciary, and in the diplomatic service only 3 % of women) . Starting from 2016 The government and leadership of Uzbekistan pays strong attention to the promoting women rights and ensuring gender equality in general, and addressing domestic violence in particular. The adopted “Development Strategy of Uzbekistan for 2017–2021” became the basis for carrying out reforms, developing policies, programs and implementing projects aimed at achieving gender equality and improving the status of women. The Strategy identifies priorities for increasing the socio-political activity of women, strengthening their role in government and society, the active participation of women in peacebuilding processes, increasing economic independence and ensuring the employment of women and young people, especially those living in

⁴⁷ The chairperson of Women's Committee is the deputy prime minister (this post is preserved for a women and in practice this is an officially established “glass ceiling” for women at the top decision making level). Accordingly, the chairpersons of the women's committees of the Republic of Karakalpakstan

rural areas. Another development was a creation of the ‘Commission on Gender Equality’ chaired by the Chairperson of the Senate to support the implementation of the government policies related to family and gender equality by developing recommendations, monitoring the implementation of national and international norms, conducting studies, preparing proposals for the Parliament, conducting preliminary review of laws, and considering appeals from individuals and legal entities. During the 20th plenary session of the Senate of the Oliy Majlis of Uzbekistan (21 June 2019) the President of Uzbekistan proposed to organize a new Committee on Women issues and Gender Equality in the Senate of the Oliy Majlis of the Republic of Uzbekistan. In accordance with Article 86 of the Constitution of Uzbekistan, the candidature of Tanzila Narbaeva, who held the position of Deputy Prime Minister of the Republic of Uzbekistan - the Chairperson of the Women's Committee of Uzbekistan, was proposed to the position of the Chairperson of the Senate. Following a secret(close) ballot, Tanzila Narbaeva was elected to the post of Chairman of the Senate of Oliy Majlis.

114. In accordance with the Resolution of the 70th Session of the General Assembly of the Organization of the United Nations, adopted at the United Nations Summit on Sustainable Development in September 2015 and with a view to facilitate the systematic and continuous implementation of SDGs until 2030, the Cabinet of Ministers of Uzbekistan approved 16 national sustainable development goals and associated targets for delivery by 2030. A national set of indicators was developed and approved to facilitate the monitoring of the progress in the implementation of the SDGs. From 206 adopted indicators, 32 are gender-related. A dedicated website (<http://nsdg.stat.uz/>) was launched in 2018, reflecting the processes of implementing the National Goals and Objectives for the SDGs in Uzbekistan. The process of nationalizing the SDGs is led by the Government of Uzbekistan, in consultation with the UN. The Resolution of the Council of Ministers as of 15 February 2016, formally defined the institutional order of the nationalization of the SDGs in Uzbekistan.
115. Over the past 20 years more than 80 legal instruments relating to the promotion and protection of the rights, freedoms and legitimate interests of women have been adopted in Uzbekistan.⁴⁸ Ratifying the CEDAW, the Beijing Platform and Plan of Action, as well as other international instruments on women's rights was the necessary international legal framework for the national level elaboration of specific measures for the implementation of international standards in law and practices.

Box 4: The most important international instruments ratified by Uzbekistan include:

1. International Covenant on Civil and Political Rights (UN)
2. International Covenant on Economic, Social and Cultural Rights (UN)
3. Convention on the Political Rights of Women (UN)
4. International Convention on the Elimination of All Forms of Discrimination (UN)
5. Convention on the Elimination of All Forms of Discrimination against Women (UN)
6. Convention on the Rights of Child (UN)
7. Convention (100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (ILO)
8. Convention (103) on the Protecting Motherhood (ILO)
9. Convention (111) concerning Discrimination in Respect of Employment and Occupation (ILO) and etc.

116. The CEDAW requirements have been translated into a selection, family, labor, criminal, administrative and other branches of law. The President of the Republic of Uzbekistan adopted a special Decree “On additional measures to support the activities of the Women's Committee of Uzbekistan (May 24, 2004). The government practiced the adoption of the National Action Plans on implementation of the recommendations of the UN Committee following the consideration of the periodic reports of the Republic of Uzbekistan on CEDAW implementation.

⁴⁸ Women of Independent Uzbekistan. Women's Committee of the Republic of Uzbekistan. 2014. p.5

117. Attention has been given to women and girls in several annual state programs such as the Year of Rural Development and Improvement (2009), the Year of Social Protection (2007), the National CEDAW Plan (2010), and the State Program on “Year of Family” (2012), though a review of official policy documents related to such programs found that none referred specifically to gender equality.
118. In addition, a Decree of President of Uzbekistan on “Additional measures for ensuring further economic development and enhancing the efficiency of economic policy” adopted in January 2019, emphasized the structural reforms in 2019-2021 to: (i) remove restrictions on women's participation in all sectors of the economy; (ii) improve the targeting of government programs to increase women's participation in the economy; and (iii) conduct campaigns to promote the culture of professional leadership and entrepreneurship among women.
119. The principle of equal rights between women and men is supported by national law, as determined in Article 18 of the Constitution and other legislative acts. For example, both the criminal code and the labor code protect against discrimination on the basis of sex. The labor code also guarantees equality in employment, working conditions, remuneration, and promotion and, in several cases, affords special protections to female workers. According to the adopted Decree of the President of Uzbekistan the following changes were made to the Family Code of Uzbekistan, from September 1, 2019, the minimum age for marriage for men and women is equal to 18 years (previously for men was 18 years, for women -17).

3.2. National Machinery for the Advancement of Women

120. The national machinery for the advancement of women of the Republic was created to take all appropriate measures to achieve equality between women and men, to ensure positive changes of the traditional roles of women and men in society and in the family. The main institutions responsible for women's issues till 2020 were the Women's Committee, the institution of Ombudsman under the Oliy Majlis (The Supreme Assembly) which deals with general human rights cases, including violation of women's rights. In 2000 the Commission on Family and Women's issues and the Committee on Social Issues and Employment were created under the Parliament. In July 2019 Committee on women and gender equality issues was created under the Senate of the Parliament of the Republic of Uzbekistan. The Committee has the primarily focus on the gender issues and already became effective mechanism for promoting gender issues at the highest level. Creation of the Gender commission with participation of the gender civil society organizations became effective instrument of involving women NGOs to the decision making.
121. Women's Committee was a “rare example (of a quasi-governmental organization) which participated in the protection of women's rights in the labor and domestic sphere”⁴⁹.
122. The Women's Committee of Uzbekistan, created soon after independence, was the primary agency that coordinates women's affairs nationally, regionally, and locally. Its mission includes developing and implementing state policies on women's rights, improving the social and economic status of women, and ensuring women's participation in reforming and modernizing the country. The Women's Committee had the status of an NGO but also has important links with government structures and plays a quasi-governmental role in policy implementation. The chairperson of the national Women's Committee was also a deputy prime minister, an appointed position reserved for a woman. The Women's Committee had branches in all 14 regional administrations⁵⁰ and 219 districts or cities, and which were led by women who hold the office of deputy hokim (local leader).⁵¹ In addition, since

⁴⁹ USAID.2011.2010 NGO Sustainability Index for Central and Eastern Europe and Eurasia. 14th ed. Washington, DC. p. 215.

⁵⁰ The 14 regional administrations of Uzbekistan represent 12 regions, the city of Tashkent, which has the status of a region, and the Republic of Karakalpakstan, an autonomous republic.

⁵¹ National Center of the Republic of Uzbekistan for Human Rights. 2010. Second National Report of the Republic of Uzbekistan on the Provisions of the International Covenant on Economic, Social and Cultural Rights. [In Russian]. Tashkent. p. 108.

2004, each mahalla, a local community-based organization, had an advisory position on religious, spiritual, and moral education that was reserved for a woman and is partly funded by the Women's Committee. The vertical nature of the Women's Committee, extending from the highest level to the community level, was one of the strengths of the organization.

As per Government decree starting from February 2020, the structure and the functions of the Women committee were integrated to the newly created Ministry on family and community issues.

123. Other state institutions that play a role in protecting women's rights or monitoring implementation of commitments under CEDAW include the Authorized Person of the Oliy Majlis of the Republic of Uzbekistan on Human Rights (the human rights ombudsman) and parliamentary committees on labor and social protection and on democratic institutions and civil society.

IV. Gender Specific Vulnerabilities in the Disaster Management Cycle in Uzbekistan

124. Several climate change induced hazards currently cause both economic damages and lead to the loss of lives. These include mudflows, landslides, floods, scarcity of water resources and draughts. The objective of the project is to improve the coverage, efficiency and accuracy of the multi-hazard EWS in Uzbekistan and enhance the use of climate information for an increased resilience of communities and their livelihoods to climate-induced hazards. The project will introduce modern risk assessment and forecasting techniques/technologies, improve the availability of multi-hazard risk information and enable a climate information and EWS system which can more flexibly adapt to changing climatic conditions in the future, as well as provide tools for pro-active planning.
125. Women appear to suffer disproportionately from disasters due to uneven income distribution and lesser access to information, planning and decision making. When disaster strikes, men and women have different abilities, means and ways of responding, and, in the end, the impacts are different. It has been widely observed, researched and documented that women are more vulnerable than men of the same social classes, races, ethnic and age groups during all phases of a disaster across several dimensions, such as material resources, human capital, social capital, political capital, etc.

