



Gender Action Plan of the Center for standardization and metrology under the Ministry of economy and commerce of the Kyrgyz Republic (Kyrgyzstandard)



**Bishkek, Kyrgyzstan
September, 2023**



On the territory of the Kyrgyz Republic is in force the Law of the Kyrgyz Republic dated August 4, 2008 No. 184 **“On State Guarantees of Equal Rights and Equal Opportunities for Men and Women”** (as amended by the Law of the Kyrgyz Republic dated July 14, 2011 No. 97)

The purpose of this Law is to achieve parity between women and men in all areas of society.

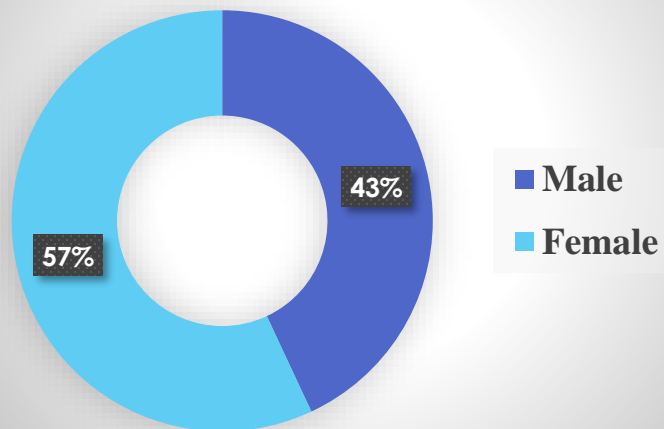
The objectives of this Law are to create national mechanisms for ensuring for persons of different sexes :

- Equality of rights, duties and responsibilities in political, social, economic, labor and other activities;
- Equality of opportunity;
- Equal partnerships in all areas of society;
- Equality in family relations;
- Equality of results.

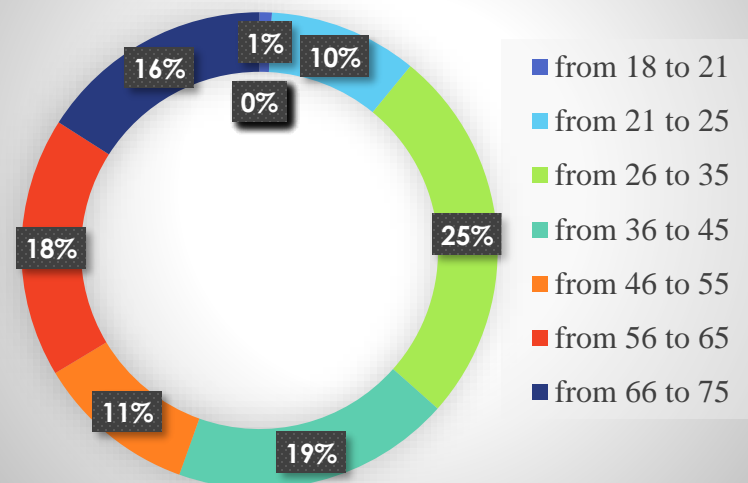


Staff profile of Kyrgyzstandard on gender balance according to the law of the Kyrgyz Republic (mentioned above)

