

WORLD BANK GROUP GENDER ASSESSMENT KYRGYZ REPUBLIC

MARCH
2023

ГЕНДЕРНАЯ ОЦЕНКА КЫРГЫЗСКОЙ РЕСПУБЛИКИ

**BOOSTING ECONOMIC
GROWTH AND WELFARE:
GENDER ASSESSMENT**

**УСКОРЕНИЕ
ЭКОНОМИЧЕСКОГО РОСТА
И БЛАГОСОСТОЯНИЯ:
ГЕНДЕРНАЯ ОЦЕНКА**



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Gender equality is central to the World Bank's goals of ending extreme poverty and boosting shared prosperity.

WB Commitments on Gender and GBV:

- ❑ World Development Report 2012: Gender Equality and Development
- ❑ Country Partnership Framework FY 19-22 / 23-26
- ❑ World Bank Group Gender Strategy FY16-23
- ❑ ECA Regional Gender Action Plan FY18-23





Kyrgyzstan is **not a high performer** in gender equality indices:

Country	2020 Human Development Index out of 189	2021 Global Gender Gap Index out of 156	Women, Business and the Law 2021 (Max score – 100)	Women Peace and Security Index out of 170
Kazakhstan	51	80	69.4	59
Uzbekistan	106	n/a	70.6	74
Kyrgyz Republic	120	108	76.9	97
Tajikistan	125	125	78.8	85

Women, Business and the Law 2022

Kyrgyz Republic - Scores for Women, Business and the Law 2022



- ❑ The overall score for Kyrgyz Republic is lower than the regional average observed across Europe and Central Asia (84.1)
- ❑ The lowest scores for Kyrgyz Republic is on the indicator related to laws affecting women's pay.

Key Gender Challenges in Central Asia



Removing Constraints for More and Better Jobs:

Relatively low female labor force participation and access to higher-quality jobs; lack of conducive work environments, access to finance, and business skills



Improving Gaps in Human Endowments: Gender segregation in education and employment choice; Uneven enrollment in higher education and in STEM, access to reproductive health



Enhancing Women's Voice and Agency: GBV is prevalent and not sufficiently addressed; women's agency and representation in local service delivery is low; exclusion of vulnerable women

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Building the resilience of women and men to cope with climate, conflict shocks and responding to COVID 19; strengthen the inclusion of vulnerable female groups

Cross cutting: Addressing gender biases and stereotypes

Traditional norms expect women to remain in the private domain, taking care of the family and household.

Enhancing Economic Opportunities for Women



Gender gaps in economic opportunities

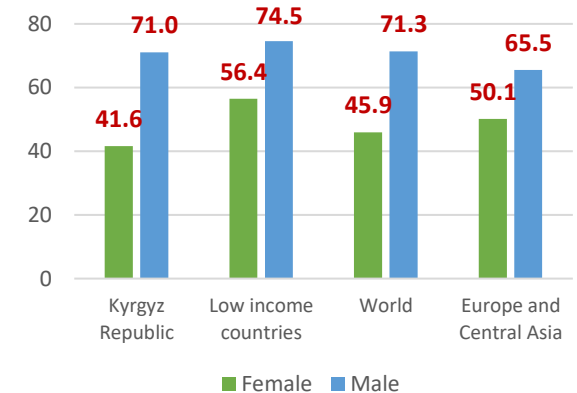
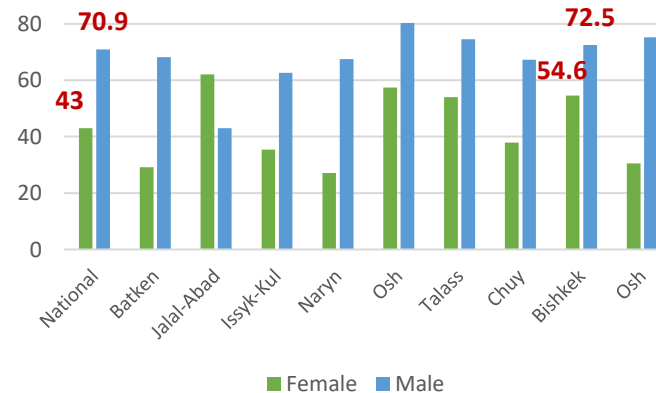
- There is a large gender disparity in labor force participation
- There is a strong segregation between what are viewed as “men’s jobs” vs. “women’s jobs”
 - *Enforced by discriminatory hiring practices as well as self-selection*
- Much higher unemployment among women than among men
 - *When women look for work, they have a harder time finding a job*
- Different wage rates for the same work

In the Kyrgyz Republic, women’s contribution to the gross national income is about 2.5 times less than men’s contribution, due to gender inequality

GNI PER CAPITA, US\$ (PPP 2017), 2019

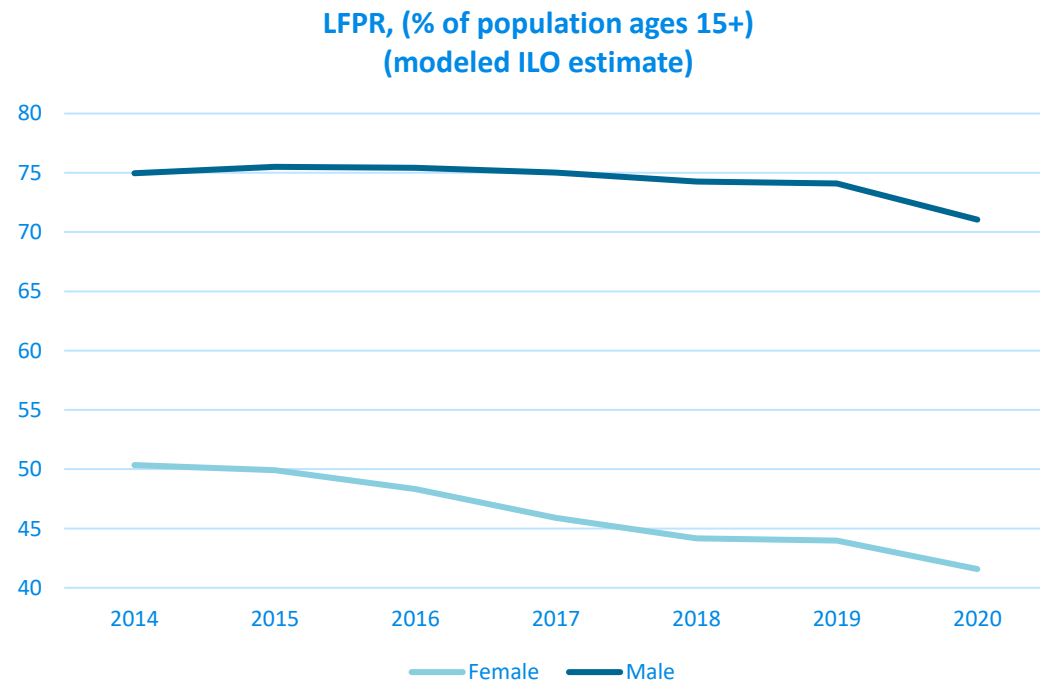


SHARE OF EMPLOYED POPULATION BY REGION (PERCENT), 2020 (LEFT) AND LFPR (PERCENT OF POPULATION AGES 15+) (MODELED ILO ESTIMATE), 2020 (RIGHT)



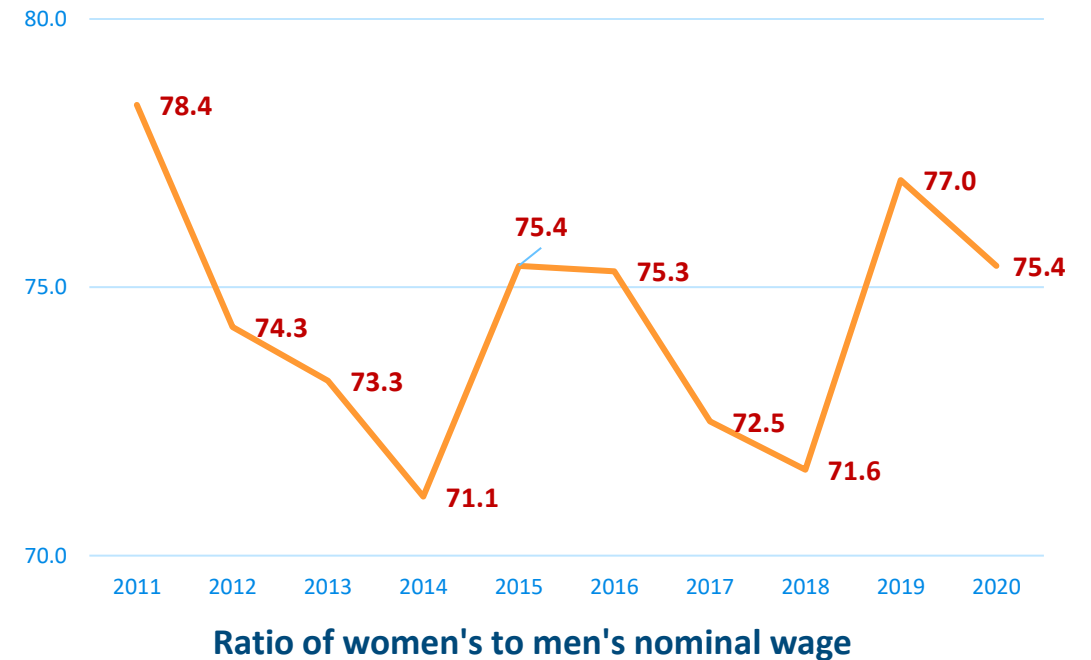
Gender gap in economic opportunities

Widening gender gap in Labor Force Participation due to sharper decline in female LFPR: Between 2014 and 2020, female LFPR has declined by almost 9 p.p compared to 4 p.p decline in male LFPR



