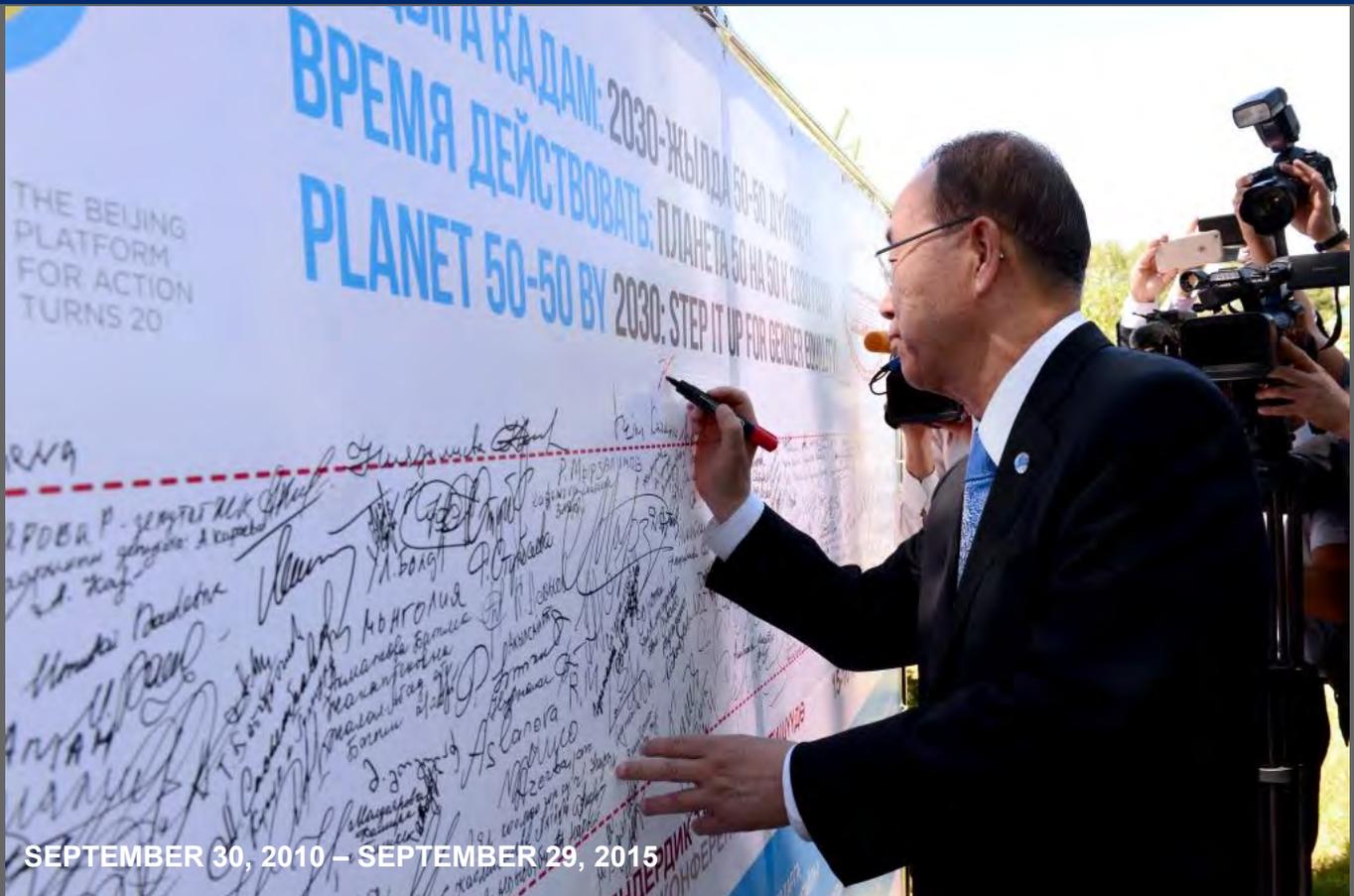




Department
for International
Development

KYRGYZSTAN PARLIAMENTARY STRENGTHENING PROGRAM (KPSP)

FINAL REPORT



SEPTEMBER 30, 2010 – SEPTEMBER 29, 2015

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KYRGYZSTAN PARLIAMENTARY STRENGTHENING PROGRAM (KPSP)

FINAL REPORT

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The Final Report is submitted to USAID KPSP COR Nazgul Akisheva, Project Management Specialist, Office of Democracy and Governance, USAID/Kyrgyz Republic.

Cover photo: UN Secretary-General Ban Ki-Moon signs the wall of support featuring the slogan, “Planet 50-50 by 2030: Step It Up For Gender Equality,” put at the international conference on the Role of the Parliament in Achieving Gender Equality in the Context of the 20-year Anniversary of the Beijing Declaration and Platform for Action (Beijing+20). The conference was held on May 15-16, 2015 in Bishkek with support from UNDP, UN WOMEN, UNICEF, the British Embassy, USAID and DFID through KPSP, OSCE, OSCE PA, NDI, and Dialog Avrasya. Mr. Ban Ki-Moon visited Kyrgyzstan in June 2015 as part of his larger Central Asian trip and took part in another KPSP-cosponsored conference on the Development of Parliamentary Democracy: Lessons and Prospects held on June 11, 2015 in Bishkek. Photo: JK Press Service.

The authors' views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development (USAID), the United Kingdom Department for International Development (DFID) or the Governments of the United States or the United Kingdom.

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PROGRAM OVERVIEW

The Kyrgyzstan Parliamentary Strengthening Program (KPSP) is a five-year technical assistance initiative supporting the Kyrgyz Republic's transition to a new parliamentary form of government. An assessment immediately following parliamentary elections in October 2010 led to the design of a full-fledged program funded by the United States Agency for International Development (USAID). After successful implementation during a two-and-a-half year period that had helped strengthen the Parliament of the Kyrgyz Republic (Jogorku Kenesh – JK), KPSP received additional funding through USAID via DFID and an expanded scope of work, which helped effectively respond to new parliamentary challenges and needs in 2013 – 2015. KPSP is implemented by Development Alternatives, Inc. (DAI). USAID awarded KPSP to DAI in September 2010 with the intention of seeing a rapid mobilization and start-up. The award was sole source based on DAI's experience and record of achievement in implementing parliamentary strengthening programs in numerous countries.

KPSP was aimed at the organizational and institutional development of the Kyrgyz Parliament. It's a non-political, non-partisan program that devoted equal attention to both the parliamentary majority and the parliamentary minority. KPSP provided assistance to two main groups of beneficiaries: Members of Parliament (MP) and parliamentary staff.

The KPSP implementation schedule consisted of a five-year timeframe divided into three phases:

- Phase 1 included a parliamentary needs assessment, the design of a parliamentary strengthening program consisting of a program design, work plan, budget, performance monitoring plan, branding and marketing plan, and key personnel description for Phase 2, the establishment of constructive working relations with numerous MPs including legislative committee chairs, the Jogorku Kenesh (non-elected) Administration, and permanent staff, and the implementation of limited activities during the six-month period from September 30, 2010 through March 31, 2011. KPSP began implementation of programmatic activities through trainings, public forums, and policy seminars relating to the areas of legislative process and procedure, committee strengthening, and human resources management. These areas of programming would ultimately become KPSP programmatic Components 1, 2, and 4 during Phase 2;
- Phase 2 running from April 1, 2011 through January 31, 2013, consisted of implementation of the above comprehensive parliamentary strengthening program. Implementation of KPSP Components 1, 2, and 4 gained momentum and were joined by an additional area of programming in the form of Component 3 – Communication and Information. The Program

focused on strengthening legislative, oversight and representative functions of the Parliament through improved legislative process; committee strengthening; enhanced information and communications; and improved institutional management and leadership; the latter included better day to day management of the Parliament through introduction of modern human resource management techniques and open and transparent competitive hiring in filling parliamentary staff position vacancies. On October 24, 2012, USAID officially informed DAI of plans to extend and expand KPSP in Phase 3 encompassing a Supplemental Statement of Work through September 29, 2015;

- Phase 3 began on February 1, 2013 and concludes on September 29, 2015. It included additional funding from DFID and an expanded scope of work, which allowed the Program to effectively respond to challenges and needs and significantly contribute to legislative and institutional capacity-building in the Parliament. The expanded scope of work included an increased number of partner parliamentary committees; expanded legislative drafting capacity building; strengthened cooperation with the Speaker's Office; support to women's leadership and professional development; and support to the Parliament through a joint JK-KPSP Research Fund to solicit outside research and analysis for law- and policy-making.

The Program began in 2010 in the wake of the ouster of the President, a constitutional referendum and parliamentary elections, which together resulted in and established a parliamentary centric system of governance. KPSP, however, began with limited cooperation from and even some suspicion on the part of the Kyrgyz Parliament as to the motivations of the US Government to fund a parliamentary assistance program. The effectiveness of individual components was further challenged by requests for activities or equipment outside the scope of work of KPSP. In this environment, the Program early on during key meetings set out and explained its programmatic goals and obtained buy-in from parliamentary leadership and individual MPs and staff. KPSP adopted three main principles in daily implementation of its activities. First, KPSP was strictly non-political and non-partisan in its programmatic activities and attendant relations with the JK, which advantageously positioned KPSP to produce solid results through achieving Program deliverables while also engendering the trust and good will of the Speaker and Deputy Speakers, committee chairs, rank and file MPs and the Jogorku Kenesh Administration. Second, KPSP programming was flexible, adaptable, and responsive to requests, initiatives, and needs of the Kyrgyz Parliament so long as they are within the scope of the Program's components. This responsiveness and timeliness set KPSP favorably apart from other international donor programs that frequently base their programming solely (or almost solely) on what they believe is best for the host country institution(s) they are assisting. USAID has often referred to KPSP as its flagship program in Kyrgyzstan and frequently emphasized that the Program was closely followed at high levels within USAID, the US Department of State, and the US National Security Council. Third, KPSP served as a coordinator and facilitator creating

synergies and linkages between the Parliament and other USAID-, USG-, DFID- and EU-funded assistance programs. In this manner, KPSP maintained close communications and cooperative relationships with other international donor programs to improve overall results and avoid duplication of activities, thereby better utilizing limited donor funds.

Programmatic Activities

KPSP consisted of the following four components:

Component 1: Legislative Process – Assistance in improving legislative process and procedure

- Increasing the capacity of the staff of the Administrations of the Parliament, the Government, the President and the Ministry of Justice that are involved in the legislative process focusing on legal analysis and drafting;
- Strengthening coordination and cooperation between persons and entities involved in the legislative process;
- Improving the quality of work in drafting legislative acts (i.e. bills, administrative regulations) through trainings and policy seminars.

Component 2: Committee Strengthening – Assistance in strengthening parliamentary committees

- Increasing the capacity of the staff of parliamentary committees in exercising oversight over executive branch bodies and actions;
- Conducting parliamentary hearings including field, round tables and policy seminars utilizing oversight mechanisms and procedures for analysis of draft laws and execution of adopted laws and administrative regulations;
- Enable parliamentary factions, MP groups, and partner committees to solicit and receive outside research and analysis.

Component 3: Information and Communications – Assistance in improving information flow on parliamentary activities between the Parliament, civil society and the public

- Assisting the Parliament's Press Service in providing objective coverage of the activities and work of the Parliament by preparing, issuing and disseminating informational materials;
- Conducting seminars and trainings for employees of the Press Service to increase their professional skills;
- Training accredited and aspiring parliamentary journalists to increase their professional understanding of the Parliament and enhance their capacity to cover political news in an information and objective manner.

Component 4: Parliamentary Management and Leadership – Assistance in improving human resource management

- Developing and introducing HRM strategies by training the staff of the Parliament's Department of Civil Service and Human Resources in professional skills and innovative HRM methods and techniques;
- Improving personnel management methods in the Jogorku Kenesh Administration in order to encourage transparent procedures for hiring and promoting employees, as well as attracting better qualified staffers to the civil service;
- Introducing a system of continuing education and assisting in the professional development of Jogorku Kenesh Administration staffers to equip them with expert knowledge and skills;
- Promoting women's leadership in parliamentary development.

Key Deliverables

During its five years of implementation, KPSP produced and achieved the following key deliverables:

- Assisted the Parliament to create for the first time in the history of the Kyrgyz Parliament, a legislative plenary session calendar providing which bills would be taken up on which dates;
- Founded the Training Center for Legislative Drafting, integrated within the Kyrgyz State Law Academy, for conducting training courses in legislative drafting and analysis for legislative drafters from the Parliament, the executive branch, the business sector and civil society;
- Supported the drafting and compilation of a Russian-Kyrgyz Dictionary of Legislative and Other Terms, the use of which has been made mandatory in certain state bodies to standardize the translation of draft laws and other official documents, in order to eliminate ambiguity and contradiction in the development and interpretation of law as a result of inaccurate translation;
- Supported KPSP parliamentary partner committees in holding different types of committee events to improve legislation and policy making by MPs including holding field events in each region and every major city in Kyrgyzstan;
- Established the KPSP-JK Joint Research Fund, providing MPs with access to outside research and analysis from experts and think tanks to support more evidence-based law- and policy-making practices and decisions;
- Organized the School of Parliamentary Journalism, providing young journalists and journalism students with intensive training in the use of new media forms, the principles of parliamentary governance and the professional demands of journalists covering the Parliament;
- Advised the Parliament to create and then equipped a Press Gallery for parliamentary journalists providing them with a dedicated work space where they could prepare their professional work product, have continual access to the Internet and store their equipment;

- Created the Parliamentary Women’s Staffer Club, a professional organization of highly-placed women within the Jogorku Kenesh Administration, which seeks the implementation of gender inclusive policies in the Parliament, organizes capacity-building events for women working in the Parliament, and advances the involvement of women in institutional decision-making;
- Assisted with the procurement and installation of an electronic entrance and exit system in the Parliament building equipped with time logs, turnstiles and monitoring system to streamline the bureaucratic process of issuing long-term and temporary access passes, contribute to better HRM practices, and provide a security function;
- Assisted in introducing modern Human Resources management practices within the Jogorku Kenesh Administration including open, transparent and competitive hiring, evaluation, retention, promotion, rotation and termination practices.

Other forms of KPSP assistance have included training for MPs and parliamentary staff on legislative drafting and other topics crucial for parliamentary development and capacity-building, and assistance to parliamentary committees which resulted in greater oversight performance, as well as better crafted legislation more effectively responding to policy issues and needs. Forms of assistance included trainings and presentations for MPs and staff, support for parliamentary hearings including field, policy seminars, round tables, strategic planning sessions, study tours and Research Fund implementation.

In direct cooperation with its beneficiaries and counterparts within the Kyrgyz Parliament, from September 30, 2010 through September 29, 2015, KPSP initiated and assisted in organizing and conducting 100 trainings and educational presentations; 59 public forums; 92 policy seminars and working groups; 20 open meetings and presentations; two video conferences; and eight study tours to the USA (twice), the UK, Mongolia, Malaysia, Germany/Hungary, Turkey, and Sweden/Denmark. Events covered topics relating to parliamentary development and capacity building, good governance, the environment, economic issues, and social problems. Events were attended in aggregate by 875 Members of Parliament, and overall by 13,625 persons, including over 5,680 women; most non-MP attendees have been parliamentary committee and department/division staff and MP consultants and assistants.

PARLIAMENTARY CONTEXT

Overall KPSP implementation including during Year Five took place in a relatively peaceful and stable political environment. There were no public protests or civil disorder which significantly affected the ongoing work and activities of the Kyrgyz Parliament.

The parliamentary-centric system adopted via constitutional referendum in June 2010, following the ouster of President Kurmanbek Bakiev in April of the same year, proved to be an effective political system based on pluralism, diversity and sharing of power. The five political parties, which met the nationally and regionally required thresholds to acquire seats in the Parliament, continued throughout the five years to consolidate democratic and parliamentary reforms. The representation of parties in the JK officially remained unchanged since national elections held in October 2010: Ata Jurt – 28 seats; the Social Democratic Party of Kyrgyzstan (SDPK) – 26 seats; Ar Namys – 25 seats; Respublika – 23 seats; and Ata Meken – 18 seats. Overall, 120 MPs served in the Jogorku Kenesh. All MPs were elected from party lists.

Small groups of MPs withdrew from their parliamentary factions in Year Four creating three MP groups in 2014 - “Yntymak (Harmony),” “Onuguu (Progress),” and “Reforma Uchun (For Reform).” The MPs in these groups mainly came from the Respublika and Ata Jurt factions. Other MPs left their factions expressing dissatisfaction and disagreement with their parties’ platforms, but did not join any of the other MP groups. However, on September 24, 2014, the Constitutional Chamber of the Supreme Court ruled non-factional MP groups to be unlawful. Hence, those MPs who had left their factions had to at least officially return to their factions and the activities of the MP groups were curtailed.

The ruling parliamentary coalition “Mamlekettuuluktu bekemdoo uchun (For Strengthening Statehood),” formed by three factions Ar Namys, Ata Meken, and SDPK on March 31, 2014 continued in power through the end of September 2015. The Chair of the coalition remained Felix Kulov, the leader of Ar Namys. The Ata Jurt and Respublika factions remained in the opposition. During Program implementation, four parliamentary majority coalitions fell with one or more of the faction(s) leaving the coalition because of either disagreements with the Prime Minister or dissatisfaction with the work of the executive branch. However, the transition to a new parliamentary majority coalition was in each case methodically carried out closely following the Kyrgyz Constitution and applicable laws. Such smooth and rule of law oriented transitions helped minimize negative effects on the work of the Parliament.

The first attempt to establish a ruling majority coalition made up of Ata Jurt, SDPK and Respublika was in December 2010. The leader of Ata Jurt became the JK Speaker with each faction including those in

opposition (Ar Namys and Ata Meken) receiving a Deputy Speaker post. The leader of SDPK became Prime Minister. The established in December 2010 majority coalition fell in December 2011 after Almazbek Atambaev won the presidential election and SDPK left the coalition. A new majority coalition, “Birimdik”, was established and composed of Ar Namys, Ata Meken, SDPK, and Respublika with Ata Jurt in opposition. The leader of Respublika became Prime Minister. The Deputy Speaker from SDPK became the JK Speaker with each faction receiving a Deputy Speaker post. The majority coalition “Birimdik” on August 22, 2012 also fell when Ata Meken and Ar Namys announced that they were leaving the coalition because of disagreements with then-Prime Minister Omurbek Babanov. The creation of a new coalition, “Yrys Aldy – Yntymak (Prosperity Through Harmony),” took only one week and was announced on September 3, 2012. The new majority coalition included Ar Namys, Ata Meken and SDPK with Respublika and Ata Jurt in opposition. The Head of the President’s Office, Jantoro Satybaldiev, became the newly appointed Prime Minister, whereas the JK Speaker, Asylbek Jeenbekov (SDPK), retained his post. The collapse of this coalition in March 2014 was induced by the withdrawal of Ata Meken, which stated its decision was based on the failure of Prime Minister Jantoro Satybaldiev’s Government to meet its objectives. A new coalition, “Mamlekettuuluktu bekemdoo uchun,” was formed by the same three factions on March 31, 2014. The JK Speaker retained his position. Deputy Prime Minister Joomart Otorbaev was nominated by Ata Meken to be the new Prime Minister. The Ata Jurt and Respublika factions remained in opposition.

In Year Five, after a year in office, Prime Minister Joomart Otorbaev resigned. He officially announced resignation from his position at the plenary session on April 23, 2015, following the report on the Government’s work in 2014. After expressing his gratitude to the MPs and the parliamentary majority coalition for their fruitful collaboration, he concluded by saying: “Quite a bit of work was completed, although there were many other things we were not able to finish. In the current situation it is necessary to ‘shake up’ the Government in the interests of improving its future work.” On April 24, President Almazbek Atambaev signed the resignation of the Prime Minister. Temir Sariiev, the Minister of Economy in the Otorbaev’s Cabinet, was then nominated by the majority coalition to be the new Prime Minister. He and the new Cabinet of Ministers were approved by a majority vote and entered office on May 2, 2015. The change in the Prime Minister and Government was smoothly carried out, and negative effects on the work of the Parliament were minimized.

