



Empowering women in water resources management in Central Asia

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Introduction

I am pleased to make this short introduction to given brochure of our information portal - CAWater-Info. This publication is dedicated to some aspects of the gender situation in the Aral Sea basin and delivered on the occasion of the 6th World Water Forum.

ICWC, starting from its biennial conferences since 2002, has paid more and more attention to greater participation of women in the use and management of water resources. A network "Gender and Water in Central Asia" established in 2006 promoted involvement of several hundreds of women from all five Central Asian countries in various activities related to irrigated agriculture and water management. As a result, more than a dozen of women became the managers of Water User Associations and some entered the leadership of Unions of Canal Water Users and the Canal Management Organizations.

Gender movement progressively gathering momentum, despite poor support of donors, embraces all routine activities of agricultural and water organizations. This brochure highlights dedicated work of our activists in this direction. The four articles show the development of national network in Kyrgyzstan, success stories of gender mainstreaming in the Sogd province in Tajikistan and in higher education processes in Uzbekistan. The summary article of the Network's leader Dr. G.V.Stulina gives comparative analysis of indicators collected from the survey, which was done in 2011 under the projects as "Integrated Water Resources Management in the Fergana Valley" and "Water Productivity Improvement at Plot Level", in order to compare changes related to participation of women and their role in 6 provinces in the Fergana Valley. This survey, based on the recommended forms of gender analysis and virtually responding to Millennium Development Goals, addresses different aspects of rural people's welfare, including level of income, water supply, access to water, food security, etc. Although as a result of the Fergana Valley projects we see apparent increase in activities of women and better understanding of their role, there is still much room for improvement in engagement of women in farm and WUA management. Besides target trainings organized within the projects specifically for women, special efforts need to be taken with the support of donors in order to establish a system for social mobilization of women and develop their networking at the regional, national, and lower levels.

Let us wish every success to the efforts of our activists. And we place reliance upon greater attention of donors to this sphere of activity.

Prof. V.A.Dukhovny
Director SIC ICWC,
Governor of WWC Board

Results of the gender survey within the IWRM-FV Project implementation in the Fergana Valley

Dr. Galina Stulina,
SIC ICWC

Introduction

The gender development associated issues in the water sector and irrigated agriculture of Central Asia were first raised during the collaboration between SIC ICWC and Canadian Development Agency in 1996-1998, when for the first time within the Adaptation to Climate Change Project detailed investigation was carried out within pilot farms where climate change effect on the productivity of irrigated agriculture was assessed.

Gender movement in the water sector was organized by SIC ICWC within the ADB project in 2003-2004, when a series of workshops on the participation of women in irrigated farming was conducted. Within the international conferences of ICWC, the backbone of the active women realizing the necessity of special focus on the role and participation of women in the water sectors of the five Central Asian countries. Owing to the funds to the amount of 100,000 US dollars allocated by ADB for two years, the network of organizations and individuals named GWANET "Gender and Water in Central Asia" was built; it incorporates more than 60 organizations, has a special website on the CAREWIB portal www.gender.cawater-info.net.

SIC ICWC specialists trained more than 100 representatives from all the Central Asian countries in gender basics. In the issue of the gender studies carried out in the CACENA region, the publication "Gender aspects of integrated water resources management" was issued in 2006.

The publication summarized the results of field studies carried out in eight countries of the region (Azerbaijan, Armenia, Georgia, Kazakhstan, Kyrgyzstan, Tajikistan, Kyrgyzstan, Turkmenistan, and Uzbekistan) by a single form and method. This work, which still enjoys popularity, first, laid the foundation of the origin of allowing for gender features to certain extent, and, second, drew great attention, especially of NGOs, to the need for working with female population.

Further, gender aspects showed in the projects aimed at the development of IWRM in the Fergana Valley, where because of considerable migration of men to Russia and Kazakhstan the role of female farmers and WUA members have risen.

To evaluate the data of these projects, target studies by the example of the Fergana Valley were organized in 2011.

The studies were conducted virtually in all districts of the Uzbekistan part of the Fergana Valley, including 15 districts of the Fergana province, 14 districts in the Andijan province, 11 districts in the Namangan province, 7 districts in the Osh province, 12 districts in the Djalalabad province, and 7 districts in the Sogd province.

Below, some results of the studies carried out are given.

Gender aspects in agriculture and water sector

Men and women prove out not equally in social and private spheres, although in all documents adopted by the government they legally vested with equal rights. The main thing in the comparison of the women and men's rights is social causes. As is known imbalance in gender terms is observed mostly in rural areas. This can be exemplified the women's status from the angle of men and women themselves, obtained in the result of the survey (Fig. 1). As is evident, women in Tajikistan are more independent, while women in Uzbekistan provinces and in Kyrgyzstan are comparatively less independent.

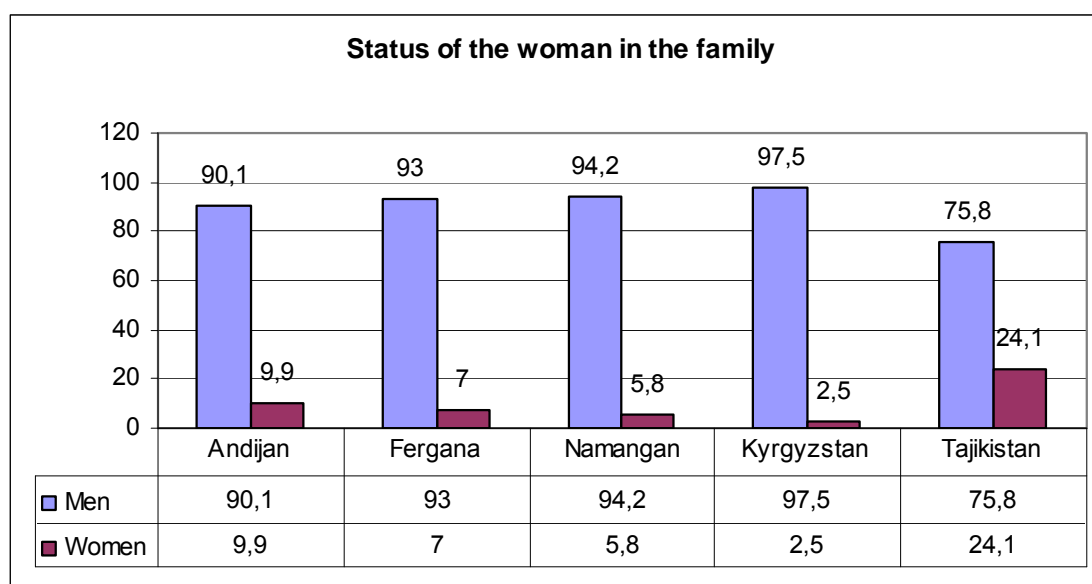


Figure 1

Economic difficulties restring the possibilities to gain financial stability in the family and, accordingly, limits woman's access to the control of livelihood. It is significant that each family in all surveyed districts are engaged in domestic labor on average for 65-80 hours a week, i.e. 10-12 hours a day. Of which the major part lies upon the woman's shoulders, especially in the Namangan province as well as in Tajikistan and Kyrgyzstan.

There exist big problems associated with women's employment in the agricultural sector and legal support to them. Women are particularly vulnerable because they are employed in low-paid and temporary jobs. 80 % of women and men, who live in the districts surveyed, believe that only the man allots land parcels for homestead lands, has access to farming machinery, market, has priority in receiving loans, has the right for land and water use, makes decisions on cropping pattern in farms.

One of the greatest problems women face with is availability of water for drinking and household needs. The data of the survey (Fig. 2), which match with statistical statement, show that in Uzbekistan, where the situation in rural areas is a little better, 53-73 % on rural population use water supply system and water pumps, while in Tajikistan 41.9 %, and in Kyrgyzstan the situation is even worse. People of several

villages provide themselves with drinking water by bringing water by personal or cartage, bicycles, and women and children do by specially designed small carts.