Source: WDI

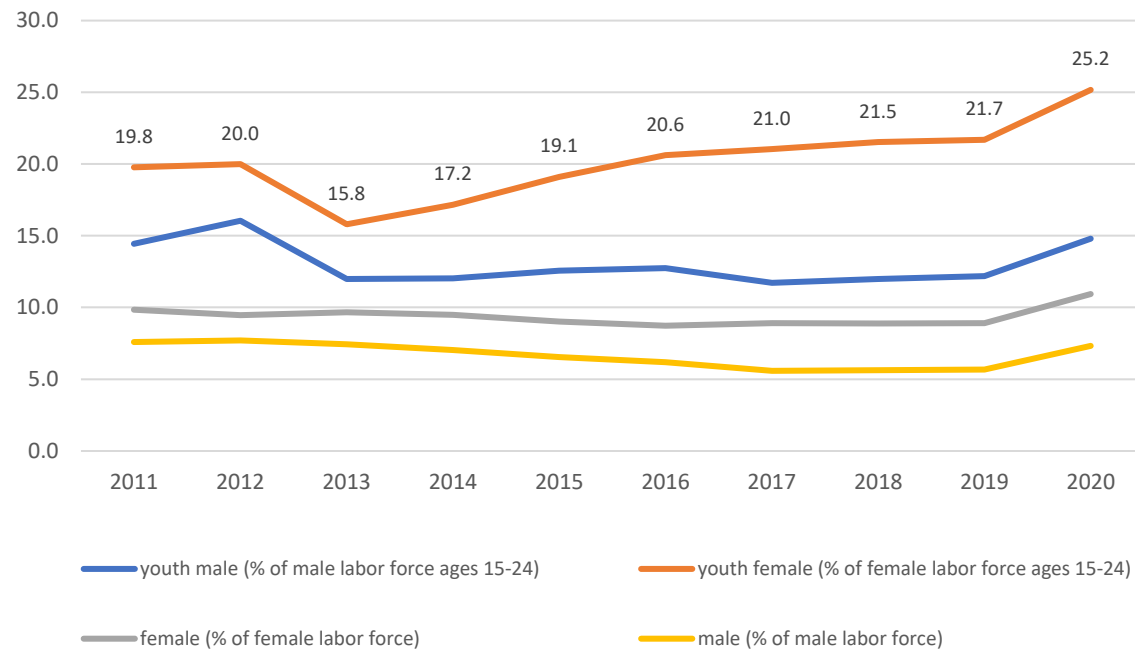
Across the economy in the last decade, women earned only about three-fourths of what men earned



Source: NSC

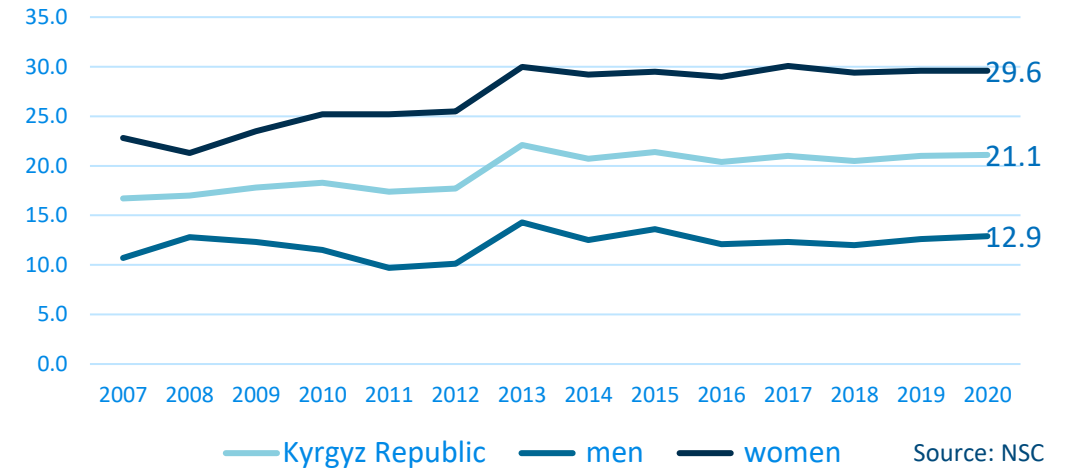
Gender gap in economic opportunities

Female youth unemployment has been steadily increasing from about 16 percent to 25 percent over the past 6-7 years



Source: WDI, NSC

NEET RATE AMONG YOUTH AGED 15-24



- There is an alarming gender gap in youth male and female NEET (not in education, employment or training) rates (12.9 versus 29.6).
- Records show that female NEET rates have always been higher than male NEET rates, however, the gap widened after 2012 with female NEET rates rising from about 25 percent to almost 30 percent.

Gender gap in economic opportunities

Suggested interventions:

- Flexible working-time arrangements that allow for part-time and remote employment
- Provision of affordable and quality childcare in rural and urban settings
- Capacity building and skilling / reskilling activities to meet changing market demands
- Review and reform HR policies to facilitate recruitment and retention in a specific sector
- Equal pay for the work of equal value in legislation and in practice
- Allowing women to work in jobs deemed dangerous in the same way as men

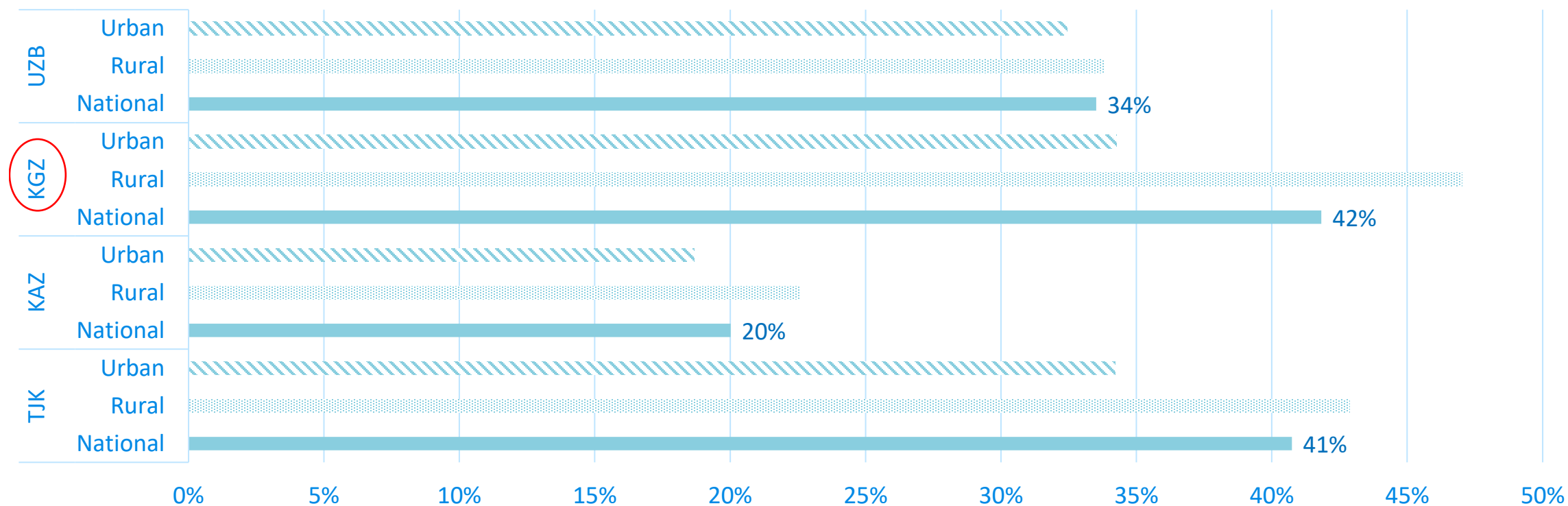
Suggested indicators:

- Increase in female labor force participation and in technical and managerial roles
- Number of new daycare centers opened and licensed in urban / rural settings
- HR policies reviewed and reformed to facilitate enhanced female recruitment and growth
- National laws and policies guarantee equal pay for the work of equal value in paper and in practice
- Allowing women to work in all the same industries as men.