During Years Four and Five, the number of legislative committees remained unchanged. The fourteen committees were:

- the Committee on Budget and Finance;
- the Committee on Legality, Rule of Law, and Prevention of Crime;
- the Committee on International Affairs;

- the Committee on Agrarian Policy, Water Resources, the Environment, and Regional Development;
- the Committee on Economic and Fiscal Policy;
- the Committee on Education, Science, Culture, and Sports;
- the Committee on Human Rights, Constitutional Legislation, and State Structure;
- the Committee on the Rules of Procedure and MP Ethics;
- the Committee on Judicial and Legal Issues and Legality;
- the Committee on Social Policy;
- the Committee on the Fuel and Energy Complex and Mineral Resources;
- the Committee on Transportation, Communications, Architecture, and Construction;
- the Committee on Defense and Security; and
- the Committee on Anticorruption.

The number of legislative committees changed twice during this convocation of Parliament. In January 2012, 16 legislative committees, formerly established in December 2010, were downsized to 13. This number of legislative committees remained unchanged in September 2012, when the committee structure was reconsidered. In 2014, the number of legislative committees increased from 13 to 14, adding the Committee on Anticorruption. The number of members from each faction in legislative committees includes no more than three members from a single faction. In accordance with Article 26 of Chapter 5 of the Rules of Procedure of the JK, effective from December 2, 2011, two key committees must be chaired by opposition parties: the Committee on Budget and Finance and the Committee on Legality, Rule of Law, and Prevention of Crime. Two out of the five Deputy Speakers also represent opposition factions. Both were women.

In Year Five, JK plenary sessions, in accordance with the JK Rules of Procedure, were held on Wednesdays and Thursdays. Committee meetings and other forums were held primarily on Mondays and Tuesdays. Fridays and weekends were utilized by the factions for outreach and engagement with the public. All factions were fully engaged and involved in the work of the JK. The MPs initiated and sponsored numerous legislative bills in the economic, social, and judicial sectors and continued consolidating democratic and parliamentary reforms.

The Kyrgyz Parliament celebrated its 75th anniversary in 2013.

Challenges

During its five years of its implementation, KPSP faced several major challenges and some impediments that had an impact on the effective work of the Program. Nevertheless, KPSP programmatic and administrative staff managed to successfully overcome these obstacles, which consisted of:

- Presidential elections on October 30, 2011, which brought President Almazbek Atambaev to office, influenced the work and activities of the Kyrgyz Parliament. The elections led to the dissolution of the JK ruling coalition, the resignation of the then-JK Speaker and the subsequent nomination and approval of a new Speaker, and the division of executive branch ministries, agencies, and services amongst the new majority coalition. In this situation, it was difficult for KPSP to hold big-scale events and trainings involving JK Administration staffers and MPs; the Program had to somewhat slow down its programming, postponing some of the events until November, 2011;
- The collapse of the ruling majority coalition at the end of August 2012, followed by lengthy deliberations over the JK committee structure and JK staff retention during the creation of the new majority coalition in August and September 2012 created uncertainty, which hindered the work of the Parliament. Components 2, 3 and 4 did not hold large events and trainings in September and October 2012. After a new JK committee structure was formed on October 17 and approved by the JK plenary session, it became clear that the partner committee chairs would retain their positions under the new JK majority coalition. This development allowed KPSP to resume its full-scale work with partner committees and target stakeholder audiences;
- JK Deputy Head of Administration Tajimamat Shabolotov's strong desire to acquire an electronic entrance and exit system for the JK Building made Component 4 functionally unable to conduct its usual capacity-building trainings for various types and groups of JK staff during the first quarter of Year Three. Mr. Shabolotov was in charge of overseeing human resource management and staff performance within the JK. Obtaining the system became a de facto requirement for continued KPSP assistance in this field. KPSP had to factor this issue into its plans for extending and expanding in Phase 3 through September 29, 2015. USAID approved the allocation of up to \$71,211 to assist the JK with acquisition of this electronic system. After obtaining the approval, Component 4 resumed its normal human resource management activities;
- On October 3, 2012, a demonstration organized by the Ata Jurt party demanding the nationalization of the Kumtor gold mine was followed by an attempt to storm the Parliament building. The attempt was suppressed and the demonstrators were dispersed. The three Ata Jurt MPs who led the demonstration faced criminal charges, were convicted under the Kyrgyz

Criminal Code for attempting to seize state power through the use of force, and were stripped of their MP status. On-going debates over the status of the Kumtor mine and the various demands to nationalize that enterprise and dissolve the Government presented a perceptible challenge in Year Three. KPSP refrained from holding large events or trainings in Issyk-Kul and was cautious when organizing events elsewhere outside of Bishkek, due to unpredictable protests in Issyk-Kul and other regions and popular demand for the Parliament to reconsider past agreements with the Canadian company operating the gold mine.

The main challenges, however, were faced by the Parliament. Likely connected with both of Kyrgyzstan's post-Soviet Presidents and their Governments brought down amid protests over corruption, abuse of power, and authoritarianism, the new MPs met deep cynicism about the adopted system of governance and state structure. Despite initial largely negative public attitudes and lack of overall understanding of the new parliamentary centric system, the Kyrgyz Parliament was able to meet these challenges and rather become a better managed, responsive and representative institution. KPSP significantly assisted the Parliament in its institutional development and transition to a more effective legislature with strong legislative, representative and oversight functions, established systems and procedures, and public support. Kyrgyzstan's transition to a more democratic and effective system of governance based on principles of separation of powers, checks and balances and inclusion of the opposition in the political life of the country will continue in the next convocation of the Parliament.

Additionally, during times of political change, KPSP benefited from its reputation as a politically neutral program promoting and producing capacity-building and institutional strengthening. This allowed the Program to continue to make progress in all of its activities throughout its five years. KPSP's positive role in assisting and strengthening the JK were evidenced by numerous and frequent requests from Jogorku Kenesh Administration departments and divisions, partner legislative committees, and parliamentary factions for inclusion in KPSP. The strong institutional support from the JK Speaker, Deputy Speakers, individual MPs, and the JK Administration reduced problems or issues that would otherwise arise. However, due to recognition of KPSP high quality work and proliferous desire for KPSP assistance, it was a continual challenge to prioritize and stay working within the realms of Components 1, 2, 3, and 4, especially given limited KPSP staffing resources. KPSP staff was intensively working during the five years overcoming deadlines, long work hours, and attendant stress, while successfully conducting in a multi-tasking manner programmatic events along with other initiatives and activities. KPSP continually offered the Kyrgyz Parliament maximally organized, flexible, and properly prioritized support.

In the fourth quarter of Year Five, the bilateral relationship between the Governments of the Kyrgyz Republic and the United States was challenged when Prime Minister Sariev signed a decree on July 21, 2015 to terminate the 1993 Bilateral Agreement effective on August 20, 2015. The unilateral abrogation

of the Bilateral Agreement was made while the Kyrgyz Parliament was in its summer recess. It is unclear yet what the termination of the Bilateral Agreement will mean for USAID and its implementing partners. USAID hopes to continue to move forward with programming, while the Kyrgyz Government to date shows no signs that it wants to close any USAID programs. The abrogation has not significantly affected KPSP implementation, which was already in closedown mode at the time of the abrogation.

SUMMARY OF PROGRAM ACTIVITIES HIGHLIGHTING YEAR FIVE

In Year Five, KPSP stayed true to its mission and continued providing the Parliament with high-quality support staying focused, well prioritizing, and aiming at long-lasting results and sustainability. KPSP received several letters of gratitude on behalf of the leadership of the Parliament for its regular support. The letters made note of a number of successfully completed projects between KPSP and the Parliament and expressed hope for future cooperation. In particular they cited KPSP's assistance in the development of the legislative process, the promotion of the state language, the organization and financing of committee and factional hearings, the acquisition and installation of the electronic entry and exit system for the Parliament building, and the organization of professional development trainings for parliamentary staff.

During the first quarter of Year Five (October 1 through December 31, 2014), 11 programmatic events were conducted with the participation of about 500 attendees (about 200 of whom were women), including 27 MPs (9 of these were female MPs). The activities included five public forums and six trainings, and various working meetings with counterparts and contracted experts and consultants.

*Training participants at the KPSP-initiated Legislative Drafting Training Center identify challenges and problems in the legislative process in the Kyrgyz Republic that require resolution, December 2014, KSLA, Bishkek.
Photo: KPSP.*



- Component 1 continued its efforts to standardize the legislative drafting process initiating an update of Legislative Drafting Guidelines for the Parliament and other bodies and persons

engaged in the development and execution of draft laws and regulations. The Component also conducted an assessment and developed a report with recommendations for improving and streamlining the legislative drafting and administrative regulations issuance processes within the executive branch. The Legislative Drafting Training Center (LDTC), hosted by the Kyrgyz State Law Academy (KSLA), conducted two training courses, each for about 25 participants;

- Component 2 conducted five public forums with four legislative committees addressing issues of economic and social importance in the electoral system, the Civil Service, veterinary, land use and development, as well as a public forum on the National Budget for 2015 and Forecasts for 2016-2017. The joint KPSP-JK Research Fund reviewed and approved a total of four requests for research from the JK Administration, two parliamentary committees and a faction;
- The main activity under Component 3 was the School of Parliamentary Journalism. The School offered three training sessions, covering information sources, analytical reporting, and the production of TV and radio pieces. The Parliamentary Brief on JK activities in Kyrgyz, Russian, and English (23 separate editions) was issued twice a week to 1,150 persons/entities in regular receipt. Attention was also paid to capacity-building activities with the JK Press Service. KPSP provided a short-term camera operator and film editor for the parliamentary TV station;
- Component 4 officially transferred the ownership of the electronic Access Monitoring and Control System (AMCS) to the Parliament for their use. The support to the Parliamentary Women's Club continued this quarter with a training on Development of Leadership Skills and Confidence for Club members. Component 4 also continued regular English language lessons and conversation clubs for JK MPs, senior JK Administration staff, experts and consultants. The JK Department on Civil Service and Human Resources received KPSP support in the form of a local HRM expert assisting staffing and organizational matters in the JK Administration. KPSP staff also monitored the annual qualifications evaluations of JK Administration staffers, MP consultants and assistants to ensure the proper and smooth administration of the KPSP-developed appraisal tests. In this quarter, Component 4 engaged also in the functional analysis of the Jogorku Kenesh and development of a concept for strengthening human resources management in the Parliament.

The second quarter of Year Five (January 1 through March 31, 2015) started with a short recess in the Parliament, after which MPs traveled around the country to engage with population in the regions. Regular work in the Parliament resumed on January 12. During the second quarter, KPSP helped implement numerous initiatives and assisted in the organization of 12 programmatic events. These included three public forums, two policy seminars, six trainings and a working group attended by about 600 persons overall (over 250 of these were women), including 57 MPs (15 of these were female MPs).

- Component 1 continued work on the Legislative Drafting Guidelines and conducted a two-day legislative coordination meeting with the Administration of the Parliament, the Ministry of Justice, and the Government and a national conference on furthering the use of the state language in legislative drafting. The LDTC finished its second and conducted the third training course for legislative drafters representing the main parties involved in the legislative process;
- Component 2 organized three committee-strengthening events including two public forums and a policy seminar on key economic and social issues. Topics addressed included the tax system of the Kyrgyz Republic; the results of the 2014 tourist season and preparations for the 2015 season; and the results of development projects implemented with international treaties ratified by the Jogorku Kenesh. The joint KPSP-JK Research Fund engaged in the implementation of five research projects;
- Component 3 completed the second round of the School of Parliamentary Journalism with two training sessions covering public relations and publicity in the first and social media in the second. 19 students successfully graduated. It also held a final master class on the Particulars of Work of Journalists in the Jogorku Kenesh for graduates from both rounds of the School. Among other assistance initiatives to the JK was the provision of expert support to Press Service staff by embedding a short-term camera operator and film editor for the parliamentary TV station. Twenty three separate issues of the Parliamentary Brief were issued.

*Participants of the second round of the School of Parliamentary Journalism receive their certificates of completion at the final training session, February 7, 2015, JK building.
Photo: KPSP.*



- Component 4 conducted regular English language lessons and conversation clubs for JK MPs and senior staff, experts, and consultants and held a three-day training on Stress Management

for members of the Parliamentary Women's Club. Support continued to the JK Department of Civil Service and Human Resources through an embedded HRM expert and KPSP technical assistance. Component 4 also selected a group of experts to do the functional analysis and develop a concept for strengthening human resources management in the Parliament.

The third quarter of Year Five (April 1 to June 30, 2015) was busy with programmatic events and produced numerous achievements. From April 1 through June 30, 2015, KPSP Components conducted 23 programmatic events attended by more than 1,200 persons (about 500 of these were women), including 75 MPs (30 of these were female MPs). The activities, including six public forums, nine policy seminars, three working groups, and five capacity-building and professional development trainings, were implemented in a smooth and efficient manner.

- Component 1 continued its work on improving and streamlining the legislative process through the development of a set of eight textbooks for a course of study on legislative process; the development of a Legislative Phrase Book in Kyrgyz for Russian-speaking MPs and civil servants; and the finalization of the Legislative Drafting Guidelines. The LDTC conducted the fourth training course for 21 legal and legislative experts. Component 1 also engaged in the assessment of the effectiveness of the KPSP-developed Russian-Kyrgyz Dictionary of Legislative and Other Terms;
- Component 2 was very active in organizing public forums and oversight visits followed by policy seminars in Bishkek and the regions including in Issyk-Kul, Batken, Talas, Osh, and Jalal-Abad. Nine committee-strengthening events, featuring the participation of MPs, officials, and the broad public, were held to discuss such important topics as economic development, foreign policy, international relations, prevention of and the fight against human trafficking, irrigation issues, free public access to Issyk-Kul Lakefront, road and bridge repair and construction, the state of affairs in education, science, culture, and sports, and the general population's level of access to the justice system in regions. In addition, Component 2 facilitated three international conferences on the Role of the Parliament in Achieving Gender Equality in the Context of the 20-year Anniversary of the Beijing Declaration and Platform for Action (Beijing+20); Migration in Central Asia held with the Parliamentary Assembly of the Council of Europe (PACE); and the Development of Parliamentary Democracy: Lessons and Prospects with the participation of President Atambaev and UN Secretary-General Ban Ki-Moon. The joint KPSP-JK Research Fund engaged in the implementation of four new and completed previously competitively tendered research projects;

Former president Roza Otunbaeva addresses participants of the conference on Achieving Gender Equality, May 15-16, 2015, Ala-Archa Residence in Bishkek. Photo: JK Press Service.



- Component 3 focused on the upcoming parliamentary elections in October 2015 and conducted three training sessions for regional journalists, graduates of the School of Parliamentary Journalism, and accredited parliamentary journalists aimed at preparing them for coverage of parliamentary election campaigns and election results. Twenty four separate issues of the Parliamentary Brief were drafted and disseminated in Kyrgyz, Russian, and English. Support to the JK Press Service continued through embedded short-term expert camera operator and film editor for the parliamentary TV station and web editor to help the contents of Press Service's press releases and the official website of the Parliament;
- Component 4 continued rendering technical support to the Parliamentary Women's Club with a three-day training for interested members of the Club on the Image of the Politician. The HRM expert embedded within the Department of Civil Service and Human Resources continued his work on staffing and organizational matters. English language lessons and conversation clubs continued in the regular manner through to June, when they were finalized; successful students received certificates attesting to their levels of knowledge. The work on the functional analysis and development of a concept for strengthening human resources management in the Parliament continued. Component 4 also hired a short-term expert to create a concept for the institutional development of the office of the JK Speaker.

During the third quarter, KPSP also prepared the KPSP Performance Monitoring Plan (PMP) and DFID Logarithm Framework (Logframe) Report. KPSP STTA Kate Alexander worked from March 23 to April 7 to update the figures and percentage targets in the PMP for the period of February 1, 2014 through March 31, 2015. The final version of the updated PMP and Logframe Report was submitted to USAID and DFID on April 17, 2015. It concluded that KPSP had exceeded its target PMP and Logframe indicators.

In the fourth quarter of Year Five (July 1 to September 29, 2015), KPSP was approaching its close-down. The Kyrgyz Parliament was in summer recess from July 1 through August 31. During the recess, activities were slowed down with the last final programmatic activities being finished up, particularly involving the KPSP-JK Research Fund, and KPSP mainly worked on administrative, logistical and financial close-out procedures. From July 1 till September 29, 2015, KPSP conducted six programmatic events attended by about 340 persons (out of whom more than 150 were women), including eight MPs (two of these were female MPs).

- Component 1 presented the set of eight textbooks developed for a course of study on legislative process consisted of three key modules: the Basics of Legislative Process; Legislative Techniques; and Six Types of Analysis. The final report with assessment and recommendations for improving and streamlining both the legislative drafting and administrative regulations issuance processes within the executive branch was printed in the amount of 500 copies and distributed among key stakeholders. The Legislative Drafting Training Center held a presentation of its activities implemented since its establishment in May 2014 as well as its sustainability and development plans after KPSP closedown on September 29;
- Component 2 supported a public forum on pre-school and high education issues attended by educational workers from all regions of Kyrgyzstan. The joint KPSP-JK Research Fund conducted five focus groups to discuss a package of bills amending investment legislation of the Kyrgyz Republic. The set of laws was later presented at a round table as part of a KPSP-JK Research Fund project performed by consulting company Investment Round Table;
- Under Component 3 two issues of the KPSP Parliamentary Brief were drafted and disseminated among 1,150 persons/entities in regular receipt. Component 3 finalized the KPSP Parliamentary Brief issuance and distribution in July 2015;
- Component 4 continued rendering technical support to the Kyrgyz Parliament's Administration in the finalization of the functional analysis of the Jogorku Kenesh and development of a concept for strengthening human resources management in the Parliament. A two-day working meeting was organized outside of Bishkek to finalize the draft functional analysis and the JK staff capacity-building concept.

On July 9, KPSP also held a closedown conference, attended by MPs, parliamentary staff, governmental officials, and donors, to outline program deliverables and describe its main achievements over the last five years of cooperation with the Jogorku Kenesh.

*Deputy Speaker Asiya Sasykbaeva praised the professional approach of KPSP staff and thanked the Program for providing support at a critical time when the Parliament had to bring many laws into accord with the country's new 2010 Constitution, July 9, 2015, Jannat Hotel.
Photo: KPSP.*



Welcoming remarks were delivered by Deputy Speaker of the Parliament Asiya Sasykbaeva, Deputy Director of the USAID Mission in the Kyrgyz Republic Nathan Park, and Charge D’Affairs of the British Embassy Richard Dewell. Radbek Eshmambetov, the Head of the JK Administration, spoke about the achievements resulting from the cooperation between the Jogorku Kenesh with KPSP. The discussion focused on lessons learned over the course of the Program and the identification of challenges to be addressed and priorities to be made by any future program of support to the Jogorku Kenesh. KPSP partners and beneficiaries expressed their gratitude to KPSP for its continual and sustainable assistance in legislative and institutional parliamentary capacity-building and strengthening.

Individual write-ups covering topics discussed, participants, and results of events held during Year Five were prepared and submitted to USAID and DFID. Information on each event was also contained in the corresponding KPSP Weekly Updates and Quarterly Progress Reports.

Component 1 – Legislative Process

KPSP Component 1 strived to improve the legislative process through building the capacity of persons involved in it and by strengthening coordination between key parties, including staffers of the JK Legal and Analysis Departments, experts working in standing committees, MP assistants and consultants, and staffers of the Prime Minister’s Legal Department, the President’s Legal Department, and the Ministry of Justice. Ensuring this coordination and concerted efforts by all parties involved in the legislative process as well as the transparency of the process will ultimately make the legislative work itself stronger.