Box 5: Summary of gender differences in vulnerability and adapting to disasters

Disparities that increase risks for women in disasters

- Higher levels of poverty
- Extensive responsibilities of caring for others
- Domestic violence
- Traditional women's occupations

Disparities that increase risks for men in disasters

- Occupational segregation
- Internalized norms of masculinity
- Roles in the family and in the home

Gender experiences that can increase capacities for managing disaster situations by:

Women

- Social networking
- Caring abilities
- Extensive knowledge of communities
- Management of natural and environmental resources
- High levels of risk awareness

Gender experiences that can increase capacities for managing disaster situations by:

Men

- Professional and work contacts
- Technical abilities
- Limited childcare responsibilities

125. As is outlined in Box 5 above, gender experiences can increase the capacities for managing disaster through for example extensive knowledge of communities and high levels of risk awareness. The project will leverage these capacities in developing the risk models for the project (activity 2.1); in designing and implementing a system for information dissemination (activity 2.3); and in strengthening disaster warning dissemination and communication with end users (activity 3.3).

4.1. Higher levels of poverty among women

126. Evidence suggests that, in Uzbekistan, women are more vulnerable to the risk of poverty than men, particularly if women are divorced, widowed, unmarried mothers or have large families.⁵² Compared to men, women own less property and productive assets. A survey of female entrepreneurs in farming found that of 35 women, only 5 owned their own machinery and others made use of machine tractor fleets or hired from private owners.⁵³ That is why women are more dependent on natural resources for subsistence than men.
127. The total number of economically active population at the beginning of 2018, 42.7% were women employed in the economy and 52.8% were unemployed. Rural women head only 10% of all existing farms (2015), women from rural areas occupy only 4.2% of senior positions in the agricultural sector and earn 82% of men's earnings. The proportion of women as a share of all employees in the SME sector, including farming, was growing slowly between 2014 and 2016 (21.7% and 22.5% respectively).¹⁵ However, as of 2017, the share of women in employment and entrepreneurship in SME sector started growing more rapidly: as of beginning of 2018, there are over 182,000 women entrepreneurs, representing 29% of all registered business entities in the country. In terms of economic activities, a significant gender gap in the number of employees is observed in such types as construction (5,8 % of women and 94,2 % of men), transportation and storage (7,2 % of women and 92,8 % of men), education (75,6 % of women and 24,4 % of men), health care and the provision of social services (76,6 % of women and 23,4 % of men). In 2017, the percentage of the difference between the average monthly wages of men and women to the average monthly wages of men is 34,6.
128. Women - heads of farms in Uzbekistan make 5.4% (8105), they specialize in: horticulture - viticulture - 36.3%; cotton-growing viticulture -35.5%; oilseeds and melon-growing-10%; vegetable -7.7%; livestock-6.2%; vegetable-growing - melon-growing - 4.4%. According to the information of the State Committee for Land Resources, Geodesy, Cartography and State Cadastre, the percentage of the adult population owning land including women-18% and men 82%, (as of April 2019).

According to the data of the Ministry of Employment and Labor Relations, in 2017, the number of unemployed in the country was 837,0 thousand people, of which 367,1 thousand were women (43,9 % of the total number of unemployed), men 469,9 thousand (56,1 % of the total number of unemployed). The unemployment rate in 2017 was 5,8 %, of which among women - 5,6%, and among men - 6,0 %.

4.2. Women's extensive responsibilities of caring for others

129. In their families, Uzbek women are primarily responsible for household chores⁵⁴, responsible for collecting water, which often needs to be done two to three times a day, and includes travelling several kilometers⁵⁵, and carries out the role of the manager of her household, nursing for husband, children and for elder members of family.⁵⁶

⁵² Country Briefing Paper, Women in the Republic of Uzbekistan, Wendy Mee, 2001, p. 7

⁵³ Uzbekistan Country Gender Assessment, ADB, 2014, p.63

⁵⁴ Uzbekistan Country Partnership Strategy 2012-2016, ADB, 2012, p.4

⁵⁵ United Nations Children's Fund (UNICEF). 2006. *Multiple Indicator Cluster Survey*. Tashkent.

http://www.unicef.org/ceecis/MICS3_Uzbekistan_FinalReport_2006_en.pdf?bcsi_scan_87C32BF4337FFED6=1

⁵⁶ Uzbek family and position of women, p.1, available electronically at

<http://www.musawah.org/sites/default/files/Uzbekistan-report%20for%20Home%20Truths.pdf>

4.3. Domestic violence

130. Domestic violence is being addressed through the same legal instruments as a Gender based violence. In September 2019 two laws on “Guarantees of equal rights and opportunities for men and women” and on “Protection of Women from Harassment and Violence” were approved by the Government. New legislation and infrastructure of Shelters, created in Uzbekistan, are the good basis for protection of women in Uzbekistan. According the Presidential Decree and “The Program of Practical Measures for the Improvement of Social Rehabilitation and Adaptation, the System of Prevention of Domestic Violence”, the Women Committee of Uzbekistan (WCU) has been in charge of fostering the domestic violence response efforts. As part of its mandate, WCU has worked closely with women CSOs. According to Women’s Committee of Uzbekistan’ information, WCU has opened more than 160 Centres for Rehabilitation and Adaptation for women victims of violence in the country since 2018 where psychological, legal and social assistance is provided to victims of domestic violence. At the beginning of March 2019, more than 4,120 women and girls turned to the created Centers.

4.4. Occupational segregation

131. Education- According to the CEDAW concluding observations, 2015 -Uzbekistan reached gender parity among students in primary and secondary schools. For the 2017/2018 - academic year-Universities-girls-students-38%, and boys-students-62%. But women and girls continue to choose traditionally “female” areas of education and professional activities, such as health care and services (76.5%) of women and education (75.6%). As of 2018-2019, a positive gender dynamics has been evolving: the index of gender parity of students enrolled in part-time study programme was 2.03 (67% women and 33% men).⁵⁷ Gender stereotypes largely define women’s choices in courses and prospects for employment. When selecting a career, girls are motivated less by employment and success, but rather by the desire to obtain a qualification that will be useful in family life (e.g., health worker, teacher, or seamstress). Women are highly represented in the social sectors (education, health care and social services, accommodation, and catering services), which typically offer lower salaries, while men predominate in technical fields (construction, industry, transport, finance and insurance, information and communication technology), which usually offer higher salaries.

4.5. Norms of masculinity and men’s roles in the family and in the home

132. The customary view is that men are superior to women in society and as such must be the main household caregiver and economic provider.⁵⁸ A study of attitudes about the preferred family model reveals that gender stereotypes remain entrenched in Uzbekistan today. Most respondents to a survey on family models preferred a patriarchal family model in which “the husband plays a dominating role in a family and bears responsibility for the material well-being.” In 56% of households surveyed, the male head of household managed the family budget, and in 51% of households, he made decisions concerning expensive purchases.⁵⁹

4.6. Human capital

133. Human capital is an economic measure that comprises of labour power, health status, skills and knowledge of an individual. In Uzbekistan, across all of these measures, women fare poorer than men. Although women’s life expectancy in Uzbekistan exceeds men’s,⁶⁰ women have in general more health related problems than men.

⁵⁷ Report of the implementation of the Beijing Declaration and Platform for Action, Uzbekistan, 2019, p.4

⁵⁸ Uzbekistan Country Gender Assessment, ADB, 2014, p.9

⁵⁹ Uzbekistan Country Gender Assessment, ADB, 2014, p.10

⁶⁰ Uzbekistan Country Gender Assessment, ADB, 2014, p.19

4.7. Social capital

134. Social capital comprises of social trust, norms and networks, that can be drawn for solving problems. Uzbekistan is a society based on high levels of social capital.⁶¹ However, both the 2003 and the 2005 AsiaBarometer surveys, reveal a very low level of generalized trust in the Uzbek society.⁶² In 2003, only 19.2% of respondents say that “most people can be trusted”, whereas the majority, 80.8%, does not trust others and states that one cannot be too careful in dealing with others. In 2005, the situation improved only slightly, with 22% thinking that people can be trusted, and 77.6% preferring not to trust others.
135. ‘Mahallas’, considered to be a strength of the Uzbek society in terms of social capital, are community-based organization or council that comprises citizens from a neighbourhood, village, or settlement; they are formal structures run by committees, with an elected chairperson, and fulfil local self-government functions.⁶³ Since 2004, each mahalla, has an advisory position on religious, spiritual, and moral education that is reserved for a woman and is partly funded by the Women’s Committee. The tasks of the mahalla are numerous and range from practical assistance to consultation and officially assigned public tasks. The mahallas organize the repairs to houses on the basis of collective assistance, offer consultations to families in case of abuse and divorce, organize neighborhood anti-crime-groups and waste collection and act as an authorized local level authority, providing certain forms of social assistance to those in need. International donor organizations like the UN agencies, the World Bank and the EU rely on the mahalla system for implementing their assistance programs.⁶⁴

4.8. Political capital

136. Political capital is defined as an ability to influence policy and processes of government. Although they are not part of any law or policy, notions about the traditional role of women, connected to motherhood, children, and family, are prevalent and are often at odds with women’s public roles in political office or in business. Despite the fact that women comprise 35% to 47% of the members of political parties, they do not occupy leadership positions. The physical presence of women (because of quotas) does not automatically ensure their active participation in political life and uphold the interests and rights of women. None of the major political parties’ platforms include a program of action to advocate achievement of gender equality in the country.

