

USAID/DFID Kyrgyzstan Parliamentary Strengthening Program

Year Five Work Plan

October 1, 2014 – September 29, 2015

Executive Summary

The Kyrgyzstan Parliamentary Strengthening Program (KPSP) is a five-year technical assistance initiative funded by the United States Agency for International Development (USAID) and the United Kingdom Department for International Development (DFID) and implemented by Development Alternatives, Inc. (DAI). The KPSP aims to strengthen the legislative, representative, oversight, and management capacity of the Parliament (Jogorku Kenesh - JK) of the Kyrgyz Republic.

The KPSP began operations on September 30, 2010 with a six-month Phase 1 which conducted an assessment of the needs and capacity of the JK, conducted limited implementation of programmatic activities, and produced a program design for implementation of a wide-ranging parliamentary assistance program. Phase 2 then commenced from April 1, 2011 and focused on four main components of technical assistance and implementation – 1) Legislative Process and Procedure; 2) Committee Strengthening; 3) Communication and Information; and 4) Parliamentary Management and Leadership.

The KPSP further transitioned to Phase 3 from February 1, 2013, which will continue through September 29, 2015. Phase 3 incorporates additional funding received from DFID through an expanded scope of work, which allows the Program to implement (based on the same four main components) new and additional deliverables, thereby significantly contributing to legislative and institutional capacity-building in the JK.

As of August 2014, the KPSP has initiated and assisted in organizing and conducting (with and through JK partners) more than 221 different programmatic events, including: 100 trainings and presentations; 39 public forums; 72 policy seminars and working groups; two video conferences; and eight study tours to the US (twice), Mongolia, Malaysia, Germany/Hungary, the UK, Turkey, and Sweden/Denmark. They were attended in aggregate by 10,400 persons, including 4,400 women. KPSP initiatives address a variety of issues crucial for parliamentary development and capacity building, such as coordination of legislative activities between the JK and the executive branch, effective oversight mechanisms and procedures, factual and balanced journalistic coverage, effective human resources policies, women's leadership, improved standard of living for persons with disabilities, good governance, and economic opportunity for persons in geographically marginalized areas.

KPSP Year Five will commence from October 1, 2014. Accordingly, the Work Plan below has been prepared according to which the KPSP will continue utilizing the programmatic approaches it successfully developed and followed during Year One through Year Four.

Specifically, working with and engaging the JK Speaker and vice-speakers, faction leaders, committee chairs, rank and file MPs, JK staff including committee, and MP consultants and assistants:

- Component 1 – Legislative Process and Procedure will continue its efforts to improve communication, coordination, procedures, operations, and planning between different entities and bodies involved in the legislative and administrative regulations drafting processes, including the conducting of forums and other activities as well as supporting the work of the inter-governmental Legislative Security and Transparency Working Group. Major initiatives recently completed toward the end of Year Four consisting of the establishment of a Legislative Drafting Center at the Kyrgyz State Academy of Law and the drafting of the Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions will continue to be promoted, consolidated, and strengthened particularly aimed at making functionality and use sustainable and widespread for the period after conclusion of the KPSP.
- Component 2 – Committee Strengthening will continue to enhance the role and influence of the 10 JK-KPSP partner committees by supporting their work through events and other initiatives. Year Five will also continue the focus on the committees’ oversight functions and engagement with communities outside of Bishkek. Major initiatives recently completed toward the end of Year Four including the establishment of a Joint Parliamentary Research Fund to provide committees, factions, and ad hoc groups of MPs with access to outside research and analysis, as well as a renewed focus on establishing and keeping to Strategic Plans for each committee will be consolidated and heightened.
- Component 3 – Communication and Information will continue to provide capacity building trainings for and assistance to JK Press Service staff, Bishkek-based accredited parliamentary journalists, future journalists, and (if funding allows) regional journalists. The major initiative recently completed toward the end of Year Four consisting of the creation and equipment outfitting of a Press Gallery within the Parliament Building will be promoted and the Press Gallery will be widely utilized as a place to hold various types of Component 3 events, including the capacity building trainings. The Press Gallery will also serve as a place where the Club of Parliamentary Journalists can meet, interact, share lessons learned, and provide professional support and solidarity to one another. During Year Five, the KPSP will also continue production and dissemination of the Parliamentary Brief, with responsibility for the Parliamentary Brief ultimately being turned over to the Press Service.