During Year Five, Component 1 held activities attended in aggregate by more than 420 participants, including 28 MPs (out of these eight were female MPs) and representatives from the JK Administration, the Prime Minister’s Administration, the President’s Administration, and the Ministry of Justice. 206 participants were men and 217 were women. The events were the following:

- Four legislative training courses at the Legislative Drafting Training Center, each for about 25 participants representing the JK Administration, the President’s Administration, the Government’s Administration, and the Ministry of Justice, as well as civil society and the business community;
- a training session for legislative drafters participating in the LDTC training course on the role of civil society organizations in political decision-making processes, including the drafting of legislation, conducted by an expert from the International Center for Not-for-Profit Law (ICNL);
- a two-day legislative coordination meeting focusing on the coordination of legislative activities between the Administrations of the Parliament, the Government and the President;
- a presentation of eight new textbooks covering different aspects of the legislative process for representatives of the Kyrgyz National University, the Diplomatic Academy, the Kyrgyz-Russian Slavic University, the Ministry of the Interior Academy, and the Kyrgyz State Law Academy. The books were developed by KPSP to accompany a course of study consisting of three modules: the Basics of Legislative Process; Legislative Techniques; and Six Types of Analysis. The course is recommended for inclusion in the curriculum at local law schools, either as a mandatory or elective program;
- three working group meetings to consolidate and finalize draft Legislative Drafting Guidelines with the participation of experts from the Ministry of Justice, the Prime Minister’s Administration, the President’s Administration, and the JK Legal Department, Legal Analysis Department,

Codification and Systematization Department, Linguistic Department, Department on Issuing and Processing of Draft Laws, and Committee Department on the Rules of Procedure and MP Ethics;

- a working meeting of the Legislative Transparency and Security Working Group to consider the updated Legislative Drafting Guidelines for the Parliament and other bodies and persons engaged in the development and execution of draft laws and regulations.

In total, during five years of the most engaging and creative work, 60 separate capacity-building and other events were organized and held under Component 1. These events consisted of numerous trainings and presentations on legislative process, procedure, and drafting; legislative analysis; and committee legislative oversight process; policy seminars on linguistic issues in legislative drafting and standardization of legal terminology used in the legislative drafting process; multiple legislative coordination meetings aimed at improving coordination of the legislative drafting process between the Administrations of the Parliament, the Government and the President; two Study Tours to the US for MPs and senior legislative drafters from the JK, the Government's Administration, and the President's Administration to study legislative drafting process from A to Z at the Iowa General Assembly in Des Moines, Iowa; numerous working group meetings on standardization of terminology in Kyrgyz when translating legislative proposals originally drafted in Russian and the preparation of a comprehensive dictionary of legislative and other terms in Russian and Kyrgyz; working meetings of the Legislative Transparency and Security Working Group; and consultations and briefings to USAID, US Department of State, and US Embassy in Kyrgyzstan senior officials on political and legal issues relating to the Parliament. Participants at these events were the JK, the Prime Minister's Administration, the President's Administration, the Ministry of Justice's senior and junior staff, and MPs.

Legislative Drafting Training Center

One of KPSP's major accomplishments in Year Five was the Legislative Drafting Training Center (LDTC), hosted by the Kyrgyz State Law Academy (KSLA). The LDTC was established to provide professional training in legislative drafting and analysis for legal and legislative staff working in the bodies and institutions involved in legislative drafting and equip them with the special skills and knowledge that they need to develop higher-quality bills. The LDTC official opening ceremony was held on May 20, 2014 at the KSLA. KPSP partners and beneficiaries in attendance pledged their support for the LDTC and underlined its significance in perfecting the comprehensive legislation that would guarantee a high standard of living for the people, a robust business climate, and sustainable development of the country itself. JK Deputy Speaker Asiya Sasykbaeva noted that "professional training in the drafting of legislation is necessary, as improvement of the quality of legislative activity is a major requirement of our time

considering the ongoing constitutional reforms in our country. The creation of the Legislative Drafting Training Center brings us one step further in strengthening our legal framework.”

In Year Five, the LDTC was fully functional offering four intensive training courses. Certificates of attendance were awarded to 101 trainees who successfully completed the training course, including staffers of the Administrations of the Parliament, the President, and the Government, and the Ministry of Justice, as well as representatives of civil society and the business community involved in advocacy.

Participants of the LDTC training course at the Kyrgyz State Law Academy in Bishkek practice the six required types of analysis of bills, May 2015, KSLA, Bishkek. Photo: KPSP.



Each training course lasted four weeks and covered all theoretical and practical aspects of legislative drafting. The LDTC developed a training curriculum covering lawmaking, legislative drafting techniques, and the six types of analysis mandatory under Kyrgyz law (regulatory impact analysis, legal, human rights, anticorruption, gender, and environmental). Participants explored the most common problems in legislative drafting and analysis and learned to develop solutions, evaluate alternatives, and estimate impact. The training directed particular focus to regulatory impact analysis (RIA) as a tool for increasing the efficiency of public administration; participants learnt standard international practices for conducting RIA. The trainers, selected through an open and rigorous competition, made use of interactive teaching methods to engage participants including brainstorming, case studies analysis, panel discussions, and small group exercises. After each course, the participants filled out questionnaires evaluating the effectiveness and relevance of the training course. Their responses helped refine the curriculum for the next course. Students in particular noted how networking with their fellow trainees had improved coordination and helped newer drafters learn from their more experienced colleagues.

KPSP also conducted a survey of 38 LDTC alumni from the Jogorku Kenesh and learned that respondents had used their new legislative drafting skills and tools to draft and analyze a total of 156 bills

covering a variety of issues of economic, political and social value. One of the LDTCC course alumna responded that she analyzes all submitted draft laws using different legislative drafting and analysis techniques. For instance, she conducted anti-corruption analysis of the Draft Law on the State Border using analysis tools and instruments obtained in the LDTCC training course; the Draft Law went through all three readings and was approved by the Parliament.

On July 28, the Legislative Drafting Training Center held a closing conference. The conference included a presentation of LDTCC activities implemented since it was established in May 2014 and its sustainability and development plans. The main goal of the conference was to ensure the effectiveness and sustainability of the LDTCC after KPSP closedown on September 29. LDTCC training course alumni and partners from state bodies, the Parliament, international organizations, local NGOs, and universities discussed the main areas of future activities, promotion of the LDTCC communications strategy, fundraising, coordination and promotion with key government and non-government institutions and international organizations, and creation of opportunities for cooperation. KSLA Rector Kanat Kerezbekov thanked KPSP for its support and assured that the KSLA will ensure the sustainability of the LDTCC and will implement different activities in the future aimed at the development of the legislative process and improvement of the quality of laws.

Kanat Kerezbekov, the Rector of the Kyrgyz State Law Academy, noted that he strongly believes the knowledge and skills received by the LDTCC training course participants will help them in developing effective evidence-based legislation, which takes into account the interests of civil society, July 28, 2015, KSLA. Photo: KPSP.



The launch of the LDTCC was the culmination of a year of preparatory work, including the finalization of the budget, the selection of the KSLA to host and house the LDTCC after an open competition, a survey of beneficiaries' needs and expectations, and the development of curriculum, teaching materials, and training methodologies. As COP Halstead pointed out at the closing conference, today, the LDTCC is a well-established and well-equipped training center with all chances for long lasting existence and to significantly assist with important work in the area of legislative drafting.

Legislative Drafting Guidelines

On June 28 the Parliament adopted a resolution on approval of the updated Legislative Drafting Guidelines which were drafted at the initiative and with technical support of KPSP. This support included the work of two short-term experts who drafted the Guidelines and respective amendments to the Laws On the Rules of Procedure of the Jogorku Kenesh and On Normative Legal Acts, the organization of three working meetings with experts from JK departments, and a two-day field meeting with representatives from the JK, the Administration of the President, the Administration of the Government, and the Ministry of Justice. The draft Guidelines were also discussed at a meeting of the Legislative Transparency and Security Working Group¹ on May 25 at which the Working Group adopted a resolution to recommend the draft Guidelines to the Parliament for approval. The Legislative Drafting Guidelines are now mandatory for use by all bodies and persons engaged in the development and execution of draft laws and regulations in the Kyrgyz Republic, ensuring that the laws are correctly interpreted and effectively implemented.

KPSP engaged in the development of Legislative Drafting Guidelines as part of its ongoing efforts to improve the quality of legislative drafting by reducing contradictions and errors in draft laws and to bring them into conformity with enacted legislation and the JK Legislative Process Development Strategy. The Guidelines were developed under the auspices of the JK Committee on the Rules of Procedure and MP Ethics following the recommendations of the KPSP Research Report on Qualitative and Quantitative Analysis of Legislative Errors and Their Causes published in June 2013. This initiative also fell under the USAID-approved Work Plan and was one of the six main deliverables defined for the Legislative Process Component on the DFID Logarithm Framework.

Promotion of State Language in Legislative Drafting

In Year Five, KPSP was involved in three activities furthering the use of the Kyrgyz language (which is defined by the Constitution as the state language) in the legislative process. A conference aimed to review the role of the Kyrgyz language in the legislative process and in official documentation and to consider means of resolving currently disputed issues regarding its use was held in the Jogorku Kenesh

¹ The Legislative Transparency and Security Working Group was established in June 2013 by a joint Resolution of the JK Committee on the Rules of Procedure and MP Ethics and the Committee on Human Rights, Constitutional Legislation, and State Structure to ensure coordinated efforts by all parties involved in the legislative process and make the legislative process more transparent and open.

on March 11-12. The high-profile event featuring the participation of JK Speaker Asylbek Jeenbekov and 28 MPs as well as high-ranking representatives of the President's Administration, the Government, the National Commission on the State Language, academia and civil society was held at the initiative of the Jogorku Kenesh and the Aitmatov Language and Literature Institute under the National Academy of Sciences. Discussion addressed practical issues related to translation and the development of necessary Kyrgyz-language materials, as well as the use of the state language in general. The conference closed with the adoption of a resolution by the JK Committee on Education, Science, Culture, and Sports to promote use of the Kyrgyz language in the drafting of normative-legal acts and to develop and distribute resources to standardize spelling and terminology in Kyrgyz, including an orthographic dictionary and an expanded legislative dictionary.

*Chair of the JK Committee on Education, Science, Culture, and Sports Kanybek Osmonaliev demonstrates the Russian-Kyrgyz Dictionary of Legislative and Other Terms developed with KPSP support at the KPSP-sponsored National Conference on Use of the Kyrgyz Language in Legislative Drafting, March 10, 2015, JK building.
Photo: KPSP.*



On April 1, the Jogorku Kenesh adopted a resolution which affirmed the earlier Committee resolution to promote the use of Kyrgyz in official documents and proceedings and further called for linguistic experts to be involved in the drafting process, for the National Commission on the State Language and the National Academy of Sciences to revise the current rules and address potential discrepancies, gaps, and ambiguities that could arise from use of Kyrgyz, and for the Government to determine the list of civil servants whose positions should require a certain level of fluency in Kyrgyz. This latter point complies with Article 9 of the Law on the State Language. The JK Resolution prompted a KPSP initiative to develop a Legislative Phrase Book in Kyrgyz for Russian-speaking MPs to effectively execute their representative, legislative and oversight duties. The initiative was endorsed by the JK Administration and the National Commission of the State Language. The Phrase Book covering basic legislative terms and expressions is also being distributed among government officials and civil servants to help perform their duties in Kyrgyz, as required by law. The Phrase Book will help MPs and civil servants with limited

Kyrgyz language abilities to speak in Kyrgyz during plenary, faction and committee meetings in the Parliament and working proceedings in the executive and judicial branches, and law enforcement.

In addition, in Year Five, KPSP continued the distribution of the print and CD copies of the Russian-Kyrgyz Dictionary of Legislative and Other Terms. The Dictionary, which contains 14,000 words and expressions, standardizes spelling and terminology in Kyrgyz. It was recommended for use in the legislative process in the Parliament, the Government, as well as in law enforcement and the judicial branch, to assist in their functions and to facilitate the production of more clearly and definitively drafted legislation. The target group of dictionary recipients included major rulemaking bodies, local self-government bodies, the media, and educational institutions involved in the training of legal and legislative experts and civil and municipal servants.

In total, KPSP printed 5,800 copies of the Dictionary and produced 2,000 CDs containing the specially-developed software version of the Dictionary. The software includes a user-friendly search engine to find necessary terms, word combinations, and translations and each CD can be used to install the program on an unlimited number of computers. The Dictionary is also available in .pdf format on the website www.tili.kg, and the electronic version was posted by the Ministry of Justice on its official website <http://minjust.gov.kg>. In addition, Component 1 staff promoted the Dictionary initiative on the national Kyrgyz TV channel KTR, which broadcast all over the Kyrgyz Republic.

The Dictionary became one of the main deliverables of Component 1 in Phase 3. Its publication was an important culmination in the three-year initiative to develop and institute unified and standardized legislative terminology in the Russian and Kyrgyz languages to be used when drafting legislation, conducting legal analysis, and performing other legislative work. The Dictionary was prepared in close cooperation with the JK Administration, Legal Department, Legal Analysis Department, and Committee on Education, Science, Culture, and Sports. A Working Group was formed by a Resolution of the Committee on November 20, 2012. The Working Group, consisting of a total of 35 experts, considered and translated every word and phrase to make sure that there were no confusing ambiguities or misleading connotations. KPSP received all necessary approvals from USAID, DFID, and the Kyrgyz Parliament to publish and distribute the Dictionary. The National Academy of Sciences, the National Commission on State Language, and the Committee on Education, Science, Culture and Sports recommended it for wider use. The development of the Russian-Kyrgyz Dictionary of Legislative and Other Terms was also one of the six recommendations set in the DFID Logframe. It was also one of the recommendations of the 2011 assessment report for the improvement the legislative process prepared by international expert Anna Thorp. The official presentation of the Dictionary was held on April 25, 2014.

KPSP hired an expert to assess the effectiveness of the Dictionary. The assessment aimed to review the use of the Dictionary and its effectiveness in legislative drafting, analysis, law enforcement, translation, training, and proceedings. It considered practical issues related to drafting documents in Kyrgyz or translating documents originally drafted in Russian into Kyrgyz and looked into prospects for the development of an expanded legislative dictionary. The printed and electronic versions of the Dictionary were examined and a comparative analysis of the Dictionary with similar dictionaries in Russian, English and other languages was conducted. The expert also interviewed users of the Dictionary for feedback. The assessment report included the evaluation, the description of achievements and lessons learned, and recommendations for future developers of legislative dictionaries. The expert concluded that the Dictionary does create conditions for drafting legal acts in Kyrgyz and facilitates wider use of Kyrgyz in official documents and proceedings and law enforcement: 87.5% of respondents reported that they use the Dictionary in the implementation of their daily professional tasks. The expert recommended printing a new edition of the Dictionary, improving the electronic version of the Dictionary, and continuing promoting the Dictionary among civil servants.

Assessment of Legislative Process in the Executive Branch

In Year Five, KPSP also engaged international legislative expert Richard Johnson² to perform an assessment and analysis of the legislative process in the executive branch and develop a set of recommendations for improving and streamlining both the legislative drafting and administrative regulations issuance processes within it. Mr. Johnson visited Kyrgyzstan from September 30 to October 12, 2014 to get a comprehensive picture of the situation and draft an informed list of recommendations. Mr. Johnson gained valuable insights on the legislative process in the executive branch through the meetings with key stakeholders. He learned about the specifics of their work, including the specifics of development and analysis of draft laws and administrative regulations, the practices of codification and systematization, and the challenges faced.

The final report, “Legislative Drafting Process and Administrative Regulations Drafting and Issuance Processes in the Kyrgyz Republic Executive Branch,” describing Mr. Johnson’s assessments and providing the comprehensive list of recommendations, was translated into Russian and printed in 500 copies for dissemination among all parties involved in legislative drafting in the executive branch (the Prime Minister’s Administration, the President’s Administration, and the Ministry of Justice), so they can familiarize themselves with the recommendations and set priorities for improvement, as well as among

² Richard Johnson serves as the Director of the Legal Division of the Iowa Legislative Services Agency, assisting the Iowa General Assembly in all aspects of bill drafting, fiscal analysis, committee work, and parliamentary management.

the Jogorku Kenesh, civil society, and the donor community. The elaborated recommendations cover draft law preparation and analysis, administrative regulations drafting and issuance processes, and training. The recommendations were also promoted through the Legislative Drafting Transparency Working Group and other initiatives in which KPSP is involved.

Mr. Johnson earlier visited Kyrgyzstan in September – October 2012 to give presentations to JK, Prime Minister’s Administration, President’s Administration, and Ministry of Justice legal staffers and JK committees on the inter-relationship between adopted laws and the conceptualizing, drafting, proposing, adopting, implementing, and repealing or nullifying of administrative regulations. He also provided numerous consultations to individual MPs. The focus of Mr. Johnson’s visit was parliamentary oversight over the process of drafting, proposing, and adopting administrative regulations in the ministries; parliamentary oversight over the legal authority, fiscal impact, and political acceptability of administrative regulations; aspects of U.S. law. As a result of his visit, Mr. Johnson prepared a manual, “Oversight of the Administrative Regulations Process – Principles and Practices from the Western Experience for Use by the Jogorku Kenesh,” which was translated and distributed among the target audience.

*KPSP STTA Richard Johnson gives a presentation on administrative regulations to staffers from the JK Legal Department, Legal Analysis Department, and the Legal Department for the Kyrgyz President’s Administration, October 3, 2012, JK building.
Photo: KPSP.*



Legislative Coordination

In April 2011, KPSP conducted an Assessment of the Legislative Drafting Process in Kyrgyzstan. The assessment report covered shortcomings of the legislative process in Kyrgyzstan and offered suggestions for improvement. The executive branch submits 60-70% of the draft laws reviewed in the Parliament, while the President’s Administration reviews all of the Parliament’s enacted bills and concurs with subsequent approval signatures or vetoes these bills. While this is a normal practice in parliamentary systems in which the executive branch is largely an extension of the legislative branch, the JK

nevertheless under any criteria needed to improve and upgrade its in house legal drafting and analysis capacity. Doing so would better enable the Parliament to assert its constitutional prerogative as the main body for producing and developing legislation to address economic, social, and other important issues in the country. The report also recommended improving coordination between the JK and the executive branch in terms of legislative drafting.

KPSP decided to address these issues and include and engage all stakeholders involved in the legislative process to improve their ability to draft legislation and conduct analysis of legislation being drafted and also improve coordination of the legislative drafting process between the Parliament and other law-making units, such as the Prime Minister's Administration, the President's Administration, and the Ministry of Justice, as well as improving the quality of rules and regulations regulating ministries and state agencies.

As part of its legislative coordination efforts, KPSP helped organize a coordination meeting on February 28 and March 1 featuring participation by representatives of the Jogorku Kenesh, the Ministry of Justice, and the Government who made presentations of their legislative work plans for 2015 and on the activities they had undertaken on the cataloging and codification of existing laws to prevent contradiction and duplication and to ensure their constitutionality. The discussion resulted in a set of recommendations: to develop a unified approach to the planning of legislative activities with unified regulations; to better align schedules, using the session-based timetable of the Jogorku Kenesh as a basis (rather than the timetable of the executive branch, which follows the calendar year); to create an official information and law bank on the basis of the Toktom and Paragraph databases; to establish a legislative institute to ensure the use of unified legislative terminology, and the development of a strategic legislative plan based on economic and social analysis with the Jogorku Kenesh appointing a committee to oversee its implementation. All these recommendations were reflected in a resolution of the JK Administration, adopted on March 13, 2015. The Resolution aims to enable and develop robust communication and successful coordination of legislative work between the two bodies.

Previously, KPSP had helped organize and hold five more different events aimed at improving coordination of the legislative drafting process including a round table and three legislative coordination and oversight seminars. Events were attended by heads and key legislative staff from JK Administration and committee departments, legal staff from the Prime Minister's Administration, the President's Administration, and the Ministry of Justice.

Dinara Moldosheva, Representative to the Parliament from the Government, focused on some of the problems in the work of the JK and the Government calling for better coordination of activities, Coordination Meeting on Legislative Planning and Drafting, May 11, 2012, Kyrgyz Government building. Photo: GKR.



In addition, due to KPSP involvement and promotion, the interagency Legislative Transparency and Security Working Group was created to streamline lawmaking, guarantee the consistency of laws and administrative regulations, and improve the legislative process in general. The Working Group was established by a joint Resolution of the JK Committee on Human Rights, Constitutional Legislation, and State Structure and the Committee on the Rules of Procedure and MP Ethics in June 2013. The Working Group consists of MPs, key staff involved in the legislative process from the Prime Minister's Administration, the Ministry of Justice, the President's Administration and civil society groups. The Working Group provides recommendations to MPs on amendments to make in the current legislation and ways of avoiding contradictions in legislation and Presidential vetoes on the basis of poor drafting and technical mistakes. Within the Working Group the following set of recommendations were considered feasible and advised for implementation: 1. establishing a legislative drafting training center that would increase the capacity of legislative drafters; 2. developing a legislative dictionary aimed at streamlining legislative process which was eventually approved by the JK Committee on Education, Science, Culture, and Sports; 3. drafting amendments eliminating discrepancies in law provisions; and 4. updating Legislative Drafting Guidelines and drafting respective amendments to law.