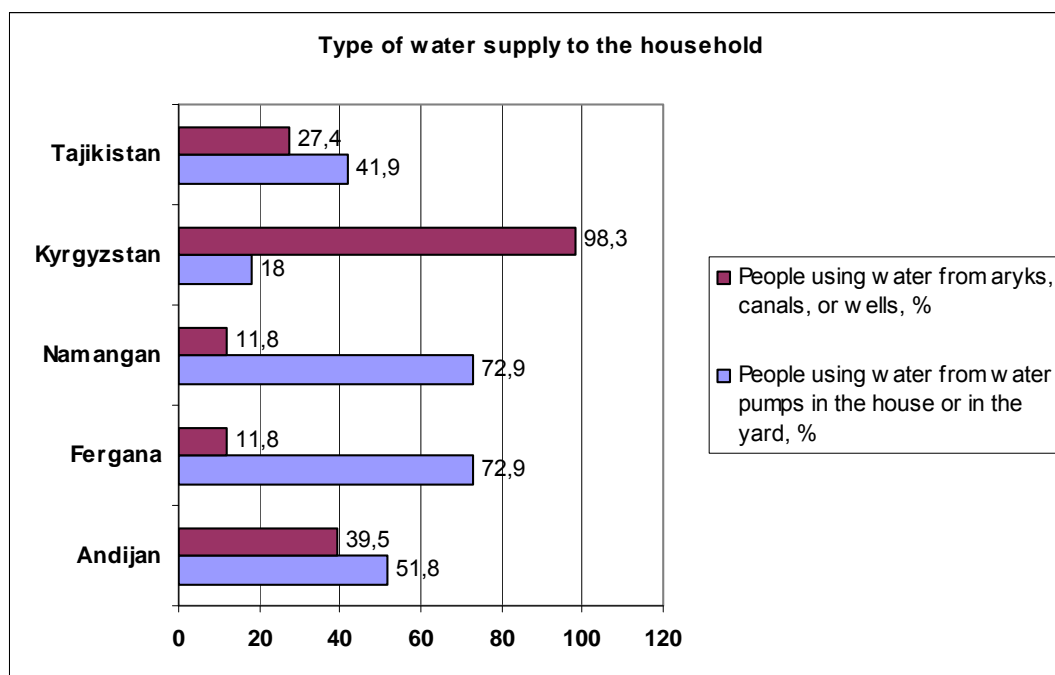


Figure 2. People who use water through water pumps inside or outside the house, %

A certain part of the population has to use water from a few sources, including open sources or drainage, well systems. Seeing and understanding water use problems and often poor water quality, women have insufficient knowledge and possibility to improve this situation. There is a lot to do here to make up for the lack of information, organization of a campaign aimed at improving water quality at the makhalla level, raise legal and law knowledge of women.

Women's participation in water management and farm management

Since the beginning of its second phase, the IWRM Project directed all its participants to the necessity to activate the role of women, especially among lower levels of the Project: water users – farmers and WUAs. Active work with leading female workers and their involvement in vigorous activities of new organizations started.

Nevertheless, the rural women engaged in social production and paying great attention to household cares feel the potential for active participation in society's life. Although farms are mainly managed by men, the number of the farms managed by women is increasing year in year out.

While in first years the men's migration was the cause for that women assumed the management of farms, in present Uzbekistan active women are becoming farmers winning competitive biddings. The trend of manifestation of activities by women is

chiefly due to their wish to enhance the material welfare of their families as well as self-fulfillment.

Practical works were organized by the IWRM-FV Project with regard to the promotion of women's involvement and their active participation in water resources management. Social mobilizers were charged with carrying out survey and mobilization of women. As a result, as early as 2005 women began to be nominated to executive positions in the water and agricultural sectors.

A part of more active women was selected for the participation in the activity of the inter-republican training on up-to-date water management and cotton, grain, and black crops growing technologies. More than 50 women received certificates of the ICWC Training Center.

Inter-state meetings related to gender issues, which were organized in the form of training, were also of great significance.

Table 1

Number of trainings in 2010

Number of participants	in particular:		% of women
	men	women	
Uzbekistan			
2351	2167	184	7.8
Kyrgyzstan			
346	324	22	6.4
Tajikistan			
513	445	66	12.9
3210	2936	272	8.5

Of course, the project impact on the social activity of the project zone population is evident. In 2009, the number of female farmers considerably increased (Fig. 3) in the Kuva and Fergana districts.

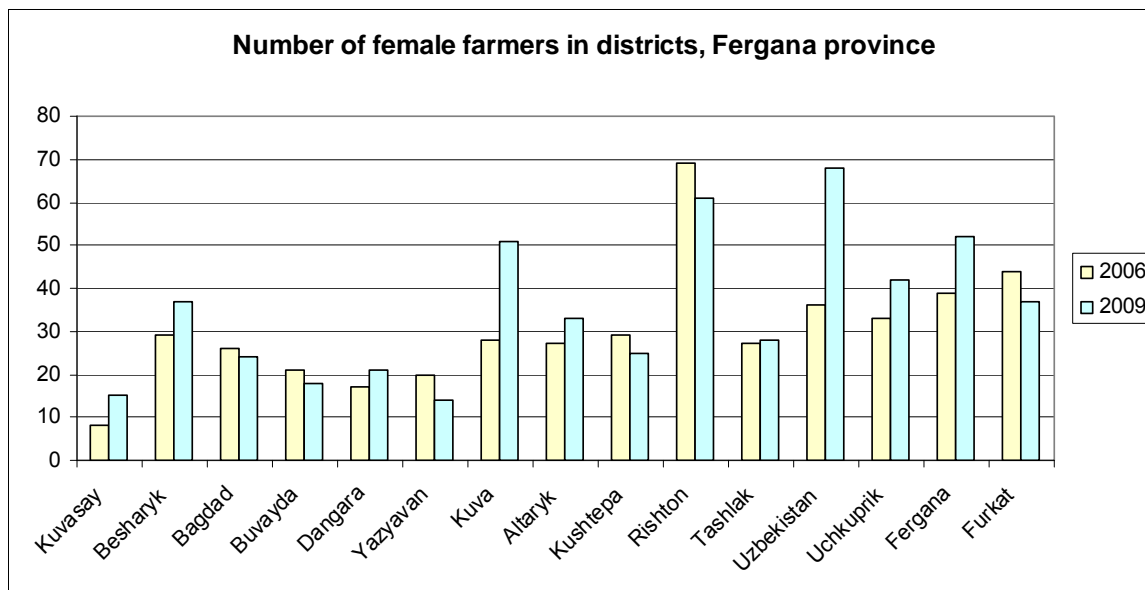


Figure 3. Number of farms managed by women in the districts of the Fergana province

Fig. 4 shows the number of female farmers in all WUAs in the Fergana and Kuva districts. The pilot WUA “Khirmon Aziz” is located in the Fergana district and the WUA “Kuva urta Buz Anori” in the Kuva district.