4.9. Age, seniority and disability

137. Those with functioning disabilities, such as moving, hearing, seeing and cognitive functioning comprises the group with higher degree of vulnerability, especially among the elderly. Isolated living arrangement, diminished social networks, lower access to information (e.g. use of internet, mobile applications), limited physical and cognitive capabilities restrict access and adequate perception of warnings by elderly. As a result, they often do not respond to warning. They are also reluctant to be separated from normal/accustomed surroundings and fear the unknown. Sensory impairments, mobility problems, reduced thermoregulatory capacity in the elderly make them more susceptible to the effects of extremely hot or cold temperatures. The ability to survive injury also decreases with age. These factors explain higher death rate among elderly due to disasters. At the disaster warning, there is a high chance that children be separated from parents, being at school or kindergarten.
138. In 2015, 327,199 (1.3 percent of total population) was registered as having disability status in Uzbekistan.⁶⁵ The distribution of PWDs differ across regions, with the biggest shares being

⁶¹ Social Capital and Economic Development: The Case of Uzbekistan, Manuela Troschke, 2011, p.1

⁶² The possible answers in the AsiaBarometer survey with regard to trust are: high level of trust, normal level of trust, low level of trust, no trust at all and no idea. The level of partial trust and trust are frequently taken as aggregate, whereas no trust is taken directly, ascribing to the relative percentage levels given.

⁶³ Uzbekistan Country Gender Assessment, ADB, 2014, p.10

⁶⁴ Social Capital and Economic Development: The Case of Uzbekistan, Manuela Troschke, 2011, p.27

⁶⁵ Disability at a Glance, UNESCAP, 2015, p. 82

concentrated in the Republic of Karaklpakistan (1.97 percent), and in the regions of Navoi (1.8 percent), Sirdarya (1.76 percent) and Khorezm (1.58 percent).⁶⁶

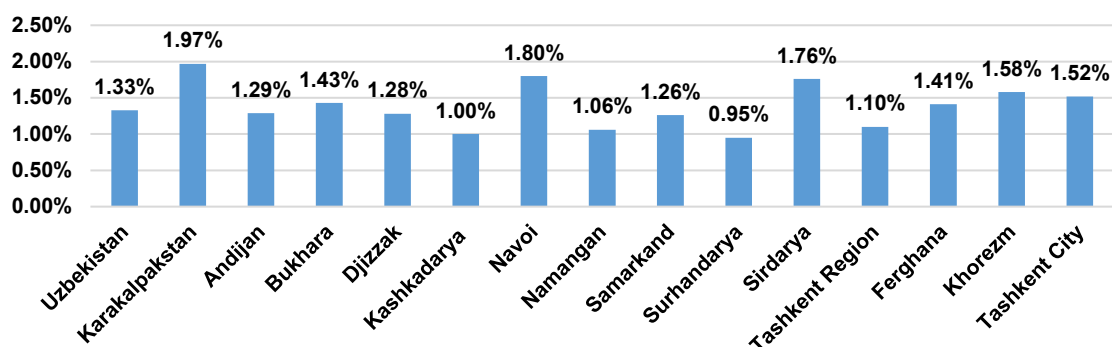


Figure 1. The percentage of PWDs by regions, 2000

Source: Country Profile on Disability: Republic of Uzbekistan, 2002

139. People with disabilities are less likely to be employed and have University education and hence are more prone to poverty. Despite deterioration of functioning many seniors tend to not have a disability status, but are highly vulnerable to impacts of disasters.

4.10. Ethnicity

140. Uzbekistan's population is multi-ethnic, with Uzbeks comprising 83.8 percent in 2017.⁶⁷ The biggest ethnic minority group is Tajiks (4.8 percent), while there are three other minorities of comparable size: Kazakhs (2.5 percent), Russians (2.3) and Karakalpaks (2.2). Other ethnicities, such as Kyrgyz, Tatars, Turkmens, Koreans, Ukrainians, etc., together comprise 4.4 percent. Karakalpaks are mainly concentrated in the autonomous Republic of Karaklpakistan, where Karaklpak is the main language and, along with Uzbek language, has the status of the state language. Ethnicity is closely linked with faith, and overwhelming majority of Uzbeks, Kazakhs, Karakalpaks, Tatars, Kyrgyz are sunni Muslims, while Russians and Ukrainians belong to Russian Orthodox Church. In many cases, representatives of non-turkic minorities, do not master Uzbek language, much lower than understanding of verbal information is understanding of written materials.

4.11. Gender-based perception of climate change indicators.

141. Perception of changes in the air temperature in winter and summer. According to a study conducted by UNDP in 2013⁶⁸, women's perception of the changes in the climate based on the perception of the air temperature in winter and summer across the regions of Uzbekistan vary significantly (Table 15). In the Republic of Karaklpakistan, Bukhara and Khorezm regions all (100%) of surveyed women have indicated that in winter the temperature drops lower, while in summer it rises higher than before.
142. In Andijan, Ferghana, Jizzakh, Samarkand and Kashkadarya regions, from 60 to 89% of the surveyed women have indicated that in winter the temperature drops lower than before, while in Kashkadarya, Namangan, Samarkand, Surkhandarya Syrdarya and Ferghana regions, from 67 to 80% of the surveyed women have indicated that in summer the temperature rises higher than before. In Jizzakh and Navoi regions, all (100%) of the surveyed women have indicated that in summer the temperature rises higher than before, while in Surkhandarya all (100%) of the surveyed women have indicated that in winter the temperature drops lower than before.

⁶⁶ Country Profile on Disability: Republic of Uzbekistan, 2002, p. 4

⁶⁷ <https://stat.uz/en/435-analiticheskie-materialy-en/1/2075-demographic-situation-in-the-republic-of-uzbekistan>

⁶⁸ Assessment of gender-based perception of climate change indicators, UNDP, 2013, p. 2.

143. The findings of the abovementioned **assessment** also demonstrate existing disparity between women and men in perceptions of some climate change indicators. As per table 15, there are differences in the gender-based perception of the changes in the air temperature in winter and summer across the regions of Uzbekistan and generally in the country. In particular, at the national level 39,4% of men and the 53% of women responders believe, that the winter temperature drops. However, in some regions the disparity between women and men in perceptions of the changes in the air temperature in winter and summer is significant. For example, in the Republic of Karakalpakstan 75% of men suppose that winter temperature rises, and 100% of women responders stated, that temperature drops. In Bukhara region 100% of women suppose, that temperature in winter drops and only 50% of men have the same opinion. In Tashkent region 100% of men responders suppose, that summer temperature rises and 100% of women on opposite suppose that temperature drops.

Table 15. Gender-based perception of the changes in the air temperature in winter and summer across the regions of Uzbekistan and generally in the country
(% of the surveyed population)

	Men				Women			
	Air temperature				Air temperature			
	winter		summer		winter		summer	
	rises	drops	rises	drops	rises	drops	rises	drops
Republic of Karakalpakstan	75	25	62	38		100	100	
Andijan Region		50	50		22	78	56	44
Bukhara Region		50	50			100	100	
Jizzakh Region	40	60	100		11	89	100	
Kashkadarya Region	58	42	86	14	40	60	80	20
Navoi Region	100		100		100		100	
Namangan Region	92	8	61	39	67	33	92	8
Samarkand Region	50	50	80	20	38	63	75	25
Surkhandarya Region	40	60	60	40		100	80	20
Syrdarya Region	40	60	100		55	45	80	20
Tashkent Region		100	100		80	20	20	80
Ferghana Region	60	40	20	80	33	67	67	33
Khorezm Region	100		100			100	100	
Total for Uzbekistan	60,6	39,4	76,6	23,4	47	53	81	19

