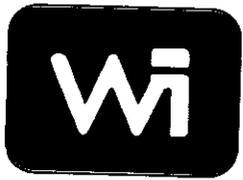


- PD-ABZ-587 -



*Women's Integrated Legal Literacy
(WILL) Project
2001 Annual Evaluation*

**Data processing and analysis
were implemented in collaboration with**



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INTRODUCTION

In September 1999 Winrock International launched the project "Women's Integrated Legal Literacy" (WILL Project). The Project is financed by USAID/CAR since October 1999 according to the Joint Agreement No. 122-007-A-00-9022-00 and is aimed to:

- Development of legal literacy of Uzbekistan women;
- Improvement of women skills in executing their legal rights;
- Encouragement of women participation in making decisions for raising their social status.

The main feature of the project is its implementation with regard to both local traditions and cultural peculiarities and peculiarities of rural and urban lifestyles as well.

The WILL Project includes the following activities:

- Training program
- Advocacy program
- Informational program
- Technical assistance of USA volunteers
- Grant program

Beginning from the year 2001 Winrock International proceeded to fulfillment of the second project stage.

In 2001, 258 trainings were carried out **within the framework of training program**. The total number of training participants was 5493.

Number of trainings conducted in 2001 by regions

No	Regions	Number of trainings	Number of participants
1	Andijan	16	263
2	Tashkent	15	283
3	Namangan	20	450
4	Samarkand	13	465
5	Jizzak	31	616
6	Republic of Karakalpakstan	27	495
7	Khorezm	13	207
8	Navoi	22	412
9	Surkhandarya	16	371
10	Kashkadarya	25	578
11	Fergana	21	594
12	Bukhara	24	319
13	Syrdarya	15	440
TOTAL:		258	5493

In 2001, current amendments were entered into the training program in order to improve general efficiency of program's impact and to enlarge the target group. They included:

- Adaptation of the unique training program in order to meet needs of men and youth in Uzbekistan.
- Balanced expansion of trainer base so that every region is presented in the WILL trainers' network.
- Involvement of male trainers into conduction of trainings.
- Start of activities for elaborating an original tutorial for trainers taking into consideration opinions and wishes of the WILL Project trainers.
- Extension of training topic list.
- Conduction of trainings by male trainers with male and mixed group in cities.
- Provision of professional growth of trainers through carrying out TOT and conferences for skill improvement.
- Creation of the Regional Coordinators' network (of the trainers' number), who are responsible for coordination of training conduction, organization of local seminars, maintenance of training material libraries, provision of consulting and support of new trainers.

In 2001 **within the framework of the advocacy program** 4 forums under specified subjects were carried out in different regions of the Republic of Uzbekistan.

Forum subject	Place of holding	Date of holding	Number of participants
Role of NGO-s in the social and economic development of the Fergana, Andijan and Namangan provinces	Fergana	February 15	90
Role of NGO-s in the social and economic development of the Bukhara, Navoi and Surkhandarya provinces	Bukhara	March 30	90
Role of NGO-s in the social and economic development of the Khorezm province and the Republic of Karakalpakstan	Khorezm	April 19	110
Development of social-economic partnership between local authorities and non-governmental non-commercial organizations	Tashkent	June 12	70

In 2001 **within the framework of the informational program** 6 issues of the WILL News Bulletin were published in Uzbek, Russian and English languages presenting useful information about activity of women NGO-s and organizations dealing with women matters in Uzbekistan. The total pressrun of the issues was 3150 copies. Besides, Winrock International financially supported translation and publication of different tutorials and manuals, subjects of which correspond to the main scope of the WILL Project.

In 2000-2001, 24 small grants were issued **within the framework of the grant program**, the purpose of which was to encourage participation of women and women' organizations in raising the status of Uzbekistan women, as well as 28 initial grants for supporting new initiatives of women' groups of Uzbekistan in the field of improving the social status of women.