- Component 4 – Parliamentary Management and Leadership will work to ensure that merit based hiring, evaluation, retention, and promotion for JK staff positions (put into place by the JK with major KPSP assistance during Year Three and Year Four) continue and are consolidated. Year Five will also continue trainings directed at enabling JK staff to better and more effectively do their jobs as well as developing internal and ongoing professional training and personnel management abilities of the JK. English lessons for MPs and JK staff will continue as will support to the JK Women’s Club. The electronic entry and exit system at the Parliament Building, which was installed toward the end of Year 4, will be carefully monitored to ensure that it is indeed easing access to the Parliament Building and increasing the punctuality and timeliness of JK staff and possibly MPs if their entry and exit is also decided to be affixed within the system.

The KPSP will also continue¹ its already effective role as a coordinator and facilitator creating synergies and linkages between the JK and other USAID- and USG-funded assistance programs and implementers. The KPSP will maintain close communication and cooperation with DFID funded and other international donor programs and implementers to improve overall results and avoid duplication of activities, thereby more effectively utilizing limited donor funds. In addition, the KPSP will continue to directly assist USAID and the US Embassy in securing access to the Parliament Building and setting key meetings with MPs and JK staff for visitors affiliated with USAID and the USG.

The KPSP will continue to maintain its non-political, non-partisan approach in its programmatic activities and attendant relations with JK factions. This approach has placed the KPSP in a good position to continue producing solid results and achieve Program deliverables while also engendering the uniform professional trust and good will of the Speaker and vice-speakers, faction leaders, committee chairs, and rank-and-file MPs.

The Year Five Work Plan is meant to serve as an overall guide and plan for KPSP programming. It is purposely written in a general manner that preserves the flexibility and adaptability of the KPSP to be responsive in a timely manner to ongoing JK requests, initiatives, and needs. It is this responsiveness and timeliness that sets the KPSP favorably apart from other international donor programs, as well as the fact that many of its programmatic activities in Year One through Year Four were initiated by the JK itself. JK partners, from the Speaker and vice-speakers to committee chairs and rank-and-file MPs, have unanimously and frequently voiced this positive evaluation and affirmation of the value of KPSP programming in significantly and substantially assisting the JK.

¹ The final three paragraphs of this Executive Summary largely also appeared in the Year Two, Year Three, and Year Four Work Plans. They lay out key and fundamental programmatic approaches implemented by the KPSP, which due to their overwhelming success will be maintained within the Year Five Work Plan.

Component 1 - Legislative Process and Procedure

A. Continued Improvement of Communication, Coordination, Procedures, Operations, and Planning in the Legislative and Administrative Regulations Drafting Processes

Through conducting forums and other activities, Component 1 during Year Five will continue its pioneering activities to improve (and now consolidate and sustain) communication, coordination, procedures, operations, and planning in the legislative and administrative regulations drafting processes between the JK and the Prime Minister's Office, the President's Office, and the Ministry of Justice. These state bodies within Kyrgyzstan constitute the main entities involved in legislative and administrative regulations drafting whereby sustaining already improved interactions between them will lead to more consistent and coherent legislation and the administrative regulations that put into effect legislation. As part of these activities, KPSP Component 1 staff will also continue its regular consultations and mentorship to JK Legal Department and Legal Analysis Division staff.

Another key element of these activities will be the Year Five STTA assignment of KPSP consultant Richard Johnson who will make recommendations for improving both the legislative drafting process and administrative regulation drafting and issuance process within the executive branch. Specifically, Mr. Johnson will prepare a final report tracing, describing, and providing written recommendations on improving the legislative drafting process and administrative regulations drafting and issuance process within the executive branch. The KPSP will then submit this report to USAID and (with USAID approval) make further submission (in Russian and/or Kyrgyz) to the JK, the Prime Minister's Office, the President's Office, and the Ministry of Justice for their review and attention. KPSP Component 1 staff will then work with, assist, and engage the JK and executive branch in attempting to seek adoption and thereby implementation of the recommendations.