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

144. Table 16 shows the gender-based perception of the changes in the level of precipitation in the last 15-40 years in the growing season (April-September) and in winter (December-February) across the regions of Uzbekistan and in the country in general. Analyses of replies at the national level demonstrates, that perception of the changes in the level of precipitation of men and women is almost at the same level. 38 % of men and 42 % of women responders suppose, that precipitation in growing season (April-September) rises. Likewise 56 % of men and women responders have replied, that the precipitation in winter (December-February) drops. However, in some regions the difference between men and women perception of the level of precipitation is significant. In particular, there is the discrepancy in the amount of men and women responders, who suppose, that the precipitation in growing season drops. In Andijan region the difference is 89% (100% of men and only 11% of women), Kashkadarya region- 23% (67% of men and 90% of women), in Namangan region the difference is 37% (62% of men and 25% of women), in Syrdarya region the difference is 27% (67% of men and 40 % of women), in Ferghana region the difference in perception is 51% (29% of men and 80% of women),

Table 16. Gender-based perception of the level of precipitation (in the last 15-40 years) in growing season and winter across regions of Uzbekistan and in the country in general (as % of the surveyed population)

	Men		Women		Men		Women	
	precipitation in growing season (April-September)				precipitation in winter (December-February)			
	Rises	drops	Rises	drops	rises	drops	rises	drops
Republic of Karakalpakstan	50	50	60	40	50	50	100	
Andijan Region		100	89	11		100	33	67
Bukhara Region	100		100		100		100	
Jizzakh Region		100		100	80	20	89	11
Kashkadarya Region	33	67	10	90	38	62	50	50
Navoi Region		100		100		100		100
Namangan Region	38	62	75	25	62	38	75	25
Samarkand Region	25	75	25	75	25	75	38	63
Surkhandarya Region	40	60	40	60	60	40	40	60
Syrdarya Region	33	67	60	40	33	67		100
Tashkent Region	67	33	45	55	33	67	30	70
Ferghana Region	71	29	20	80	29	71	20	80
Khorezm Region	100			100	100		33	67
Total for Uzbekistan	38	62	42	58	44	56	44	56

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

145. Table 17 shows the gender-based perception of changes in the frequency of manifestations of hazardous phenomena in Uzbekistan. According to the table, significant numbers of women have indicated that such phenomena as droughts (54% of women), heat waves (74%), longer hot period (68%) and dangerous changes in the temperature of air (46%) have been occurring more frequently. The results of the research, provided in the Table 17, identified that there is no significant discrepancy in the perception of men and women of the changes in the frequency of manifestations of hazardous phenomena in Uzbekistan. For example, the difference between replies of men and women fluctuates around 1-9%. There is some higher discrepancy in the replies of men and women responders only on the following issues:

- “Mudslide occurs more often”- 11% (38% of men and 49% of women);
- “Landslides occurs less often” – 16% difference (27% of men and 11% of women);
- “Hail occurs more often more often”- 10% (30% of men and 20% of women).

Table 17. Gender-based perception of changes in the frequency of manifestations of hazardous phenomena in Uzbekistan (as % of the population surveyed)

Hazardous phenomena	Men			Women		
	Yes, occurs more often	No, occurs less often	I don't know	Yes, occurs more often	No, occurs less often	I don't know
Mudslide	38	19	43	49	12	39
Drought	58	21	21	54	26	20
Avalanches	23	24	52	19	19	62
Landslides	23	27	50	22	11	67
Heat waves (hot weather)	66	20	14	74	14	12
Extreme cold	41	41	17	37	43	20
Frosts	40	36	23	45	30	25

Hail	30	35	35	20	50	30
Wind of destructive force	24	38	38	23	39	38
Longer cold period	38	46	16	31	40	28
Longer hot period	67	18	15	68	23	9
Dangerous changes in air temperature	54	20	26	46	24	30
Not typical meteorological phenomena for a specific time of the year	34	23	43	19	35	46

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

146. Table 18 shows the gender-based perception of the changes in the frequency of manifestations of negative agro-hydrometeorological phenomena. According to the perception of 70% of women shortage of irrigation and drinking water was observed more often, and 63% of women noted that deterioration of water quality was observed more often. Significant numbers of women have indicated that soil erosion (36% of the surveyed women), pasture depletion (36%), plant incidence (42%), spreading of pests and weeds (40%), plant death (37%) and incidence among domestic animals (45%) was observed more often. Data, provided in table 18, also demonstrates the difference between men and women in the perception of changes in the frequency of manifestations of 9 negative agro-hydrometeorological phenomena.

147. There is no significant discrepancy in the perception of men and women of the following phenomena:

- Deterioration of water quality – 1% of discrepancy in the answers of women and men;
- Spread of pests and weeds – 8% discrepancy in the answers of women and men;
- Plant death - 3% discrepancy in the answers of women and men;
- Incidence among domestic animals - 1% discrepancy in the answers of women and men;

Replies regarding another 5 phenomena demonstrated bigger discrepancy between male and female responders.

- The difference between amount of men and women, who suppose that the Soil erosion and soil fertility decline was observed more often, is 15 % (51% of men and 36% of women).
- Between men and women responders, who suppose that the Pasture depletion was observed more often the discrepancy is 26 % (62% of men and 36% of women).
- Between men and women responders, who suppose that the Plant incidence was observed more often the discrepancy is 26 % (62% of men and 36% of women).
- Between men and women responders, who suppose that the Death of livestock and poultry was observed more often, the discrepancy is 13 % (37% of men and 24% of women).

**Table 18. Gender perception of changes in the frequency of manifestations of negative agro-hydrometeorological phenomena
(as % of the population surveyed)**

Negative agro-hydrometeorological phenomena	Men			Women		
	Observed more often	Observed less often	I don't know	Observed more often	Observed less often	I don't know
Soil erosion and soil fertility decline	51	17	32	36	12	52
Lack of irrigation and drinking water	65	14	21	70	21	9
Deterioration of water quality	64	14	22	63	19	18
Pasture depletion	62	13	26	36	10	54
Plant incidence	56	18	26	42	15	43
Spread of pests and weeds	45	18	37	40	17	43
Plant death	40	21	38	37	18	45

Incidence among domestic animals	46	11	44	45	11	44
Death of livestock and poultry	37	21	41	24	16	60

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

148. Figures 2 through 4 shows the women's perception of changes in the frequency of mudflows, droughts and heat waves across the regions of Uzbekistan. According to Figure 2, significant numbers of the surveyed women in such regions and Bukhara (100%), Navoi (100%), Jizzakh (88.9%), Surkhandarya (80%), Samarkand (75%), Kashkadarya (70%) and Tashkent (60%) have indicated that mudflows have been observed more frequently.

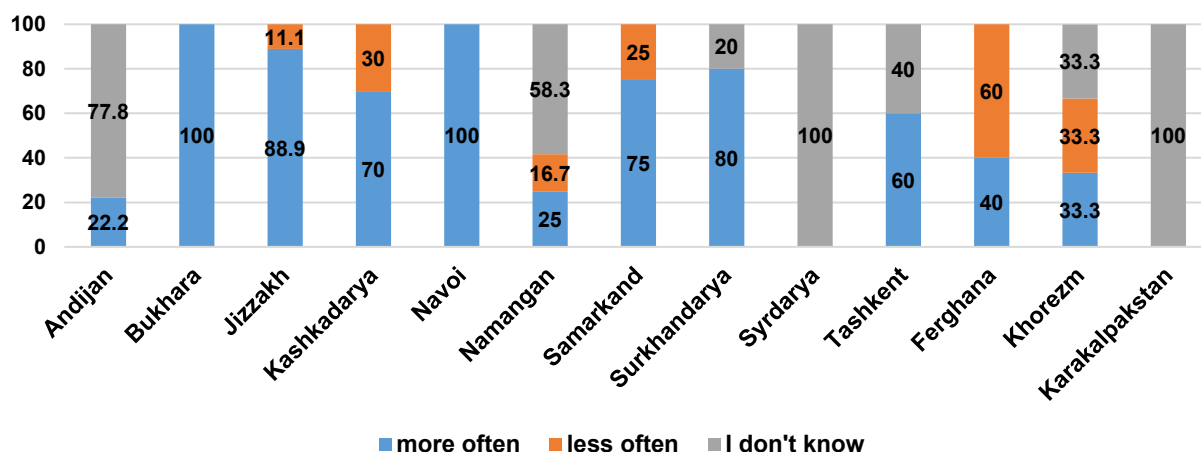


Figure 2. Women's perception of changes in the frequency of mudflows in the regions of Uzbekistan (as % of the surveyed)

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

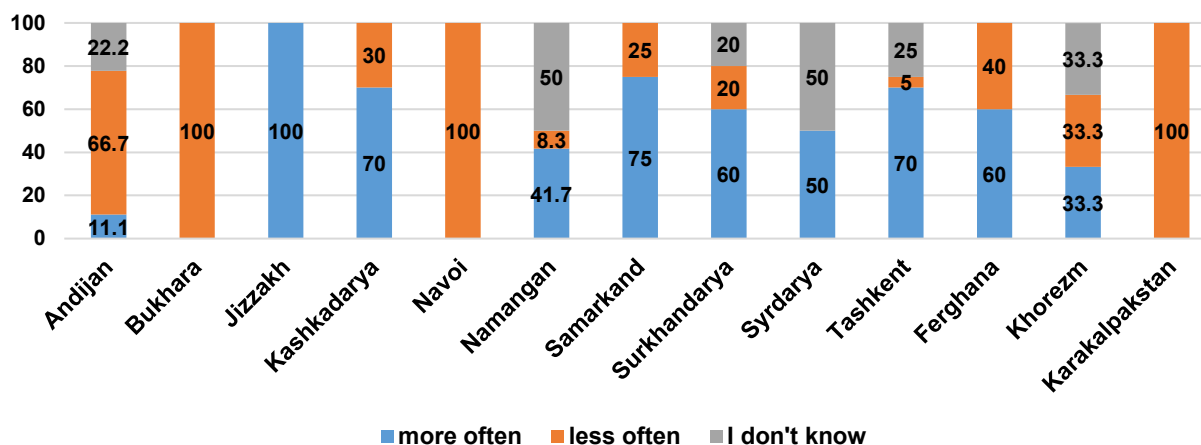


Figure 3. Gender perception of changes in the frequency of drought in the regions of Uzbekistan (in% of the population surveyed)

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

149. According to Figure 3, significant numbers of the surveyed women in such regions as Jizzakh (100%), Samarkand (75%), Kashkadarya (70%), Surkhandarya (60%), Ferghana (60%) and Syrdarya (50%) have indicated that droughts have been observed more frequently.