Other forms of assistance to both the Parliament and the executive branch included provision of embedded experts, mentors and consultants to strengthen the capacity of the parties in legislative drafting and analysis. In Year Two and Year Three, KPSP provided expert support to the JK Legal Department and the Legal Expertise Department to assist in drafting legislative proposals and producing internal regulations for and adopted by the JK and to work on regulatory impact analysis (RIA) and the restoration of the electronic database "Myizam" ("Law"), which contains laws and administrative regulations of the JK in both Kyrgyz and Russian. Expert support was also provided to the Government's Administration to assist with linguistic analysis of bills including the editing of draft laws, administrative

regulations, and decrees and then translating them from Russian into Kyrgyz, ultimately developing an effective methodology for providing linguistic analysis of legislation when drafting, translating and analyzing bills.

Legislative Research

In the five years of the Program implementation, KPSP Component 1 produced several major assessment reports researched and written by international and local KPSP consultants. These research reports were distributed to target audience including MPs and staffers from the JK Legal Department, the President's Administration, the Prime Minister's Administration, the Ministry of Justice and other interested ministries and departments. The reports were also distributed to academic institutions, law schools, international organizations, and civil society groups if was applicable.

At the request of the JK Administration, KPSP prepared a Report on the Electronic Legislation Tracking System analyzing the technical aspects, merits, and costs were the JK to acquire such system. In addition, KPSP prepared a comprehensive IT Assessment Report on the JK's IT systems functionality and needs making corresponding recommendations. The report concluded that prior to moving toward consideration of the JK acquiring an Electronic Legislative Tracking System; the JK needs to address numerous IT issues including an urgent need to upgrade its server system. Absent this upgrade, the JK is at considerable risk of large-scale data loss and overall server system failure.

An extensive analytical research project into why legislative errors occur and what factors influence this process, complete with proposals on how to best address the problem for further introduction into the Parliament was completed in Year Three. The research focused on the three main stages of the legislative process: preparation and drafting of a bill, consideration of the bill at the committee level and in plenary hearings, and enactment of the bill in engagement with the President's Administration. The analysis aimed to identify patterns in the legislative process that cause errors so that those patterns could be counteracted and errors reduced. The research included qualitative and quantitative analysis of legislative errors and applied research tools and methodology developed by two professional lawyers and a researcher contracted by KPSP. Research tools included questionnaires, focus group discussions, and expert analysis of bills and regulations. The report presents a set of the following recommendations:

- Develop and introduce training courses on legislative drafting and six types of analysis of bills for legislative experts from the JK, government bodies, and other stakeholders. This recommendation was implemented through the KPSP-led Legislative Drafting Training Center;

- Standardize and unify legislative terminology in the Kyrgyz language. This recommendation was implemented through the development and publication of the unified Russian-Kyrgyz Dictionary of Legislative and Other Terms;
- Develop guidelines for legislative drafting harmonizing all legislative practices and universally applicable in all branches. This recommendation was implemented through the updated Legislative Drafting Guidelines.

Component 1 also got involved in the development and distribution of the manual “Seven Principles for Drafting Sound Legislation in the Kyrgyz Republic.” The manual was prepared during Year Three in collaboration with the EU-funded project “Training Facility for Government Institutions and Civil Society in the Kyrgyz Republic.” The manual presents international experiences and practical steps for improving legislative drafting, made user-friendly and illustrated by tables and figures. In total, 2,250 copies in the Kyrgyz, Russian, and English languages were distributed among government officials, parliamentary staff, and representatives of academia and civil society. It is a useful tool for legislative drafters and analysts.

Component 2 – Committee Strengthening

KPSP Component 2 focused on the Jogorku Kenesh adopting more informed, responsive legislation and public policy to better address economic, social and other problems and on strengthening the capacity of parliamentary committees to exercise their oversight functions over the executive branch. During Year Five, KPSP actively partnered with the following 10 committees, helping them conduct public forums, policy seminars, and field oversight visits:

- Committee on Budget and Finance;
- Committee on International Affairs;
- Committee on Education, Science, Culture and Sports;
- Committee on Economic and Fiscal Policy;
- Committee on Agriculture, Water Resources, the Environment, and Regional Development;
- Committee on Human Rights, Constitutional Legislation, and State Structure;
- Committee on Judicial and Legal Issues and Legality;
- Committee on the Rules of Procedure and MP Ethics;
- Committee on Social Policy; and
- Committee on Transportation, Communications, Architecture, and Construction.

During its five year implementation, KPSP steadily increased the number of its partner parliamentary committees from three to four, four to eight and eight to ten respectively. Selection criteria included: demonstrated willingness on the part of committee chairs and members to work with KPSP; history of effective committee operations, including public hearings, legislative activity, engagement with the executive branch, coverage in the media; and involvement in issues that are critical to Kyrgyzstan's economic and political development. The four parliamentary committees which did not partner with KPSP had been excluded because of the politically contentious areas in which they work, which could potentially compromise KPSP's reputation for neutrality. These committees deal with energy, defense and national security, law enforcement, and corruption.

Engagement with and assistance to the committees also allowed KPSP to cover even the most remote regions of Kyrgyzstan and bring with them parliamentary centric governance in the consideration of key legislative and policy questions.

Assistance to Partner Committees

During Year Five, Component 2 staff met with the partner committee Chairs and committee department staff to discuss plans for programmatic events. These meetings helped identify areas where KPSP

assistance could be of the greatest value, maximizing impact and participation from all committees and factions. Twenty four separate events addressing pressing economic and social issues and promoting development in the regions as well as providing the population with better access to public services were held with KPSP technical and financial assistance. The events featured participation by over 1,800 persons in aggregate (1,195 men and 626 women), including 133 MPs (86 men and 47 women). Other participants included JK staff, the Prime Minister, Deputy Prime Ministers, ministers and representatives of national ministries and departments, foreign ambassadors, members of foreign parliaments, senior officials and staff of international organizations and donors, representatives of civil society, the business community, and the media. In Year Five, KPSP-sponsored events covered all regions of the country. KPSP-extended support included:

- The Committee on Human Rights, Constitutional Legislation, and State Structure held on October 17 in Issyk-Kul a public forum discussion considering a set of three alternative draft laws proposing changes to the electoral system for both the President and the Members of Parliament. As at similar public forums facilitated by KPSP in Osh and Bishkek in September that covered the same set of bills, the main topic of discussion was the proposed new approach to the creation of party lists: splitting party lists into regional and national lists in order to ensure more even geographical representation in the Parliament. The participants also discussed the introduction of a ranked voting system within the party lists, increased financing for political parties, the application of new technologies (like biometric identification and automatic vote counting to promote transparency), the creation of a unified legal framework for the electoral process, and the elimination of identified gaps, contradictions, and ambiguities in the existing laws. All three public forums were organized to hear the proposals and suggestions of interested parties in different regions on the threshold of 2015 parliamentary elections. The draft law regulating the application of biometric identification and automatic vote counting as well as increased funds of political parties was adopted by the Jogorku Kenesh in its third reading on April 9 and signed by the President on April 23, 2015. Further consideration and adoption of the two other draft laws have been suspended at the request of the sponsors of the bills;
- The Committee on Education, Science, Culture, and Sports organized and held two events with KPSP support in Year Five. One was a field oversight visit and public forum in Jalal-Abad on April 20-21. The event focused on the current state of affairs in education, culture, religion, archives, the media, and other areas covered by the Committee and prospects for their development in Jalal-Abad Region. KPSP had previously provided support to the Committee in holding similar events in Talas, Issyk-Kul, Batken and Chui regions and in Bishkek. Another event was a public forum on education held outside of Bishkek on July 15-16. It convened representatives of high schools and pre-school institutions from all regions of Kyrgyzstan, who

discussed the system of education, its weaknesses and strengths and made prognosis of its future development. The Committee on Education, Science, Culture, and Sports was one the most active and long-standing partner committees of KPSP. According to MP Osmonaliev, during this convocation of Parliament, the Committee has held 158 committee and parliamentary meetings. Many of these meetings including on the state of science and innovation in the Kyrgyz Republic, the access to quality education, and other issues covering education, science, culture, information policy, religion, and sports were supported by KPSP including in Chui, Issyk-Kul, Naryn, Talas, Osh, Batken, and Jalal-Abad regions;

- The Committee on Judicial and Legal Issues and Legality received financial and technical assistance to conduct an oversight visit and field policy seminar on the State of Regional Court Buildings and Their Facilities and the General Population's Level of Access to the Justice System in Jalal-Abad on April 27 and 28. MPs learned about various problems faced by the courts, the most pressing of which was the dilapidated condition of the facilities themselves. The buildings were constructed in the Soviet period and are in need of renovation. The event followed a series of similar events assessing the condition of local court buildings in Chui, Batken and Osh regions held in 2013 and 2014. In large part due to these oversight events, the Committee has come to actively defend the interests of its partners from the judicial branch when considering the national budget and support programs in the Parliament. For instance, this defense has resulted in greater budgetary allocations to the judicial system.

During the oversight visit to Jalal-Abad city and regional courts, members of the Committee on Judicial and Legal Issues and Legality led by Chair MP Toktogul Tumanov monitored the state of court archives, April 28, Jalal-Abad Regional Court, Jalal-Abad. Photo: KPSP.



- The Committee on Economic and Fiscal Policy held a public forum on the Results of the 2014 Tourist Season and Preparations for the 2015 Season on February 8-10 at the Issyk-Kul Region State Administration in Karakol. The discussion was focused on the challenges faced by the

tourism industry in 2014 and its achievements, with particular attention paid to Issyk-Kul region as the country's main tourist attraction at all times of year. This public forum on tourism was the fourth with this Committee and on this topic supported by KPSP. KPSP also rendered support to the Committee to hold a public hearing relating to the tax system. The participants discussed amendments to tax law aimed at optimizing and preventing duplication of the sales tax. The amendments would cancel the sales tax for those who already pay value-added tax (VAT). The bill was adopted in its second reading on June 29, 2015. The sponsors of the bill believe that the cancellation of the sales tax will help improve the investment attractiveness of Kyrgyzstan;

- The Committee on International Affairs received technical and financial assistance from KPSP to hold three field events. A policy seminar outside of Bishkek was held on February 20-21 to discuss a presentation by the Investment Promotion Agency under the Ministry of Economy on increasing direct foreign investment and to evaluate the results of development projects implemented with international treaties ratified by the Jogorku Kenesh. A field policy seminar on the interaction of government authorities in the sphere of foreign policy, foreign policy practices, and international law was held on May 22-25 in Issyk-Kul. The policy seminar provided an opportunity for the Committee to exercise its oversight function over the execution of the existing Laws on International Treaties, on the State Protocol, and on the Interaction of Government Bodies Regarding Foreign Policy, as well as discuss the development of new legislation and coordination with other state bodies. On June 20, KPSP also supported a field visit of the Committee in Talas. The event was initiated to popularize the national epic, Manas, as provisioned by the Kyrgyz law of the same name, and strengthen relationships between the Committee and foreign embassies;

*Participants representing government authorities in the sphere of foreign policy engage in discussion of the execution by Kyrgyzstan of international treaties, May 22-25, 2015, Ak-Maral RC, Issyk-Kul.
Photo: KPSP.*



- The Committee on Transportation, Communications, Architecture, and Construction conducted an oversight visit and field policy seminar on April 13-14 on the Monitoring of Road and Bridge Repair and Construction Work in Osh and Jalal-Abad Regions. The visit focused on the condition of the alternative North-South road creating a Russia-Kazakhstan-Kyrgyzstan-Tajikistan highway that goes around Uzbekistani territory; the condition and possible renovation of the Jalal-Abad airport; and the reconstruction of the Kok-Art Bridge on the Osh–Bishkek road;
- The Committee on Budget and Finance held a public forum on October 20 on the draft Law on the National Budget for 2015 and Forecasts for 2016-2017. The public forum focused on the main budget items for 2015 and a prognosis of macroeconomic indicators for 2014-2017; the formation of local budgets; effective and stable customs and tax system policies. Other questions under consideration included increasing tax revenue, regulation of tax benefits, reduction of the budget deficit, and stabilization of the National Budget. The bill was passed in its third reading and was signed by President Atambaev on December 30, 2014. Another public forum initiated by the Committee was held on April 13 on economic development. It focused on the financial and economic situation in Kyrgyzstan, prospects for growth and obstacles to development;
- The Committee on the Rules of Procedure and MP Ethics held a public forum on December 19 on the development of the Kyrgyz language and its mandatory use in government bodies and local self-government administrations. The focus of the discussion was on amendments to the Law on Civil Service, which would require all civil servants to pass a Kyrgyz language test to verify their command of the language. All of the participants of the public forum expressed their support for the proposed amendments. The draft law was adopted by the plenary on February 11, 2015 and was signed by the President on March 12, 2015;
- The Committee on Agriculture, Water Resources, the Environment, and Regional Development conducted four events with KPSP support in Year Five. A public forum addressing pressing veterinary issues was held on October 24 with the participation of specialists in veterinary medicine from all over the country. The event was organized to openly discuss the draft Law on Veterinary Services, which established mechanisms for state surveillance over the spread of animal diseases and for control of epizootic situations, as well as control over the provision of quality veterinary services, and receive input from veterinarians and other stakeholders before its second reading in the Parliament. The Law was adopted in its second and third readings and signed by President Atambaev on January 12, 2015. KPSP also extended its support to the Committee to hold a public forum on amendments to the Kyrgyz Land Code on December 22. The proposed amendments would ban the fragmentation of agricultural holdings of less than five hectares into smaller land plots, such that a plot of four hectares could be sold only as a single

unit, and high-yield agricultural lands would not be used for other purposes. The bill was approved in its first reading on January 14, 2015 and is now awaiting its second reading. Two more events were held in Issyk-Kul and Batken with the Committee. A field public forum on Free Public Access to the Issyk-Kul Lakefront was held on April 5-6. It focused on the current situation with the public access of the population to the beach and discussed a draft law on measures to ensure the rights of citizens to access park and beach areas. The second event on Irrigation Issues was held on June 1 addressing the provision of drinking and irrigation water in Batken region with a particular focus on the Sokh enclave;

- The Committee on Social Policy held a policy seminar on June 29 focusing on the Law on the Prevention of and the Fight against Human Trafficking, and its implementation. Participants considered a report of the Interdepartmental Committee on Preventing and Fighting Human Trafficking, which covered general issues, analyzed the implementation of the Law, and made recommendations for targeted support to government agencies. KPSP also supported an international conference on Migration in Central Asia conducted at the initiative of the Committee and the Parliamentary Assembly of the Council of Europe (PACE) on June 2-3. The discussion addressed the roles of parliament and government in achieving equal rights for migrants through the establishment of legislative mechanisms and institutionalization of parliamentary control over the execution of labor code and migratory commitments. JK Speaker Asylbek Jeenbekov and Chair of the PACE Committee on Migration, Refugees and Population Thierry Mariana delivered speeches. Kyrgyzstan is the only country in Central Asia that is a member of PACE;

JK Speaker Asylbek Jeenbekov noted that the processes of migration have a huge impact on security, culture, national identity, and economics and that they demand thoughtful consideration and discussion, Conference on Migration in Central Asia, June 2, 2015, Ala-Arch Residence, Bishkek. Photo: JK Press Service.



- Two more international conferences covering gender equality and parliamentary democracy were held with the support of KPSP and other donors including UN Women, UNICEF, the OSCE, the

British Embassy, and NDI. On May 15-16, KPSP supported a two-day conference on the Role of the Parliament in Achieving Gender Equality in the Context of the 20-year Anniversary of the Beijing Declaration and Platform for Action (Beijing+20). The conference aimed to strengthen and further develop gender equality in the Kyrgyz Republic, as well as consider paths to implement the Beijing Declaration and strengthen the gender component of the country's sustainable development program. JK Speaker Asylbek Jeenbekov, former president Roza Otunbaeva, and Deputy Secretary General of the OSCE Parliamentary Assembly Gustavo Pallares made speeches. The June 11 conference was on the Development of Parliamentary Democracy: Lessons and Prospects. The goal of this conference was to discuss the first experience of parliamentary democracy and prospects for its development in Kyrgyzstan. Participants discussed various issues, including the principles of parliamentary democracy, transparency and the legitimacy of political decision-making, cooperation between the branches of government, the role of civil society, woman leadership, and gaining the trust of the general population. The conference was attended by President Almazbek Atambaev, UN Secretary-General Ban Ki-Moon, JK Speaker Asylbek Jeenbekov, and other high-ranking guests.

In five years of KPSP support to legislative committees, under Component 2 in total 115 separate events were organized and held. These events consisted of numerous public forums and policy seminars including with oversight visits on a variety of issues of economic, social and political significance, as well as educational events on oversight mechanisms and procedures during analysis of draft laws and implementation of adopted laws. Component 2 also organized three study tours to the Parliaments of Mongolia, Malaysia, and the United Kingdom and Scotland to study legislative process and oversight practices of national and regional parliaments. Component 2 also partnered with the five parliamentary factions on an ad-hoc basis, while being careful as always to safeguard the program's political neutrality. Events were conducted in an interactive manner and featured participation from the legislative, executive and judicial branches, and law enforcement charged with implementation of adopted laws and formulation of administrative regulations. NGO activists and academics, representatives of the media and international donor organizations also took active part in these events.

KPSP assistance offered its partner committees the possibility to organize and hold events at which interested parties could share their points of view and pose questions to MPs and to the officials charged with implementation of laws and regulations. KPSP assistance helped facilitate better communication between committees and ministries whose areas of work overlap, encouraging more accountability within the executive branch under parliamentary oversight. Such events also provided MPs with the opportunity to hear expert opinions and other input from civil society and the public before they make their decisions. The professional staff that assisted a given committee also received assistance and support under Component 2, gaining hands-on experience in effectively organizing committee events.

Participants at the public forum of the Committee on Economic and Fiscal Policy consider the lessons of the 2013 tourist season, December 17-20, 2013, Karakol, Issyk Kul. Photo: USAID.



Joint KPSP-JK Research Fund

The joint KPSP-JK Research Fund was established to increase the effectiveness and efficiency of JK activities by providing committees, parliamentary factions, and ad hoc groups of MPs with access to expert research and analysis on an equal basis. The Research Fund was financed by USAID and DFID and implemented together with the JK. The Research Fund functioned through contracts and individual consultant agreements (ICAs). The budget of the Research Fund was set at 200,000 US dollars.

The development of the Research Fund was a two-year effort. In Year Three, KPSP made a concerted effort to develop a Research Fund Management Manual. The Manual is the main document guiding how the Research Fund operates; it specifies the roles, functions and relationships of the various bodies involved with the Fund and defines the process for soliciting, implementing, and evaluating research projects. It also includes provisions for management of financial resources and contracting experts. During Year Four, Component 2 conducted a series of meetings and made presentations to interested committee and faction members and staff to explain in detail how the Research Fund works. KPSP hired an expert to assist in elaboration of the Research Fund application process, including drafting templates and instructions and making presentations. KPSP had been working on the Research Fund in close cooperation with USAID. The Research Fund became fully functional at the end of Year Four.