B. Support of the Legislative Security and Transparency Working Group

With the aim of eliminating errors or mistakes in draft legislation and also improving the overall step-by-step legislative process, Component 1 during Year Three and Year Four has worked on promoting the idea of establishing and institutionalizing an inter-governmental Legislative Security and Transparency Working Group. The goal in creating this Working Group was to ensure concerted efforts by all parties involved in the legislative process to make it more transparent and open. The Working Group exists to supplement and strengthen KPSP activities (mentioned above) directed toward improving communication, coordination, procedures, operations, and planning in the legislative and administrative rules drafting processes between the JK and the Prime Minister's Office, the President's Office, and the Ministry of Justice.

Established on May 14, 2013 by a joint Resolution of the JK Committee on Human Rights, Constitutional Legislation, and State Structure and the JK Committee on Rules of Procedure and MP Ethics, the Working Group counts nine MPs among its members, joined by key staff

involved in the legislative process from the Prime Minister's Office, the President's Office, the Ministry of Justice, and civil society groups. The first meeting of the Working Group was conducted on June 28, 2013; it included a presentation of the Working Group's goals, objectives, and work format, and a presentation of the results of the Qualitative and Quantitative Analysis of Legislative Errors and Contradictions and their Causes, performed by experts contracted by the KPSP during Year Three.

Now that the Legislative Drafting Center has been established and the Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions has been completed (for more on both see below), Component 1 will again turn its attention to the activities of the Working Group, which will work on problems relating to the legislative process and make recommendations to MPs and the JK as a whole on how to streamline the legislative process, what amendments to make to existing legislation, how to guarantee the concurrence of laws and administrative regulations, and how to avoid Presidential vetoes based on technical errors in drafting legislation. Any possible issues relating to making maximally functional the Legislative Drafting Center and/or use of the Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions will also be taken up and resolved.

The KPSP will also directly work with, assist, and engage through meetings and other forums, the Working Group's members, particularly the Chairs of the JK Committee on Human Rights, Constitutional Legislation, and State Structure and the JK Committee on Rules of Procedure and MP Ethics and their Committees staffs to build momentum from the Joint Resolution mentioned above creating the Working Group in terms of now during Year Five institutionalizing the work and activities of the Working Group so that the members directly feel and see the advantages to the legislative process that Working Group meetings and activities bring. Members directly experiencing and understanding these advantages are the best and most likely way for the Working Group to be sustained by the JK after the conclusion of the KPSP.

C. Further Development of the Legislative Drafting Center

On a competitive basis during Year Four, the KPSP first established and then hired and trained staff for a Legislative Drafting Center at the Kyrgyz State Academy of Law, which has begun providing targeted trainings on essential legislative drafting skills. The goal, mission, objectives, beneficiaries and the main activity directions of the Legislative Drafting Center have also been developed. In addition, training modules and a comprehensive skills curriculum including the following types of analysis – legal, anti-corruption, regulatory impact, gender, human rights, and environmental were prepared which will be taught during Year Five by a roster of professional trainers. Year Five will also see finalization of fundraising, communications, and sustainability strategies, the execution of which will be key to the viability of the Legislative Drafting Center for the period after the conclusion of the KPSP. In this manner, the Legislative Drafting Center by the end of Year Five will have established itself as a critical part of the legislative drafting infrastructure within Kyrgyzstan and help to meet the technical training needs of legislative

drafters from the JK, the Prime Minister's Office, the President's Office, the Ministry of Justice, academia, legal practitioners, civil society, and business circles.