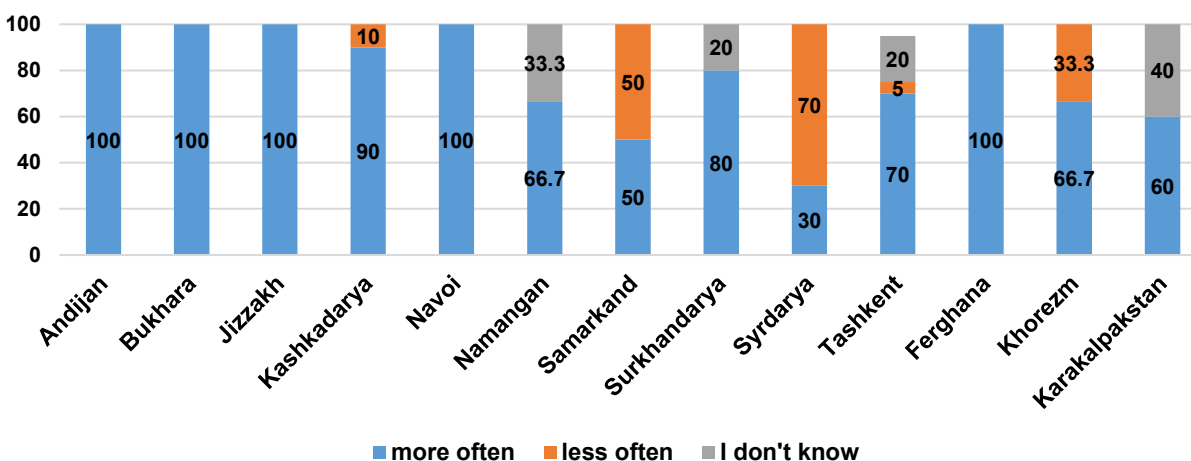


Figure 4. Gender perception of changes in the frequency of heat waves in the regions of Uzbekistan (in% of the population surveyed)

Source: Assessment of gender-based perception of climate change indicators, UNDP, 2013

150. According to Figure 4, significant numbers of the surveyed women in such regions as Andijan (100%), Bukhara (100%), Jizzakh (100%), Navoi (100%) Ferghana (100%), Kashkadarya (90%), Surkhandarya (80%), Tashkent (70%), Khorezm (66.7%), Namangan (66.7%) and Karakalpakstan (60%) have indicated that heat waves have been observed more frequently.
151. Overall analyses of the gender-based perception of climate change indicators, such as: “Changes in the air temperature in winter and summer”, “The level of precipitation (in the last 15-40 years) in growing season and winter”, “The frequency of manifestations of hazardous phenomena in Uzbekistan” and “changes in the frequency of manifestations of negative agro-hydrometeorological phenomena” demonstrates existing discrepancy in the perception of men and women on some issues.
152. According to the experts’ opinion, such differences in the perception could be explained by traditional social roles (both in the family and in the society) of men and women in the patriarchal model of society in Uzbekistan. In the most cases women are responsible for bringing water, producing vegetables for domestic needs and taking care of the pets, including caws and sheep. The significant amount of men, especially in the rural areas of Uzbekistan, are effected by internal or external migration. These objective factors could explain the discrepancy in the gender based perception. At the same time, perception of the climate related effects by male and female population is very subjective due to the lack of the special education and developed system of monitoring and assessment of the climate change in Uzbekistan. Project activity will allow to address and partially mitigate the abovementioned reasons.

V. Gender issues related to different phases of disaster management cycle

153. The impact of the all above mentioned vulnerabilities is revealed at all phases of disaster management cycle, i.e. at prevention and protection, response, impact and coping. The purpose of the gender mainstreaming throughout various phases of disaster management is to empower women

and see them as capable agents of change, who can manage crisis, deal with its aftermath, and take on leadership roles in the family and community. Women play important economic and community roles that help in reconstruction and resilience building. Women often take on leadership roles in family and community in the face of death or disability.

154. Prevention and protection: Early warning system works as a potent protection mechanism against natural hazards. But as receivers of warnings are humans, for warranting the desired response a number of human related factors should be considered. Information on hazard risk can be delivered in time, but still the problem of understanding information, believing it and acting according to provided recommendations and hence saving life, health and property remains problematic. That's for the messages on multi-hazard risk information are to be tailored to the needs and capabilities of vulnerable groups, targeting women, children, senior citizens and persons with disabilities (PWDs). Education level, knowledge of language in which warning is communicated, problems of hearing and seeing constitute serious barriers for adequately grasping the threat.
155. Women and men differ in regard of appraisal of trustworthiness of information sources, men believe more in official and media announcements, while women rely more on personal information obtained from kin and neighbours. Effective targeting requires utilization of both sources.
156. Men are more risk tolerant than women, hence less prone to take self-protective actions. Men often label evacuation calls as panic and do not react. Besides, acting according to stereotypical gender roles men may decide not to evacuate to safeguard property. On the other hand, women are readier to respond to risk, but lack of social power deters them to mobilize family to respond, they also may be slow to react according to instructions until securing family members.
157. Children and people with low education level may encounter problems of understanding messages when they are worded in impersonal, official manner. Elderly citizens with the problems of hearing or seeing and living alone can be left out of reach in case of delivery of hazard risk messages only by printed or electronic media.
158. Response to disasters: Effectiveness of response in a great deal depends on a well-planned emergency behaviour, preparedness and social cohesion of community. Therefore, outlined below features should be reflected in emergency planning. Timely evacuation is a challenging issue for small children, seniors and persons with disabilities, especially with problems of moving and of persons with poor health. People dependent on health services for survival (dialyses, cancer treatment) are faced with life threatening circumstances in disaster.
159. Women's, children's and elderly's' vulnerability is greater due to the mobility constraints. Both car ownership and having driver's licence is less frequent among women than men. No information about gender patterns of vehicle ownership or use is available, but observers note that women are much less likely than men to drive cars in Uzbekistan, and this is supported by the common viewpoint that driving is a "male" occupation.⁶⁹
160. Impact of disasters and coping: Psychological reaction to natural disaster can be: withdrawal, stunning, apathy, disbelief, but also increase in community bond and social cohesion. Experience of natural hazards may result in stress, anxiety, depression and other mood disturbances. Effect usually is not long lasting, only 25 percent of victims suffer psychological effects some months after disaster.⁷⁰ Coping strategies of disaster affected population could be leaving area, over-exploiting resources in order to survive (e.g. cutting down trees for wood), liquidation of assets (e.g. livestock), reducing food intake.

⁶⁹ Uzbekistan Country Gender Assessment, ADB, 2014, p.53

⁷⁰ Scaling-up Multi-hazard Early Warning System and the Use of Climate Information in Georgia: Gender Analysis and Action Plan

161. As women, more than men depend on natural resources for livelihood, disaster has a more severe effect on women. At the same time women play key roles in the sustainable use and management of natural resources. As among senior women considerably outnumber men, they are more likely to experience physical limitations that matter so much in emergencies. The burden of domestic work and care-giving to children, as well as to ill and disabled family members mainly falls on women, so caring in aftermaths of disasters becomes more challenging for women. As men can decide to migrate due to property or employment loss, family burden increases for women. However, labor migration is becoming increasingly feminized, and women's lack of competitiveness in local labor markets is leading them to seek work elsewhere.⁷¹ The migration of family member also effects senior citizens as they have to look after grandchildren.
162. Limited political and professional representation, lower involvement in consulting process of key stakeholders make women more vulnerable as their perceptions and needs are not reflected in planning of recovery process. Gender stereotypes negatively reflect on men. Men often are overwhelmed with emotions after disaster, but are constrained to express them, which has health related consequences and often stimulates substance abuse, domestic violence and engagement in risky behaviours.