Norms about women and “women’s work”

Norms that limit economic opportunities for women are common. More than a third of people in Central Asia say women should earn less than men to maintain family harmony

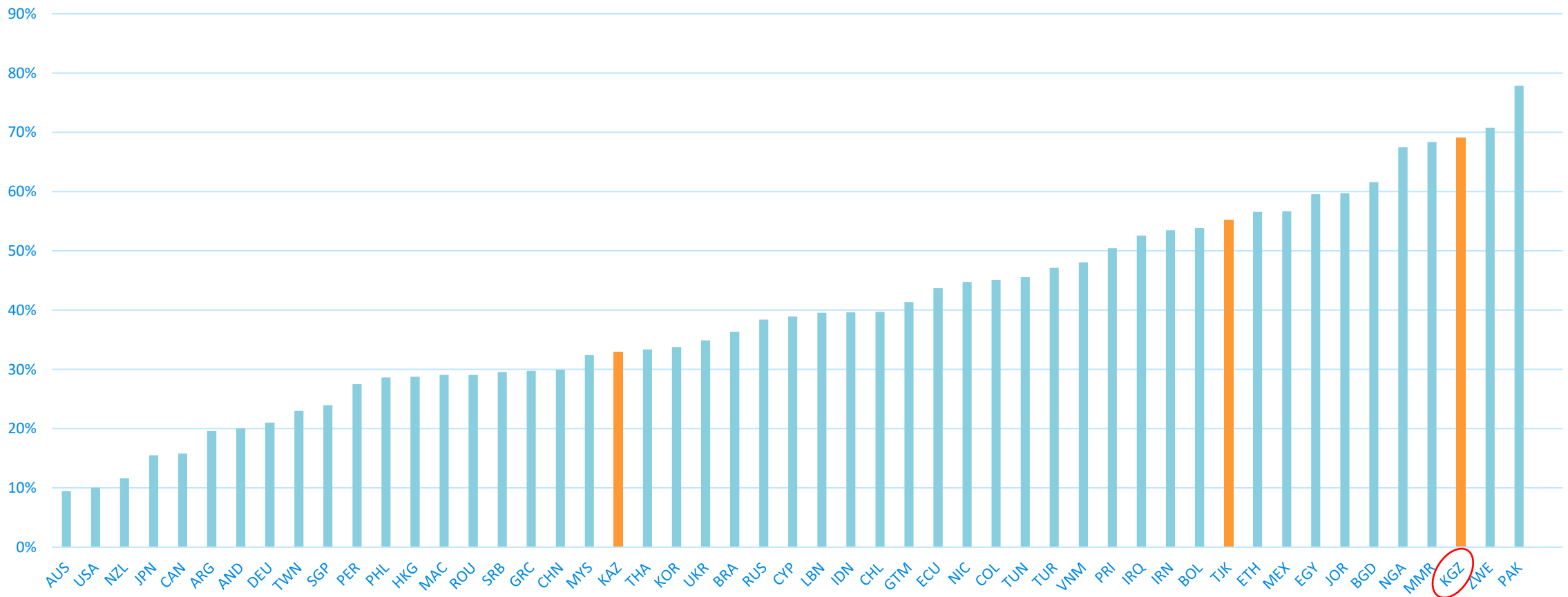
Women should earn less than men to sustain peace in the family



Source: Listening to Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan surveys, 2022

Tajikistan and the Kyrgyz Republic have relatively high preference for unequal roles, compared to other countries

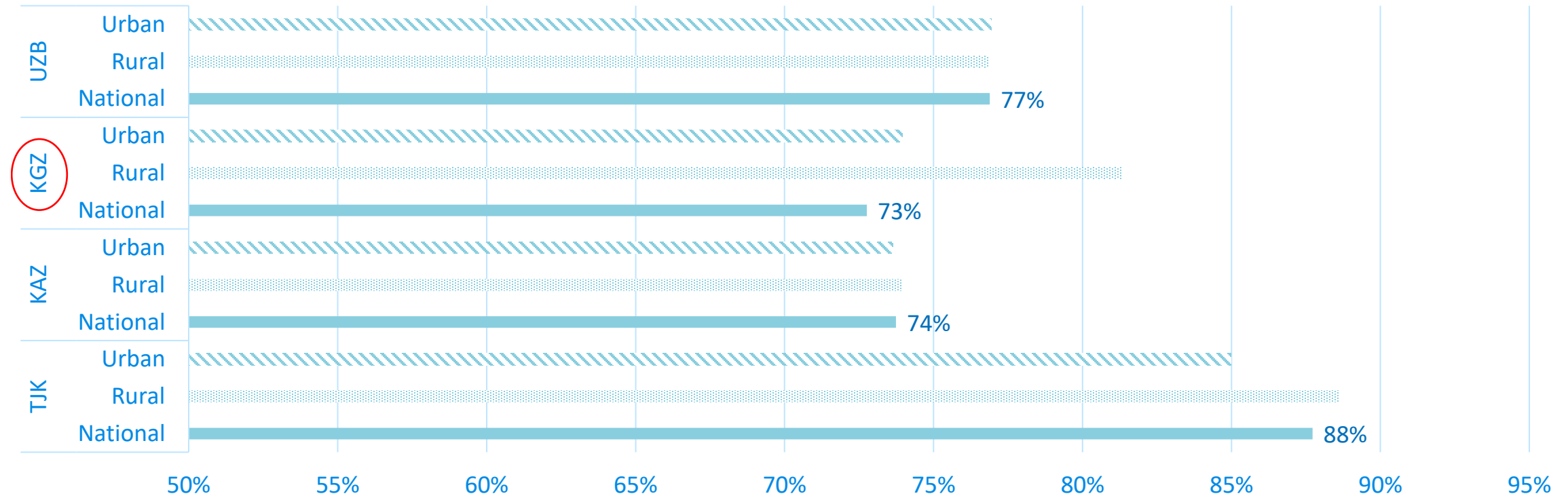
“It is bad for a wife to earn more than her husband”



Source: Listening to Kazakhstan, Kyrgyzstan, Tajikistan surveys, 2022

Women are also expected to focus on the home. More than two-thirds believe women should work less than men and dedicate more time to home tasks

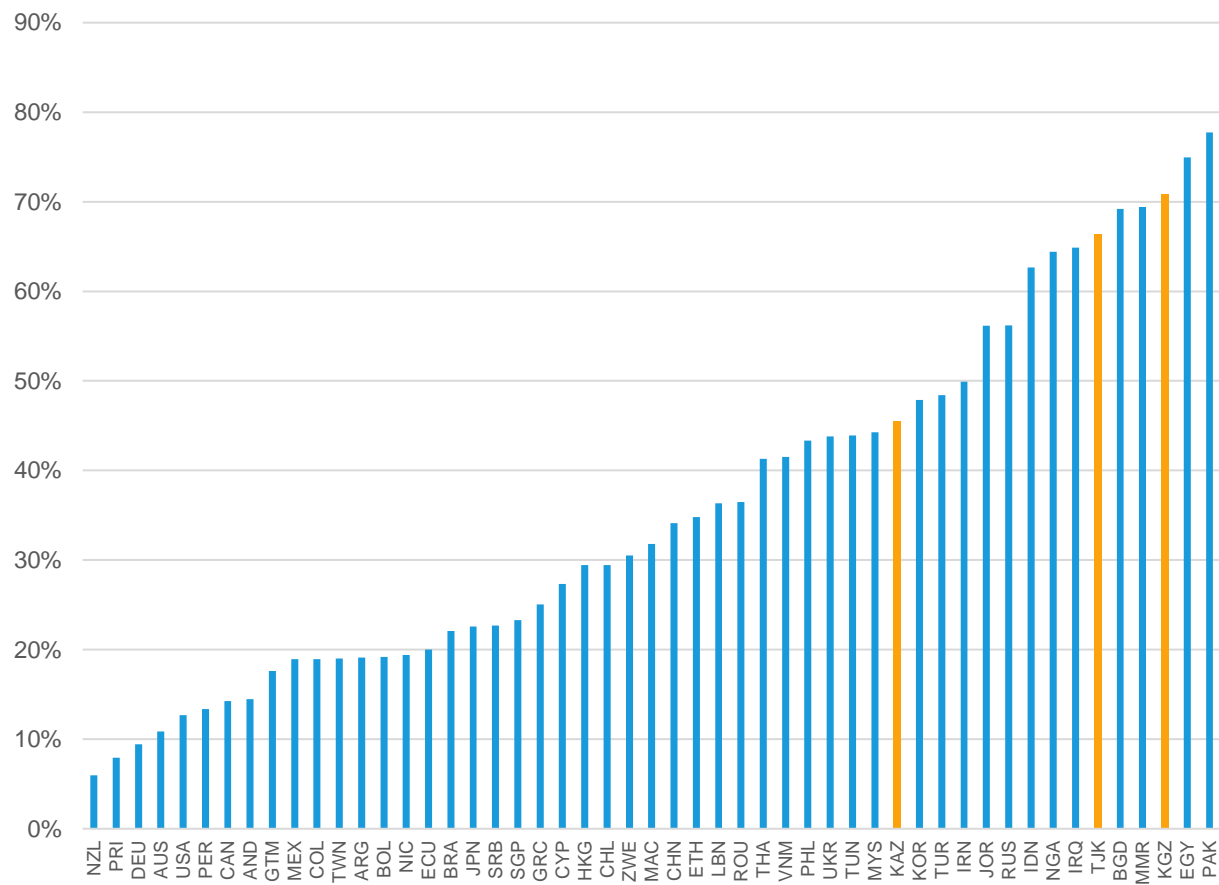
Women should spend less time working than men to dedicate more time to home tasks