D. Expanding Use of the Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions

Component 1 completed work on the comprehensive Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions during Year Four. The Dictionary was developed for use in translating bills from Russian into Kyrgyz and in drafting legislation, conducting legal expertise, and performing other legislative work. Throughout the process of preparing the Dictionary, the KPSP supported and facilitated the work of the Dictionary Working Group created by the JK Committee on Education, Science, Culture, and Sports on November 20, 2012. The Working Group, which comprised representatives of different professions, institutions, and governmental agencies, used its expertise to draft the Dictionary over the course of 15 separate meetings overseen by KPSP Component 1 and other KPSP staff. In total, the Working Group considered and translated around 15,000 terms, words, and phrases into the Kyrgyz language. The KPSP then widely disseminated the Dictionary both in hard copy and CD Rom to the JK, the Prime Minister's Office, the President's Office, the Ministry of Justice, judicial branch, academia, civil society, and business circles. In addition, Component 1 staff numerous times appeared on and/or were interviewed by visual and print media sources introducing and discussing the merits and benefits of using the Dictionary.

The KPSP will actively continue these public promotion efforts during Year Five to further expand awareness and use of the Dictionary, which constitutes an innovative and major step forward in standardizing and making uniform legislative and legal terms in Kyrgyz. The KPSP will also utilize the Legislative Security and Transparency Working Group and Legislative Drafting Center to further promote use of the Dictionary. Acceptance and achieving wide spread use of the Dictionary will continue to be assisted by the positive legislative conclusions given during Year Four by the JK Committee on Education, Science, Culture, and Sports, the State Language Commission, the Prime Minister's Office, the President's Office, the State Academy of Sciences, and numerous other state bodies in terms of evaluating the contents of the Dictionary.

Component 2 - Committee Strengthening

A. Continue KPSP Activities Providing Assistance to Partner Committees

Component 2 has assisted in organizing a myriad of major parliamentary committee led public forums, policy seminars, and hearings both in Bishkek and in other regions of the country thereby increasing public participation and input into substantive policy decision-making. During Year Four, the KPSP in consultation with USAID selected two additional JK committees with which to work, bringing the total number of JK-KPSP partner committees to 10 (out of a total of 14 in the JK).

Specifically, the JK-KPSP partner committees are:

Committees with which the KPSP has been in partnership since Year One:

1. Committee on Budget and Finance;
2. Committee on Economic and Fiscal Policy.

Committees with which the KPSP has been in partnership since Year Two:

3. Committee on International Affairs;
4. Committee on Education, Science, Culture, and Sports.

Committees with which the KPSP has been in partnership since Year Three:

5. Committee on Rules of Procedure and MP Ethics;
6. Committee on Agrarian Policy, Water Resources, Ecology, and Regional Development;
7. Committee on Judicial and Legal Issues and Rule of Law;
8. Committee on Human Rights, Constitutional Legislation, and State Structure.

Committees with which the KPSP has been in partnership since Year Four:

9. Committee on Transportation, Communication, Architecture, and Construction;
10. Committee on Social Policy.

Committee strengthening assistance during Year Five will take numerous forms, including:

- KPSP Component 2 staff working to further enhance and sustain the in-house capacity of JK committee staff to handle and overcome event-related organizational details and challenges as well as to plan substantive agendas, including contacting and enlisting acknowledged experts from state bodies, academia, and civil society to provide expertise in a given field to increase the chances that JK committees will be able to organize and conduct public forums, policy seminars, and hearings in Bishkek and in the regions relating to good governance, economic development, social sector problems, rule of law, sustainable natural resource use, and environmental preservation after the conclusion of the KPSP during the (post parliamentary elections in October 2015) next sitting of the JK;
- Providing committee members with public policy analysis, expertise, and best practices for their consideration;
- Providing procedures and mechanisms that enhance the ability of committee members and staff to exercise their oversight powers over the content of administrative regulations issued by executive branch bodies;

- Organizing joint events that involve and feature the attendance of MPs from more than one JK committee rather than being limited to MPs from a single committee. Such events held during Year Two, Year Three, and Year Four have resulted in better inter-committee relationships, communications, and working procedures, particularly in substantive areas where there is jurisdictional overlap between various committees.