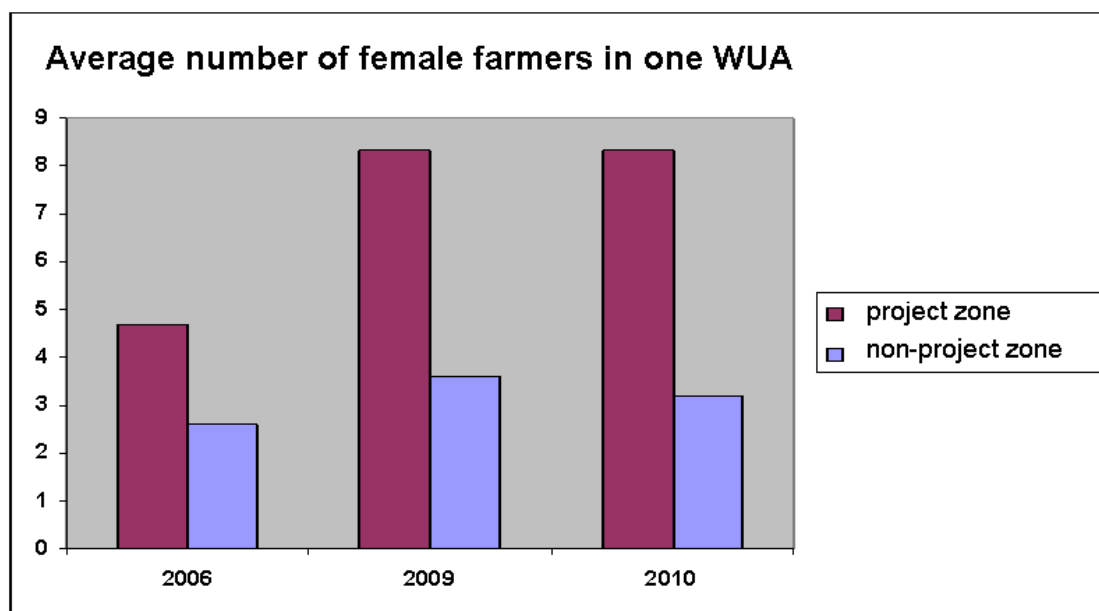


Figure 4. Number of female farmers in the Fergana province

There are 52 female farmers in the Fergana district, 16 farmers of whom work in the WUA “Khirmon Aziz”, which accounts for 31 % of the total number of female farmers in the district. And there are accordingly 36 female farmers in the Kuva district, of which 7 farmers work in the WUA “Kuva urta Buz Anori”, which accounts for 19 % of the total number of female farmers in the district.

Many women work in the WUA staff; they can represent the interests of women in rural areas as well as assert their rights and defend them. Table 2 shows the representation of women in WUAs.

Table 2

Representation of women in WUAs, %

Districts	Years				
	2000	2003	2006	2009	2010
Project zone		17	39	38	42
Non-project zone		12	19	35	34

In general, involvement of women in water management through WUAs and personal management by farms is much higher in the project zone. At that, education of female farmers is high enough: 30 % have higher education. We noted this high educational capacity of rural women and, accordingly, their capability to successfully deliver professional trainings on agricultural and water management issues.

The survey conducted as well as meetings, discussions in WUAs shows that female farmers are active enough. They serve as an example for other women, mobilize the latter, and help them to become independent farmers. Female farmers quite successfully manage farms, which was ascertained through the analysis of the results of crop production in 10 selected farms in each pilot WUA in all districts of each province. In the project zone, water is supplied by WUAs, and according to those surveyed, farmers are fully provided with irrigation water in summer.

In the project zone, the percentage of water supply related conflicts is lower.

Women with higher education, aged 31-55, work for ISAs, Hydrogeological Reclamation Expeditions (HGRE), and Pumping Station Operations, Energy and Communication Administrations (PSOECA). Unfortunately, these women, including young women having secondary education, work as technical personnel and do not take part in the water allocation process.

There are few women in the administration of ISAs, HGREs, and PSOECAs.

Conclusions

Gender movement in Central Asia and, in particular, in the Fergana Valley has given only emerging elements as follows: the number of female farmers has increased; recognized women-leaders have arisen in Uzbekistan (Ms. Mastura Sayfitdinova, Chairwoman of SFC UWU, Chairwoman of the WUA “Kuva Urta Buz Anori”, nominated as a deputy to the Oliy Majlis (Parliament) of the Republic of Uzbekistan and in Kyrgyzstan (Ms. Djanisa Akzholova, Director of the Right Bank Main Canal in the Osh province) and many others.

With some support from ADB, GWANET cells were established across Central Asia. About a dozen workshops were delivered, brochures and leaflets were published, which are now translated into the Tajik, Uzbek, and Kyrgyz languages within the CAREWIB Project. Nevertheless, the gender movement in agriculture and water sector needs permanent support

Kyrgyz Republic

Kyrgyzstan – some results from the analysis of gender equality in the water sector

Yekaterina Sakhvaeva,
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*If you teach a man, you teach one person
If you teach a woman, you teach the whole nation*

The past century was the era of grandiose social transformations and political upheavals, the scientific and technological progress and globalization. These socio-economic, political, and cultural transformations were accompanied by changes in the social status of woman. A new concept in women's problematics arose in the second half of the past century - the theory of gender and gender relations. It is based on recognition of the fact that women and men altogether not only reproduce the human life but also generate family, social, and cultural values and the economic and political relations. Therefore, the transition from the concept of women's question to gender policy was necessary and historically justified.¹

The Scientific-Information Center of the Interstate Coordination Water Commission (SIC ICWC) of Central Asia was the first organization, which addressed the issue of gender equality and gender mainstreaming in water use in the region. In May 2004, the Center organized the first seminar-meeting on gender aspects of water resources management with the support of the Asian Development Bank (ADB) in the city of Almaty. Relevant problems of agricultural and water sectors in the Central Asian countries were discussed during the meeting. The participants of the meeting came to conclusion that to tackle gender issues in the water sector, the following need to be addressed:

- to raise the awareness of decision makers and water users of the fact that economic development is not Gender neutral;
- to this end, we need reliable information on baseline gender differentials and on the gender impact of policies;
- to foster greater collaboration between all stakeholders – government, NGOs, and civil society;
- to take into account gender aspects in developing normative legal documents.
- It was also considered necessary:

¹ Historical role of woman in the socio-economic and cultural life of Kyrgyzstan. Abstract of thesis, Bishkek, 2009

- to include women into membership of governing bodies of Water User Associations, since women play critical role in water use;
- to facilitate women landowners to formalize their land and water rights;
- to build awareness and capacity on gender equality issues and its relation to management of natural resources, especially water;
- to develop qualified extension services to farmers;
- to increase the access of women to micro-credit facilities and financial sectors.

It was also recognized that water and agriculture projects and programs have failed to incorporate gender issues within their operations. Therefore, the participants collectively agreed to form a network on gender and water as a first step in changing this reality.

Further on, with the support of Canadian International Development Agency (CIDA) and GWP CACENA, sociological surveys were made by SIC ICWC in all CA and Transcaucasia countries in order to identify gender issues in water use and management in rural area. The survey's results were published in the book titled "Gender Aspects of Integrated Water Resources Management".

In March 2005, a regional four-day training workshop on Fundamentals of Gender Theory and Methodology of Gender Analysis was held. Later on, a virtual discussion was organized on Gender and Water in Central Asia.

Further on, a first workshop, which addressed such concepts as gender, gender equality, and gender approach, was held in the water sector in Bishkek. Moreover, relations of gender aspects to water resources management, drinking water supply, health-care, water use, and upbringing of coming generation were discussed.

Then a second training workshop was held in Tashkent. It brought together representatives of national water sectors from the five Central Asian republics. Very interesting reports were presented on all five CA republics, including the Kyrgyz Republic (Sakhvaeve Ye., Duishembieve M., Isaeva Ch., Tyubeyev M.).

Below we will try to size up a situation related to status of women and men in the republic as a whole and in the water sector and Water user associations, in particular.

Women's and gender issues were started to rethought to some measure in 1995 - from participation of women's delegation in the 4th World Conference on Women. The Kyrgyz Jogorku Kenesh (Parliament) has ratified 4 UN Conventions on women's human rights, and the year 1996 was declared in Kyrgyzstan as the Year for women. The same year, the State commission for family, women and youth affairs was established at the Government; and, Commissions for family and women affairs were organized in the both chambers of the Kyrgyz Parliament. A National Program "Ayalzat" was developed to improve the status of women for 1996-2000. The Centers of women's initiatives for implementation of that program and other ones were established in all districts.

In September 2000, 191 countries, including Kyrgyzstan, adopted a program named as the Millennium Declaration. This Declaration reflected the world community's view on peace, safety, development, environment, human rights, and governance. This

document has set the Millennium Development Goals (MDG) that are crucial for all the countries. In order to achieve these Goals, intensive and well coordinated efforts must be undertaken by both the government bodies and the non-government and international organizations. Certain contribution to gender mainstreaming in the government system was made by the President's Decree of August 27, 2002 "About further improvement of personnel policy for employment of leader women in state management." As a result of this Decree, a number of leader women got position in government bodies of different levels.