Overall interest in the Research Fund during Year Five was high. The Fund allowed completion of 11 research projects, which included:

- A request for an assessment of the economic and financial impact of the Law on Adjustment of Income for Inflation, submitted by a group of MPs (M. Bakirov, M. Sabirov, and A. Eshimov). The Law had already been adopted in its first reading earlier in 2014, but the MPs wanted to obtain a more comprehensive analysis and expert appraisal of its economic impact before passing it in its second reading. The research was performed by a group of three local experts. They submitted their findings and recommendations to the requestors on December 9, 2014. The MPs were pleased with the conducted research. MP Maksat Sabirov said of the completed research: “The experts conducted a broad comparative analysis of foreign legislation regarding inflation and made a high-quality financial and economic analysis, calculating the financial resources needed to compensate for projected inflation rates. They also elaborated practical recommendations for the effective implementation of the draft Law, taking into account possible risks. This research is timely and important both for the passing of the draft Law and for the resolution of other social and economic problems facing the Kyrgyz Republic”;
- A request submitted by the JK Committee on Budget and Finance for finalization of the draft Budget Code and the draft Law on the National Budget for 2015 and Forecasts for 2016-2017. The Coordinating Council signed an individual consultant agreement with the local expert, who had been contracted by KPSP for other assignments working with the JK Committee on Budget and Finance. The part of the contract relating to the draft law was completed on time; the law was signed by the President and came into effect on January 1, 2015. The second part of the assignment was postponed due to the Parliament’s decision to defer the second reading of the draft Budget Code. KPSP approved amending the consultant agreement to change the deadline to June 30, 2015 to complete the assignment in full. The expert provided analytical support to the Committee to finalize and polish the draft Budget Code, addressing all comments and suggestions from both the Parliament and the Government. In addition, the expert prepared an expert opinion and consolidated opinion of the Committee on Budget and Finance on the draft Budget Code for its consideration by the Parliament in the second reading. The opinions were approved by the Committee;
- A request from the JK Administration to develop a methodological manual for the linguistic analysis of bills. Individual consultant agreements were signed on January 26 with four experts working as a group. The project was completed on June 18, 2015. On May 26, a presentation of the draft manual was held in the Park Hotel in Bishkek. The presentation was attended by a total of 50 people, including members and staff of the Jogorku Kenesh, philology and linguistics experts from state and other institutions, and representatives of the expert community and civil society, who praised the work of the expert group and provided comments on the draft manual;

- A request from the JK Administration to perform a comparative analysis of local and foreign laws regarding parliamentary oversight over the execution and implementation of laws and to develop normative legal acts aimed at improving that function. On January 26, the Coordinating Council signed corresponding consultant agreements with a group of three experts. The research was completed on June 15, 2015;
- A request from the JK Committee on Human Rights, Constitutional Legislation, and State Structure to conduct research on bringing current normative legal acts into compliance with the Constitution and principles of justice. On February 13, the Coordinating Council of the Research Fund signed individual agreements with three specialists. The request was finished and submitted for the approval of the Committee on June 29, 2015. The specific acts researched were those that define the regulatory functions and powers of the Government and its subordinate agencies;
- A request from the JK Committee on the Agrarian Policy, Water Resources, the Environment, and Regional Development to conduct anti-corruption, environmental, and regulatory impact analysis of the draft Law on Prohibition of the Manufacture, Import, and Sale of Plastic Bags and Synthetic Fishing Nets in the Kyrgyz Republic. The objective of the research was to determine the feasibility of prohibiting or restricting the use of plastic bags and synthetic fishing nets which can be harmful to the environment. Individual agreements with a group of three experts were signed on February 24, 2014. The research was completed on April 15, 2015. The research results will be used to develop a draft law and discuss it in the Parliament;
- A request submitted by the Ata-Meken parliamentary faction to analyze investment legislation and develop recommendations for its harmonization with international norms and standards. The contract with the Investment Round Table consulting company was signed on April 1 after much preparation and a highly competitive tender. The ultimate goals of the research were the creation of a conceptual basis for harmonization of Kyrgyz investment legislation with international norms and standards and the drafting of an Investment Code or a package of bills aimed at improving the investment climate in the Kyrgyz Republic. Two round tables and five separate focus groups were conducted as part of the research project to discuss the investment climate and a set of bills amending investment legislation. The topics included: Corporate Governance; Procedures for Attraction and Promotion of Investment; Securities; Registration of Legal Entities, Land Issues, and the Licensing System; Construction and Design; and Taxes. The events were attended by about 80 participants each, including MPs and representatives of government agencies, the business community, international organizations and civil society. The participants' dynamic

discussions and suggestions were noted and incorporated into the research. The final research report and the package of bills were submitted to the Ata Meken faction for approval;

*Participants of the round table on Investment Climate consider preliminary research findings on investment legislation, May 13, 2015, Park Hotel in Bishkek.
Photo: KPSP.*



- A request submitted by the Respublika parliamentary faction to assess the need of financial resources to increase salaries to the employees of pre-school and school educational institutions of the Kyrgyz Republic. Individual agreements were signed on June 2 with three experts. The results of the research were presented to the requestor on August 4, 2015;
- A request from a group of MPs (A. Sasykbaeva, M. Abdylidaev, E. Imankojoeva, M. Tilenchieva) to conduct a regulatory impact analysis of the Law on Amendments to the Law of the Kyrgyz Republic on the Procedures for Conducting Inspections of Businesses. To perform this research, on June 5, corresponding consultant agreements were signed with a group of three experts. The date of completion was July 17, 2015;
- A request from the JK Administration to develop methods of anti-corruption analysis of bills. On June 9, the Coordinating Council signed corresponding consultant agreements with two experts. The research was completed on August 18, 2015 with the presentation of the final methods of anti-corruption analysis of bills at the Press Center of the Jogorku Kenesh. To demonstrate the new methods, the experts presented analysis of three bills conducted on the basis of these methods. Deputy Head of the JK Administration Tajimamat Shabolotov, experts and heads of JK Administration and committee departments discussed the new methods;
- A request from the JK Committee on International Affairs to develop a program for international cooperation of the Jogorku Kenesh. On June 9, the Coordinating Council signed an individual

agreement with a local expert to perform the research and submit the final report to the Committee for approval. The report was submitted and accepted on August 6, 2015.

In each case, KPSP initiated a standard procurement procedure to find a group of local experts or a consulting agency to conduct the requested research. The Coordinating Council, consisting of two representatives each from the Jogorku Kenesh and KPSP and one representative from the USAID Mission in the Kyrgyz Republic, determined the winners and then signed corresponding consultant agreements or purchase orders for completion of the assignment.

KPSP also assembled a database of eligible experts and organizations ready and able to provide expert assistance to the JK. The database, along with the research reports, findings, and recommendations and the Research Fund Management Manual will be turned over to the JK Research Center during KPSP close-out so that the JK can continue obtaining outside research utilizing its own resources. These instruments will help ensure greater involvement of independent experts and think tanks in the research and analytical activities of the Parliament. The efficient and prompt operation of the JK Research Center and its responsiveness to the research needs of the Parliament will also depend on the mobilization of external funds, i.e. donor aid.

During the course of the Program implementation, KPSP also attracted foreign experts to assist the Parliament's oversight function. Three KPSP STTAs, Fred Bradley, John Pollak, and John Lis³ were engaged under Component 2. In April 2012, Mr. Bradley conducted separate individual consultations to five JK committee chairs and individual MPs on different aspects relating to committee strengthening and improving legislative oversight. Based on these activities and his accompanying research, Mr. Bradley drafted a Parliamentary Committee Oversight Manual on procedures and mechanisms by which JK committees exercise oversight over the executive branch. In June of the same year, Mr. Pollak conducted trainings and gave consultations on separation of powers and prepared a how-to manual on separation of powers, which was widely disseminated among MPs, JK staff, executive branch staff, and experts in governance. In April 2014, Mr. Lis was hired to create a strategic planning template and briefing notes for use by the Jogorku Kenesh. Mr. Lis held a series of meetings, provided consultations,

³ Mr. Fred Bradley is a former MP serving for 16 years in the Provincial Parliament of Alberta, Canada as well as simultaneously serving for four years as the Provincial Minister for Environmental Affairs under the Westminster System. He has worked on USAID funded parliamentary strengthening programs in Ukraine and Armenia.

Mr. John Pollak is the Committee Services Administrator for the Iowa Legislative Services Agency of the Iowa General Assembly.

Mr. John Lis has extensive experience working with parliaments all over the world, including eight years as Staff Director of the House Democracy Partnership of the Committee on Foreign Affairs of the US House of Representatives.

and conducted two presentations on the principles for strategic planning tailored for both committee and factional needs, and observed parliamentary debates as part of his preparation of the briefing notes and template. The strategic planning template was created for use in both short-term and long-term planning by committees. The overall goal of these foreign experts' involvement was to introduce best international practices for strengthening committee work.

In addition, KPSP provided expert assistance to the Committee on Budget and Finance in relation to the national budget, budgetary legislation, and financial oversight since the third quarter of 2012. The initial request was submitted by former Chair (and former JK Speaker) of the Committee, Ahmatbek Keldibekov. KPSP engaged short-term consultants to assist this Committee with its ongoing work on the State Budget adoption process as well as a range of legislative proposals dealing with banking, commercial, and financial relations. The Committee found the assistance provided through KPSP-sponsored consultants to be very important for the Committee in meeting its targets in terms of preparations for the State Budget adoption process; and the assistance was continued in this manner until the establishment of the joint KPSP-JK Research Fund.

The Public Forum on the draft National Budget for 2013 convened more than 220 participants, including 23 Members of Parliament and the Cabinet of Ministers, November 26, 2012, JK building. Photo: KPSP.



The other expert assistance delivered by KPSP under Component 2 included: consulting support to the JK Committee on Judicial and Legal Issues to review relations between the legislative and judicial powers in Kyrgyzstan and advise ways of improving them; and expert support through an established working group to conduct an RIA of a draft law regulating glaciers in Kyrgyzstan. Before the KPSP-JK Research Fund was functioning, KPSP also extended its resources and support to MP Alla Izmalkova to perform anti-corruption expertise and regulatory impact analysis of the draft Law on Restructuring Debts on Accrued Interest, Fines, Financial Sanctions, and Penalties. The report concluded that the existing tax legislation cannot solve the problems of large businesses because of a number of socio-political and

economic factors, and the experts therefore argued in favor of the adoption of the bill, which would enhance the effectiveness of state regulation, accelerate economic development, and create a more favorable business environment.

Component 3 – Communication and Information

KPSP Component 3 aimed to improve the information flow between the Jogorku Kenesh and the public and to make coverage of the activities of the Parliament timely and objective. Component 3 organized training and other capacity-building events to improve the professional skills of its target beneficiaries: the JK Press Service, accredited parliamentary journalists, and specialists responsible for public outreach in committee departments, factional secretariats, and the administration of the Parliament.

Component 3 held a number of activities during Year Five with 204 total participants, including 61 men and 143 women. It worked closely with the Press Service in the organization of these capacity-building and informational activities. Training sessions for journalists were aimed at enhancing their capacity to cover politics. Events held with KPSP technical and financial support consisted of:

- Five training sessions on topics relating to parliamentary journalism for the participants of the second round of the School of Parliamentary Journalism, a joint KPSP and JK Press Service project aimed at encouraging a new generation of skillful parliamentary reporters;
- An additional master-class for graduates of the two rounds of the School of Parliamentary Journalism on the Particulars of Work of Journalists in the Jogorku Kenesh;
- A training session on Professional and Legal Aspects of Elections Coverage for three separate groups of attendees. One of the sessions was for graduates of both rounds of the School of Parliamentary Journalism. Another was for accredited parliamentary journalists. And the third was for regional journalists representing all seven regions of Kyrgyzstan. The last two trainings were conducted in conjunction with Internews Kyrgyzstan and the OSCE Centre in Bishkek

Trainers Yulia Muchnik and Mars Tulegenov explain the effects of subjective versus objective coverage of elections, training on Professional and Legal Aspects of Elections Coverage, June 12-14, 2015, Golden Dragon Hotel, Bishkek. Photo: KPSP.



During the five-year implementation, KPSP held numerous training seminars and workshops to enhance the capacity of JK Press Service staff and parliamentary journalists. KPSP conducted nine separate trainings designed for parliamentary journalists including from the regions covering various topics aimed at increasing local journalists' professional understanding of their rights and responsibilities and the broader implications of their work as well as at improving the content of the information on the Parliament to make it more informative, balanced, and attractive. Representatives of the Press Service frequently took part in those training sessions in order to encourage the development of constructive working relationships. KPSP also conducted four separate workshops for Press Service staffers aimed at enhancing their capabilities of being a comprehensive supplier of information and improving their skills in TV graphics, work with radio and audio files, Photoshop and basic computer technologies. KPSP also conducted five trainings for press-oriented employees of JK departments, committee departments and factions, MP consultants and assistants, and MPs on how to convey a strong message and positive image to TV viewers, be friends with the media, choose effective communication strategy, interact with the public and civil society, and use political marketing and PR tools for effective communication.

School of Parliamentary Journalism

The School of Parliamentary Journalism was organized jointly by KPSP and the JK Press Service in September 2013 to encourage a new generation of skilled and proactive parliamentary journalists proficient in descriptive writing, critical thinking, and analysis. Each course lasted six months and offered a streak of trainings and seminars covering various topics. The events were aimed at improving both the students' professional skills and their knowledge of the Parliament and the peculiarities of covering it for the media.

Students, who were chosen through a competition, studied parliamentary journalism through a hands-on approach with expert mentors and instructors. The School's curriculum was built so that the selected students could explore the peculiarities of parliamentary and legislative coverage and the role played by the media in the development of parliamentary democracy, through dissemination of accurate and balanced parliamentary information and ideas. The School of Parliamentary Journalism also offered the opportunity to meet MPs, representatives of the various parties, and independent parliamentary experts.

Altogether, five sessions were offered in the second round of the School during Year Five. These sessions covered: information sources; analytical coverage of parliamentary activities; TV and Radio news production; public relations and publicity; and the use of the social media. The students learned about using and assessing information sources, the contents and structure of analytical articles, effective writing for TV and radio, the basic concepts and objectives of PR, and effective use of social media tactics. Particular attention was given to the risks of spreading inaccurate information and the level of

responsibility born by journalists for fact-checking before blogging or spreading information on their respective informational platforms. Experienced parliamentary journalists and media experts conducted the trainings and shared their experience.

*Participants of the second round of the School of Parliamentary Journalism work on an assignment at the training session on analytical reporting, November 29, 2014, JK building.
Photo: KPSP.*



The second round of the School of Parliamentary Journalism was officially completed on February 7, 2015. Nineteen students were awarded certificates attesting to their attendance and active performance, which will help them get official accreditation as journalists at the Parliament. The first round of the School was completed on February 22, 2014 with twenty students successfully completing the intensive six-month program. At the end of each round, the students were given the opportunity to share their opinions and impressions of the School, and they responded positively. Some of the participants remarked that at the School they had "learned more, in terms of how to be and work as a journalist, than in all [their] time at various universities studying journalism."

To mark the completion of this two-year initiative, KPSP conducted a final training on the Particulars of Work of Journalists in the Jogorku Kenesh which was open to both groups of graduates. The aim of the training was to clarify the idea of parliamentary journalism and international practices, to look deep into the strengths and weaknesses of parliamentary coverage in Kyrgyzstan, and to discuss the concept and implications of journalism ethics and standards. Other objectives of the training included sharing experience and networking.

Parliamentary Brief

Component 3 continued the issuance and dissemination of the KPSP Parliamentary Brief, which provides information on the activities of the JK. In total, 72 separate Parliamentary Briefs reporting were prepared

and disseminated in Year Five. Prepared in a concise and convenient format, the Parliamentary Brief highlighted the activities of the JK Speaker, committees, factions, and individual MPs and covered select bills of significance being considered and voted upon by the JK.

The Parliamentary Brief was issued twice a week in English, Kyrgyz, and Russian. The total number of recipients of the Parliamentary Brief constituted over 1,150 persons/entities, including 1,040 Kyrgyz- and/or Russian-speaking persons/entities and about 110 English-speaking persons/entities in regular receipt. Some of the recipients forwarded the Parliamentary Brief to their internal contacts and partners, magnifying the impact of KPSP's efforts and extending it to the broader public. Fatima Kasmahunova from the USAID-funded Collaborative Governance Program East-West Management Institute – Kyrgyz Republic stated that she would forward the Parliamentary Brief to her more than 1,000 contacts and always receive positive remarks and gratitude emphasizing the convenience of short and select news on the Kyrgyz Parliament in one report.

KPSP and the JK Press Service concluded the dissemination of the Parliamentary Brief reporting on the activities of the 5th convocation of the Parliament. The Press Service, though admitting the importance of information dissemination by this means, has not enough human resources to respond to this challenge, especially in the English language, after the KPSP shutdown on September 29. They, however, committed to look for other opportunities to facilitate this initiative in the next convocation of Parliament.

Expert Support to Press Service

KPSP continued rendering expert support to the JK Press Service during Year Five, including short-term experts on television and video and web-site content. All experts worked under the guidance of the Head of the Press Service and in consultation with KPSP; as per usual, the key objective of their assignments was for their knowledge and skills to be passed on to the permanent Press Service staff in the interest of long-term sustainability.

At the request of the Head of the Parliament Administration Radbek Eshmambetov, KPSP provided expert support to the JK Press Service in its television department. The JK television studio had been expanded and modernized, but additional human resources support and technical expertise were needed to make effective use of it. KPSP agreed to finance the work of a short-term camera operator and film editor. The expert prepared TV infographics, performed video editing, and recorded voice-overs for the TV programs “Parliament” and “Parliament Sabaktary (Parliamentary Lessons).” The programs are aired on the KTR TV Channel. The expert also oversaw the taping of sessions of the Parliament, committee and factional meetings, interviews with MPs, meetings with foreign delegations, and other events featuring the participation of Members of Parliament, and archived records. The expert also went on

assignments in the regions to shoot meetings by MPs with voters. Thanks to the expert support, the JK Press Service could cover more events in and outside of the Jogorku Kenesh and improve the quality of coverage.

KPSP also competitively selected and hired a web editor to help the Press Service improve the content of its press releases and parliamentary event descriptions publicized on the official website, www.kenesh.kg. The expert analyzed key strategic problems and challenges facing the Press Service and made recommendations to its management explaining basic principles and approaches to their solution. During the three-month period, Mr. Kasabolotov conducted individual consultations and mini-workshops with the staff of the Press Service on the structure and design of news and the most common technical, stylistic and substantive errors in writing and reporting. He also attempted to improve the algorithm for editing materials in Kyrgyz in the system of electronic administration of the JK website and prepared an analytical note on Editing Materials in Kyrgyz and Using Photos for Visualization. He also edited website content and external publications in Kyrgyz and Russian on a daily basis.

In five years of active collaboration with the JK Press Service, KPSP extended its support in various forms all meant to strengthen the capacity of Press Service staffers and ultimately improve the quality of information on the activities of MPs, committee departments, parliamentary factions, and the Parliament in general:

- On October 21-24, 2013, KPSP sent three Press Service staffers and five accredited parliamentary journalists to the Grand National Assembly of Turkey (GNAT) to study parliament-media practices. The experience provided numerous examples of effective parliamentary coverage for the Kyrgyz delegation;
- A series of trainings and workshops were conducted for Press Service staffers aimed at enhancing their capabilities in the fields of TV, radio, photo and internet reporting and skills in use of modern technological instruments and tools. Also for building constructive dialogue and better understanding between the Press Service and journalists accredited to cover the Parliament, representatives of the Press Service always joined training sessions designed for parliamentary journalists;
- Another activity meant to improve the preparation and dissemination of information was the equipping of a Press Gallery for accredited journalists within the Parliament building. The JK Press Gallery was designed to be a place where parliamentary journalists can work effectively and engage with their colleagues, Members of Parliament, and JK staffers. Previously these journalists had had no designated work space or access to technical equipment in the Parliament building. The project cost just under \$30,000. The JK Administration had set aside a space on

the 3rd floor. KPSP provided a conference system and other equipment, including computers and furniture; a number of laptop computers were also given by the USAID Local Development Program. The Gallery was a major Phase 3 deliverable aimed at improving work conditions for accredited journalists and by extension the quality of the work they do;

*JK Press Service staffer Asanly uulu Nurbek creates a radio jingle at a three-day workshop on Radio and Work with Audio Files, May 2-4, 2012, , JK building.
Photo: Door Media.*



- KPSP also purchased office equipment with a total value of almost \$5,000 for the Press Service itself to help it better meet the Parliament's needs. The official transfer ceremony on September 6, 2013 in the JK Building was attended by the Head of the Parliament Administration, Radbek Eshmambetov, and the Head of the Press Service, Tolganay Stamalieva;
- At the request of the Press Service Head, KPSP extended its support and provided embedded experts to serve the Press Service needs and assist its efforts to provide balanced coverage of the Parliament on TV, the official website of the Jogorku Kenesh, Parliamentary Radio, and official JK accounts on social media. The experts provided mentoring services and advisory support to Press Service staff on a daily basis working on a wide profile of parliamentary press and information matters;
- In addition, Media Group Tumar contracted by KPSP at the request of the Press Service to implement a popularization and promotion campaign for Parliamentary Radio created a slogan, logo, and banner for the station, developed radio jingles and audio clips, and made two promotional videos. The Press Service used these products to advertise the expanded reach of the radio station, only recently able to broadcast to certain areas;

- Component 3 and the Press Service also conducted a competition for best coverage of parliamentary development in Kyrgyzstan. The purpose of the competition was to encourage interest in parliamentary governance among journalists. It also aimed to raise awareness among the population about the structure and functions of the Parliament, bring the bills it discusses to public attention, and inform the public about other recent developments in the Kyrgyz parliamentary system. The competition was held in Years Three and Four in four categories: "Print Media," "Television," "Radio," and "Internet;" it was open to local media agencies and outlets, as well as less conventional bloggers and independent journalists. Winners were determined by an independent judging commission including media experts, NGO representatives, and public figures. As prizes, media equipment was presented to the winners for use in their further work.