B. Creation and Maintenance of Strategic Plans for Committees

The KPSP approach to committee strengthening began during Year Four and to continue during Year Five will advocate that each partner committee develop a strategic plan, which will guide activities and events, especially committee hearings. While developing their strategic plan, committees will have the opportunity to identify a small number of policy areas that will be prioritized in the upcoming September 1, 2014 to June 30, 2015 JK Legislative Session and where research and analysis from outside experts or organizations would be most helpful in their deliberations and legislative activities. As KPSP Component 2 staff toward the end of Year Four assisted the JK Committee on Human Rights, Constitutional Legislation, and State Structure in developing its strategic plan for the upcoming JK Legislative Session, Component 2 staff will seek to also provide such assistance to the majority of the other nine JK-KPSP partner committees.

The strategic plans are also the basis for more substantive and frequent engagement by committees with communities outside of Bishkek on the policy issues of greatest importance to them. By promoting sustainable long-term relationships between the JK, these communities, and policy experts from NGOs or academia, this structure encourages longer-term, strategic thinking and more focus by the committees on the substance of policies.

C. Fully Operating a Joint Parliamentary Research Fund to Procure Outside Expert Research and Analysis on Public Policy Issues

Component 2 in Year Four began overseeing a Joint Parliamentary Research Fund through which committees, factions, and ad hoc groups of MPs can request KPSP assistance to procure outside expert research and analysis. During Year Three and Year Four, Component 2 worked with the JK and identified local Kyrgyz think tanks, academic institutions, civil society organizations, and individuals who have the capacity and interest to provide support to committees in the form of expert policy research and analysis. Together with its partners in the JK, Component 2 established criteria for these organizations and individuals to qualify as committee support providers (CSPs). A database of these CSP was prepared, including about 300 qualified organizations and individuals. The KPSP also developed a Research Fund Manual describing the procedures and practices for the work of the Joint Parliamentary Research Fund including its Coordination Council.

Component 2 during Year Five will work with the Coordination Council and JK Administration to implement a rigorous selection process of CSPs for research and analysis assignments. The

Joint Parliamentary Research Fund has initially been managed primarily by Component 2, but in the interests of sustainability and long-term capacity-building, the JK-based members of the Coordination Council (consists of the JK Speaker’s Senior Advisor and the Director of the JK in house established during the fall of 2013 Scientific Research Center) and the JK Administration will gradually take on a larger role in the management and administration of the Research Fund and its own relationship to the CSPs. By the end of Year Five, the JK will be almost solely responsible for the operation of the Research Fund with the Scientific Research Center poised to take over this function and responsibility. However, for as long as USAID and DFID are providing the funding for the Research Fund, KPSP will be ultimately responsible for the procurement and invoicing processes.

The availability of funds for outside support is also a significant incentive for committees to develop and implement their own strategic plans. The outside research and analysis will result in MPs being better informed about policy issues and the policy process, which in turn will encourage MPs to specialize in particular policy sectors and improve the quality of oversight activities, public hearings, and MP participation in public policy discussions and debates. Outside support and better-informed MPs will also improve the quality of oversight and lead to more evidence-based lawmaking. In this manner and context, the Research Fund will be fully operational, functional, and active during Year Five.

D. Encourage Committees to More Regularly and Substantively Engage Communities Outside Bishkek and Address their Concerns

Component 2 during Year Five will continue placing particular emphasis on partner committees conducting hearings in the regions (i.e. outside the capital city Bishkek). As part of these activities, KPSP partner committees will also continue to identify and engage key organizations and individuals in the regions which have expertise and wield influence on specific policy issues. The committees and their member MPs will simultaneously reach out to regional media outlets as well as use parliamentary radio to communicate with citizens living in geographically marginalized areas. JK-KPSP Partner committees will also be able to engage (through the Research Fund) CSPs for research and analysis related to regional concerns. Furthermore, the KPSP will fully include, cooperate with, and seek to co-fund with its long-term partners NDI and IRI as well as the OSCE Parliamentary Program and the Westminster Fund in assisting partner committees to organize and conduct hearings in the regions related to various important policy issues.