In 2005, on initiative of women's movement, due to a critical situation, when no woman was elected into the Republican Parliament after the election 2005, the President of Kyrgyzstan issued a decree to appoint a Special Representative of the President on gender development issues into the Jogorku Kenesh. However, in May 2007, this Decree was annulled.

The Kyrgyzstan's commitment to gender policy was confirmed by the President's Decree of March 20, 2006 "About measures for improvement of gender policy." It is noted in the Decree that structural changes in policy and economy are not positive to the full extent in terms of gender effects and that not adequate conditions were created for women to exercise their rights and freedoms on a par with men. The Decree underlined the expedience of not less than 30% representation of women in government bodies and local authorities, including in decision-making positions.

One of the main achievements in promotion of gender policy was that a mechanism of assignment of quotas for parliamentary candidates nominated by party lists was incorporated into the Code of Elections in the Kyrgyz Republic. According to this mechanism, "a political party must have no more than 70% of representatives of the same sex." The elections by new rules were held in December 2007. As a result, the proportion of women in the Parliament increased from 0% to 25%.

However, the National Gender Congress "Achievement of gender equality in the Kyrgyz Republic in the context of Millennium Development Goals" (September 2005) found that the government's efforts on development of legal framework, implementation of the National plan of actions for achievement of gender equality in 2002-2006, and the measures to strengthen a national mechanism for gender equality promotion were not enough to solve the real-world gender problems.

Unfortunately, the below outcomes of the gender policy and gender equality analysis conducted by the author indicated to insufficiency of gender mainstreaming measures in the national water sector as well.

Thus, in 2005, the level of extreme poverty or percentage of the population with consumption below national food poverty line decreased by 2.3% as compared to the previous year and amounted to 11.1%; the proportion of the very poor in urban population amounted to 6.5%, while this proportion in rural area amounted to 13.8%. The highest percentage of the population with income less than 1 dollar a day is registered in Batken and Naryn provinces, where the number of the poor has grown since 2002. In other provinces this figure is close to the average national level.

The poverty level among complete and incomplete families according to gender of householder in 2005 (according to survey data, 5016 households) is shown in Table 1.

Table 1

	Total	Including	
		Incomplete family	Complete family
Head of household – man			
Non-poor	65.1	59.3	76.7
Poor	34.9	40.7	23.3
of them, very poor	7.9	9.0	5.6
Head of household – woman			
Non-poor	73.7	47.3	78.5
Poor	26.3	52.7	21.5
of them, very poor	6.4	15.3	4.8

As is evident, in complete families where the head of household is woman, the level of non-poor families is slightly higher than in households where the head is man. Moreover, the percentage of poor and very poor households is smaller in those households where the head is woman.

The percentage of the poor and very poor among incomplete families is 1.5-2 times higher than among complete families, at that the poverty and extreme poverty level is much higher among households where the head is woman.

In the recent years, the number of children with shortweight has decreased from 12.4 to 6 % in the republic as a whole. However, in the same period of time, the average proportion of underfed girls was 9% and that of boys - 7.6%, i.e. there are more girls with shortweight than boys.

The ratio of girls to boys in primary and lower secondary education shows that the number of girls going to basic school (classes 1-9) is smaller than boys. However, girls more often acquire education within complete secondary school (classes 10-11), while boys leave education system after class 9 more rapidly. The coverage ratio of boys at lower secondary school is slightly less as compared to girls practically in all provinces. The highest value of this ratio is registered in Chui, Batken and Jalalabad provinces, amounting to 9.4, 9.7 and 7%, respectively. This can be explained by that young men pass to professional lyceums, secondary professional education institutions or short-time courses preparing to soonest entry to labor market.

The first national population census of 1999 shows a practically equal education level between women (99.61%) and men (99.347%), and this tendency is observed in all provinces. However, the education level among youth has reduced as compared to 1989. The proportion of women and men at the age of 15-24 and with specialized secondary education has reduced by 2.3 and 3.4 times, respectively.

As compared to 2000, in 2005 the ratio of wages of women to those of men in the republic declined and amounted to 62.5%. Moreover, the lowest ratio has been registered in Jalalabad, Chui, Talas and Issyk-Kul provinces, i.e. the wages of women is almost 40% lower than the wages of men. In 2006, the wages of men

(3057.2 soms) were 1.6 times higher than wages of women (1909.5 soms). The average pension was 784 soms for women and 920 soms for men in 2006.²

Over the last six years the **official** unemployment rate in the republic has been relatively stable, amounting to 2.8-3.3%; at that, the unemployment rate among women is 1% higher than among men. The unemployment rate in Naryn, Jalalabad and Batken provinces is higher than republican rate. Notably, a higher unemployment rate among women being 1.2-5.4% higher than the republican indicator is also registered in Naryn and Jalalbad provinces.

The number of women and men employed in agriculture in 2004 is characterized in the table below:

Table 2

	Number of people (th.)		Unit weight (%)	
	women	men	women	men
Employed in economy, total	850.5	1 140.7	42.7	57.3
Including in agriculture, hunting, forestry	328.5	445.4	42.4	57.6
%	39	39		

It can be concluded from these data that 39% of men and women out of the total employed in economy are employed in agriculture of the country, but the ratio between men and women in both the whole economy and agriculture of the republic is different, where approximately 42% are women and 58% men.

Overall, the ratio between women and men being heads of enterprises in the country amounts to 19.8% and 80.2%, respectively. Moreover, the percentage of leader women in Batken, Osh and Jalalabad provinces and the Osh town is lower than the republican figure.

Of interest is the distribution of government officials employed in governmental bodies and authorities according to their work status as of 1st October 2006³, in percentage terms:

As it can be seen, the ratio between men and women employed in governmental bodies and authorities in the republic amounts to 58% and 42% respectively, where this ratio decreases for both the Zhogorku Kenesh and the President's Administration and Government and is 39.5% and 24.6%, respectively.

As to the Ministry of Agriculture, Water Resources and Processing Industry, the number of working women as compared to men is only 19%. This is lower than half as compared to general situation in national government bodies.

² Historical role of woman in the socio-economic and cultural life of Kyrgyzstan. Abstract of thesis, Bishkek, 2009.

³ Women and men in the Kyrgyz Republic. Bishkek, 2007.

Table 3

	Total		Positions:							
			Top		Chief		Senior		Junior	
	women	men	women	men	women	men	women	men	women	men
Total	41.5	58.5	9.9	90.1	34.4	65.6	38.7	61.3	44.8	55.2
Zhogorku Kenesh of the Kyrgyz Republic	39.5	60.5		100	39.2	60.8	44.7	55.3		
President's Administration, Kyrgyz Government	24.6	75.4	16.1	83.9	26.4	73.6	33.3	66.7		
Ministry of Agriculture, Water Resources and Processing Industry	19.1	80.9	-	100	13.3	86.7	6.9	93.1	25.9	74.1

In general, it is characteristic that women occupy mainly senior and junior positions in government bodies. In the Ministry of Agriculture, Water Resources and Processing Industry, women occupy junior positions, i.e. at all positions in the agricultural sector whether top, chief, senior or junior, men have a leading status.

It should be noted that in the Soviet times women accounted for more than 30% of deputy corps. At present, granting of equal electoral rights is accompanied by refusal from the Soviet quota system. This has led to critical reduction of women representatives in elective bodies. Only 5 women were elected deputies to Jogorku Kenesh in 1995. Women occupy 5 leadership positions out of 102 ones of republican importance that are approved by the Government (1999). In addition, women account for only 23.6% of leading positions at provincial, city, and district levels.

Thus, it can be said that the Kyrgyz women, representing 52% of electorate, are actually kept away from formation of power-holding structures, on which their own fate depends. An experience, which is based on the men's vision of the world, dominates in politics and political structures. This indicates that women's problems are still outstanding⁴.

Let consider the state of affairs regarding gender equality in the water sector (see data for 1.07.2011⁵, Table 4 and Figure 1).