VI. Gender analysis and recommendations

6.1. Gender analysis and stakeholder engagement

163. The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. The stakeholder consultation process involved holding seminars with representatives of various Ministries (MoES, Uzhydromet, Ministry of Health, State Committee for Ecology and Ecology, etc.) and representatives of Parliament, Civil Communities and the Uzbekistan Women's Committee (UWC).
164. In addition, during the project development UNDP conducted community level focus group consultations. The focal group discussion included specific consultations related to the needs and priorities of men and women. Specific questions addressed include the following (i) Identification of climate hazards where women are the most susceptible; (ii) Women/men perception of risks associated with each hazard; (iii) Consequences of risks for men versus women; and (iv) The type of consequences perceived – i.e. difference in priority, degree, severity. Appendix 1, Annex 13 Stakeholder Analysis and Engagement Plan, includes additional detail on the consultations.
165. The consultations and focal groups did not provide any further insight into the degree to which women and men perceive risks associated with particular hazards nor was there any measurable difference in the type or consequences perceived. However, the 2013 UNDP assessment (detailed above), did demonstrate that women and men have different perceptions of climate based indicators. These data points demonstrate the need for further examination of these perceptions through additional surveys and analysis that will take place during the first year of implementation.
166. The gender assessment provided a number of entry points for how to better integrate gender perceptions into climate service models. These include the following:
 - Adopting gender-responsive approaches for the design of climate information services;
 - Promoting gender-balance, where possible, through technical and maintenance capacity-building activities of hydro-meteorological networks, equipment and systems;
 - Establishing a gender-aware national framework to inform collaboration between climate service and national hydro-meteorological stakeholders; and

⁷¹ Uzbekistan Country Gender Assessment, ADB, 2014, p.xii

Ensuring gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus.

167. Disasters often affect women, girls, men and boys differently due to gender inequalities caused by socioeconomic conditions, cultural beliefs, and traditional practices that repeatedly have put females at a disadvantage. Understanding different gender roles, responsibilities, needs, and capacities to identify, reduce, prepare and respond to disasters are critical to effective disaster risk management (DRM). Significant evidence shows that despite gender-differentiated vulnerabilities, women and girls are also powerful agents of positive change during and after disasters. Women empowerment is therefore an important approach to build broader community resilience and contribute to sustainable development.⁷²
168. As a result of project implementation more lives, property and productive assets will be secured from the impacts of climate induced disasters. Beneficiaries will be all the population of Uzbekistan and therefore it is important to ensure gender considerations are taken into account in the design of the EWS to avoid the disproportionate burden disasters have on women, girls, and other vulnerable populations (elderly, disabled, etc)
169. The recommendations and the Gender Action Plan as summarized below have been designed to ensure that both men and women have full and equitable access to the Project's resources and benefits, with specific actions and responsibilities aimed at ensuring the full participation of women in Project activities.

6.2. Recommendations

170. Given the above context for gender and MHEWS in Uzbekistan, the following recommendations are included to help ensure effective gender outcomes in implementing the CIEWS project:
- (a) Conduct further baseline assessments of women's participation in decision making and access to/control of resources in relevant sectors at the national level and particularly across the 15 districts in Uzbekistan. This should also include a deeper examination of specific roles and representation of women and detailed information on any challenges and barriers, particularly for accessing and utilizing climate information products. Continue to identify existing women's groups and community networks that could support the active engagement of women and other vulnerable groups in community-based interventions.
 - (b) Trainings and outreach designed for local communities and end-users should be tailored to meet women's needs and requirements. This should include formatting any written or textual outreach material in a way that is accessible and digestible despite potential education/awareness gaps. This should also include options for how to utilize the climate information for women who do not have access to specific communication assets and other resources and ensuring that trainings are designed in a way that includes women and fosters their active participation despite social norms
 - (c) Directly engage women entrepreneurs and other potential end-user organizations during the design and implementation of the activities to ensure better access to and utilization of climate information products
 - (d) Feedback mechanisms should be built into the climate information services and communication products to ensure that they are continuously adapted to support the dynamic needs and priorities of end users, particularly women.

⁷² GFDRR Gender and Disaster Risk Management; Available at: <https://www.gfdr.org/en/gender>

- (e) As part of activity 2.1, conduct gender-sensitive socio-economic vulnerability assessments and development of socio-economic risk models for decision making and prioritization of resilience building investments to bring transformative impact by providing evidence-based information on the gender situation. This will support gender-sensitive risk informed solutions. The important element in mainstreaming gender is community awareness and capacity, and understanding of impacts of disasters on community resilience, when the project builds the capacity of communities and demonstrate the impact of hazards to various groups of people. Transformation of mindset and behaviour of people, based on credible climate and disaster risk information and advice, is one of the main priority of the project, which will lead to better responsiveness and preparedness of communities. Inclusiveness and consideration of needs of all groups including those are with special needs also make the project actions transformative.

6.2.1. Monitoring and evaluation

Through onset analysis, data has been collated to establish an initial baseline. This data shall be verified during year one of implementation and then monitored throughout implementation and examined during the midterm review and terminal evaluation process. Monitoring will include the collection of lessons learned from gender mainstreaming activities undertaken by the project.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative outcomes:

- Women as beneficiaries;
- Improvements in health and well-being;
- Improved livelihoods;

Qualitative outcomes:

- Improved coverage, efficiency and accuracy of the multi-hazard EWS in Uzbekistan and enhancement of the use of climate information for women;
- Expanded involvement in public and project decision-making as a result of initiation of women into active participation in income generating activities;
- Support for training and educational activities which may include activities related to improvement of the coverage, efficiency and accuracy of the multi-hazard EWS in Uzbekistan and enhancement of the use of climate information, agriculture, leadership, business, finance, entrepreneurship and decision-making, thereby enabling empowerment and increased involvement of women to participate with confidence in community activities; and
- Effectiveness of awareness raising.
- Gender disaggregated reporting will be further introduced beyond the project level at the national level through the multi-hazard disaster risk information and knowledge system to be designed by the project (activity 1.4. of the project)

6.2.2. Gender Sensitive Vulnerability Assessments

- The project will conduct gender-sensitive socio-economic vulnerability assessments (activity 2.1) and develop socio-economic risk models for decision making and prioritization of resilience building

investments. It will introduce an advanced information management system for combining data on socio-economics (population, livelihoods, poverty indicators), infrastructure (roads, utilities, buildings, bridges etc) and the natural environment (landcover, vegetation, soils etc) in order to operationally assess the risks associated with each hazard forecast. The project will ensure collection of the following data:

- The assessments will provide sex- and age- disaggregated data on social vulnerability across regions, assessing employment, education, health problems connecting with adequate functioning, disability, physical abilities (to swim, climb and run), ownership of house and productive assets and farming opportunities, ratio of dependent persons in households, household composition-single member male and female, women headed households, livelihoods, unpaid care and domestic work responsibilities.
- They will also produce mapping of households receiving state subsistence allowance assistance by analysing social assistance database across regions.
- In addition, the assessments will carry out group discussions and in-depth interviews with key stakeholders, ensuring an equal representation of women, persons over 65, disabled or family members of disabled, community leaders and government officials for mapping hazards and risks, collection of existing community coping strategies, identifying local businesses and institutions able to contribute to DRM activities. To identify priority needs, responses to, separate coping mechanisms of women and men, elderly, disabled and poor.

6.2.3. Enhanced gender considerations in disaster preparedness activities

- Men and women of different age groups, as well as those from vulnerable communities, will be involved in planning and implementation. Community consultancy groups with at least 30 percent representation of women will be established.
- It will be ensured that information on hazards, their character, probability of occurrence, threats to life, possible impact on livelihood, houses, crops and livestock and on protecting measures is reaching both women and men through appropriately tailored channels.
- The project will increase preparedness of educational institutions. Information will be provided to teachers and students, academic and other staff on different types of disasters and on effective immediate response to them.

6.2.4. Ensuring universal access to disaster warnings

- Warning will be tailored to the gender-differentiated needs and capabilities of specific population groups, such as children, senior citizens, the sick and persons with disabilities.
- Multiple methods for targeting messages will be used for reaching broadest group of people, including TV, radio, Internet, sirens, flashing lights, registration-based alert systems sending messages to cell phones with information clearly stated orally and graphically.
- Pregnant women and the elderly and disabled will be included in emergency planning.

6.2.5. Mainstream gender considerations and engagement of women in resilience building activities

- Several trainings will be undertaken for the MES and Uzhydromet -the proportion of female staff is 30% and 62% respectively. As such, 35% is a realistic target for training related to MES and 60% is a realistic target for training with Uzhydromet. These targets are reflected in the GAP.