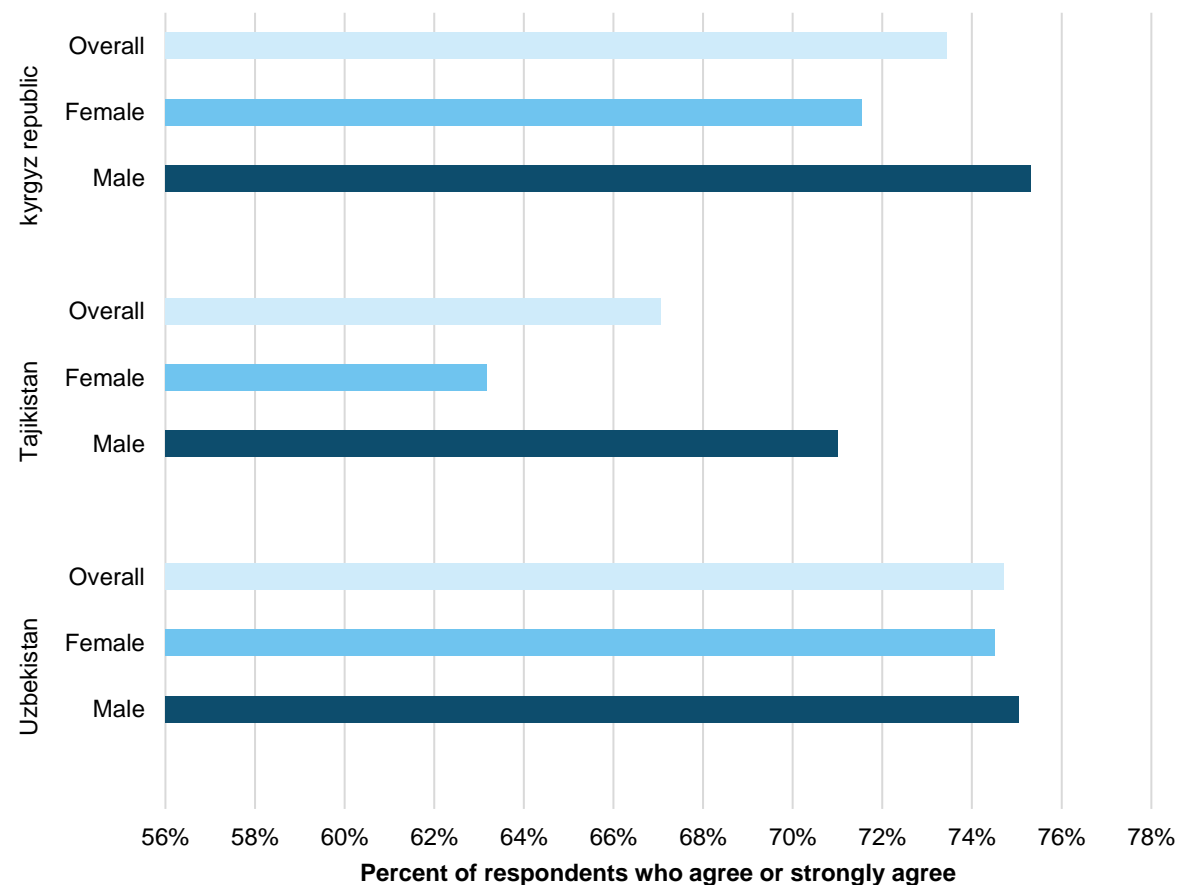
Source: Listening to Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan surveys, 2022

Prejudice extends beyond subjects – it includes views on competence and ability to take on positions of authority.

"Men make better business executives than women"

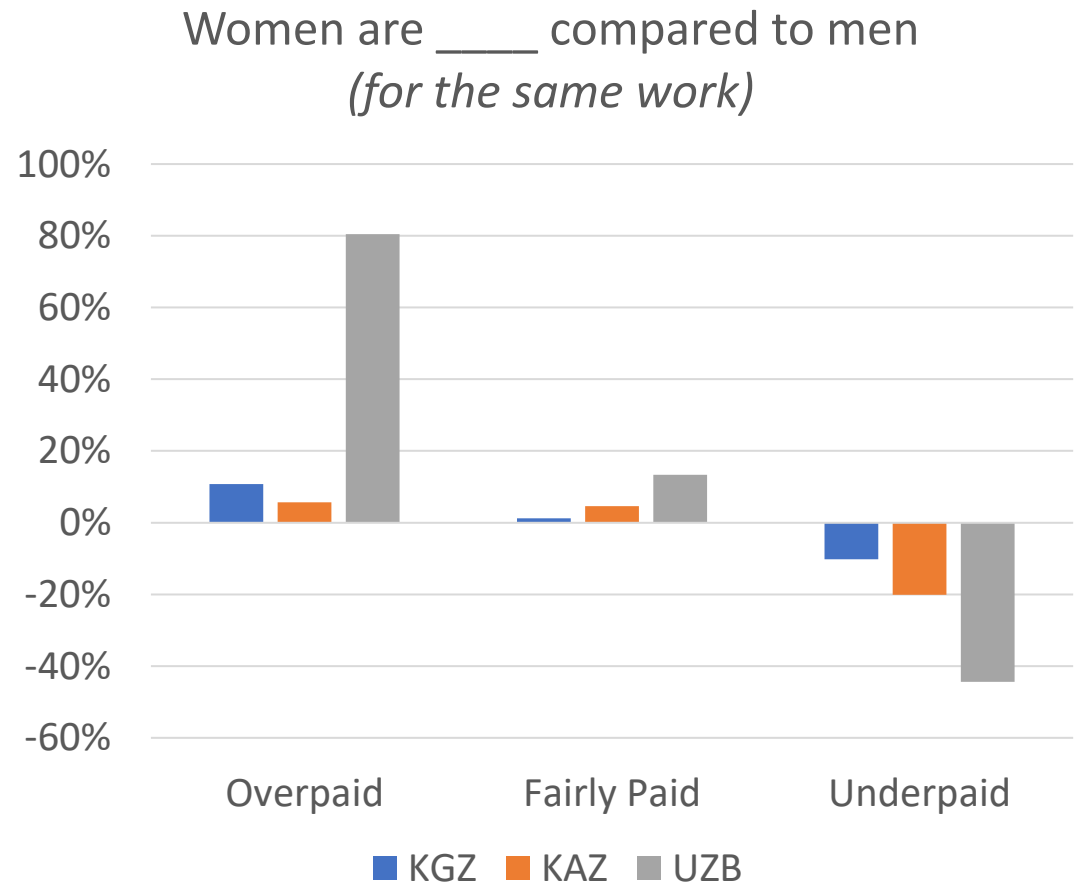


"In general men are better political leaders than women."