⁴ Historical role of woman in the socio-economic and cultural life of Kyrgyzstan. Abstract of thesis, Bishkek 2009

⁵Report by Form №3, CWLR

Table 4

Ratio of women and men in branches of the National Committee for Water and Land Reclamation, as of 1.07.2011

	Total quantity	of which women		of which men	
		persons	%	persons	%
State Committee for Water and Land Reclamation (SCWLR)	64	24	38	40	62
State Water Inspection	20	8	40	12	60
Hydrostructure construction administration	25	5	20	20	80
Total	109	37	34	72	66
Basin water authorities (BWA)					
Chu	1040	346	33	694	67
Zhalalabad	934	94	10	840	90
Osh	661	82	12	579	88
Batken	454	27	6	427	94
Naryn	545	81	15	464	85
Yssykkol'	414	98	24	316	76
Talas	372	68	18	304	82
Design and development institute "Vodavtomatika"	31	14	45	17	55
Total	4451	810	18	3641	82
Reservoir authority					
Ortotokoy	69	25	36	44	64
Kirov	69	10	14	59	86
Papan	85	13	15	72	85
Total	223	48	22	175	78
Grand total for the sector	4783	895	19	3888	81

As is seen, women account for only 19% out of total staff employed in the sector. Moreover, this proportion is characteristic for Basin water authorities as a whole. The lowest percentage of employed women is in three Basin water authorities - Batken – 6%, Osh – 12%, and Zhalalabad – 10%. The well higher proportion of working women is in Yssykkol' BWA – 24% and Chu BWA – 33%. The largest number of women is employed in the Central administration and State Water Inspection – 38% and 40%, respectively.

Data on positions in the Central administration show that women are employed mainly as senior, leading, and first-category specialists and the only leader woman in the Central administration is the head of Information-Analytical Division.

Since 2000, Water User Associations (WUA) – voluntary community organizations - are established actively in the republic.

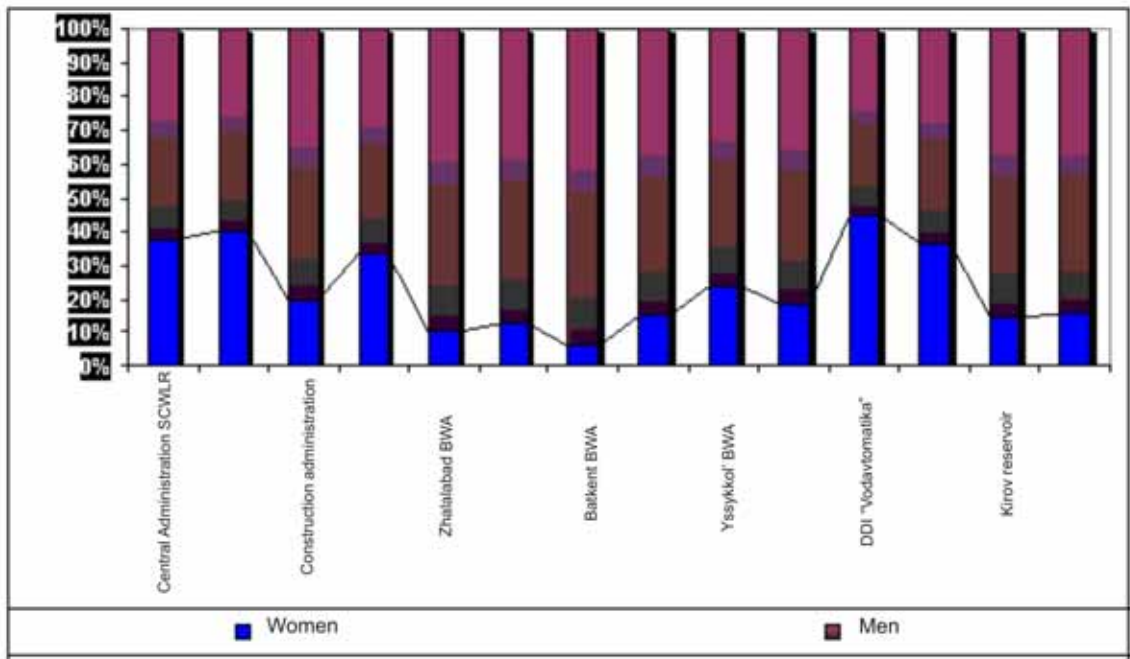


Figure 1 Ratio of women and men in branches of the Committee for Water and Land Reclamation, as of 1.07.2011

In 2006, a project “The study of pricing system and cost compensation mechanism” was implemented under the ADB’s support. The first question to study was the involvement of women in water management through their participation in WUA management. To this end, four pilot sites were selected: the Levoberezhny canal in Talas province (4 WUAs); the Kulunda canal in Batken province (5 WUAs); the Yuzhny canal in Osh province (5 WUAs); and, the Sovkhozny canal in Chu province (8 WUAs). The analysis of WUA’s governing body composition showed the following.

In the system of Levoberezhny canal, Talas province no woman was found among 30 members of WUA Management Boards, while two women were accountants.

There are no women at all among 15 members of the Management Board and in administration of WUA “Kulundu-Razzakov” along the Kulunda canal.

Along the Yuzhny canal, Karasu district 5 WUAs including 31 members were studied. Only in WUA “Rakhmat” there were two women among 9 members of WUA’s Management Board and three accountant-women.

Along the Sovkhozny canal, Chu province, 8 WUAs were studied. Five women were elected into WUA’s Management Boards consisting of 53 members. In all WUAs the position of accountant is taken by woman.

There are interesting results of the survey in seven WUAs (data of 2007), Batken province conducted on the author’s own initiative.

Let’s start from drinking water issue. All studied WUAs use water for drinking needs from open sources - canals and rivers - that are located remotely, from 1 to 22 km. In spite of using water from the open sources, the water quality is estimated as perfect.

To the question on whether the surveyed WUAs have sanitation facilities, all WUAs noted that public baths and sewer system are not available, and both men and women can wash themselves only in-home.

Regarding the sources of income of WUA's member men and women, the following answer was received:

	Source of income		
	Total	Directly in WUA, %	Outside WUA, %
Men	100%	59	41
Women	100%	71	29

It was found that outside WUA woman has much less opportunities to earn her livelihood than man.

Time budget for paid and unpaid labor is as follows:

	Total	Productive (paid) labor in WUA, %	Reproductive (non-income generating) labor, %
Men	100%	46	54
Women	100%	35	65

Both men and women spend most of their time for non-income generating work; moreover, these inputs are more among women as compared to men.

To the question: «is the woman's unpaid work considered as a contribution to family income», both women and men responded positively.

It is notable that the level of income of both men and women in WUA is approximately the same; irrespective of season, the possibility to earn income is three-four times higher in April-September than in winter season.

The structure of family budget's expenses indicates to no spending for cultural functions, such as theatre, concerts, tourism, and self-education. The major expense items include food, clothes, and education of children. Moreover, women spend more money than men for buying clothes but rarely visit health clubs, resorts, and sanatoria.

Date on expenses are shown below.

	Education of children	Visiting health clubs, recreation, sanatoria, resorts, therapy	Food	Clothes	Total family budget
All surveyed WUAs					
Women	46	38	48	53	47
Men	54	62	52	47	53

As questioning showed, men hold dominant right in decision making about expenses in households and especially in WUAs. The role of women is somewhat higher as compared to WUA in decision making regarding expenses in households and achieves a quarter out of hundred cases.

	Household	WUA	Peasant farm
All WUAs			
Men	75	91	91
Women	25	9	9

To the question about the right to land and water use the respondents answered that woman has 27% of such right against man in household and only 9% in WUA. In other words, men hold a senior right in most cases.

	Household	WUA	Peasant farm
All WUAs			
Men	73	91	91
Women	27	9	9

It was found that men and women had different access to agricultural output sale. For output produced in household, men sell the output in 63 cases, while women in 37 cases out of 100. However, participation of women in the sale of agricultural output produced in WUAs is very low – only 9%.

The data shown indicate that attention is not paid to involvement of women in governance of WUA. Moreover, women, having no examples of leader women, do not seek to enter the WUA's Council membership and governors and stay away of decision making on water distribution, land use, and agricultural output sale.