- The project will disseminate information and stimulate involvement of population of the hazard prone regions in insurance programmes, including insurance of crops and live stock.
- The project will disseminate information on risk zones with recommendations for construction of dwellings, agricultural activities and livestock husbandry.
- The project will strengthen social capital through creating community groups for planning for, safeguarding from and mitigating adverse effects of natural disasters with at least 30 percent women participations.
- It will be ensured that representatives of all ethnic minorities have the equal access to project benefits.

6.2.6. Gender mainstreaming training and capacity building of national stakeholders responsible for various disaster risk reduction functions

- In 2016 UNDP Istanbul Regional Hub (IRH) developed and piloted a three-module training manual on Gender mainstreaming in disaster preparedness and response. The tool is designed for UNDP staff and government officers working in disaster preparedness and disaster response in the Europe and CIS region. In 2017 the tool was piloted with the DRR project practitioners in the Western Balkans countries. A series of training and capacity building workshop on gender mainstreaming will be conducted in the course of the GCF project based on the UNDP training manual targeting various stakeholders and practitioners (government, NGOs, community leaders, youth groups, women's groups, farmers' groups) at the national and local levels.
- The project will ensure equal participation of minority groups (including community members speaking languages other than Uzbek) in trainings and capacity building activities. Moreover, it will produce training/knowledge/ public information materials in the languages of large ethnic groups and will distribute them among target beneficiaries. In addition, the project will ensure English-Russian-Uzbek (and to/from other languages, as necessary) interpreting during the trainings, where representatives of ethnic minorities will participate.

6.2.7. Engage women in decision-making

- The project will ensure at least 30 percent representation of women and their active participation in project stakeholder consultations, local and national decision-making bodies set up and/or facilitated by the project.
- Secure participation of the Gender Advisor in all project management and planning meetings and activities.

6.2.8. Requirements to the project staff

- To ensure implementation of the project in accordance with gender and social vulnerability priorities, the project staff will be composed of women by at least 30 percent, evenly represented at all levels of decision-making. Staff members should have a record of participation in trainings on gender mainstreaming and on social vulnerability approach.

6.2.9 Provision of gender expertise across the Project

As the Accredited Entity (AE), throughout the project, UNDP will provide an advisory and quality assurance role. UNDP as the AE will have access to any needed gender expertise through cooperation with UNDP's Gender Team, along with UNDP's Istanbul Regional Hub (IRH), the UNDP Country Office and the Regional Technical Advisor (RTA). As with the entire implementation of the project UNDP will ensure quality assurance of all gender aspects of the project.

UNDP ensures gender equality results through its four point-scale gender marker mechanism, whereby all projects are expected to generate such results. All UNDP project workplans are required to incorporate specific and properly budgeted activities to contribute to implementation of the Gender Action Plan with special focus on involving more women in capacity building interventions in both local and central levels. UNDP projects encourage participation of female government officers and rural women in planning workshops and meetings throughout the implementation. Local community-led activities of the projects prioritize benefits to women headed households.

In country, the project will partner with the Women's Committee of Uzbekistan (WCU)⁷³, which has a strong track record in the country on Gender Equality and Social Inclusion. The Project Manager (PM) will be responsible for ensuring this engagement and provision. The Chief Technical Advisor (CTA) will engage gender expertise and ensure specific discussions on the gender dimension are mainstreamed into different activities of the project. Finally, the Technical Advisory Working Groups (TAWGs) will include representatives from women's organisations to facilitate that gender needs are reflected in project decision-making.

Finally, a national gender advisor and an international gender specialist will be hired to ensure proper implementation of the action plan. *National gender advisor* will secure implementation of the Gender Action Plan; support gender mainstreaming in the project activities by reviewing/contributing to the technical TORs as adequate; participate in project technical working groups; deliver trainings to national partners, experts and communities; support implementation of the local grievance redress mechanism; liaise the project partners with gender expertise and gender mainstreaming stakeholders. An international gender specialist will be tasked with undertaking initial training on gender mainstreaming for both the PMT and executing entities to ensure gender aspects are fully incorporated throughout the project implementation; assist to develop and implement gender sensitive awareness programme, guidance documents and education programs as well as training modules on gender sensitive CRM/DRR, MHEWS, CBMHRM, etc..

Grievance Mechanism

The project will set up a grievance redress mechanism (GRM), as outlined in Annex X. The GRM has been designed to be able to:

- Record, categorise, and prioritise grievances;
- Resolve grievances in consultation with the complainant and other stakeholders;
- Inform the aggrieved parties about the solutions; and
- Forward any unresolved cases to higher authorities for resolution.

The GRM will address any concerns and complaints from affected parties promptly and transparently through the process, with responsibilities and required activities outlined above. The GRM will be gender-responsive and readily accessible to all affected parties at no cost.

Furthermore, the national Executing Entities will be required to place localised GRMs, including stakeholder consultations and national procedures relating to grievance redress. GRMs should be gender and age-inclusive and responsive, and address potential access barriers to women, the elderly, people with a disability, youth and other potentially marginalised groups. Localised GRMs shall also maintain a flexible approach with respect to receiving grievances in light of identified local constraints to communications and access to resources for some stakeholders. To facilitate communications with and between the GRM and potential claimants, the GRM will seek support from local government, civil society organisations and women's groups. All individuals and communities participating in project activities will be made aware of the GRM and the means to access it.

⁷³ As mentioned above, the Women's Committee of Uzbekistan is one of the key institutions with a mandate to support and strengthen the status of rural women. Registered as a nongovernmental organization, the WCU is financed by the government and has the authority to be a governmental institution responsible for the policy and activities related to solving women's issues

VII. Gender Action Plan

GCF Project Activities	Gender Mainstreaming Actions	Indicator and Targets	Responsible Institutions	Timeline
<u>Output 1: Upgraded hydro-meteorological observation network, modelling and forecasting capacities</u>				
<u>Activity 1.1</u> Upgrading and modernization of the meteorological and hydrological Observation System	<ul style="list-style-type: none"> Community consultations undertaken to ensure that women are adequately represented in the consultations, including ethnic minorities and other vulnerable groups 	<p>Indicator: No of consultations undertaken</p> <p>Target: At least one per community/local settlement</p> <p>Indicator: proportion of women attending consultations</p> <p>Target: At least 50% participants of consultations are women</p>	<p>Project Management Team (PMT), Gender Advisor UZHYDROMET Women's Committee of Uzbekistan (WCU)</p>	Years 2-4
<u>Activity 1.2.</u> Upgrading Uzhydromet's capacity to store, process and develop hazard products, as well as to communicate hydrometeorological data to regional divisions.	<ul style="list-style-type: none"> Level of gender integration in hazard information products, and various information, education, and communications materials 	<p>Indicator: Level of gender criteria integration achieved</p> <p>Target: Gender criteria are fully integrated into products (Level 3)⁷⁴</p>	<p>PMT, Gender Advisor, Gender Specialist UZHYDROMET WCU</p>	Years 2-5
<u>Activity 1.3:</u> Retraining and advanced training of Uzhydromet staff on monitoring and forecasting technologies and procedures	<ul style="list-style-type: none"> Include gender mainstreaming in the training and capacity building courses 	<p>Indicator: Number of women Uzhydromet staff trained</p>	<p>PMT, Gender Advisor, Gender Specialist UZHYDROMETWCU</p>	Year 2

⁷⁴ 1 = not integrated; 2= partially integrated; 3= fully integrated

	<ul style="list-style-type: none"> Make sure that men and women have equal access to training 	Target: 60% of those trained women ⁷⁵		
Output 2: A functional Multi-Hazard Early Warning System is established based on innovative impact modelling, risk analyses, effective regional communication and community awareness				
<u>Activity 2.1</u> Developing and installing a modernised and efficient system for assessing climate risks based on dynamic information on both hazards and vulnerabilities, including socio-economic risk models for decision making and prioritization of resilience building long-term/future investments	Gender-sensitive socio-economic vulnerability assessments and development of socio-economic risk models undertaken	<p>Indicator: Baseline indicators refined and validated</p> <p>Target : sex and age disaggregated data identified</p> <p>Indicator: Assess means in which women and men access and perceive hazard and climate information across multiple sectors</p> <p>Target: Gender-sensitive socio-economic vulnerability assessment conducted</p>	PMT Gender Advisor, Gender Specialist WCU	Year 1-2
<u>Activity 2.2.</u> Developing and introducing technical guidance, institutional and coordination frameworks to increase the efficiency of: i) data collection and archiving; ii) hazard mapping and modelling; iii) risk assessment; and iv) dissemination of information to RCMCs.	<ul style="list-style-type: none"> Ensure that the data collection and information systems support gender-disaggregated data for decision-making Ensure that institutional capacity assessment 	<p>Indicator: Number of women in consultation groups and among training audiences</p> <p>Target: At least 35% women⁷⁶</p>	PMT, Gender Advisor, Gender Specialist, UZHYDROMET MES WCU RCMCs	Years 3-6

⁷⁵ Given that Uzhydromet currently employs 62% women, 60% is a realistic target.

⁷⁶ These trainings will be done with MES staff and staff from RCMCs – where 30% of the employees are women. The 35% target provides for an overrepresentation of women given the current staffing proportions.