Winners of the KPSP-JK Competition for Best Coverage of Parliament receive honorary certificates from the Head of the JK Administration, Radbek Eshmambetov, at an official award ceremony, July 3, 2014, JK building. Photo: KPSP.



- Also, during six months of Year Two, Component 3 supported the project KUSHKABAR – news via mobile phone. This project aimed at the prompt transmission and dissemination of parliamentary related information through text messaging. Information included the main events, activities of the Parliament, its committees, and factions. Recipients of the text messages were accredited parliamentary journalists, including those from the regions with limited access to other free sources of information. Information was disseminated twice per day in Russian and Kyrgyz.

Among major KPSP Component 3 deliverables in Phase 3 was the implementation of MP Dastan Bekeshev's initiative to prepare a brochure with basic information on the Kyrgyz Parliament for dissemination to members of the public and international delegations during tours of the Parliament building. The brochure, endorsed by the JK Speaker, was printed in the amount of 2,500 copies (1,000 copies in Russian, 1,000 copies in Kyrgyz, and 500 copies in English). A Braille edition for visually-

impaired persons was printed in the amount of 300 copies (150 in Russian and 150 in Kyrgyz). The brochure serves as a transparency promotion vehicle increasing public awareness about the Parliament and its main functions and activities. The translation and publication of the brochure was also facilitated by the Office of Transition Initiatives (OTI/USAID).

Another deliverable was an extensive independent research on internal and external communications of the Parliament aimed at increasing the transparency of the legislative branch and improving communications with voters. The assessment, conducted by Door Media Public Foundation, covered the following issues: relations between the Media and the Parliament; the accreditation procedure for journalists; public access to the Parliament and its MPs; and the current methods of communication used by the Press Service with journalists. The assessment also included analysis of the needs, expectations, and existing problems of MPs, parliamentary staff, the Press Service, and parliamentary journalists. KPSP presented the assessment report with details of the research results and all well-balanced recommendations to the JK Speaker, the Press Service Head, and the Parliament's Administration Chief of Staff. Recommendations included the establishment of robust information flow and communications between the Parliament and the media and the development of guidelines on how to improve public awareness of the JK's activities.

*Speaker Jeenbekov stressed that the recommendations resulting from the Assessment of internal and external communications of the Parliament will be taken into account when developing a JK communications strategy, July 24, 2013, JK building.
Photo: JK Press Service.*



Component 4 – Parliamentary Management and Leadership

KPSP activities under Component 4 provided support and assistance to the JK Department of Civil Service and Human Resources in the field of human resources management (HRM). KPSP support was focused on assisting the Department to create a more professionally run institution. This component helped to introduce modern HRM strategies to the Jogorku Kenesh Administration by training the Department's staff in the skills necessary to work efficiently and by promoting transparent procedures in hiring, evaluating, promoting, retaining, rotating, and terminating staff.

The total number of participants at all Component 4 events during Year Five, including working group meetings and trainings for old and new members of the Parliamentary Women's Club, was 101, including 36 men and 65 women.

Parliamentary Women's Staffer Club

During Year Five, KPSP continued its support to the Parliamentary Women's Staffer Club. Component 4 conducted three training sessions for new and old members of the Club. The topics covered included the Development of Leadership Skills and Confidence; Stress Management; and the Image of the Politician. The trainings were aimed at enhancing the women's professional effectiveness and performance and preventing occupational burnout through developing their stress management skills, confidence and leadership skills, including public presentation and communications skills appropriate for professional situations.

The trainers were practicing psychologists, who moderated group discussions and led psychological exercises to demonstrate how theoretical concepts work in practice. Specific strategies covered during the three trainings included the development of a healthy positive self-image, the consideration of potential sources of stress when goal-setting, the ability to prioritize, and the practice of mindfulness in one's approach to communication. The participants explored the psychological and self-organizational aspects of these strategies and worked to improve their performance and self-control, understanding of their own strengths, resilience to outside pressure, and ability to respond constructively to criticism. In total, 53 members of the Parliamentary Women's Club attended the training sessions. At the conclusion of the trainings, the participants received certificates and provided feedback on their experiences. They were enthusiastic about the training program and expressed their deep appreciation and gratitude to KPSP for its effective methods of presenting information and cooperation.

*Members of the Parliamentary Women's Staffer Club take active part in practical exercises at the training on the Image of the Politician, June 12-14, 2015, Raduga RC, Issyk-Kul.
Photo: KPSP.*



The Parliamentary Women's Staffer Club was established with KPSP support in April 2013 and made its official public presentation in October of that year. It has since become one of the key achievements of Component 4. Members of the Club include highly-positioned staffers in committee departments, factional secretariats, and the Administration of the Parliament itself, as well as MPs' consultants and assistants. The Club's purpose is to promote women's leadership in political decision-making by providing these members with opportunities for networking and for professional growth through capacity-building trainings. In this regard the Club has been a great success and has had a notable impact on the workings of the Parliament, despite not having official status as a parliamentary structure. Elmira Eshalieva, a member of the Club working in the Committee Department on Social Policy, remarked in one survey that participation in the Club "gave [her] the understanding that only women can understand the problems faced by women, children, people with disabilities, and the elderly and help solve them." She said the Club had influenced her work with the Committee on Social Policy by motivating her to invite local women leaders to the Committee's field events and ensure that their positions were heard by MPs. Participating women build a solid foundation of strong female leaders playing key roles in parliamentary development and strengthening in Kyrgyzstan.

KPSP assisted in the development of the Parliamentary Women's Staffer Club by:

- conducting working meetings to discuss its development concept and assess future prospects and priorities, as well as work on practical matters like progress reports and memoranda of cooperation with other associations involved in women's issues;
- master-classes and workshops tailored to the needs of the Women's Club's members, including trainings on the art of presentation and on the administration of the Club's official website;

- organizing general meetings of the Club open to all current and prospective members as well as friends and supporters. At these meetings, members considered achievements made by the Club and its members. Club members who had taken part in study tours abroad, in local trainings or workshops reported on their experiences, sharing their impressions and newly-acquired knowledge;
- contracting an expert on gender issues who assisted the Club in holding its working meetings, developing a gender policy, and other programs promoting gender equality;
- creating the Club's official website, www.aiymjk.kg, outlining the concept, mission and main goals of the organization and offering a platform for promoting gender equality and women's leadership;
- organizing a study tour to Sweden and Denmark for the six most active members to study the issues of social security, women's leadership development, women's rights movements, and the methods of ensuring equal rights and opportunities in the public and private sectors. The study tour focused on gender equality, anti-discrimination legislation, gender mainstreaming, integration, and diversity.

*Six most active members of the Parliamentary Women's Staffer Club learned how the Parliament and Government of Sweden integrate gender equality into all aspects of their operations as part of the Club's Study Tour to Scandinavia, June 15-21, 2014, Stockholm, Sweden.
Photo: KPSP.*



English Language Program

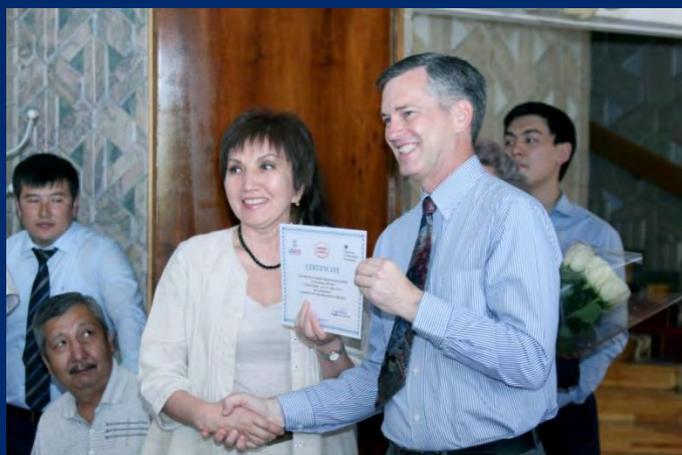
The English language program organized in 2013 for MPs and the JK Administration's senior staff is also a Component 4 activity. These lessons were long requested by the Parliament. KPSP hired three English language instructors who developed curricula and materials based on a survey of beneficiaries' knowledge level and needs. Interviews and written tests to determine students' levels and place them

into appropriate groups were conducted. Students learned grammar and vocabulary including specialized vocabulary related to business and politics and participated in open conversation practice on different topics. Upon the final exams, which assessed the progress each student had made during the previous parliamentary session, KPSP awarded Certificates of Accomplishment confirming the students' completion of one level and progression to the next.

During Year Five, 12 small groups, each comprising six to eight interested JK MPs and senior Administration staff, continued the English language classes. Two English language instructors, working with an updated curriculum and teaching materials for 2014-2015, taught grammar and vocabulary and encouraged the students into interactive exercises to develop their active communication skills. One upper-intermediate group was taught by a native speaker, who also took part in conversation practice with the other groups. Conversation clubs were held regularly with each group: every fourth lesson for elementary-level students and every third lesson for pre-intermediate students. The conversation clubs both introduced new material and built on what the groups were learning in their regular lessons. These teaching practices combined contributed to the students' active use of the language and practical application of grammar constructions, vocabulary, and pronunciation rules in daily and work life. The instructors constantly monitored the progress of their students and taught additional classes to help underachieving students catch up with the material and fill in the gaps in their knowledge.

KPSP concluded its English Language course program for the Jogorku Kenesh on June 23 with the presentation of certificates to the most active and persistent students. Component 4 organized a ceremony to distribute completion certificates to four Members of Parliament, including Roza Aknazarova, Tashpolot Baltabaev, Irina Karamushkina and Ulukbek Kochkorov, and more than 40 parliamentary staff. The MPs and staff expressed strong words of appreciation, speaking of the great success of this initiative.

*KPSP COP Gregg Halstead presents certificate of completion of the English Language Courses to MP Roza Aknazarova at the awards ceremony in the JK building in Bishkek, June 23, 2015.
Photo: JK Press Service.*



MP Roza Aknazarova was one of the most enthusiastic students from the very beginning of the KPSP English program. She also became the first Kyrgyz MP to chair an international meeting entirely in English without the assistance of a translator. MP Aknazarova heads the Kyrgyz delegation to the OSCE Parliamentary Assembly and was selected to chair its General Committee on Economic Affairs, Science, Technology and Environment on February 13, 2014, in Vienna. MP Aknazarova prepared for her speeches at the OSCE PA in close collaboration with the KPSP English instructors.

The success of the English Language program was aided by logistical assistance from the JK Department of Civil Service and Human Resources as well as the JK Administration making English courses a priority for the JK staff in a development and capacity-building effort.

Functional Analysis and Human Resources Development Concept

In Year Five, Component 4 started implementation of the long-awaited plans to assist the JK Speaker and the Head of the JK Administration in the functional analysis of the Jogorku Kenesh and the development of a concept for strengthening human resources of the Parliament. The work also included the development of a number of regulations in the field of human resource management. KPSP closely cooperated with JK Administration staff and with the main adviser to the JK Speaker, Murat Shaiymkulov, to gather information for comparative analysis and discuss goals and strategies as well as the broader vision of the Parliament and its Administration.

Four experts were competitively selected in November 2014 to implement the functional analysis and develop regulations. The experts worked in consultation with the leadership and HR and legal experts and consultants of the Jogorku Kenesh Administration and rendered technical support to the working group participating in regular working group meetings. The working group consisted of heads of structural divisions of the JK Administration, committee departments, factional secretariats and the Executive Office of the JK. It was created on January 23, 2015 by order of the Head of the JK Administration to work on the functional analysis and the development of a concept for JK staff capacity-building in tandem with the KPSP-contracted experts. Working together with the working group, the experts produced the following results:

- Conducted a functional analysis of the Parliament and prepared a report with recommendations on the functions and structural divisions of the Parliament;
- Suggested and developed an optimal management system and structure for the Parliament;

- Developed a concept paper on strengthening human resources of the Parliament and an implementation plan;
- Developed proposals to improve the system of evaluation of civil servants to be included in the Regulation on the Evaluation of Civil Servants;
- Developed a set of JK regulations, including on Disciplinary Liability of Civil Servants, on Mentoring and Adaptation of Civil Servants, and on Ethics of Civil Servants;
- Created a report reviewing international practice in evaluation, competitive selection and appraisal of personnel and developed guidelines for interviewing candidates for vacant administrative positions, including sample structured questions; recommendations for the selection commission members on how to conduct interviews; practical exercises / mini-cases and logic exercises to identify communication and leadership skills of candidates;
- Developed a collective agreement, internal labor regulations for employees of the Jogorku Kenesh, a Dress Code Regulation, and job descriptions for the new proposed structure of the Parliament.

*Working group members work on the functional analysis of the Jogorku Kenesh, April 3-5, 2015, Ak-Maral RC, Issyk-Kul.
Photo: KPSP.*



KPSP assistance also included the organization of three two-day working group meetings aimed at consolidating and finalizing the draft functional analysis of the Parliament, the JK staff capacity-building concept, and the draft functional analysis of the Speaker's Office. The participants formulated the role, structure and functions of the Parliament, its staff and Administration, the existing problems in the Parliament, and the challenges limiting the stability of the majority coalition in the Parliament and of the

Government. They identified the seven most pressing problems hindering the development of the Parliament. These were: inadequate coordination and interaction between the Parliament and international organizations; inadequate coordination of Parliament with civil society; low quality of laws due to insufficient qualifications and capability of parliamentary staff, outdated methods, and poor organization; low institutional memory; inability to work in the conditions of political pluralism and engage diverse interest groups; the lack of optimization of the JK's structure itself; and the cumbersome logistics and procurement system. The participants suggested solutions to the problems and worked on the development of respective reforms. In between these gatherings, the working group members worked in small groups under the guidance of the experts contracted by KPSP.

KPSP ordered publishing 200 copies of the final report on the functional analysis to disseminate it to the members and staff of the Parliament. The final draft of the JK staff capacity-building concept was submitted to the JK Speaker's Office for approval.

Component 4 also engaged in the development of a concept for an Institute and Secretariat of Speaker. A competitively selected expert created and developed the concept following a series of consultations with the JK Legal Department, Speaker Jeenbekov and his adviser Mr. Shaiymkulov. The expert collected and studied regulations and laws governing the Speaker's activities and reviewed historical experience and international practices relating to the Institute of the Speaker. The final report included a structure and requirements for service units of the Institute of the Speaker; qualification requirements for the Secretariat of the Speaker; normative legal acts providing for changes to the existing legal acts governing the Institute of the Speaker and a draft regulation on the Secretariat of Speaker. The report with recommendations was submitted to Mr. Shaiymkulov for further consideration and approval.

Electronic Entry and Exit System

In Year Five, KPSP officially transferred the electronic entry and exit system to JK ownership. The signing of the property transfer document by JK Administration Head Radbek Eshmambetov and KPSP COP Gregg Halstead took place on December 11, 2014. As noted by Mr. Eshmambetov, the system was conceived together with KPSP as part of the organizational and institutional development of the Parliament. The system is a comprehensive entrance and exit system including a server and a controller, a system of turnstiles, and monitoring equipment. It serves a monitoring function by better managing staff by maintaining time logs to keep track of hours worked by staffers and MPs. The system will also help streamline the bureaucratic process of issuing long-term and temporary access passes.

The acquisition and installation of the electronic entry and exit system for the Parliament building was a year-long effort. USAID approved the allocation of up to \$71,211 to assist the JK with the acquisition of

such a system, the provision of which had become a necessary condition for continuing human resources management activities during Year Three. Technical requirements for the system were worked out with the help of a local expert, who also assisted in assessing the reasonableness of costs for purchasing, installing, monitoring, and maintaining the system. The resulting Scope of Work was confirmed with the JK before the tender was announced. The local company Centurion LLC was selected out of seven potential vendors after thorough and lengthy consideration by a special Evaluation Committee which was composed of the contracted expert and representatives of KPSP and the JK. The total cost of the project came out to just under \$90,000, of which \$71,211 was covered by KPSP and the remainder by the JK according to a separate contract.

The full installation was completed by a series of final checks and adjustments to correct any oversights and to check the accuracy of the work time logs and other components. After the final trial of the system and a training conducted for the Department of Civil Service and Human Resources and other staff on proper and effective utilization of the system, the system was put into operation. All Members of Parliament and staff have received passes which they have to use every time they enter or leave the building. Accredited parliamentary journalists also received passes.

Expert Assistance to Department of Civil Service and Human Resources

Component 4 continued providing an embedded expert for the JK Department of Civil Service and Human Resources in Year Five. The expert assisted the Department on a daily basis, working primarily on the organization and reorganization of the Jogorku Kenesh committee departments and administrative divisions with an eye for optimization of the staffing structure. Specifically, the expert assisted in the collection, analysis, and presentation of job applications for competitive selection of candidates for vacant positions, the preparation of official documents for the employment and dismissal of staff, the appointment and removal of public advisers, and the formatting of business and work leave authorizations. He further provided assistance to Members of Parliament and JK staffers in completing their annual tax declaration, scheduling consultations, and helping with overall organizational and administrative issues of the JK Administration's declaration campaign. He also continued supporting the KPSP-led English language lessons providing logistical and operational assistance. The expert also assisted the DFID evaluators who conducted an annual review of the DFID Deepening Democracy programs (of which KPSP is one), scheduling their meetings with beneficiaries in the Jogorku Kenesh. Among other activities, the expert helped organize paperwork and hold the meetings of the Interim Commission for Filling Vacant Positions, the Commission for Appraisal and Awarding, the Commission for Ethics in the Civil Service, and the Commission for Financial Support and Material Assistance to MPs and Staff of the Parliament. He also prepared a list of parliamentary staff for annual evaluation and helped the Attestation Commission in the

organization and conducting of the two rounds of the evaluation: computer testing and interviews, and assigning of civil service ranks to employees who passed the tests.

This type of direct support to strengthen the work of JK Department of Civil Service and Human Resources with regard to increased capacity in enrollment, service, promotion, tenure, and termination of civil service has been provided throughout Years Three – Five at the request of the JK Administration.

In Year Five, KPSP staff also monitored the annual qualifications evaluation to ensure that the tests, developed by KPSP at the request of the Head of the Department of Civil Service and Human Resources, were administered properly. The aptitude tests aim to help the Department introduce transparent procedures for the evaluation of current staff and selection of new staff. KPSP-developed tests and scoring were included in the database of the Testing Center of the State Civil Service so that they can be administered by the Parliament independently after KPSP close-out.

The annual evaluation is designed to assess the professional knowledge and skills of all employees of the Parliament, including MPs' consultants and assistants as well as Administration staff. It is held in April each year at the Testing Center, and civil servants who failed to pass the tests are given a second chance six months later. JK staffers have to score the threshold 30 points. Those who passed the tests are assigned the next higher class ranking as recognition of their achievement. MPs whose consultants and assistants failed the tests are sent notifications explaining the situation. JK Administration staffers who failed to pass the tests are recommended for dismissal, individual vocational training, or reevaluation, if they had only taken the test once. Those who were recommended for reevaluation will retake the tests in six months. Those who failed to appear at the scheduled time and had satisfactory excuses will take the tests in the future according to the schedule set by the State Civil Service and on the basis of the application from the JK Department of Civil Service and Human Resources. All test results can be viewed on the official website of the Testing Center of the State Civil Service – www.mkk.gov.kg.