Component 3 – Communication and Information

A. Continued Capacity Building Trainings for and Assistance to Target Groups

In order to improve the quality of coverage of the JK by ensuring that information communicated to the Kyrgyz public through a variety of media sources is more factual and objective, Component 3 will continue during Year Five to conduct capacity building trainings for four

target groups (JK Press Service staff, Bishkek-based accredited parliamentary journalists, future journalists, and regional journalists). Particularly, previous efforts will continue from Year Three and Year Four to improve the understanding and knowledge that the target groups have of the legislative process in general and the JK Rules of Procedure specifically.

Component 3 will continue to partner with, assist, develop, and mentor the JK Press Service staff (this JK department consists of 14 persons) who through direct, concerted, and ongoing KPSP efforts and assistance have seen their individual and collective knowledge and capacity markedly improve as compared with the beginning of this sitting of the JK in 2010. JK Press Service staff are now at the forefront in continually updating and informing journalists and media sources about parliamentary events and forums, including those events taking place in the regions. In addition, JK Press Service staff are themselves actively covering JK and KPSP supported parliamentary events with the JK website being updated several times each work day with news of interest to the public on parliamentary events and activities. With KPSP assistance, JK Press Service staff have also developed their technical knowledge in terms of properly operating various types of communications and computer-based equipment thereby enhancing the visual and audio attractiveness of the work product put out by the JK Press Service. The KPSP during Year Five will seek and strive to sustain these improvements within the JK Press Service staff's work performance so that this institutional knowledge and capacity will be carried over to the (post parliamentary elections in October 2015) next sitting of the JK.

More than 100 Bishkek-based journalists representing print, audio, and visual media sources are accredited with the JK. These journalists form the backbone of coverage of and information on the JK that reaches the Kyrgyz public. In this context, the KPSP during Year Five will continue to conduct capacity building trainings for these journalists since the more such persons know about and in depth understand the role of the legislative branch in a parliamentary democracy the better and more substantive their daily work product.

The KPSP School of Parliamentary Journalism will again be organized as a joint project between the KPSP and the JK Press Service, which will continue to be focused on young, future journalists still in the final year of their university studies or just beginning their careers as journalists. These future journalists will have the opportunity to gain skills on preparing and analyzing political news, including the activities of MPs, factions, committees, and the JK as a whole. The curriculum of the School will again include: the concept of parliamentarism (structure, functions, and the decision-making processes); methods of collecting information and the work of the JK Press Service; aspects of analytical coverage of parliamentary activities; specifics related to the work of journalists in the JK; the legal basis for journalistic activity and professional ethics; production for TV and radio; the use of social media and new marketing and networking techniques; and political public relations in mass media. Supplemental meetings will be organized with MPs, representatives of political parties, influential journalists, and experts. Experienced parliamentary journalists will also participate in classes and share their own experiences. The services of the School will be provided to students without charge and the

sessions will be conducted in both Kyrgyz and Russian. Certificates of Achievement will be presented to active students at the end of the Year Five session.

If KPSP remaining funding allows during the spring of Year Five, the Program will repeat (as was done in the springs of Year Three and Year Four) organizing and holding a three-day capacity building training bringing journalists from every region of the country to Bishkek, thereby increasing their knowledge base about parliamentarism in general and the specific duties and activities of the JK and the respective roles played by its committees and factions.

B. Press Gallery and Club of Parliamentary Journalists

In the above activities, the KPSP will make regular use of the newly established (and equipped and outfitted by the KPSP) Press Gallery located within the Parliament Building. The Press Gallery will allow journalists to: meet with MPs, JK staff, and one another; use the internet; and store their equipment; thus, making the work of parliamentary journalists more productive and convenient, and by extension improving journalistic coverage of the JK and the level of awareness of the general population. The Press Gallery will also serve as a place where the Club of Parliamentary Journalists, which was established in Year Three, can meet, interact, share lessons learned, and provide professional support and solidarity to one another.