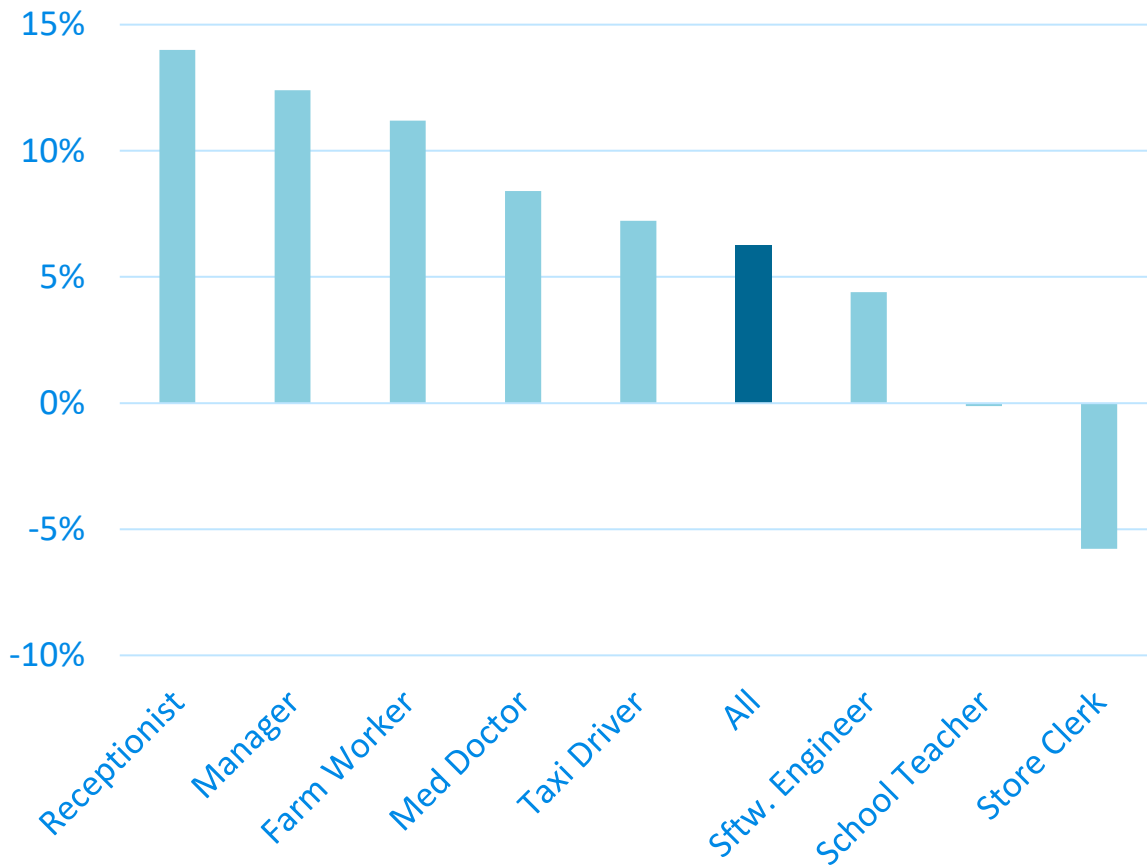
Wage bias for women and men

- Over 70K survey vignettes about workers and the pay they receive.
- Identical stories, except for the gender of the subject.
- Strong social norm across all three countries that women are overpaid, and men are underpaid for the same work.
- Highlights the need for equal pay for work of equal value regulations

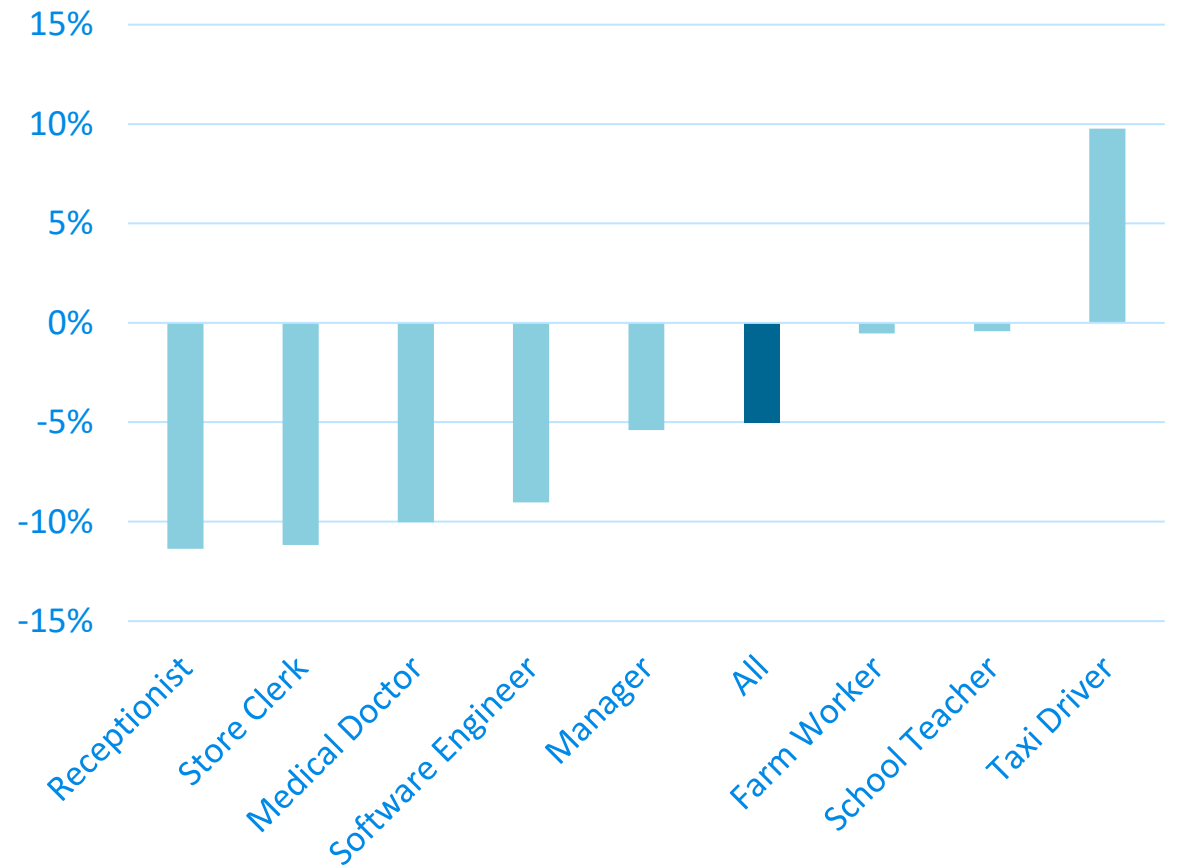


Norms toward discrimination are different by sector, still highly disadvantaging women

KGZ: Women overpaid vs. men



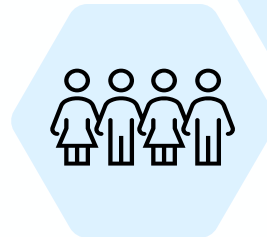
KGZ: Women are underpaid vs. men



Enhancing Human Capital Initiatives that Increase Women's Access to Economic Opportunities

HUMAN ENDOWMENTS

- ❑ With an overall Human Capital Index (HCI) score of .60, a child born in the Kyrgyz Republic today will be 60 percent as productive as she could be if she enjoyed full education and health.
- ❑ Compared with its Central Asian neighbors, this overall HCI is higher than Tajikistan (.50) but lower than both Uzbekistan (.62) and Kazakhstan (.63).
- ❑ In the Kyrgyz Republic, girls' overall HCI is slightly higher (.62) than boys (.58), with girls having similar or slightly higher harmonized test scores and expected years of schooling but a significantly higher adult survival rate



However, **superficial appearances** of gender parity **mask** persistent challenges in the fields of **education and health**

HUMAN ENDOWMENTS: Early Childhood Education



Early childhood education enjoys near gender parity and significantly increased enrollment, but inequalities remain.

- ❑ Enrollment is higher in urban than rural areas, and still lags universal levels
- ❑ Mothers' education and family wealth are strongly related to attendance in preschool.
 - ❑ While 62% of children of mothers with higher education attend preschool, only 31% of children of mothers with only basic secondary education attend preschool.
 - ❑ Attendance is also correlated to household's income. Children from the poorest quintile are half as likely as children from the wealthiest quintile to attend early childhood education



HUMAN ENDOWMENTS: EDUCATION

Gender segregation persists when choosing a profession in higher education specialties. The share of female students is traditionally high in the following areas:

- education (about 86%)
- service sector (more than 63%).

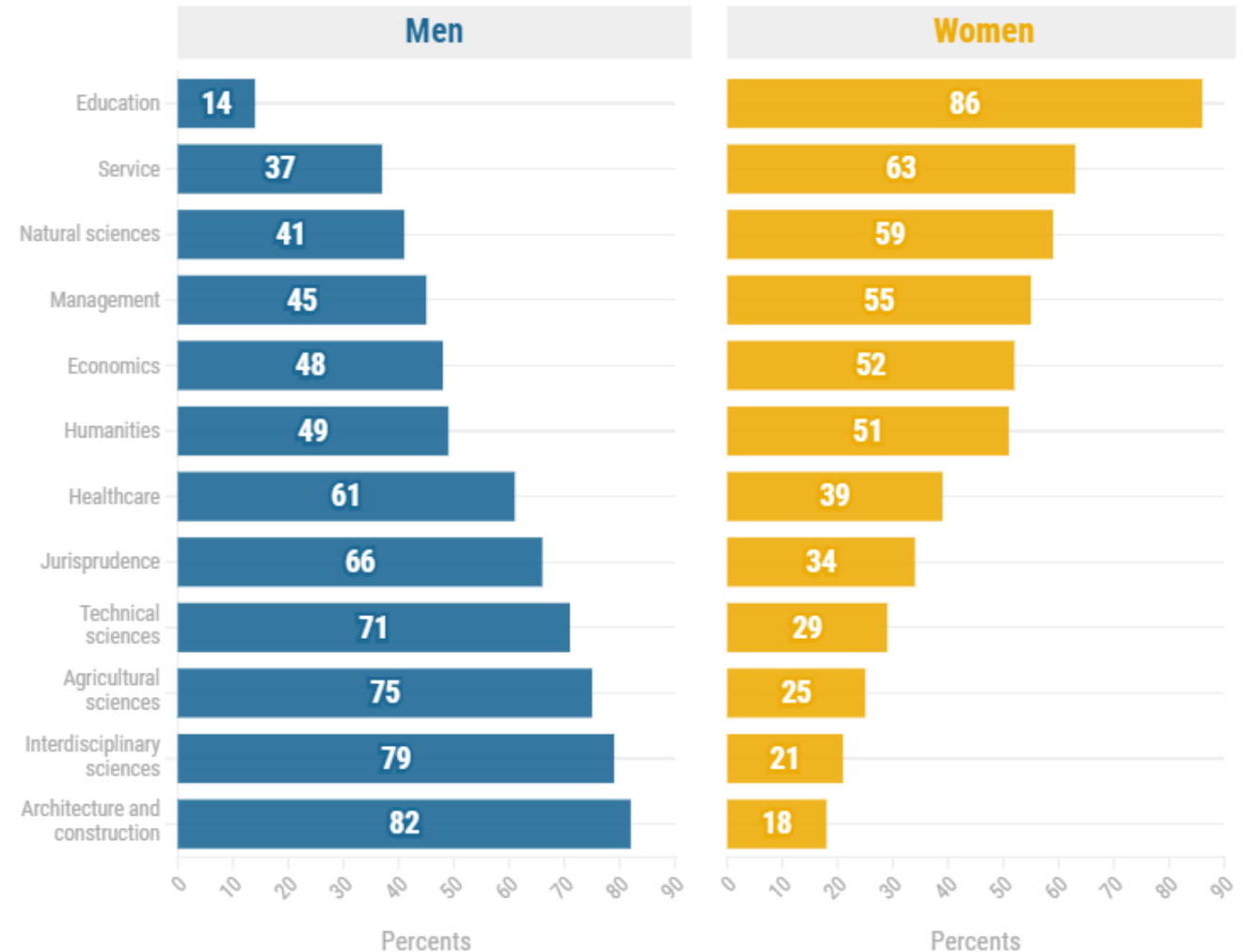
Men mainly choose professions related to:

- architecture and construction (about 82%), interdisciplinary sciences (about 79%)
- agricultural sciences (about 75%),
- technical sciences (more than 71%),
- law (about 66%).

A gender gap exists at the tertiary level, in favor of women: with gross enrollment rates of 51.7 percent and 41.4 percent for females and males, respectively (2020).

- The gender gap in tertiary enrollment has always been in favor of girls and varied between 9 and 22 percentage points.

Distribution of students of higher professional education by areas of specialization 2020/2021 (source: NSC)

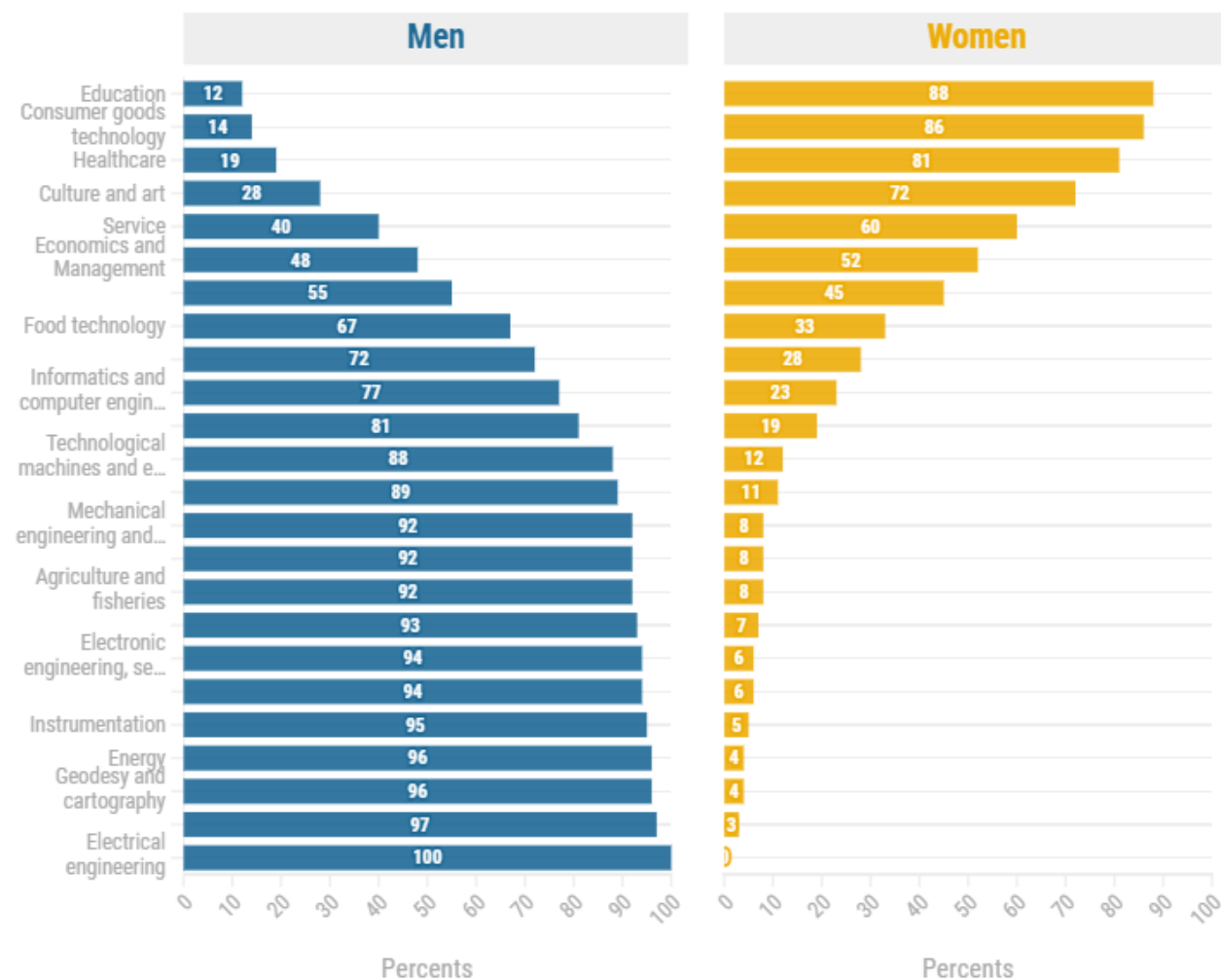




HUMAN ENDOWMENTS: EDUCATION

- There is a traditional predominance of girls in training in such specialties as
 - education,
 - consumer goods technology,
 - health care,
 - culture and art
 - service.
- Young men choose professions related to
 - mechanical engineering and metalworking,
 - mining,
 - construction and architecture,
 - electronics,
 - energy and
 - other traditionally “male” specialties.

Students of secondary vocational education by areas of specialization and gender 2020/2021 (source: NSC)



HUMAN ENDOWMENTS: Education

Suggested interventions:

- Targets and budget commitments for female enrollment in STEM education
- Removing gender biases and restrictive stereotyping among teachers, in classrooms, and educational materials
- Providing scholarships for education in STEM fields and facilitating transition to labor market through partnering with universities and industry networks

Suggested indicators:

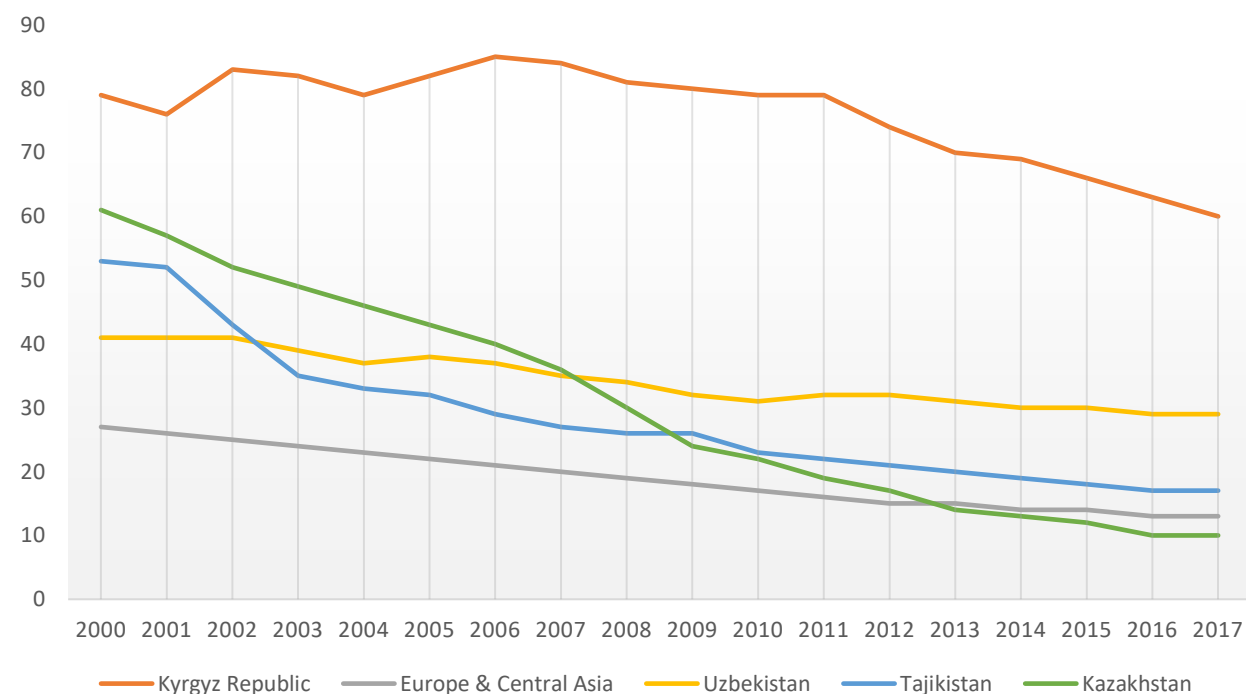
- Targets and budget commitments for female STEM education reflected in national policies
- Adoption of gender responsive curricula in the education curriculum
- Percentage of girls / female students enrolled in STEM fields/ Gender parity in STEM-related tracks



HUMAN ENDOWMENTS: HEALTH SYSTEM AND OUTCOMES

- 60 women die per 100,000 live births due to pregnancy-related causes in the Kyrgyz Republic.
- Maternal mortality in the Kyrgyz Republic is higher than its regional average.
- Complications of pregnancy, childbirth and the postpartum period resulted in the deaths of 49 women per 100,000 live births.
- High levels of maternal mortality were observed in Naryn region (105.7) and Issyk-Kul region (71.2).
- More than 67 percent of all maternal deaths were registered in rural areas (NSC).