The first qualifications evaluation of the current JK Administration staff (including assistants and advisors to deputies, heads of departments and experts) took place in April 2013. The computer-based testing determined their knowledge of the civil service and of relevant legislation, job descriptions and the code of ethics. Fifty percent of the staffers demonstrated sufficient knowledge to pass the examination. In May of the same year, the Parliament also held the first open competition with computer-based testing to fill 22 vacant positions in its Administration, including seven senior administrative positions and 15 expert positions. As a result, 17 out of the 22 vacant positions were filled; it was the first time in the 20-year history of the Jogorku Kenesh that vacant positions were filled through such open competitive selection. This marked the full implementation of the 2004 Law of the Kyrgyz Republic "On Civil Service," which

established competitive selection for vacant administrative positions and provided a transparent anti-corruption mechanism for human resources selection and performance assessment.

*The Competition Commission invited 276 candidates for vacant administrative positions in the JK to the first computer-based testing session, May 28, 2013, Testing Center of the State Civil Service, Bishkek.
Photo: KPSP.*



Component 4 has held professional knowledge and skills in the field of human resource management and development a priority when fostering advanced methods of organization and promoting transparent and efficient procedures at the Jogorku Kenesh and partnering state institutions. The Component conducted a series of HRM training activities throughout Phase 2 and Phase 3 to impart good knowledge and equal expertise among high administrative staff of the Parliament and consultants and assistants to MPs. To work more efficiently and render timely assistance, Component 4 systematically evaluated the training needs of all JK staff and developed a curriculum for all target groups on the basis of questionnaires and assessment of the needs of each target group with regard to their functional responsibilities and needs.

Under Component 4 over the period of five years in total 24 separate training events, which expanded the overall scope and capacity of JK staff, were organized and held. When developing, organizing, and holding each of these events, KPSP worked closely with the Department of Civil Service and Human Resources. In five years of its continuing support to the Department, KPSP helped develop knowledge and capacity building skills for the Department staff to independently conduct stable, ongoing, and continuing professional training for JK staff. These training events included:

- A study tour to the German Bundestag and Hungarian National Assembly to study personnel policies and the work of HRM Departments and 12 seminars on Modern Methods of Human Resource Management and Effective Personnel Decisions, Conflict Mitigation and Stress Management, and Performance Evaluation for the heads and senior experts of departments and divisions of the JK Administration;

- Four training sessions on the basics of work in the Parliament, work management and HRM methods and practices for consultants and assistants of JK MPs;
- A study tour to the Parliaments of Sweden and Denmark to study gender equality, anti-discrimination legislation, and women leadership development and six training sessions focusing on the Art of Public Speaking, Leadership and Development, and Stress Management for members of the Parliamentary Women's Club.

GENDER REPRESENTATION

Out of 120 MPs in the Parliament, 24 are female, or 20% of the total. Women occupy some of the most influential positions in the Jogorku Kenesh. Currently, four of the five Deputy Speakers are women: Bodosh Mamyrova (Ar-Namys), Cholpon Sultanbekova (Respublika), Asiya Sasykbaeva (Ata-Meken), and Nadira Narmatova (Ata-Jurt). Two parliamentary committees are chaired by female MPs: Natalia Nikitenko (Committee on Human Rights, Constitutional Legislation, and State Structure) and Ainuru Altybaeva (Committee on the Rules of Procedure and MP Ethics). Several committees have female Deputy Chairs.

KPSP has worked closely with members of these and other JK committees, as well as women holding key positions in the Press Service, the Civil Service and Human Resources Department, the Legal Department, the Legislative Analysis Division, and JK committee departments and factional secretariats. KPSP has also paid due attention to gender balance when holding events and nominating persons for educational programs sponsored by USAID and DFID. All events supported and conducted by KPSP were fully gender-inclusive with attendance by both male and female JK staff and MPs. In aggregate, out of more than 13,600 overall attendees at the 283 events conducted during the implementation of the Program, over 5,680 were female (41.7% of the total):

- In Year Five, out of 2,625 overall attendees at the 52 events about 1,080 were female (41.2% of the total); 56 of the 167 MP participations were women (33.5% of the total). In terms of JK MPs, out of 120 MPs, 24 were female constituting 20 percent (decreased by 2.5%). The number of women MPs decreased due to the appointment of some of the MPs to key political positions in the Government, including Damira Niyazalieva, who chaired the Committee on Social Policy, having been appointed to the position of Vice Prime Minister on Social Issues;
- In Year Four, out of 4,000 overall attendees at the 73 events over 1,640 were female (41% of the total); 109 of the 241 MP participations were women (45% of the total). In terms of JK MPs, out of 120 MPs, 27 were female constituting 22.5 percent;
- In Year Three, out of 3,200 overall attendees at the 76 KPSP events, 1,479 were female (46.2% of the total); 80 out of 211 MP participants were female MPs (38% of the total). In terms of JK MPs, out of 120 MPs, 27 were female MPs (22.5% of the total);
- In Year Two, out of 2,480 overall attendees at the 48 events, 950 were female constituting 38.3 percent of attendees; 64 out of 164 MP participants were female MPs (39% of the total). In terms of JK MPs, out of 120 MPs, 25 were female constituting 20.8 percent;

- In Year One, out of over 1,300 overall attendees at the 34 KPSP events, more than 530 were female constituting 40.8 percent of attendees. In terms of JK MPs, out of 120 MPs, 26 were female (21.6% of the total).

*MP Elmira Imanalieva explains her views on the introduction of religious education in secular schools and secular education in religious schools at the KPSP-sponsored Public Forum on the Religious Situation and Religious Education in the Kyrgyz Republic, March 5, 2013, JK building.
Photo: KPSP.*



In addition, the short-term experts, consultants, instructors, and mentors contracted by KPSP to assist the Government's Office, the JK Administration, the JK Committee on Budget and Finance, the JK Committee on Judicial and Legal Issues, the joint JK-KPSP Research Fund, the JK Press Service, the JK Legal Department and Legal Analysis Division, the JK State Service and Human Resources Department, JK deputies, and the Parliamentary Women's Club were gender-inclusive.

KPSP also during Year Two supported MP Ainuru Altybaeva in attending the international Women in Parliament Forum held in Athens Greece on May 30 – June 2, 2012. MP Altybaeva's attendance in the Forum was very beneficial to her work in the JK as she later took over the Chair of the JK Women's Caucus. MP Altybaeva also now chairs the Committee on the Rules of Procedure and MP Ethics.

The main KPSP activity promoting gender balance and equality is the Parliamentary Women's Club. The organization was created to support professional capacity-building and career advancement for parliamentary women staffers. The Parliamentary Women's Club is a key KPSP deliverable promoting women's leadership, and it aims to build a solid foundation of strong female leaders playing key roles in the development of the parliamentary system in Kyrgyzstan. The Parliamentary Women's Club is described in more detail under KPSP Component 4, which plays a key role in the activities of this organization.

PERSONS WITH DISABILITIES

KPSP strongly adheres to a policy of improving the lives of persons with disabilities in Kyrgyzstan and seeks to raise public awareness by conducting hearings and other types of activities concerning the causes of persons with disabilities.

Throughout the Program implementation, KPSP continued its cooperation with MP Dastan Bekeshev, who is visually-impaired, offering support when key legislative issues arose concerning the status of persons with disabilities. MP Bekeshev is one of the most proactive MPs in the Jogorku Kenesh. He has been the most active advocate for the needs of persons with disabilities in this convocation of Parliament. In 2010-2011, MP Bekeshev chaired the JK Committee on Human Rights, Equal Opportunities, and Public Organizations. KPSP provided assistance to this Committee on numerous occasions. Such cooperation included the passport simplification issue (having special significance for persons with disabilities since they are often without the physical mobility necessary to collect supporting documents needed for passport receipt) and issues relating to improving existing legislation to give employers more incentives to hire persons with disabilities. Specifically, KPSP supported this Committee in holding separate policy seminars relating to passport issuance simplification and employment of persons with disabilities.

However, this growing cooperation was significantly complicated and then suspended due to elimination of this Committee in December 2011 as part of the overall reduction in the number of JK committees. This action was a step back in efforts within the JK to improve access to premises, services, education, and employment within Kyrgyzstan for persons with disabilities. Currently, none of the 14 JK committees has taken the lead in proactively championing issues concerning the disabled. The term and title “Human Rights” was passed on to the JK Committee on Human Rights, State Structure, and Constitutional Legislation. To this point, the Committee has not yet conducted any activities concerning the disabled. However, the JK Committee on Education, Science, Culture, and Sports did hold a policy seminar in December 2013 focused on the problems facing Paralympic athletes, such as inadequate financing, the absence of sports facilities accessible to persons with disabilities, and the generally discouraging attitude of officials. The seminar, supported by KPSP, resulted in the decision to bring the issue of Paralympic sports development before the JK plenary.

KPSP also supported MP Bekeshev’s initiative to prepare brochures with basic information on the Kyrgyz Parliament in Kyrgyz, Russian, and English for dissemination as informational materials for members of international delegations and participants in public tours of the Kyrgyz Parliament building. The initiative included the printing of these brochures in Braille for the visually-impaired. This initiative became one of

the key deliverables for KPSP Phase 3 and was endorsed by Speaker of the Parliament Asylbek Jeenbekov. KPSP printed 300 copies of the brochure in Braille (150 in Russian and 150 in Kyrgyz) and delivered them to the Jogorku Kenesh for use in the Parliament's Library and further dissemination among organizations working with people with disabilities. This number added to the original publication of 2,500 copies in regular type (1,000 copies in Russian, 1,000 copies in Kyrgyz, and 500 copies in English). 28 Braille copies (14 in Kyrgyz and 14 in Russian) are being kept in the Library of the Jogorku Kenesh, while the majority of the others have been distributed to organizations working with persons with special needs:

- 20 brochures (10 in Kyrgyz + 10 in Russian) to the Special School for the Blind in Bishkek;
- 20 brochures (10 in Kyrgyz + 10 in Russian) to the Special School for the Blind in Osh;
- 10 brochures in Russian to the Russian Society of the Blind (All Russia Association of the Blind);
- 20 brochures (10 in Kyrgyz + 10 in Russian) to the Republican Library of the Kyrgyz Society of the Blind and the Deaf (KSBD);
- 200 brochures to the Kyrgyz Society of the Blind and the Deaf for further distribution among its offices in the regions.

MP Bekeshev presented the Braille edition of the brochure to Speaker Asylbek Jeenbekov and other MPs, speaking about the unique accomplishment and its significance for persons with disabilities in Kyrgyzstan, as well as for the Parliament itself.



*President of the Kyrgyz Society of the Blind and the Deaf Kalyk Mambetkunov reads a new Brochure on the Jogorku Kenesh in Braille, June 2014.
Photo: MP Bekeshev's Office.*

The Director of the Republican Library of the Kyrgyz Society of the Blind and the Deaf (KSBD), Djumabay Ismailov, informed the MP Bekeshev's office that visually-impaired readers represent a great demand for these brochures in both the Russian and Kyrgyz languages. The KSBD distributed the brochures among its regional offices. Each regional office received between four and ten copies, depending on the number of members it serves. According to Marat Tashbaev, Director of the 1st Production-and-Training Enterprise of the KSBD, the brochures have helped to compensate for the unavailability of books in Braille since 1991. MP Bekeshev's office also received a letter from Olga Bubenova, Accountant of the Bishkek Primary Office of the Blind, who stated that the brochures are very popular among their readers and that many take these publications home.

In addition, the participants on KPSP Study Tours to the USA, the UK, Germany, Hungary, Sweden, Denmark, and other countries had the opportunity to observe, inspect, and witness the construction design and architectural accommodations that made parliament buildings accessible to persons with disabilities. This aspect of the Study Tours was something that impressed and motivated the participants.

DONOR COOPERATION

From the very beginning of the Program, KPSP has cooperated actively with other USAID, DFID, EU, GIZ, and United Nations donors and implementers to strengthen coordination, eliminate duplication of effort, and facilitate more efficient use of resources. To find synergies and ways to provide mutual assistance, the parties have followed some key principles of cooperation:

- Meeting frequently;
- Exchanging information on work plans and anticipated activities;
- Inviting and participating in one another's trainings and events.

KPSP has regularly briefed USAID and officials from the US Embassy in Kyrgyzstan as well as visiting high-ranking staffers about its activities. KPSP provides information and insights into the Kyrgyz parliamentary system, its strengths and weaknesses, and its needs and expectations. USAID and US Embassy officials often refer to KPSP as the US Government's flagship program in Kyrgyzstan. Former US Ambassador Pamela Spratlen, who was a frequent guest at KPSP-sponsored or facilitated events, once underlined the important role played by KPSP and the productive relationship it enjoys with the JK.

Since DFID became one of KPSP's donors in February 2013, KPSP staffers have regularly met with the UK Aid team and representatives from the UK Embassy in Kyrgyzstan in order to acquaint them with KPSP activities in progress and discuss joint efforts for promoting parliamentary rule in the Kyrgyz Republic during KPSP Phase 3. KPSP regularly briefed the former British Ambassador, Judith Farnworth, per her request, on plans, developments, and deliverables. She actively facilitated the organization of the Study Tour to the United Kingdom under KPSP Component 2 in September 2013 and met with the participants after the visit to discuss Study Tour outcomes and the establishment of professional relationships with the British parliamentarians.

The donors also asked KPSP to recommend MPs and JK staff for participation in study tours and training programs in the United States and the United Kingdom focusing on parliamentary governance, rule of law, and other democracy issues. KPSP also rendered assistance to the US Department of State and the US Embassy as well as to DFID and the UK Embassy in organizing visits to the Jogorku Kenesh and briefings in relation to JK structure, events, trends, and overall history.

Also, when visiting the US KPSP COP Gregg Halstead delivered presentations on KPSP on Capitol Hill, including briefings with congressional staffers from both the US Senate and the US House of Representatives and a presentation at the US State Department which was attended by USAID personnel.

KPSP staff regularly participated in many individual meetings and donor-sponsored events, including implementer meetings, schools and round tables, where they provided their expert opinions and/or delivered respective presentations. These events covered many topics, including parliamentary governance and the legislative process, the current state of affairs in the Jogorku Kenesh, recently proposed and passed legislation, the promotion of more substantive engagement with the general public and communications, engagement with the JK Press Service and parliamentary journalists, capacity-building and leadership, fostering cooperation between the JK and its counterparts and the impact of donor-funded programs on the development and strengthening of the Parliament. These events included:

- USAID Partners Meetings attended by high-ranking officials from the US Embassy in Kyrgyzstan, USAID in Bishkek and Almaty, and all ongoing USAID-funded programs. The meetings were called so that all USAID projects could become more familiar with one another and explore potential avenues for collaboration, whether in education, health, infrastructure, democracy and governance, or another field. USAID and the US Embassy, in their turn, informed the implementers about their own country-wide strategy and public outreach activities;
- USAID D&G Implementers Meetings attended by all USAID-funded programs and grant recipients involved in democracy and governance. Participants shared news on Kyrgyzstan's democratic development with its accomplishments, challenges, and further prospects;
- DFID Deepening Democracy Meetings that gathered representatives of KPSP, the National Democratic Institute (NDI), and the Collaborative Governance Program implemented by the East-West Management Institute. All three programs have been working in democracy and governance and all three are joint-funded by USAID and DFID;
- Donor Coordination Meetings to discuss the Jogorku Kenesh Development Strategy with Kyrgyz parliamentarians from the Commission on JK Development Strategy and the JK Leadership;
- Media Sector Collaboration Meetings hosted by Internews Kyrgyzstan and focused on the challenges faced by Kyrgyzstan during its transition to digital broadcasting and ways of cooperation in the media field;
- Media Sector Collaboration Meetings organized by the International Media Support (IMS) to discuss current projects, future priorities, and observations about recent developments in the media sector including developments in legislation and policy affecting journalists and civil society;

- US Peace Corps In-Service Trainings for volunteers serving in Kyrgyzstan on democracy development and related issues;
- Model Parliament, a parliamentary internship program sponsored by the OSCE and implemented by American Councils for International Education (ACCELS), designed to introduce 30 students from Bishkek to the system of parliamentary democracy in Kyrgyzstan through a three-month internship at the Kyrgyz Parliament. KPSP was initially involved in assisting with the placement of the interns.

KPSP staff also took active part in many policy seminars, conferences, and workshops on the role of civil society and the latest developments with legislation of interest to civil society (such as the foreign agents law, the criminalization of libel, and the anti-LGBT bill) organized by the Friedrich Ebert Stiftung Fund; on fostering parliamentary democracy conducted by the Club of Madrid; on strengthening civil society organizations engagement in the policy making process in the Parliament held by the Westminster Fund for Democracy; on concepts and instruments for elaboration of second language training programs organized by the Kyrgyz Republic Education Sector Support Project, supported by the European Union in cooperation with the Ministry of Education; on the role of think tanks and assistance projects in assisting state bodies to make informed policy held by the Tian Shan Policy Center of the American University of Central Asia; on the promotion of public policy discussion conducted by the Institute for Public Policy (IPP) jointly with the National Endowment for Democracy; and others.

KPSP also cooperated with the EU, UNDP, NDI, BEI, the Youth Project, RTLK, and OTI, and the Roza Otunbaeva Initiative in technical support to the Jogorku Kenesh and jointly held separate programmatic events.

KPSP's extensive experience in organizing and holding hearings and other activities involving Kyrgyz MPs has also made it a good source of advice for other donor programs including ICNL, the Westminster Program in Kyrgyzstan, the ACTED, and the UNDP- and USAID-funded Budget Transparency and Public Participation Program. KPSP, in its turn, expected that cooperation with these programs would present other opportunities for JK factions, committees, and ad hoc MP groups to hold events on various subjects related to economic, social, and political reforms.

KPSP has established and maintained constructive working relationships with other USAID-funded implementers, including functioning IRG, NDI, IRI, REFORMA, IFES, Freedom House, the Eurasia Foundation, and Internews Kyrgyzstan, and now concluded programs OTI, LDP, the Youth Project, BEI, RTLK, and EREC. On numerous occasions KPSP has served as a bridge between these implementers and the JK, be it committee chairs, MPs, and/or staff. KPSP initiated and engaged in many donor-

sponsored activities with these implementers, where the Program provided their technical and/or financial assistance. These activities included:

- In 2015, three international conferences were facilitated by a group of donors including UN Women, the British Embassy, the OSCE, UNICEF, NDI, and USAID and DFID through KPSP. They were the conference on the Role of the Parliament in Achieving Gender Equality in the Context of the 20-year Anniversary of the Beijing Declaration and Platform for Action (Beijing+20); the conference on Migration in Central Asia was conducted at the initiative of the JK Committee on Social Policy and the Parliamentary Assembly of the Council of Europe (PACE); and the conference on the Development of Parliamentary Democracy: Lessons and Prospects. The conference was attended by President Almazbek Atambaev and UN Secretary-General Ban Ki-Moon.
- In 2014, USAID and DFID through KPSP, the United Nations Development Program, and the World Bank supported the International Conference on the Parliamentary Role in Advancing State Policy against Corruption. The International Conference was held in Bishkek under the auspices of the Global Organization of Parliamentarians Against Corruption (GOPAC). The conference was initiated by the JK Committee on International Affairs together with the Office of the President to consider state policies to combat corruption and share the best international approaches and practices;

*Michael Greene, USAID Mission Director to the Kyrgyz Republic, delivers a speech on the importance of international support in combating corruption and building democracy in the Kyrgyz Republic at the GOPAC International Conference held on June 9, 2014.
Photo: KPSP.*



- In 2014, KPSP cooperated with the National Democratic Institute (NDI) in conducting three joint training sessions on Political Marketing and Public Relations for four MPs including two Vice-Speakers, 14 MP consultants and assistants, and 20 press-oriented parliamentary staffers on how to convey a strong message and positive image to TV viewers. The training was led by

media expert Rusudan Tskhomelidze, a Parliamentary Communication Center Project Manager at Internews-Georgia, who was specially invited by NDI to share her knowledge and expertise in writing, delivering, and commenting, developed over 20 years of work experience in media and PR;

- In 2013, KPSP assisted NDI to hold a presentation on Press Secretary Skills, Political Marketing, and Public Relations by the visiting Head of NDI Washington's Division for Public Outreach, Kathy Gest, for public relations and outreach specialists from the Parliament, NDI, and USAID;
- In 2013, KPSP closely cooperated with the USAID Office of Transition Initiatives (OTI) on MP Dastan Bekeshev's initiative to create brochures with basic information on the Kyrgyz Parliament. OTI took over translation of the brochures into Kyrgyz and English. It also took care of printing the finalized and approved Russian, Kyrgyz and English copies in the amount of 1,000 items each in Russian and Kyrgyz and 500 in English;
- In 2012, KPSP partnering with the USAID Office of Transition Initiatives (OTI) / International Resources Group (IRG) provided IT equipment to the JK Committee Department on Budget and Finance, Department on Education, Science, Culture and Sports, and Department on International Affairs. The procurement of the IT equipment upgraded the daily ability of these committee departments to assist their underlying committees. In addition, KPSP made a thorough IT Assessment of the JK's IT systems functionality and needs and provided corresponding recommendations. OTI/IRG agreed to fund an assessment of the costs involved in upgrading the JK server system needed prior to the JK acquiring a desired Electronic Legislative Tracking System;
- In 2011, KPSP made contact with and facilitated the USAID Regional Trade Liberalization and Customs Reform (RTL) Program to partner with the JK Committee Department on Economic Strategy, Investment Policy, and Tourism by providing computer and other information technology equipment in the amount of 292,000 Kyrgyz Som (about 7,000 USD). The procurement upgraded the work of the Committee Department since much of its information technology equipment was antiquated;
- In 2010, KPSP also reached out to and engaged OTI in December 2010 to partner with the JK Legal Department and Civil Service and Human Resources Department by providing information technology equipment in the form of computers, printers, scanners, and photo copiers. A ceremony was then jointly organized by the KPSP and OTI and held at the JK on January 24, 2011 marking the transfer of this equipment and featuring attendance and remarks by then-US

Ambassador, Tatiana Gfoeller. The procurement proved vital to upgrading the work of the Departments since much of their information technology equipment was either antiquated or had been stolen or damaged in the looting which occurred during the events of April 2010.