Number of the issued small and initial grants by regions

№	Regions	Small grants	Initial grants	TOTAL
1	Andijan	1	1	2
2	Bukhara	2	2	4
3	Jizzak	2	1	3
4	Navoi		2	2
5	Namangan		2	2
6	Republic of Karakalpakstan	2	3	5
7	Kashkadarya	1	1	2
8	Samarkand	5	1	6
9	Surkhandarya		3	3
10	Fergana	4	3	7
11	Khorezm	1	2	3
12	Tashkent	3	5	8
13	Tashkent city	3	2	5
TOTAL		24	28	52

Methodology of evaluation

The main purpose of this survey was to evaluate the WILL Project activity in the year 2001. The basic issue stipulated by the survey group was the matter of quantity, quality and impact of different kinds of activity implemented under the WILL Project in 2001. In addition, the records were collected for defining further perspectives of the Project.

Data collection methods

1. Semi-formalized interview with experts – coordinators of the WILL Project programs, as well as regional coordinators of the training program.
2. Questionnaire survey among respondents of the following categories:
 - Training participants
 - Trainers
 - Participants of advocacy forums conducted in 2001, NGO members
 - Participants of advocacy forums conducted in 2001, representatives of governmental bodies and structures
 - Representatives of organizations – small grant beneficiaries
 - Representatives of organizations – initial grant beneficiaries
3. Informal consultations with the personnel of the WILL Project
4. Analysis of different project documentation

Data collection instruments

1. Semi-formalized guides (scenarios) of interview with experts
2. Questionnaires for each of the 6 respondent categories

Number of respondents

During the evaluation 301 training participants in 13 regions of the Republic of Uzbekistan were surveyed in total. At initial checking of statements 12 questionnaires were found missing necessary information. These questionnaires were excluded from processing and data analysis. Thus the number of processed and analyzed questionnaires for training participants was 289.

Number of the interviewed training participants by regions

Region	Number of interviewed training participants
Tashkent	22
Navoi	26
Jizzak	24
Bukhara	22
Fergana	26
Andijan	20
Syrdarya	22
Kashkadarya	22
Khorezm	27
Samarkand	16
Namangan	22
Surkhandarya	20
Republic of Karakalpakstan	20
TOTAL:	289

Number of the interviewed training participants by locality type

Locality type	Number of interviewed training participants
Region capitals (total number of inhabitants over 100.000)	105
District centers (total number of inhabitants 5.000 to 100.000)	93
Villages (total number of inhabitants under 5.000)	91
TOTAL:	289

Besides, 47 trainers carrying out trainings under the WILL Project were questioned. As a result of initial checking 4 questionnaires for trainers were found invalid due to the reason stated above. Thus the number of processed and analyzed questionnaires for trainers was 43.

Number of the interviewed trainers by regions

Region	Number of interviewed trainers
Fergana	5
Tashkent	3
Andijan	3
Navoi	4
Syrdarya	3
Kashkadarya	2
Khorezm	3
Jizzak	4
Samarkand	3
Bukhara	5
Namangan	3
Surkhandarya	2
Republic of Karakalpakstan	3
TOTAL:	43

During evaluation of the grant program under the WILL Project the questionnaire survey was carried out among representatives of 49 organizations – small and initial grant beneficiaries.

In order to evaluate advocacy program as well as informational program of the WILL Project 54 participants in 11 regions of the Republic of Uzbekistan were surveyed – of them 27 representatives of NGO-s and 27 representatives of governmental bodies and structures.

Region	Number of interviewed NGO representatives	Number of interviewed representatives of governmental bodies and structures
Fergana	3	3
Namangan	3	3
Andijan	3	3
Bukhara	3	3
Navoi	3	3
Surkhandarya	3	3
Khorezm	3	3
Republic of Karakalpakstan	3	3
Tashkent, Syrdarya, Tashkent City	3	3
TOTAL:	27	27

The quantitative data obtained during the evaluation was supplemented with information of qualitative nature gained from 4 in-depth interviews with program coordinators (sample shorthand recording) and 5 in-depth interviews with regional coordinators of training programs, recorded to audio medium.