**Maternal mortality ratio
(modeled estimate, per 100,000 live births)**



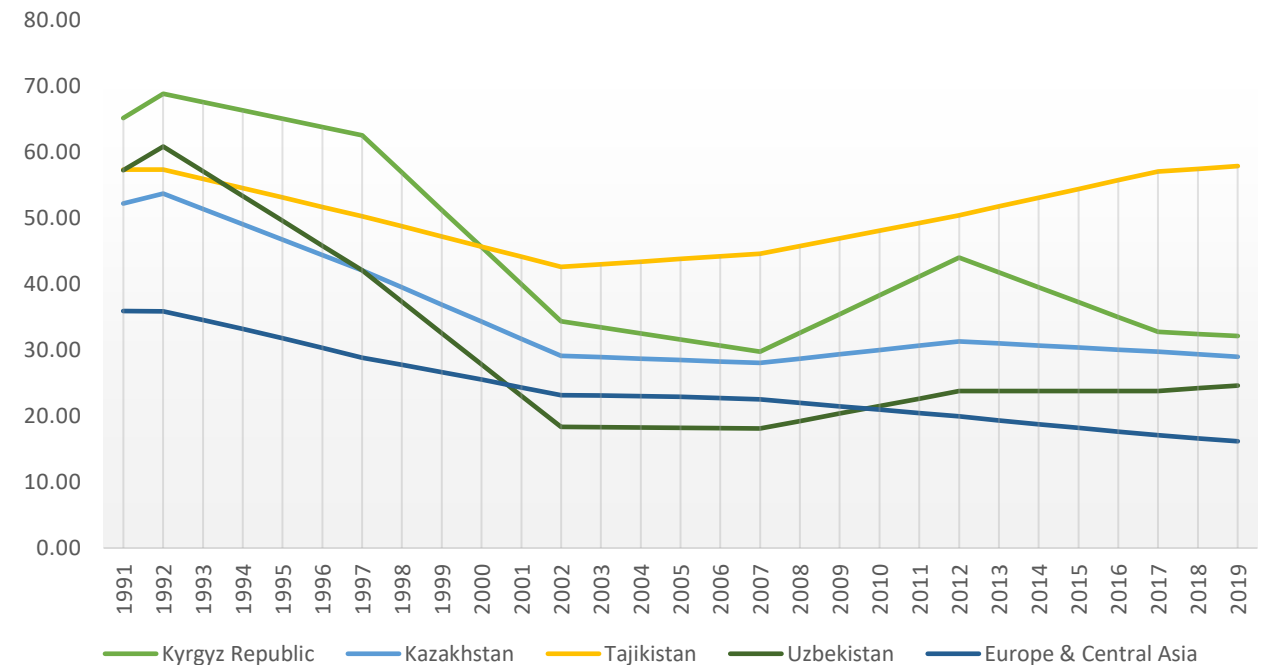
Source: World Bank Open Data



HUMAN ENDOWMENTS: HEALTH SYSTEM AND OUTCOMES

- 32 of every 1,000 girls ages 15-19 gave birth in the Kyrgyz Republic in 2019.
- The rate in 2019 was higher than the average rate in ECA, Kazakhstan and Uzbekistan.
- The highest birth rate is observed in the Chui region and Osh city, where in 2018 it exceeded the national indicator by 1.5-1.8 times and amounted to 52 and 65 newborns per 1,000 girls and women aged 15-19 years old respectively (NSC).

Adolescent fertility rate (births per 1,000 women ages 15-19)



Source: World Bank Open Data

HUMAN ENDOWMENTS: Health

Suggested interventions:

- Public awareness campaigns to share messages that are potentially lifesaving about urgent maternal warning signs
- Partnering with community organizations and NGOs to better understand and address the needs of women in low socio-economic bands and those in rural communities
- Enhancing the quality of natal care in all healthcare facilities, including skilled attendance at delivery, and 24/7 obstetric emergency services

Suggested indicators:

- Decline in maternal mortality rates
- Percentage increase in pregnant women who receive selected prenatal care services at least once
- Increase in the number of facilities providing essential and comprehensive obstetric care

Enhancing Women's Voice and Agency

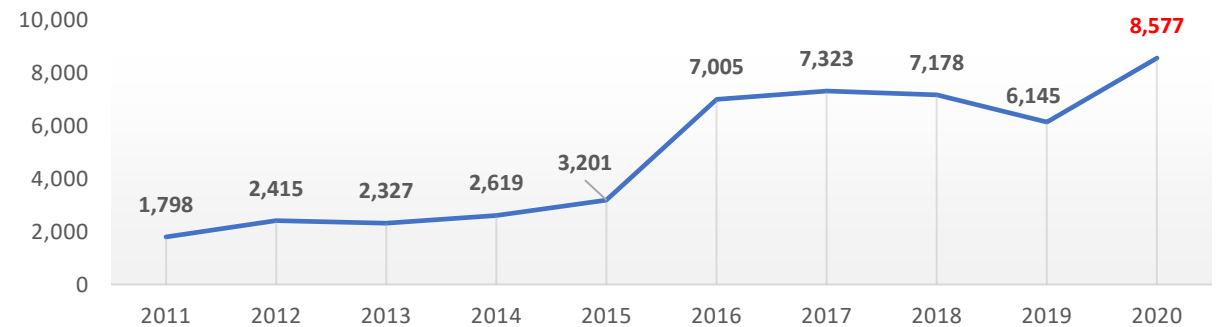


VOICE AND AGENCY: GBV PRE COVID

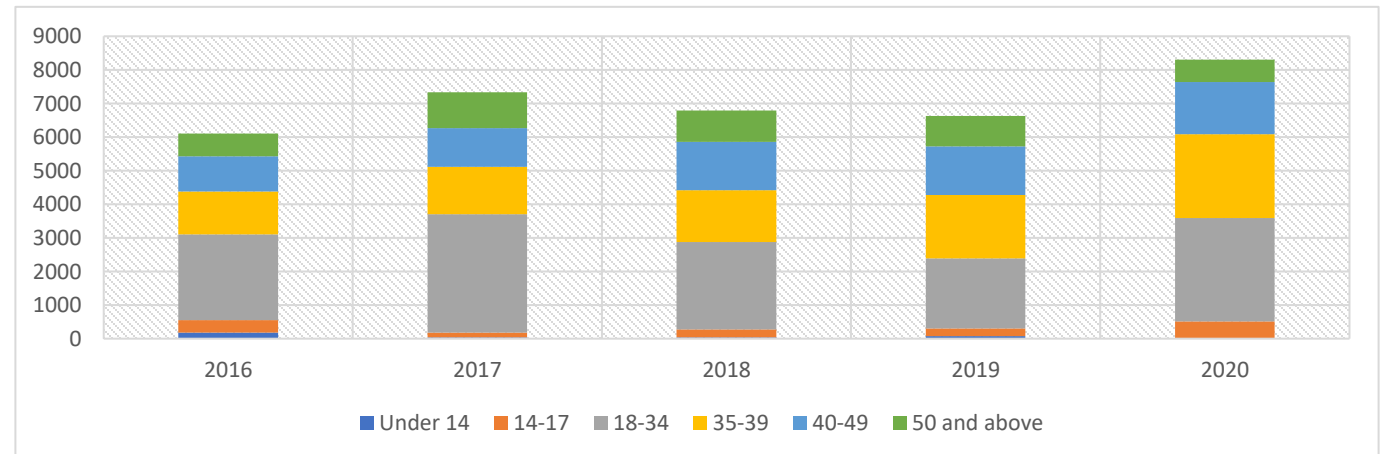
- About one in four women and girls aged 15-49 who are or have ever been married, reported having experienced domestic violence (DHS).
- 50% of men and 34% of women in the Kyrgyz Republic agree that a husband can hit his wife for certain reasons (DHS).
- 28.6% of women experienced at least one form of GBV by their spouse or partner in the previous 12 months: 16.6% of women reported experiencing physical violence, 2.6% sexual violence and 9.4% psychological violence.
- In 2017, nearly 67% of violence against women/girls was committed by her current husband/partner.