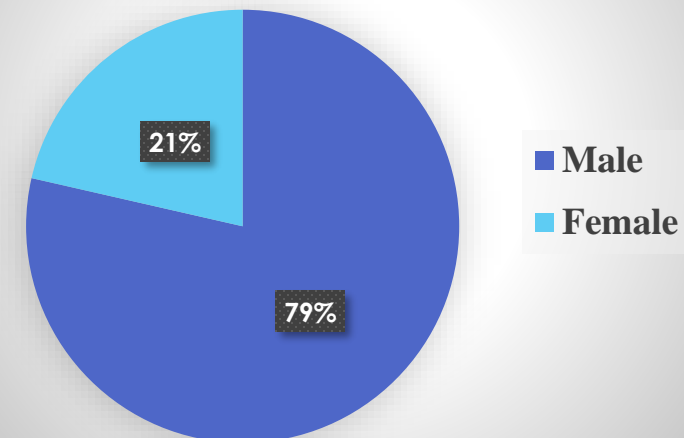
Gender of employees



Staff Age Distribution



Senior Leadership Gender

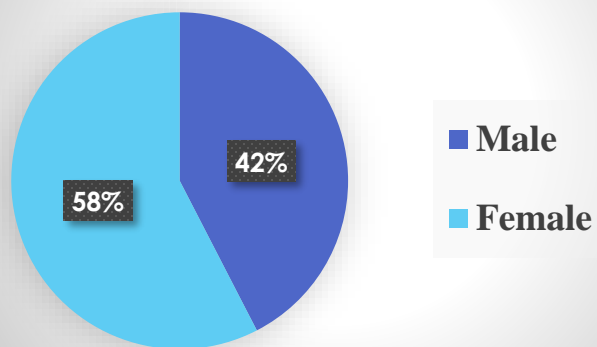


Overall statistics given taking into account of territorial branches

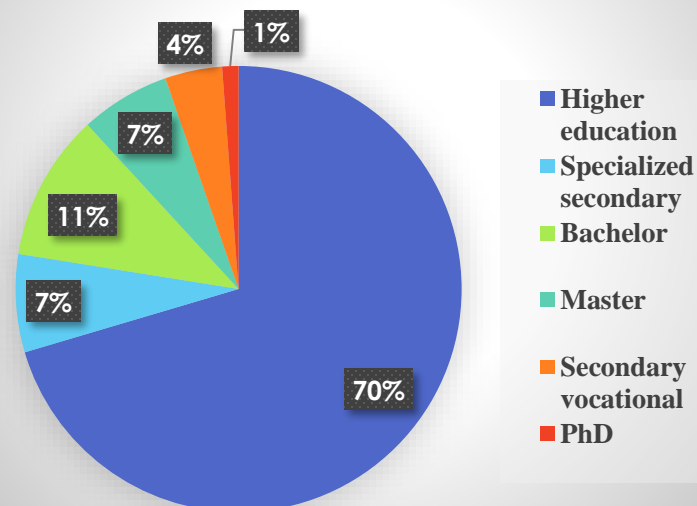


Staff profile of Kyrgyzstandard on gender balance according to the law of the Kyrgyz Republic