C. Parliamentary Brief

Component 3 will continue its work with the JK Press Service to regularly produce and disseminate the Parliamentary Brief covering the activities and initiatives of the JK. The Parliamentary Brief is a newsletter describing the latest political news in concise, clear, and non-partisan language. It is disseminated twice per week in Kyrgyz, Russian, and English. As of the end of Year Four more than 1,153 individuals were in regular receipt of the Parliamentary Brief, including embassy diplomats and staff, donor and implementer staff, journalists, academics, members of international organizations, and others who depend on the Parliamentary Brief for its concise, accurate updates. Non-Kyrgyz/non-Russian English speakers frequently comment to KPSP staff that they rely on the Parliamentary Brief as a key source of news on the JK about which English news sources are extremely limited. Thereby, the KPSP believes that the Parliamentary Brief with its informational, but non-partisan language positively contributes to the JK's standing among these non-Kyrgyz/non-Russian English speakers who due to the Parliamentary Brief are able to receive accurate, dispassionate information on legislative initiatives and JK activities and development.

During Year Five attention will be focused on making the Parliamentary Brief sustainable in the long term through shifting responsibility for its preparation from the KPSP to the JK Press Service, so that this initiative will continue after the conclusion of the KPSP. The KPSP will seek to find and locate a funding source among Parliamentary Brief recipients, which can sustain the English version for which the JK Press Service does not have the technical ability to prepare.

Component 4 – Parliamentary Management and Leadership

A. Merit Based JK Staff Hiring, Evaluation, Retention, and Promotion

Component 4 during Year Five will work to and daily engage with the JK to ensure that merit based hiring, evaluation, retention, and promotion for JK staff positions (put into place by the JK with major KPSP assistance during Year Three and Year Four) continue, are consolidated, and become irrevocable, regular core working practices of the JK. As part of these activities, KPSP previously developed computer based testing of applicants for JK staff positions and for evaluation/retention purposes of current non-tenured JK staff will be continued. Such practices have directly raised the quality of human capital working for the JK thereby correspondingly improving the individual and collective work product of JK staff when compared with the beginning of this sitting of the JK in 2010. The JK implementing and following such modern HR practices and procedures also bring with it a strong rule of law element since merit based hiring, evaluation, retention, and promotion were many years ago required by Kyrgyz civil service and employment law and successfully introduced into the executive branch but largely ignored by the JK prior to KPSP. The KPSP will do everything practical to ensure that the JK sustains these practices during the (post parliamentary elections in October 2015) next sitting of the JK including creating contacts and linkages between the JK Administration and civil society organizations with a professional interest that such good governance, rule of law-based, open, and transparent practices are continued.

B. Improvement of the Work Capacity of the JK Personnel Department

Component 4 during Year Five will continue its work with the JK Personnel Department through conducting capacity-building trainings for JK Personnel Department staff and the managers of other departments and divisions in the JK Administration, covering contemporary approaches to human resources management and how they can be applied in the civil service of Kyrgyzstan.

Attention will again also be focused towards the JK Administration's own ability to sustainably conduct internal trainings and make use of its experienced staff members in the training of other JK staff and in conducting evaluations of their work. Component 4 will also assist the JK Personnel Department in developing a long-term strategic plan for the education and training of staff, and in the actual implementation of that plan to raise the knowledge, skill levels, and overall qualifications of JK staff both new and tenured.

C. Improvement of English Language Skills of MPs and JK Staff

Component 4 during Year Five will continue English language lessons for MPs and JK staff being taught in small and medium-sized groups, formed according to their preexisting English language knowledge level and ability. Regular lessons led by KPSP contracted instructors will again teach English grammar and vocabulary, including specialized vocabulary relating to business and parliamentarism, encouraging the students to ask questions, exchange opinions, do

exercises, and play interactive games to develop active communication skills. These teaching practices will contribute to the students' active use of the language and practical application of grammar constructions, vocabulary, and pronunciation rules in daily and work life. The KPSP will again utilize testing to assess a broad range of skills and knowledge, including grammar, vocabulary, pronunciation, listening, reading, writing, and speaking. Thereafter, Certificates of Achievement will be awarded to students who successfully pass their final exams confirming their completion of one level and progress to the next level. The KPSP English language lessons were created with the goal of providing MPs and JK staff with a potent tool of expression and the ability to converse in English, with its ever growing importance in terms of international understanding as well as being the primary language in which Internet resources can be accessed.