Pandemic has significantly affected patterns of GBV: from January to March 2020, registered 65% more reports of DV than in the same period of 2019. 95% of victims are women aged 21 to 50 years .

NUMBER OF PERPETRATORS OF DOMESTIC VIOLENCE (WITH A PROTECTION ORDER)



NUMBER OF APPEALS (WOMEN), VICTIMS OF DOMESTIC VIOLENCE



VOICE AND AGENCY: GBV

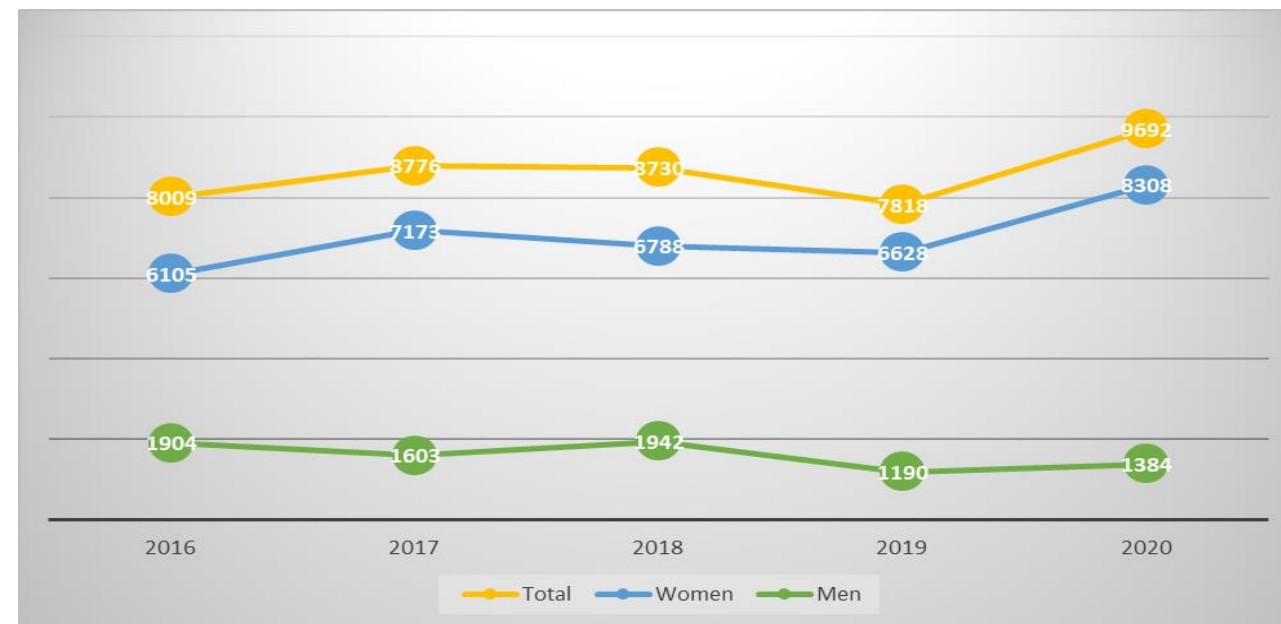
- More signs of psychological and physical violence as well as increased cases of homicides were observed during the pandemic

- Domestic violence dramatically increased by 65% during the lockdown and 95% of the victims were women;
- In 2020, 9.6 thousand people turned to crisis centers in cases of domestic violence, 86% are women.

The number of criminal cases initiated and referred to courts referred to domestic violence

	2016	2017	2018	2019	2020
Total cases	199	218	369	103	341
Homicide	6	4	4	5	29
Intentional infliction of grievous bodily harm	10	9	11	1	22
Intentional infliction of less serious bodily harm	25	26	47	24	58
Minor and less serious harm to health	151	163	288	-	-
Causing grievous bodily harm through negligence	-	-	-	-	1
Torture	-	-	-	3	21
Rape	1	2	3	3	33
Violent acts of a sexual nature	1	3	1	-	6
Coercion to act of a sexual nature	-	1	-	-	2
Other violations	5	10	15	67	169

Number of appeals on domestic violence to crisis centers, aksakal courts and other specialized institutions (NSC)



Source: Stat.kg



VOICE AND AGENCY: GBV

- In 2020 the number of criminal cases initiated and referred to courts referred to domestic violence totaled 341 cases.
- Physical cases of domestic violence accounted for 68 percent in 2019.
- Social and cultural barriers are among the main barriers for women in the region, including values related to preservation of the family.
- In the Kyrgyz Republic, there is social pressure to maintain the family at all costs

Domestic Violence in the Kyrgyz Republic, 2014–2019 (NSC)

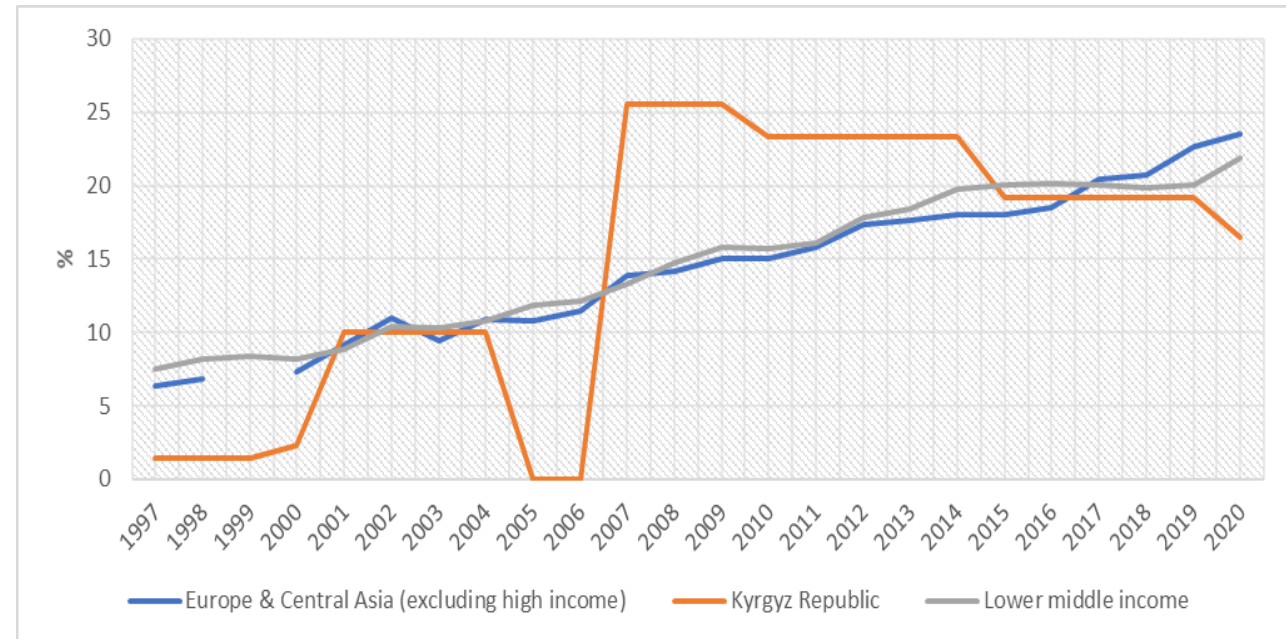
	2014	2015	2016	2017	2018	2019
Recorded cases of domestic violence, by type:	3,126	3,524	7,053	7,333	7,178	6,145
• Physical	2,408	2,675	4,846	4,827	4,135	4,194
• psychological	712	840	2,204	2,502	2,819	1,688
• sexual	6	9	3	4	1	8
Number of issued temporary protection orders	2,619	3,358	6,966	7,323	7,114	5,355
Number of criminal cases due to domestic violence, and sent to court	243	238	199	218	369	649



VOICE AND AGENCY: PARTICIPATION IN DECISION-MAKING SPACES

- Women's participation in parliaments is a key aspect of women's ability to participate in political and public life and is therefore linked to their rights and empowerment.
- The actual trend shows a decrease in the proportion of women in the country's Parliament.
- However, as a result of amendments to the Law of the Kyrgyz Republic "On elections of deputies of local keneshes", the number of women deputies at local keneshes increased from 11% to 38%.
- The 30% threshold identified by the Beijing Platform for Action (BPFA) as critical for effective participation in decision-making

Proportion of seats held by women in national parliaments



Source: World Bank Open Data

VOICE AND AGENCY: GBV

Suggested interventions:

- Public awareness campaigns to address the social acceptance of violence against women and girls, including bride kidnapping
- Education campaigns for boys and men on being social changemakers
- Coordinated support including health, social services, law, police, and justice
- Data collection on the form and incidence of GBV

Suggested indicators:

- Decline in the average number of bride kidnappings in a specific area
- Share of health facilities providing GBV response services per the established protocols
- Share of health facilities with at least one trained staff to provide GBV response services

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