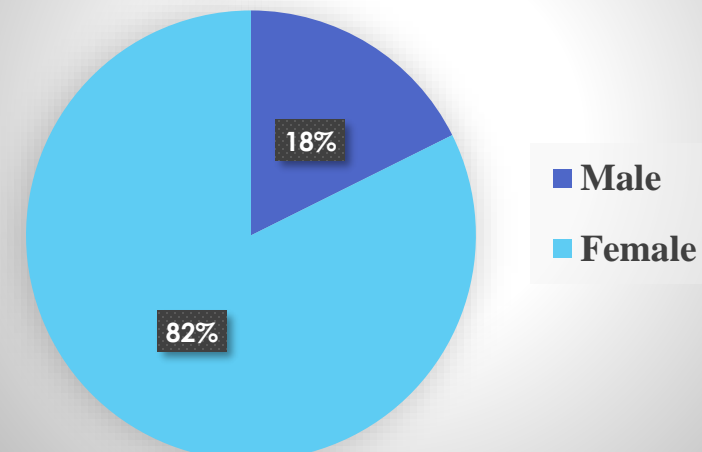
Heads of department + Managers



Educational distribution of employees



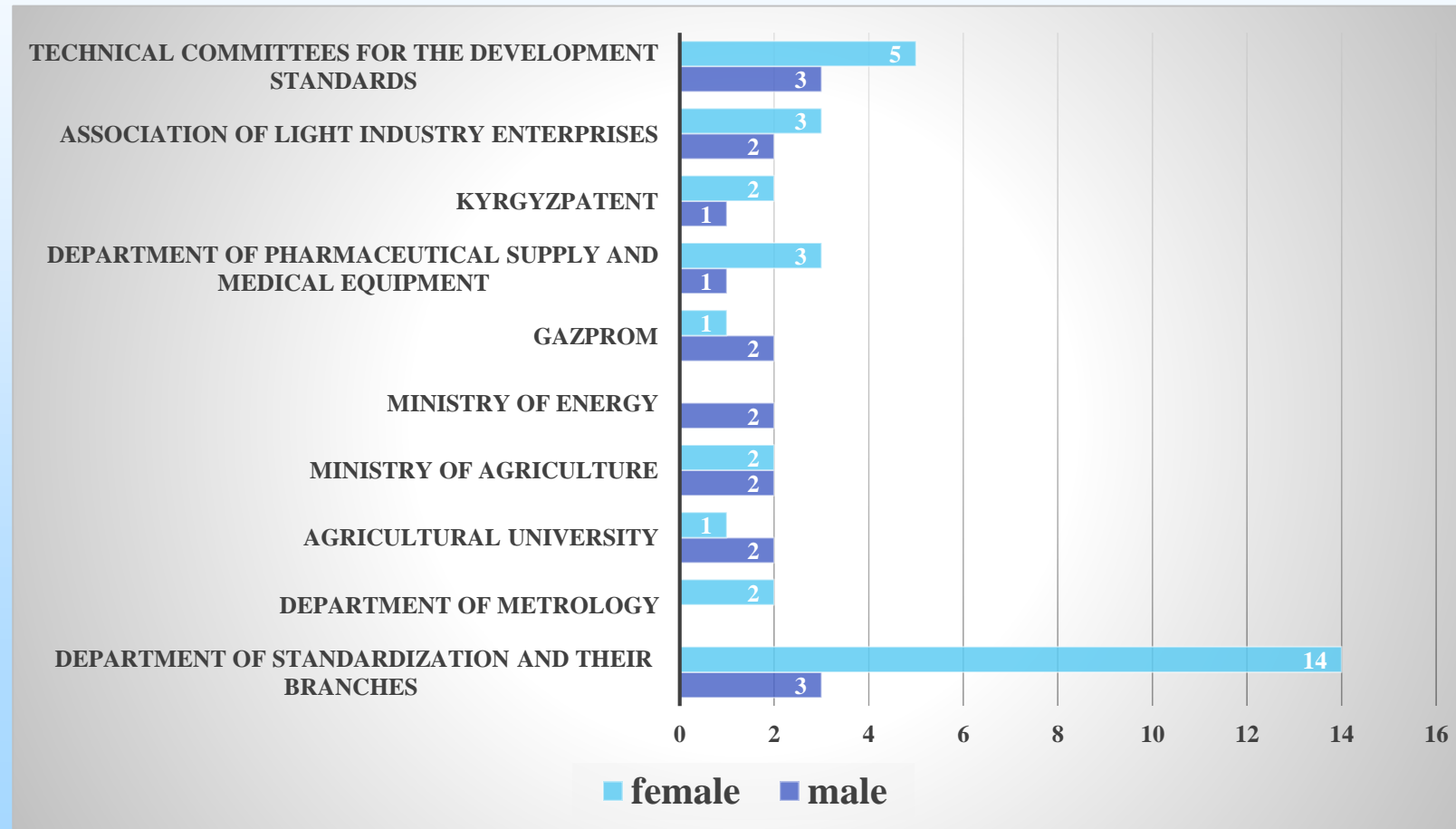
Technical experts in TC for development of national standards



Overall statistics given taking into account of territorial branches



Stakeholders on the expertise of interstate standards (GOST)





Our mission for gender equality is - Create equal access for representatives of different sexes (female and male) as well as create an enabling environment for the development of activities of the Kyrgyzstandard at all levels



- According to the above diagrams in the activities of Kyrgyzstandard at all levels we can say that a healthy and positive diversity of the workforce can create better working conditions and achieve overall outcomes including the development of national standards according to the economy of the Kyrgyz Republic. Maintaining a gender balance in various sectors of the economy will give a multi-scale effective growth of innovation.
- It can be said that in the Kyrgyzstandard employs a diverse staff which is united by a common goal. However, to support this claim, it is important not only to evaluate diversity at different levels of our workforce but also to strive to improve diversity among our members as outlined in the draft gender action plan below:

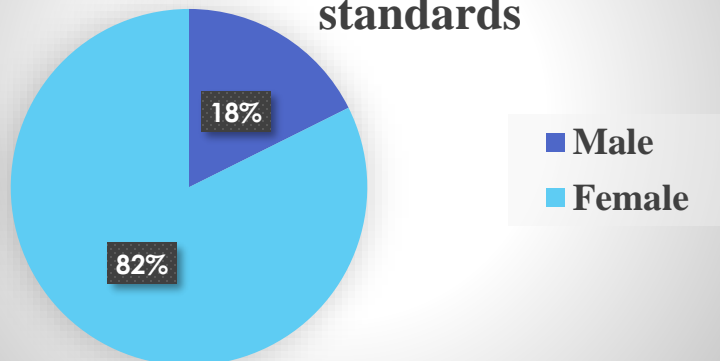


Target

The main target is to achieve balanced representation of men and women at all levels, such as:

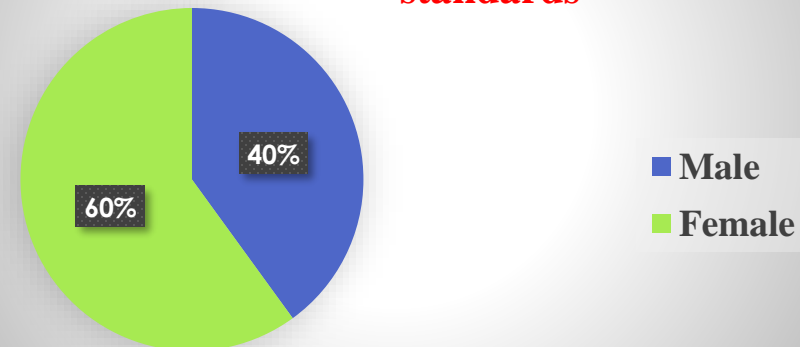
1)

Technical experts in TC for development of national standards



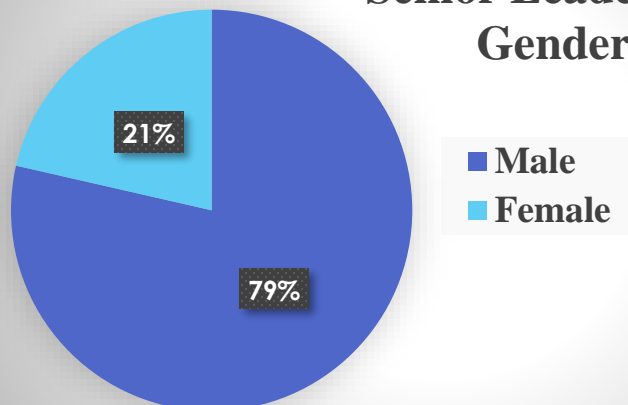
Increasing the number of **male** by **20%** during the 5-7 years

Desired outcome of Gender balance in TC for development of national standards



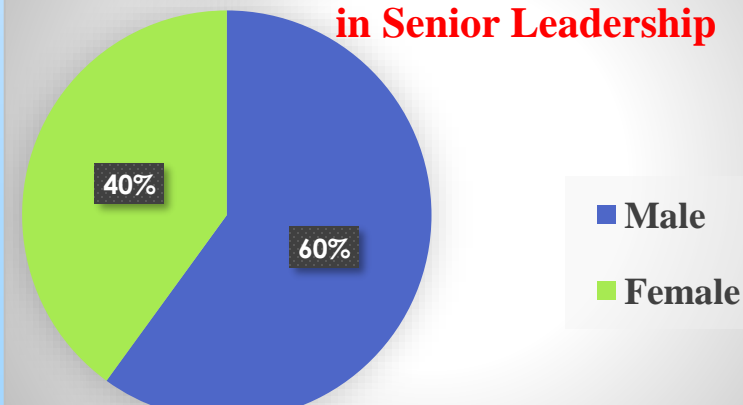
2)