Analyzing and data processing methods

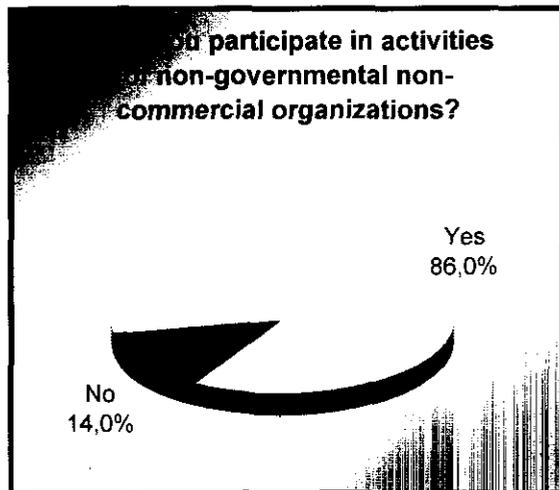
1. Classification of the qualitative information was implemented using the program ETHNOGRAPH 4.0.
2. Classification, calculation and statistic analysis of the quantitative information were fulfilled using the program SPSS 10.0.

EVALUATION OF THE TRAINING PROGRAM IMPACT

Profile of trainers participated in the survey

50% of trainers, who took part in the survey, are WILL trainers for over 20 months (to July of 2002). In average (in the whole sample) – 18 months.

86.0% of the questioned trainers take part in activity of non-governmental non-commercial organizations (NGO-s) (See chart 1). A half of those, who stated their participation in NGO activities, began their work before January of 2001.



83.7% of all the surveyed trainers reported that NGO-s, where they participate, deal with women legal matters (protection and promotion of women rights).

At that 41.7% trainers of the specified category stated that within the framework of NGO activity for protection and promotion of women rights they organize and hold trainings and seminars, and 19.4% render consulting. 8.3% of respondents of this category within the framework of NGO activities provide juridical consulting, 8.3% deal with psychological rehabilitation of women in crisis situation. Other answers of trainers were also received to the question "What exactly is the scope of your activity in NGO for protection and promotion of women rights?" and in particular:

*I carry out trainings on legal literacy for businesswomen.
I provide women interested in getting information with extracts from statutes.*

*I help to compile written applications to organizations and departments when women rights are violated.
I took part in trials for women right protection.
Within the framework of educational and production center activities I instruct on professions and assist in employment of disabled women.*

and others.

Only 4.6% of the surveyed trainers did not participate in training and educational programs of various international and local organizations. 85.4% of the trainers who declared their participation in such programs, noted in this relation the "Counterpart Consortium", 78.0% - the Open Society Institute/Soros Foundation, 39.0% - the American Bar Association (ABA). Also training and educational programs of other organizations were cited:

Global Training – 34.1% (of the trainers who reported their participation in training and educational programs);

- Peace Corps – 26.8%;
- UN Development Program (UNDP) – 24.4%;
- Asian Development Bank – 24.4%;
- USIS (USA Informational Agency) – 22.0%;
- Eurasia Foundation – 22.0%.

The following organizations were cited in this relation less often:

- World Bank – 14.6%;
- Novib – 14.6%;
- Abt Associates (Zdravreform) – 12.2%;
- OSCE – 12.2%;
- UNICEF – 7.3%.

The trainers questioned during the survey took part in training and educational programs of in average 4.5 organizations.

The basic demographic features of this sample are given in Tables 1 - 9 in the Annex.

Profile of the questioned training participants

50.2% of the surveyed training participants stated that they participate in NGO activities (See chart 2), while 92.4% of this category respondents claimed that NGO where they participate, deal with women legal problems

Probably it can be considered partly as a result of our training activity that new NGO-s have appeared in our region and in other regions, and, especially – in remote areas. (Regional Coordinator)

(protection and promotion of women rights). 9.3% of the training participants of this category declared that within the framework of NGO activities for protection and promotion of women rights they render consulting and advises on right protection, 7.8% hold seminars or assist in their

arrangement, 10.9% distribute knowledge obtained at WILL trainings to all interested persons. 3.1% organize elucidation of NGO activity in mass-media. Other kinds of activities were also cited in this relation, and in particular:

I advise on where to appeal in problem cases.

I take part in organization of "Hot Line" work.

I facilitate in evaluation of women needs and problems.