	<p>reflect gender considerations</p> <ul style="list-style-type: none"> • Make sure that men and women have equal access to training • Review of the operating procedures within existing government structures by the gender advisor to identify gender gaps and mainstreaming opportunities 	<p>Indicator: Capacity assessment scorecards reflect gender parameters</p> <p>Target: Gender parameters fully integrated into capacity assessment (Level 3)⁷⁷</p> <p>Indicator: Gender considerations are reflected in guidance (and policy) documents</p> <p>Target: Gender considerations fully integrated into policy documents (Level 3)⁷⁸</p>		
<p>Activity 2.3. Designing and implementing a system for information dissemination to RCMCs and area specific mobile alerts including an information visualization system for RCMCs with software</p>	<ul style="list-style-type: none"> • Tailor warnings and multi-hazard risk information to the needs and capabilities of vulnerable groups, targeting women, children, senior citizens, persons with disabilities and ethnic minorities • Use multiple methods for targeting messages to outreach all vulnerable groups, including TV, radio, Internet, sirens, 	<p>Indicator: Warnings are useful to the needs of vulnerable groups</p> <p>Target: Vulnerable groups find information useful (Scale of 4)⁷⁹</p> <p>Indicator: Information on hazards delivered to multiple vulnerable groups</p>	<p>PMT, Gender Advisor, Gender Specialist UZHYDROMET MES WCU RCMCs</p>	<p>Years 2-4</p>

⁷⁷ 1 = not integrated; 2= partially integrated; 3= fully integrated

⁷⁸ To be reviewed and confirmed by gender advisor

⁷⁹ Through survey or whether information is useful Likert scale (1) Strongly disagree; (2) Disagree; (3) Neither agree nor disagree; (4) Agree; (5) Strongly agree.

	<p>flashing lights, registration-based alert systems sending messages to cell phones with information clearly stated orally and graphically. Use multiple languages and signals/tools for warning messages to reach ethnic minority groups and disabled persons</p> <ul style="list-style-type: none"> • Ensure adequate representation of women within the planning teams and consultation groups, including women representing vulnerable groups (e.g. elderly, bread-makers, ethnic minorities, disabled persons, IDPs) 	Target: Ethnic, Minority groups, disabled persons reached		
GCF project activities	Gender mainstreaming Action	Indicator and Targets	Responsible Institution	Timeline
Output 3: Strengthened climate services and disaster communication to end users				
Activity 3.1. National Framework for Climate Services for Uzbekistan	<ul style="list-style-type: none"> • Training workshops on gender mainstreaming (based on the UNDP training manual on gender mainstreaming in disaster preparedness and response) • Ensuring adequate participation of women in NFCS consultations (at least 30%) 	<p>Indicator: Decision makers and practitioners are trained on gender mainstreaming based on UNDP training manual</p> <p>Target: 35% of those trained women⁸⁰</p>	PMT Gender Advisor WCU UZHYDROMET MES	Years 2-6

⁸⁰ As above, these trainings target Ministry staff with 30% female employees.

	<ul style="list-style-type: none"> Mainstream gender considerations in the planning process 			
<u>Activity 3.2.</u> Sustainable business model for disaster-related information and services	<ul style="list-style-type: none"> Ensure adequate representation of women within the planning teams and consultation groups 	<p>Indicator: Representation of women in planning teams and consultation groups</p> <p>Target: 35% of representatives on planning teams and consultation groups women⁸¹</p>	<p>PMT Gender Advisor WCU MES</p>	Years 2-4
<u>Activity 3.3.</u> Strengthening disaster-related communication and interaction with end users	<ul style="list-style-type: none"> Provide information to women groups, teachers, students and staff on various disasters and effective immediate response to them. Ensure equal access of all vulnerable groups, including ethnic minorities, to the benefits of capacity building activities. Achieve 30 percent representation of women in capacity building and outreach activities, including women representing vulnerable groups (elderly, bread- 	<p>Indicator: Design of weather/climate advisories are tailored to the needs of men and women</p> <p>Target: Degree to which advisories are tailored (Level 3)⁸²</p> <p>Indicator: Information disseminated is utilized by women</p> <p>Target: Women utilize information (sale 3)⁸³</p> <p>Indicator: proportion of women trainees and outreach audience</p>	<p>PMT Gender Advisor WCUUZHYDROMET MES Mahalla</p>	Years 2-6

⁸¹ Women-owned businesses represent 29% of all registered business entities in the country – target seeks to ensure an overrepresentation from the general population therefore target is set at 35%

⁸² 1 = not tailored; 2= partially tailored; 3= fully tailored

⁸³ Through survey to women on whether information disseminated is utilized Likert scale (1) never (not utilized); (2) sometimes (slightly utilized) (3) often (moderately utilized) ; (4) always (highly utilized)

	<p>makers, ethnic minorities, IDPs, etc.)</p> <ul style="list-style-type: none"> • Tailor information and awareness campaigns for the needs of men, women, boys and girls, vulnerable groups (elderly, bread-maker women, ethnic minorities, IDPs, disabled persons, etc.) • Involve local vulnerable groups in creation of the networks of local volunteers among local communities with at least 30% representation of women • Ensure that women and vulnerable group members (elderly, bread-maker women, people living under poverty line, ethnic minorities, IDPs, etc.) are equally reachable by the networks of local volunteers and materials are disseminated by them • Make sure that men and women, including those from vulnerable groups (e.g. ethnic minorities, IDPs, etc.) have equal access to new climate information products 	<p>Target 50% Women trainees and outreach audience⁸⁴</p> <p>Indicator: Share of women-recipients of information products and agrometeorological advisory services</p> <p>Target: 50% of recipients of information products and agrometeorological advisory services are women</p> <p>Indicator: Community advisory groups include women representation</p> <p>Target : 50% of representatives are women</p>		
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⁸⁴ For activity 3.3, the target is the general population therefore the 50% target for women reflects the general population.

	<ul style="list-style-type: none"> Mahalla-based community advisory groups with at least 30% representation of women 			
GCF project activity	Gender mainstreaming Action	Indicator and Targets	Responsible Institution	Timeline
Effective project management				
Staffing	<ul style="list-style-type: none"> Gender advisor and international gender specialist hired and ToR developed 	<p>Indicator: No. of gender experts</p> <ul style="list-style-type: none"> Target: 2 gender experts 	UNDP	Year 1
Staffing	<ul style="list-style-type: none"> Ensure that staff of the project is composed of at least 30% of women 	<ul style="list-style-type: none"> 30% percent of women in the staff 	UNDP, MES, PMT	Throughout project life
Capacity building and training	<ul style="list-style-type: none"> Trainings to PMU to raise their gender sensitivity and enhance gender mainstreaming strategies 	<p>Indicator: Gender training targeting PMT</p> <ul style="list-style-type: none"> Target: All PMT staff trained 	Gender Advisor/Gender Specialist	Year 1
Capacity building and training	<ul style="list-style-type: none"> Executing Entity/Responsible Party training will be provided to raise their gender sensitivity and enhance gender mainstreaming strategies 	<p>Indicator: Training provided to EE staff involved in project implementation for MES</p> <ul style="list-style-type: none"> Target: All MES staff working on project trained (at least 35% women)⁸⁵ 	Gender Advisor/Gender Specialist	Year 1
Stakeholder consultations and participatory decision making	<ul style="list-style-type: none"> Make sure that women are adequately represented in project 	<ul style="list-style-type: none"> Gender Advisor participates in all key processes, meetings, 	PMT, Gender Advisor UZHYDROMET MES	Throughout project life

⁸⁵ These trainings will be done with MES staff– where 30% of the employees are women. The 35% target provides for an overrepresentation of women given the current staffing proportions.

	decision making and key meetings, events and processes. Secure participation of the project Gender Advisor in all key processes, meetings, events.	events. Gender considerations are taken into account in all project discussions, decisions. Balanced representation of women and men in all key project decision-making processes, meetings, events.	WCU	
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VIII. Proposed Gender Action Budget

Type of Supply	Category	Activity	Description of procurement	US\$
Individual Consultant	IC		Project Gender Advisor	96,000
Goods and works	Training, workshops and conferences	3.2.	Training of relevant agencies on gender sensitive socio-economic vulnerability analysis, with 1 or two sessions fully dedicated to gender aspects of the analysis.	5,000
International consultant	International consultants	3.2.	International consultant to <ul style="list-style-type: none"> - conduct training of key decision-makers on multi-hazard early warning systems and CRM, with special sessions to be dedicated to gender mainstreaming in climate and disaster risk management and EWS - assist in developing and implementing gender sensitive awareness programme, guidance documents and education programs as well as training modules on gender sensitive CRM/DRR, MHEWS, CBMHRM, etc. 	26,000
Goods and works	Audio-visual and printing and production costs	3.6.	Publications, brochures/case studies on gender sensitive community based MHEWS and MHRMP as well as on the gender dimension of the project	10,000
			TOTAL	137,000