Senior Leadership Gender



Increasing the number of **female** by **20%** during the 5-7 years

Desired outcome of Gender balance in Senior Leadership





Short term of Gender Action Plan

№	Timeline	Objectives	Action description	Owner	Indicator (measures)
1	On a regular basis	Create equal conditions for women and men	Improving the level of legal literacy of employees on gender-sensitive issues of working conditions and other legislation related to labor relations.	Top management, Head of departments, HR	Number of conducted internal trainings and seminars
2		Prevent Gender discrimination against women and men based on their religion	Every each employee of Kyrgyzstandard regardless of social status and position, shows respect, acts professionally and demonstrates courtesy, understanding and attentiveness towards the dignity and values of other people when interacting with colleagues, guests, business partners, clients, government officials and other business contacts.	HR, Ethics commission, Trade Union	Feedback - survey designed to measure how inclusive the environment feels
3		Raising awareness of all employees in the field of Gender Equality	Conduct Gender training to 50% of staff during the first year of the GAP	Project partners, Kyrgyzstandard	Number of conducted trainings and seminars



Short term of Gender Action Plan

№	Timeline	Objectives	Action description	Owner	Indicator (measures)
4	On a regular basis	Professional development for both of female and male at all levels for achieving target of this GAP	As the possible of carrying out of trainings and seminars with the support of various projects such as: PTB, ISO, SMIIC, GIZ send employees to improve their skills. Also, as necessary and possible to organize various trainings and seminars on the basis of Kyrgyzstandard to expand the potential of Kyrgyzstandard.	Project partners, Center for professional advancement and retraining at Kyrgyzstandard	The proportion of staff at Kyrgyzstandard that received skills development in gender equality
5		Equal participation of female and male at various conferences, trainings and seminars	Maintaining the principles of impartiality and Gender balance, when considering candidates for participation in various events, taking into account their technical competence corresponding to the subject of the event.	Top management, Head of departments	Number of women and men participating in trainings, conferences and seminars - (collect data)
6		Kyrgyzstandard works in a gender sensitive manner	Developed tools to facilitate the gender work	Top management, Head of departments, HR	Number of gender sensitive tools developed



Long term of Gender Action Plan

№	Timeline	Objectives	Action description	Owner	Indicator (measures)
1	From end of the 2023 – according to the target of this GAP (until 2028-2030)	Ensuring equal participation at all levels of decision-making	Concerning to the target of this GAP involvement women in top management	Top management, Head of departments	Proportion of female and male in top management
2		Increase of technical experts by participating in various trainings and seminars	To achieve the second target of this GAP taking into consideration the criterion of Gender concerning questions of recruitment to ensure of Gender balanced.	Project partners, Center for professional advancement and retraining at Kyrgyzstandard.	Proportion of female and male in technical experts
3		Apply to UNECE Declaration for ‘Gender-Responsive Standards and Standards Development’;	Signing of the UNECE’s Declaration on Gender Responsive Standards.	Top management, Responsible person from UNECE	Signed of the UNECE’s Declaration on Gender Responsive Standards



- The Gender Action Plan will be funded partially by the Center for standardization and metrology under the Ministry of economy and commerce of the Kyrgyz Republic (Kyrgyzstandard) within the framework of relevant projects in cooperation with partners.
- RESOLUTION OF THE CABINET OF MINISTERS OF THE KYRGYZ REPUBLIC dated September 16, 2022 No. 513 “On the National Strategy of the Kyrgyz Republic to Achieve Gender Equality until 2030 and the National Action Plan to Achieve Gender Equality in the Kyrgyz Republic for 2022-2024”. *This resolution will be help to ensure the balanced of Gender Equality at all level in the Kyrgyzstandard.*



The short-term and long-term Gender Equality action plan is also distributed to the territorial branches under the Kyrgyzstandard