*At a ceremony held at the Jogorku Kenesh on September 28, 2011, KPSP and RTLIC officially provided and transferred to the JK Committee Department on Economic Strategy, Investment Policy, and Tourism information technology equipment in the amount of 292,000 Kyrgyz Som (about 7,000 USD).
Photo: KPSP.*



In addition, KPSP staff regularly briefed its main beneficiary, the Jogorku Kenesh itself. KPSP COP Gregg Halstead and Component Managers met with JK partners to discuss ongoing efforts. In particular, KPSP actively promoted the Research Fund, the Legislative Drafting Training Center, the Legislative Dictionary, and initiatives to strengthen the oversight function of JK committees through field public hearings and forums.

PROGRAM ADMINISTRATION

Management and Administration

During Year Five, KPSP kept moving forward in a smooth fashion. The Program continued to build its plan of activities focusing on sustainability and adopting a more deliberate and selective approach to the types of assistance it provides to the Kyrgyz Parliament through Components 1, 2, 3, and 4. Each quarter KPSP submitted a Quarterly Progress Report to USAID KPSP COR Nazgul Akisheva⁴. Each of these reports featured descriptions of the deliverables achieved by KPSP during the previous three-month period. It also covered challenges encountered and collaboration with other donors and programs in relation to parliamentary strengthening in Kyrgyzstan. Each Quarterly Progress Report was accompanied by a Quarterly Financial and Accruals Report and an Event Statistics Matrix with attendance figures for events organized and held by KPSP. The Sixteenth, Seventeenth, Eighteenth, and Nineteenth Quarterly Reports were submitted on October 30, 2014, January 30, 2015, April 29, 2015, and July 30, 2015, respectively. KPSP also submitted its End of Year Four Annual Report (covering the period from October 1, 2013 to September 30, 2014) to COR Akisheva on December 18, 2014. The Annual Report shows key program deliverables in terms of topics addressed, partners engaged, events organized, and projects implemented during KPSP Year Four.

KPSP staff also regularly met with USAID and DFID representatives to brief them on KPSP programming activities and plans. During Year Five, meetings were held with USAID KPSP COR Nazgul Akisheva, USAID Democracy and Governance Office Director Ann Hopper, Head of DFID's UKAID Team in Kyrgyzstan Aida Akmatalieva⁵, DFID Central Asia Regional Governance Advisor Alice Burt, and other high-ranking officials from USAID, USG, DFID, and the American and British Embassies in Kyrgyzstan. The parties also discussed joint efforts for promoting parliamentary governance in the Kyrgyz Republic.

In Year Five, DAI received one modification to the underlying Contract between USAID and DAI. Modification #11 was approved by USAID and officially signed on May 14, 2015. This Modification was

⁴ Nazgul Akisheva, a Project Management Specialist, Office of Democracy and Governance, was designated by USAID to serve as COR for KPSP, with Lira Djumadylova serving as Alternate COR, on December 6, 2012. Ms. Akisheva replaced Kevin Gash, who had been serving as KPSP COR from January 2011.

⁵ Aida Akmatalieva, the Head of DFID's UK Aid Team in Kyrgyzstan, was designated by DFID to serve as DFID Coordinator for KPSP with the start of KPSP Phase 3 on February 1, 2013 and the receipt of additional funds from DFID.

issued to provide final incremental funds in the amount of \$916,580.00, which funded KPSP to its contractual ceiling of \$7,139,740.00. In addition, KPSP submitted a budget realignment for approval by USAID on February 11, 2015; the new alignment reallocated funds that had been saved on operational expenses back into programming. The budget realignment was approved accordingly.

On April 17, 2015, KPSP submitted the Performance Monitoring Plan (PMP) and DFID Logarithm Framework (Logframe) Report to USAID COR Nazgul Akisheva and DFID UK Aid Head Aida Akmatalieva. The PMP and Logframe update was completed by KPSP STTA Kate Alexander, who visited the KPSP office in Bishkek from March 23 to April 7 for this purpose. The analysis included surveys completed by a representative sample of MPs and senior and midlevel parliamentary staff, compilation of relevant information and data, and interviews with KPSP component staff and partners. The results of the update demonstrated that KPSP had greatly exceeded target indicators in almost every instance and was providing meaningful assistance to the Kyrgyz Parliament across a wide range of fields.

In December 2014, DFID conducted its Annual Assessment of Democracy Programs in Kyrgyzstan funded by DFID, including KPSP. The DFID Assessors, Helen Barnes from DFID Bangladesh and Gulnora Mukhamadieva from DFID Tajikistan, held two meetings with the KPSP team covering KPSP activities, deliverables and the results of its programmatic events with particular emphasis on the Phase 3 period. The DFID Assessors also held meetings with a number of key MPs and parliamentary staffers, organized with the help of KPSP. The annual review was aimed at finding ways for improvement and assessing the need to continue and/or expand DFID funded democracy assistance in Kyrgyzstan beyond 2015. KPSP also prepared a Logframe update for the period of January 31, 2014 through November 30, 2014 to support the assessment process.

In Year Three and Four, KPSP prepared its first PMP and Logframe updates and presented them to USAID. In the first quarter of Year Three, KPSP STTA Tom Bridle visited Bishkek from November 20 to December 1 to update the deliverable figures and percentage targets in the KPSP Performance Monitoring Plan through to the end of KPSP programming Year Two, which concluded on September 30, 2012. The work involved the development of a questionnaire and a series of meetings and interviews with JK partners and beneficiaries to better assess the work and deliverables of KPSP. The PMP consisted of and featured figures and percentage indicators relating to the impact KPSP had had on the JK. The PMP update found that KPSP has exceeded its original three-year Program targets according to virtually all indicators. The final version of the updated PMP was submitted to USAID in January 2013. In the second quarter of Year Four, KPSP STTA Harvey D. Wagar III worked from mid-February to mid-April 2014 to update the figures and percentage targets in the PMP for the period of October 1, 2012 through January 31, 2014. The Logframe, which had been finalized by DFID only in February 2014, was filled out for the first time. The work involved distribution and analysis of questionnaires and a series of interviews

with JK partners and beneficiaries as well as KPSP staffers to better assess their achievements. The final version of the updated PMP and Logframe Report was submitted to USAID in April 2014. It also concluded that KPSP had continued to meet or exceed the vast majority of its PMP targets that had remained relevant and reasonable.

Three DAI Home Office-based staff Peter Dimitroff, Julia Czaplinski, and Alexandra Begle visited KPSP office in July – September 2015 to conduct internal audit of the Program’s activities and finances and help with the close-down procedures. STTA Dimitroff worked closely with the KPSP team from June 15 – July 31 (with a visit to Kyrgyzstan on July 5-13) to plan, conduct, facilitate, and draft conclusions on the KPSP Closedown Conference held on July 9, 2015. The Closedown Conference format was a working session with selected current MPs and parliamentary staff to solicit their perspectives on essential elements of a New Members Orientation for the Kyrgyz Parliament to be elected in October 2015. The Closedown Conference provided a useful forum for the KPSP team to solicit feedback on MP and parliamentary staff’s evaluation of the KPSP’s assistance since October 2010 and recommendations on which programmatic activities are critical and merit expansion within the next Parliament.

Julia Czaplinski and Alexandra Begle visited KPSP as a closedown team to ensure that the Program is closed down in a smooth and efficient manner. Closedown specialist Julia Czaplinski worked from July 20 – August 4 with COP Halstead and remaining technical staff to complete all relevant technical deliverables and make initial audit of financial, contractual, and human resource documentation. She also worked with Financial and Administrative Manager (FAM) to develop templates for termination and reference letters and supported the review of CCN personnel files in ensuring human resources files were complete. Alexandra Begle, closedown manager, is working with the appropriate KPSP staff from August 10 – September 19 to review all vendor and landlord contracts and agreements with DAI, support the review of financial documentation (including input in TAMIS), including procurement, contractual, and subproject data, and ensure that financial deliverables and financial files are complete. She will also work with IT staff and FAM to coordinate the disposition of non-expendable property per the plan USAID approved, including wiping and clearing IT equipment of proprietary information.

On September 12-26, KPSP office will be visited by OIMT Systems Specialist Dejan Momirovic. Mr. Momirovic is attracted to perform critical IT closedown activities of the office. He will coordinate office closedown activities with the Program IT Specialist; oversee the backup and verification of data from field servers, computers, and portable or removable storage devices; and perform server decommission procedures.

Staffing and Development

All KPSP staff effectively managed the heavy schedule of activities during Year Five and worked hard to meet deadlines and high expectations from KPSP-sponsored programmatic events and other initiatives.

In Year Five, one change was made to the composition of KPSP staff, but no challenges were posed to the smooth and timely operation of the Program's activities. Ulana Ashimova, who was hired as a new Office Manager in September 2014 following the promotion of Zhyldyz Aimanbaeva to Committee Hearing Specialist, moved to a new position with the USAID-funded Collaborative Governance Program East-West Management Institute – Kyrgyz Republic. She was replaced in June 2015 by Nurgulya Kulbekova, who had previously served as an Administrative Assistant for the Royal Netherlands Tuberculosis Foundation (KNCV), USAID-funded TB CARE I Project, from November 14, 2011 to December 31, 2014. Ms. Kulbekova was selected through open competition in accordance with the established selection procedures.

In Year Five, KPSP also welcomed two short-term interns. Begaim Sadygbaeva, who graduated from the International Relations Department of the Russian-Kyrgyz Slavic University, joined the Program as an intern in September 2014. She became KPSP's third local intern working mainly with Component 3, with various administrative issues for the new round of the joint KPSP-JK School of Parliamentary Journalism. Ms. Sadygbaeva later moved to a permanent administrative position with the KPSP-sponsored Legislative Drafting Training Center at KSLA in December 2014. In June 2015, KPSP welcomed an American intern, Ethan Krauss, who studies International Relations at Tufts University. Mr. Krauss worked with the KPSP team through the end of July, chiefly with reports and documentation, but also taking active part in the Program's internal and external meetings and events.

KPSP accepted its first local and foreign interns in Year Four. Aigerim Artykbaeva, a Law student at the Kyrgyz-Russian Slavic University, and Aigerim Baiazbekova, a senior Comparative and International Politics student at the American University of Central Asia, assisted KPSP from October – December 2013 and from February – March 2014, respectively. In June – July 2014, KPSP accepted two American interns Christopher Jarmas from Tufts University and Amanda Trabulsi from Wellesley College. They came to KPSP through an internship program sponsored and administered by Bard College and the American University of Central Asia.

In the fourth quarter of Year Five, KPSP has entered its administrative, logistical and financial close-out mode. The last programmatic activities had been accomplished by the end of July, with final short-term consultant and expert contracts being finished up in August, mainly with the JK-KPSP Research Fund. KPSP staffers have been concluding their contractual obligations. The majority of staff finished work on

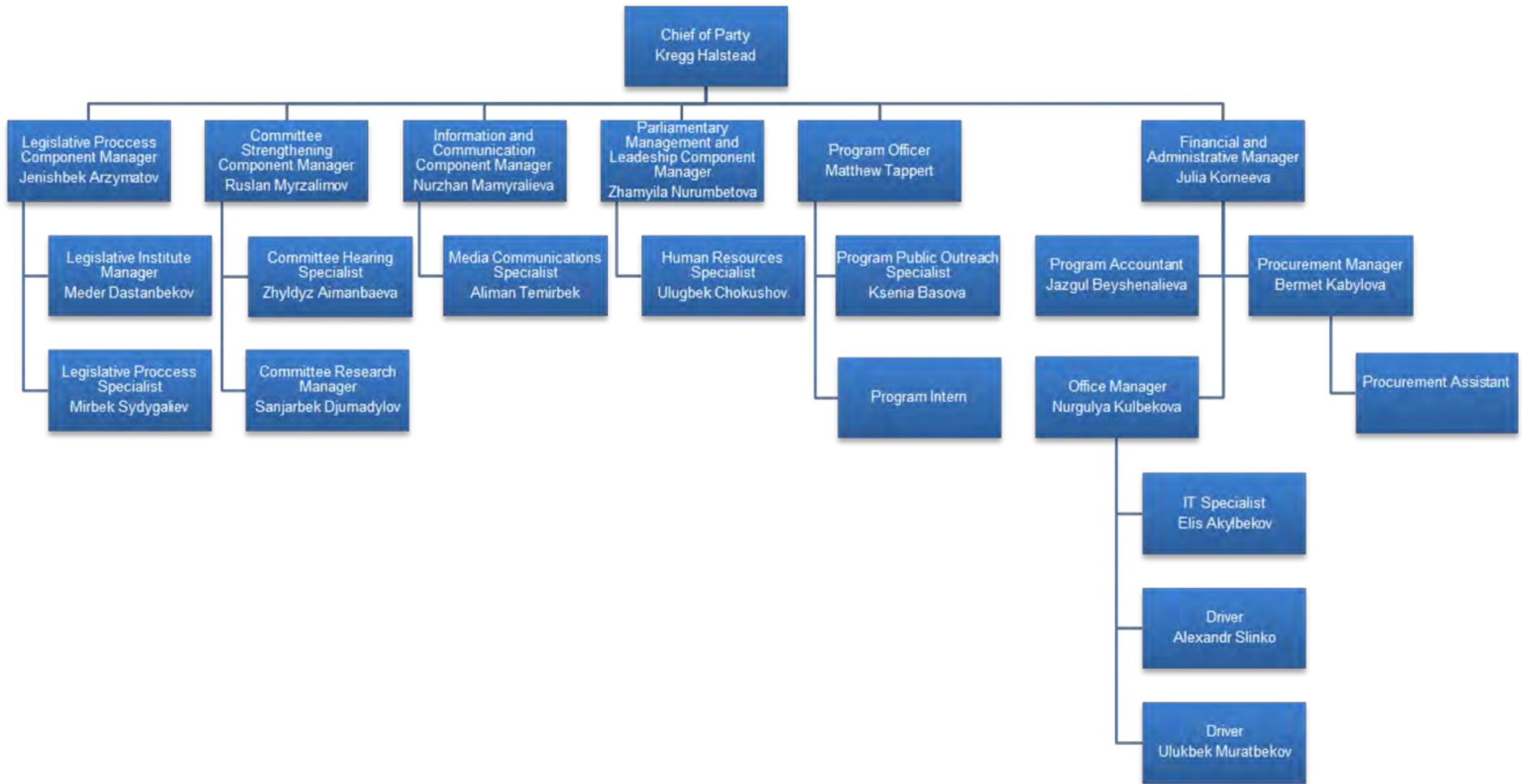
July 31, with the Component Managers closing their contracts on August 31. KPSP COP and financial and administrative staff will continue work through to the end of the Program on September 29, 2015.

During the implementation of the Program, KPSP employed over 20 people with extensive experience in their respective fields of work, good credentials, and strong references. KPSP started with two DAI Home Office-based staff arriving in Kyrgyzstan on October 10, 2010 for start-up and registration. The permanent COP for KPSP was hired in November 2010 and formally began his duties on January 10, 2011. KPSP also hired a Senior Legislative Expert, who later was promoted to Component 2 Manager, Committee Strengthening, and a legal counsel, who assumed the position of Component 1 Manager, Legislative Process. In April 2011, KPSP hired a full-time Office Manager and Accountant (from February 2012 the Financial and Administrative Manager). To smoothly transition to Phase 2, KPSP also hired three additional staff members Component 3 Manager, Communication and Information, Component 4 Manager, Parliamentary Management and Leadership, and Outreach and Events Coordinator (from February 2013 the Program Public Outreach Specialist). This team of seven specialists, one foreign and six local, aided by an office driver and on-call IT specialist, successfully implemented KPSP programming through to February 2013. In Phase 3, when additional funds were awarded to KPSP from DFID, the Program resolved to enlarge its staff to effectively manage the expanded resources and scope of work. Nine new positions were established: Committee Hearing Specialist; Committee Research Manager; Media and Communications Specialist; Legislative Process Specialist; Legislative Institute Manager; Program Officer; Program Accountant; Procurement Specialist; and Office Manager. KPSP IT Specialist and HRM Expert positions were short-term with a possibility of renewal. The staff additions strengthened the existing staff structure and let the Program continue to successfully fulfill its obligations before USAID, DFID and effectively extend support to the main beneficiary, the Kyrgyz Parliament.

All new staff was selected through open competition following careful consideration of their applications and a series of interviews with the Selection Committee. The best candidates, selected both on the basis of interview results and evaluation, were approved by KPSP COR Nazgul Akisheva. Employment agreements with KPSP employees were concluded in compliance with Kyrgyz employment law. At meetings with their corresponding JK counterparts the new technical staff were individually introduced and fully integrated into KPSP activities.

The adopted organizational structure for KPSP Phase 3 is presented below.

KPSP Phase 3 Organizational Chart



KPSP staff each attended training programs organized and conducted by both USAID and DAI Home Office. During the second quarter of the Program implementation, all KPSP staff attended a training on branding and marking highlighting the importance of USAID contactor and grant recipient compliance with branding and marking rules and regulations. Program Public Outreach Specialist Ksenia Basova regularly attended master classes, workshops and trainings organized by USAID on a variety of branding and marking- and outreach-related issues including on How to Write Success Stories that Matter, Writing for Outreach, Working with Local Media, Practical Photography, Video Creation, Facebook and Twitter for Outreach Specialists, as well as Outreach Coordination Meetings. Ms. Basova was often joined by Component 3 staff Nurzhan Mamyralieva and Aliman Temirbek.

All KPSP staff attended trainings concerning the proper use of TAMIS, a proprietary computer system developed by DAI, for planning, reporting, monitoring and auditing, and studied its programmatic and administrative internal procedures. The trainings were given by STTAs Aaron Gillman in October 2011 and DAI Home Office then-KPSP Program Manager Shikha Gupta and KPSP TAMIS Administrator Pavla Cornejo in June 2013. Ms. Gupta also presented comprehensive trainings relating to all aspects of issuing and managing grants. In October – November 2011, FAM Julia Korneeva underwent a training on the use of the DAI Field Accounting System given by STTA Vahe Sahakyan.

During Year Four, all KPSP staff underwent internal training on Employee Ethics to meet the requirements of DAI, USAID and DFID for integrity and ethical work.