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Republic of Tajikistan

Gender situation in the Tajik water and agricultural sectors

Jamilya Islamova,

Water Productivity Improvement at Plot Level Project

Introduction

Tajikistan is located in the south part of Central Asia and is one of land-poor countries in the world. 93% of the country's area is mountainous. By early 2011, the country land fund was 14 255.4 Mha. About 4.63 Mha of this area is used for economic purposes, including 599.5 thousand ha of irrigated agricultural land. Here, the per capita area is 0.116 ha of irrigated land, including 0.08 ha of arable land.

Tajikistan has abundant, inexhaustible hydropower resources, taking 8th place in the world in terms of their total amount and the top places (1st-2nd) for unit reserves (per capita and per unit area). Water resources in Tajikistan are mainly formed by melt water from glaciers and atmospheric precipitation. There are up to 500 cubic km of water concentrated in glaciers and snowfields in total. The republic operates 9 reservoirs, with capacities from 0.028 to 10.5 cubic km. The largest of them are Kairakkum reservoir in the north and Nurek reservoir in central part of Tajikistan. These reservoirs are mainly used for energy, irrigation, fish-breeding, water supply and mudflow protection.

Agriculture in Tajikistan has been playing an important role in national economy since ancient times. This sector had an effect on general well-being of the people and the provision of consumer market with basic items. Such role of this sector is being kept at present as well.

About 70% of the population of Tajikistan lives in rural areas, and poverty reduction in the country depends to a considerable degree on effective government agricultural policies. Half the workforce depends on agriculture for income, including a vast majority of women, most of whom rely on very small plots of land (about 0.1 hectare per household) for their subsistence. Income poverty is severe in the countryside because job and income-earning opportunities outside the agriculture sector are lacking and the productivity of the land is declining. Inadequate irrigation and farm inputs, imperfect markets, and insecure land tenure rights have contributed to the poor performance of the agriculture sector.

Recently, socio-economic crisis and high level of unemployment among men that contribute to drop in the living standards in Tajikistan have spurred women's activity in the sector of employment. The work load on women is increasing as they try to feed their families by mastering unknown for them economic activities and, at the same time, taking care of those things in their households that previously were under free public services. Rural woman increasingly takes a role of breadwinner, which is

unusual for her. As a consequence of mass male migration to Russia and other countries, the whole load of agricultural work is put on woman's shoulders. As domestic goddess, she is facing a challenge of family survival under conditions of free market, doubtful social security, unemployment and male migration. Over many years, woman learnt how to cultivate the land, when and how many times water it. Having such experience and getting used to such arduous labor, today we have women, who take leadership of farms without fear, they control watering in the field, participate in making decisions on water distribution, and find equipment for soil tillage. Now, women are forced to deal with things that previously were unknown for them and to look outside their homes.



Although women play an important role in food production, they do not often have needed information about productive farming and food security. Moreover, women often do not have money for keeping subsistence farming and for organization and registration of a farm or small business, not to mention development. This is explained by the lack of access to agricultural equipment, absence of money for fertilizers, fuel, and seeds. In addition, allotment of land for organization of a farm is connected with various organizational problems, communication with administration, banks and other agencies.

1. Access to land for rural women

Access to land is central to survival for a large proportion of the poor in Tajikistan and for reaching of real gender equality in the rural area. However, despite the predominance of women in doing agricultural operations, there is clear gender inequality regarding access to land. As outcomes of the UNIFEM's research "Needs assessment of rural women in getting rights to land use in Tajikistan" show, although women are known to conduct the majority of agricultural labor in collective and

dekhan (peasant) farms and in homestead plots, they have unequal access to economic resources, including land. Due to deeply rooted traditions, as well as male-oriented inheritance practices, women have access to land only through their relationship with a man – either father or husband. Land certificates are registered mainly in a male's name, and leading positions are also predominantly taken by male representatives.

When women do access land, it tends to be the farthest from irrigation facilities or of marginal quality. Women are also frequently denied their right to land previously held by their husbands upon divorce or becoming widows. Moreover, women have wide rights to work in the field, grow various crops, graze livestock, etc. but their right to exercise control over land, i.e. availability of registered land rights, make decisions on land use, land rent, receiving of financial benefits from collected harvests, etc. is very limited. In practices, woman often works on land from morning till night but in case of divorce or death of husband or under any other circumstances, the land, where she worked and contributed her health and power to, would not be given to her.

After amending the state program “Main directions of government policy for ensuring equal rights and opportunities for men and women in the Republic of Tajikistan for 2001-2010” and adopting a supplement to the “Access of Rural Women to Land”, as well as after the “National strategy for increase of woman's role in Tajikistan for 2011-2020” adopted on 29th May 2010, the Government of Tajikistan has been paying closer attention to equal access of women and men to land. The main obstacles for the equal access are gender stereotypes, poor gender mainstreaming in on-going agricultural reform policy, gender non-sensibility of officials in the key agencies dealing with land reform. The gender role distribution is based on the age-long cultural and religious traditions and customs.

Gender inequality in access to land is shown in that women, as compared to men, have on average less land, do not have equal access to agricultural decision making, to distribution of benefits from collected harvests, to credits, etc. According to UN Women, women leaders of farms are 6.5 times fewer than men.

There are very few target programs for rural women. When developing new woman support programs, it is necessary to consider a number of differences between male and female leaders of farms in terms of socio-demographic characteristics and farm features (type, size, composition, etc.).

Dekhan farms led by women are characterized by the following:

- women head mainly family and individual dekhan farms. Women leaders head more than half of family farms and about 40% of individual farms out of the total number of registered farms. The proportion of collective dekhan farms headed by women remains very low;
- the average size of farms headed by women is smaller as compared to those headed by men. Usually women leaders manage smaller dekhan farms, where the number of shareholders is less than 10 persons (about 71% of dekhan farms headed by women). Every second farm headed by men consists of 10 persons. The managers of larger dekhan farms, with more than 20 shareholders, are mainly men (about 70% of farms with more than 20 shareholders);
- dekhan farms headed by women include more women shareholders;

- the average size of landholding in dekhan farms headed by women is smaller as compared to that headed by men. For example, the average size of agricultural land (irrigated+dry) in family and individual dekhan farms headed by men is 5.8 ha, whereas it is only 4.1 ha in farms managed by women.

Virtually, rural women are not aware about their economic rights, land rights, and about use of natural resources.

Consequently, in practice, the main tenants are men. At the same time, such situation is caused not only by insufficient awareness among women about their rights but also by clear mismatch of the de-jure norms and the customary law, by lack of access to credits and funds for women.

The very limited access of women to credits is predetermined, first of all, by the fact that women do not have property rights for assets that could be used as a security for getting a credit.

Moreover, the following general obstacles hindering the development of rural entrepreneurship negatively affect the opportunities and activities of women in dekhan farms:

- systematic growth of prices for agricultural equipment, fuel and other inputs;
- insufficient development of information-mediatory network for agricultural product marketing;
- underdevelopment of financial-credit support mechanisms for dekhan farms;
- poor professional training of rural entrepreneurs.

2. Rights of rural women to water

As in case of distribution of land rights, inequality is often observed in distributing water rights, when women's rights are controlled by their husbands. In the rural area, the deteriorated irrigation systems, which 80% of the Tajik agricultural production relies on, cause additional complexities for women. The water supply system is unreliable, unsafe and insufficient for guaranteeing adequate agricultural production that meets household needs. This leads to outflow of men going out for livelihoods and leaving women to deal with complex living conditions. Women and children have to cover large distances in order to fetch water (unpaid labor). Women are often excluded from construction and maintenance of irrigation systems that is a traditional way of users to get their rights to the system. In addition, as a rule, women have fewer rights in decision making by water user association even though they are the members of such association.

Involvement of women in rehabilitation of irrigation systems is vital because of their role in water resources management. Women's needs and ways of using irrigation services should be considered at stages of system design, construction, operation, and maintenance. Some past projects has shown that women are willing strongly to participate in water user groups; however, they rarely take leading positions. Women

take efforts to improve water cleaning systems, and that is why necessary to offer them opportunities of full participation at all stages. The world experience shows that primary users of infrastructure ensure its more efficient maintenance and safety rather than those who have marginal interest or investments.