D. Support to JK Women's Club

Gender equality and equal opportunity and related issues are an important part of Component 4 specifically and of KPSP programming in general. Consequently, the KPSP founded the JK Women's Club during Year Three, which is made up of more senior and tenured JK women staffers. During Year Four, the KPSP continued to actively support the institutional development of the Club, including a study tour to Sweden/Denmark to study how the Parliaments of those two Scandinavian countries integrate gender equality and equal opportunity into their HR and other practices and procedures. During Year Five, Component 4 will continue to provide support for policy seminars addressing gender issues in the JK as well as trainings to further develop the leadership and management skills of the more senior and tenured JK women staffers. The overall goal of the Club is the promotion, development, and implementation of a gender policy within the JK making the institution more gender neutral and inclusive.

E. Monitoring Electronic Entry and Exit System at the Parliament Building

The electronic entry and exit system at the Parliament Building was jointly funded by the KPSP and JK and installed toward the end of Year Four. The system will be carefully monitored by Component 4 during Year Five to ensure that the system is indeed easing access to the Parliament Building and increasing the punctuality and timeliness of JK staff, as well as possibly MPs if their entry and exit is also decided to be affixed within the system.

Major KPSP Programmatic Activity Deliverables Achieved in Year One through Year Four	Remaining KPSP Programmatic Activity Goals for Year Five
Component 1 - Legislative Process and Procedure	
Better Legislative Drafting Coordination between JK, Prime Minister's Office, President's Office and Ministry of Justice – Achieved	Make Sustainable and Continuing after KPSP
Create Legislative Security and Transparency Working Group – Achieved	Make Sustainable and Continuing after KPSP
Create Legislative Drafting Center at and with Local University – Achieved	Make Sustainable and Continuing after KPSP
Prepare Comprehensive Russian-Kyrgyz Dictionary of Legislative and Legal Terms and Other Words and Expressions – Achieved	Make Use Widespread among Legislative Drafters and Legislative Translators
Component 2 – Committee Strengthening	
Partner Committees Regularly Holding Hearings Including in Regions – Achieved	Make Sustainable and Continuing after KPSP
Partner Committees Preparing and Working Based on Annual Strategic Plans – Partially Achieved	Fully Achieve and Make Practice Continuing after KPSP
Create and Operate Joint Parliamentary Research Fund Providing Outside Research and Analysis to Partner Committees and Other MP/JK Entities – Partially Achieved	Fully Achieve and Make Practice Continuing after KPSP
Enhance and Strengthen Legislative Oversight over Executive Branch – Achieved	Make Sustainable and Continuing after KPSP
Component 3 – Communication and Information	
Enhance Individual and Collective Capacity of JK Press Service Staff – Achieved	More Fully Institutionalize Better Working Practices to Continue after KPSP
Improve Journalist's Knowledge of the Legislative Process and JK Rules of Procedure Resulting in Media JK Coverage More Factual and Objective – Partially Achieved	More Fully Achieve this Deliverable
Create and Equip Press Gallery within Parliament Building to Assist Journalists Including Supporting KPSP Established Club of Parliamentary Journalists – Achieved	Monitor so that Press Gallery is Properly Utilized
Create and Widely Disseminate Parliamentary Brief in Kyrgyz, Russian, and English – Achieved	Make Sustainable and Continuing after KPSP
Component 4 – Parliamentary Management and Leadership	
Introduce, Assist with, and Secure Merit Based JK Staff Hiring, Evaluation, Retention, and Promotion – Achieved	Fully Institutionalize so Continuing after KPSP
Improvement of English Language Skills of MPs	Continue this Activity during Year Five within

and JK Staff – Achieved	KPSP Approved Funding Level
Create and Support JK Women’s Club of Senior and Tenured Staffers to Work Toward JK Policy being More Gender Neutral and Inclusive – Achieved	More Fully Institutionalize so that More Gender Neutral and Inclusive Policy Continues after KPSP
Jointly with JK Design and Install Electronic Entry and Exit System at the Parliament Building to Improve Public Accessibility and Enhance JK Staff Punctuality – Partially Achieved	More Fully Achieve this Deliverable and Monitor so that Electronic Entry and Exit System is Widely and Properly Utilized