3. Obstacles facing women on the way to profitable agricultural production

The woman farmers and processors face more obstacles in marketing of their output than men. Access to necessary information, technologies, seeds, fertilizers, and credits is not always available. This leads to drop in production efficiency.

For example, for successful farming, it is necessary to buy newest means of labor, equipment, fertilizers, and seeds. In this context, rural woman faces the following obstacles:

Goods point of sell. Seed, fertilizers and fruits and vegetables processing and recycling means are usually sold on local and regional markets. Marketplace works on certain days. Therefore rural woman is not able to do the shopping because of restriction in mobility. So she can not obtain information about new improvements in fruits and vegetables processing and recycling means, fertilizers and seeds.

Lack of good quality seeds. Two points depend on good seeds. First is amount of harvest and second are inputs (frequency of irrigation, amount of mineral fertilizers etc.). Among the major problems are low quality of seeds and seedlings and their high cost. Often necessary varieties are not available in sale.

Financial assets. Not every rural woman has enough funds for seeds, fertilizers and equipment.

Permission of husband or head of family. Usually rural woman has to ask advice of husband or head of family and obtain their permission in order to buy goods. Commonly it is man's duty to buy this kind of goods.

In general, gender relationships in Tajikistan form the way that woman is not able to participate in decision making process both in family and the society. Gender stereotypes increase cases of discrimination at women's workplaces. This does not give her an opportunity to find better paid job in professional sectors. Consequently it excludes women from formal labor force. Women are considered as unable to serve as head of farm despite of considerable contribution to farm production and it restricts their access to privatized agricultural land. Now, more and more women, including rural ones, are occupied in small family business producing food stuff, consumables, retail trade on streets, etc. Informal employment leads to lack of guaranteed employment and low social protection; spread of toil; low remuneration of labor; absence of pension and opportunities of investment in human resources.

Information, particularly adequate one, which is provided and received on timely basis, is crucial for development and application of technical innovations and improvements. However, women cannot often get such information. Research and development in area of agriculture, including activity on dissemination of knowledge, address mainly men, while women's role in crop production is often disregarded. Moreover, little attention is paid to women's needs in area of technologies and information.

However, at present, given the privatization of agricultural enterprises, formation of farms, small enterprises and development of private entrepreneurship, and when each member of agricultural enterprise receives land plots as inheritable ownership and becomes a shareholder, the legal and socio-economic incompetence, especially among rural women, causes discrimination of their rights. Besides, lack of knowledge about civil and social rights deprive rural women of their last chance to improve their status in the society.

One of signs of democracy development in a country is consideration of gender problems, and government officials are always interested in raising woman's role in society.

In 1993, the Government established a Committee for Family and Women Affairs. Besides, a Committee for social protection and family affairs was organized under umbrella of the national Parliament. The objectives of these Committees are to raise woman's role in society, taking into account numerous aspects, including protection of women's rights and ensuring of equal opportunities for participation of women in social and public life. The Committees inform the public about their activities via mass media, workshops, conferences, round-tables, including events organized in regional centers and marginal areas.

Local committees for family and women affairs work mainly under the state program. The local committee consists of two staff-members: chairman and his/her assistant. The committees at communities are headed by leaders of Women's councils.

The local committees collaborate with local and international gender-specific NGOs. They conduct joint workshop and propaganda work on topical issues (women's rights, HIV AIDS, drug addiction, etc.) with women in the field. Jointly with UNIFEM, the information centers were established in each committee to provide legal consultations for women about their rights and access of women to land.

4. Conclusion and recommendations

Social norms and traditional practices do not allow women to take part in development activities or in awareness campaigns. One way to overcome such situation is to use more suitable awareness channels. Another strategy is to provide appropriate information on specific gender aspects in crop production.

Gender mainstreaming should allow women occupied in agricultural to make use of benefits from knowledge dissemination and access modern agricultural technologies and innovations. Institutional innovations, such as participatory studies, linking of knowledge dissemination systems with farmer activity, and strengthening of communication between official and local seedage systems may improve living conditions of women through application of such technologies that meet woman's needs.

Since the needs of men and women for advisory services are different, it is necessary to provide rural women in project area with information mainly regarding:

- produced crops and livestock raising
- specific types of housekeeping work that they want to acquire

- improved skills on work that they already do, for example, on different methods of fruits and vegetables canning and advanced ways to process, pack, and store fruits and vegetables
- home-canning of fruits and vegetables; how to pack and store agricultural products
- catalogues on mini-equipment and means of processing, with indication of affordable ways to buy them
- any useful information, which is needed for successful and profitable farming or business development.

Besides advisory services, women should also be aware about trainings and information provided by other organizations and women's committees.

The provided consultations and information should cover all activities of rural women. Here, it is necessary to take into account:

- female communication language
- perception of information by women
- place and time of talks and seminars

Improvement of access to irrigated land and water for women and recognition of their role as the actor of irrigation and in decision making would improve agricultural productivity and strengthen the women's voice in using water.

Thus, in order to widen economic opportunities and ensure equal access for men and women to ownership, including land, it is necessary to:

- raise awareness of women about their economic rights;
- develop local information-mediation network for marketing of agricultural products and outwork goods produced by women.
- conduct research and regular monitoring of gender inequality cases.

The demand for training to improve skills and knowledge of both men and women dekhani farm leaders is high. Such training must meet the needs of women as well as men.

Establish self-help coalitions and groups among dekhani farm managers, both men and women. Women in particular respond well to structures that reinforce learning, provide assistance, and provide mentoring roles. These groups can be more sustainable if they also serve as a platform for the delivery of other services, e.g., agriculture extension or information about inputs.

Republic of Uzbekistan

Gender-related situation in TIILR

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Currently, the Tashkent Institute of Irrigation and Land Reclamation (TIILR) is a forge of water professionals in the Republic of Uzbekistan. The graduates of this institute work in all fields of water sector and agriculture, and many of them contribute to the progress in these sectors.



The history of the Tashkent Institute of Irrigation and Land Reclamation starts from 1920, when a land reclamation engineering faculty was organized on the basis of the hydraulic engineering faculty at the Turkestan State University. The land and water reforms undertaken in the Central Asian republics and further development of irrigation and motorization of agricultural production required that a special institution of higher engineering education be established.

On 11th November 1934, the Tashkent Institute for irrigation and agricultural engineering (TIIMSH) was established with the two faculties: hydrotechnical amelioration and mechanization. Later on, new faculties were opened: land use planning (1945); mechanization of land reclaiming operations (1946); hydropower construction (1946); organization and technology of agricultural equipment repair

(1966); and, economics and organization of water industry (1974). In 1979, the general engineering faculty was formed.

At present, the Institute is going through a very important phase of its development. According to the Order of the Uzbek Cabinet of Ministers of 30 March 2004, the Institute was transformed into the Tashkent Institute of Irrigation and Land Reclamation. The strategy of re-organization and development of the Institute with orientation to international standards was started. Today, the Institute is a well-known educational institution both inside and outside the country. Currently, 4280 students are taught in 5 faculties and 29 sub-faculties by 358 teachers and researchers. The research and educational personnel is comprised of 31 professors and doctors of sciences, 157 associate professors and candidates of sciences. The Institute has the up-to-date teaching and scientific-experimental base in the unique training-laboratory buildings on the total area of 29 350 m². The research library collects 613 770 thousand publications and books. The Academic and Administrative Councils are functioning in the Institute.



The Institute's staff is focused on task-oriented work to improve the educational process, increase productivity of research efforts, and achieve better results in fostering future professionals with solid humanistic and intellectual values that are inherent to Uzbek people and that were proclaimed as priority ones in the national policy.

At present, the Institute is being re-organized and thoroughly repaired. All auditoria and lecture rooms were repaired according to the European standard, sub-faculties and rooms were equipped with new furniture and modern equipment in order to organize lessons using the up-to-date pedagogical technologies.

The whole Institute's team and students assisted in this capital repair, organized community work days, and participated in arrangement of laboratories and landscaping of the Institute's site.

A spacious modern cafeteria was constructed for students.

In order to improve the level of training, libraries were well equipped in the Institute's Resource Center as well. The up-to-date computers were installed and the permanent Internet connection was arranged so that the students could have access to latest achievements in science and study modern technologies.



As of 22 September 2010, 815 out of total 4617 students, i.e. 18 %, were female. Moreover, most girls study in the economical faculty (26.8%) and fewer girls study in the faculty for agricultural operations automation.

In 2007, the gender assessment of student composition showed that 575 girls studied in the Institute out of 4420 students, i.e. 13 % of this total number. Thus, over the last three years, the proportion of girls in TIILR has increased by 5 %. This is probably explained by occurrence of new lines in education that are close to so-called "female" subjects: ecology, vocational training, and economics.

According to the gender assessment made in 2007, out of the total number of lecturers counting 341 people, 178 were men and 163 were women, i.e. 47.8%

In 2010, 349 lecturers of TIILR included 138 women or 39.5%, i.e. over the three years the proportion of women decreased by 8.3%.

One basic goal in the education system is gender mainstreaming. The teaching staff should be trained so that to disseminate further knowledge among the students.

Until 2002, organization of gender courses in the system of higher education has been often rested upon enthusiasm of lecturers. Such courses were held in the National University of Uzbekistan, Tashkent Institute of Law, Djizak Pedagogical Institute, etc. In 2002, The Open Society Institute - Support Foundation of Uzbekistan initiated a project on adoption of the gender course and development of the respective training aid in the Uzbek higher educational institutions. To this end,

cooperation was established with the Ministry of Higher and Specialized Secondary Education for joint implementation of the project. By present, two guidelines were prepared for approbation of this course: the training aid "Basics of gender: theory and practices in Uzbekistan at present" and the teacher edition to it. One of the main objectives of this training course is to promote gender knowledge and gender sensibility among students in our country. At present, the Uzbek Women's Committee is trying to foster young generation, including girls, in the spirit of gender equality.

The active members of the TIILR Women's Committee pay close attention to this issue. The round-tables for raising awareness on gender aspects of the national socio-economic development are organized often in the Institute.

For example, in November 2010, a meeting of the TIILR Women's Committee had the following agenda:

1. UN Convention on the elimination of all forms of discrimination against women.
2. Fourth periodic national report of the Republic of Uzbekistan on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, which was considered by the UN Committee during its 45th session in Geneva in January 2010.

Mrs. Urazalieva G, associate professor, delivered the report on this Convention. She underlined that the integrity of the gender approach makes it a very strong tool for achievement of social justice in any state. Since women account for more than half of the population in the country, absolutely all life spectra have "female" nuances. Besides, she told about actions and successive measures taken in our country to ensure, support, and protect the rights of women. She also reported on the implementation by Uzbekistan of the main Convention's provisions, final comments and recommendations of the Committee and about implementation of the National plan of actions for fulfillment of the Committee's recommendations.

Then, the senior lecturer Mrs. Aslova L. took the floor. She presented the Fourth periodic national report of the Republic of Uzbekistan on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, which was considered by the UN Committee during its 45th session in Geneva in January 2010. She also informed on effective legislative measures taken in Uzbekistan in order to catalyze women into political and social life of the country, ensure the equal rights for women in election process, management and administration of state and public affairs, as well as the participation of women in non-governmental organizations. Mrs. Aslova paid particular attention to actions made in the fight against human trafficking. Particularly, those include: adopted law about counteractions against human trafficking; Decree of the President of Uzbekistan about approval of the National plan of actions for improvement of efforts to combat human trafficking in 2008-2010; and, establishment of the Republican Interdepartmental Commission and its local branches on counteractions against human trafficking.



The training workshop on “Do you know your rights?” was held on 28th February 2011.

Mrs. Aslova in her report underlined that the fate of woman, her role as the progenitress of the mankind and the domestic goddess have been attracted people since ancient times. Islam as the world religion warns a man against injustice in relation to women. In his parting hajj, Mohammed commanded: “«Be afraid of the wrath of Allah for doing women an injustice.” The reporter told about the rights of women in the East. In the comparative analysis she showed the rights of the Egyptians, Indians, Iranians, and Japanese. The reporter gave many interesting evidences that dethroned the stereotype of Oriental women deprived of rights.

Then, Mrs. Aslova told about the status of women in Uzbekistan. Since independence, Uzbekistan has started dealing with gender issues and women empowerment in all spheres of public life. The main legal documents creating favorable conditions for education, health care, professional training, legal protection, and entrepreneurship of Uzbek women were listed in the report.

Afterwards, all participants, as well as student girls received cards with different educational and leisure exercises.

The round-table discussion on Woman and Law was held in January 2011.

Mrs. Yakubova R.G. in her speech explained in details the rights of woman that are established in the Constitution of the Republic of Uzbekistan. Particularly, she underlined that the Uzbek Constitution and legislation set the equal rights of women and men and prohibit sex-based and other forms of discrimination. Then she presented to the participants of the round-table a draft law about guaranteeing equal rights and opportunities for women and men. This law contains a special article dedicated to the elimination of discrimination against women. Mrs. Yakubova also noted that a Concept of the national strategy for achievement of gender equality in the area of legislation, economy, social protection and employment, and civil society was developed.

The reporter mentioned that for implementation and effective application of legislative acts the Provision about activity of the Committee for Women and Family Affairs at the Uzbek Government is revised now. This covers the following:

- involvement in the development and implementation of national policy on the achievement of gender balance, in the programs of socio-economic development and improvement of women's status, family welfare, protection of motherhood and childhood in the Republic of Uzbekistan;
- creation of conditions for involvement of women in the process of making policy, social, and economic decisions at all levels;
- determination of scientifically-grounded strategies of family development and demographic policy, taking into account regional specifics, in order to improve the status of women and family;
- care for improvement of work environment, conditions of life and recreation for women in order to keep healthy motherhood and childhood and ensure their happy future.

Much interesting legal information was presented in the report. Then, Mrs. Yakubova answered to the question of round-table participants.

Finally, the trainees concluded that woman's career to a considerable degree depends on her abilities, single-mindedness, and capacity for work but is impacted largely by prevailing social attitudes. For woman it is more difficult to win her way in the society, where she is considered primarily as mother and housewife, even though she is cleverer and more diligent than surrounding her men.



Besides the educational process, the Institute pays great attention to cultural and spiritual advance of our youth. The folk dance group “Orom” was organized among student girls. The girls learn native and modern dances and prepare concert performances. Youth festivals, contests of the Clubs for the lightheaded and quick-witted and other events are held every spring. The Institute’s female students take an active part in the folk art circles, where they can get skills in the age-old handicrafts – embroidering suzani, skullcaps, and native costumes that are notable for colorful and rich ornamental designs.

The Institute has done huge work to raise legal awareness of women, improve family culture, prepare girls for future family life, etc. In order to get skills necessary for future family life, the girls can get training on the following subjects:

- massotherapy;
- assistant nurse courses;
- cosmetics and makeup artist;
- young mother school;
- the school of young family, where girls are trained in legal aspects of marriage institution.



In order to build new society, it is necessary to foster new values in respecting a person and avoid foisting such roles that are preferred by men on women. Women in Uzbekistan possess high educational level: the share of women with higher and specialized secondary education is more than 50%. Our society is comprised of families, where exactly woman is the main source of all social values in forming intellectual and moral ideology, in upbringing the younger generation. Therefore, the place and role of women are very important in the development of the society.

Only self-independent, intellectually mature woman is able to foster free and gender-sensitive person and thus, contribute to stronger citizenship. Thus, gender courses should be incorporated into curricular in all fields: human and natural, engineering sciences to build social consciousness and activity. This will promote gender sensitivity, positive changes and achievement of gender balance in the society.

The gender equality issue is very topical at present and awareness of gender equitable society should be raised everywhere, starting from family, local community, school and institute. One way to solve this problem is to organize clubs in all education institutions that would focus on development and improvement of girls' leadership skills.

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