I participate in arranging social partnership between NGO-s and governmental structures aimed to solution of revealed problems.

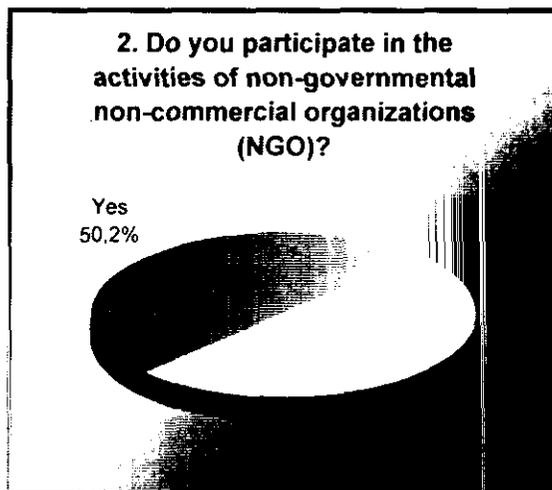
I am engaged in educational activity among young people on the matters of gender equality.

As a chairman of rural people assembly I protect social rights of women.

I work in NGO as a psychologist and help women who underwent violence to overcome depression.

I participate in compiling booklets and references.

and others.



25.3% of the surveyed WILL training participants did not attend to training and educational programs of various international and local organizations. 48.1% of respondents who reported their participation in such programs cited in this relation the "Counterpart Consortium", 26.4% - the Open Society Institute/Soros Foundation, 13.9% - Global Training. Training and educational programs of other organizations were mentioned as well:

- Eurasia Foundation – 8.3% (of respondents who declared their participation in training and educational programs);
- Asian Development Bank – 7.4%;
- Peace Corps - 6.9%;
- UNICEF – 6.5%;
- Abt Associates (Zdravreform) – 6.0%;

- American Bar Association (ABA) – 5.6%.

The following organizations were cited in this relation less often:

- USIS (USA Informational Agency) – 3.7%;
- Novib – 2.3%;
- Conrad Adenauer Fund – 1.9%;
- Internews – 1.4%.

The trainers questioned during the survey took part in training and educational programs of in average 1.5 organizations.

The basic demographic features of this sample are given in Tables 10 – 16 in the Annex.

Improvement of training participant skills

Rising of skills of training participants concerning national and international mechanisms, which protect personal and civil rights of women, can undoubtedly be considered as one of the results of the WILL Project's training program impact. Only 18.0% of the WILL training participants claimed that they do not know any national or international mechanisms establishing equal rights between men and women and/or protecting rights of women and girls in Uzbekistan. The rest 82.0% of the training participants cited various documents and organizations in this relation. Defining mechanisms establishing equality and right

protection, 40.3% of this category respondents specified *the Constitution of the Republic of Uzbekistan*, 31.4% – *courts*, 22.5% - *the Family Code of the Republic of Uzbekistan*, 22.9% - *women committees*.

The following documents and organizations were indicated less often in this relation:

Ombudsman Institute at the Supreme Assembly of the Republic of Uzbekistan – 19.9% (of the training participants, who reported their awareness of national and international mechanisms ensuring equality and/or protecting rights of women and girls in Uzbekistan);
General Declaration of Human Rights – 19.5%;
Public Prosecution – 19.1%;
Makhalla Committees – 16.1%;
Convention on liquidation of all forms of discrimination against women – 16.1%;
Labor Code of the Republic of Uzbekistan – 13.6%;
Hokimiyats – 12.7%;
UN and UN agencies – 11.9%;
Non-governmental non-commercial organizations – 11.9%;
Civil Code of the Republic of Uzbekistan – 11.0%.

The training participants also cited other national and international documents and organizations as the mechanisms ensuring equality and/or protecting rights of women and girls in Uzbekistan.

The average number of documents and organizations indicated by the questioned participants of the WILL trainings in this relation was 3.

In contrast to the training participants the surveyed trainers indicated relatively more often *the General Declaration of human rights* – 57.1%, *Convention on liquidation of all forms of discrimination against women* – 42.9%, *Non-governmental non-commercial organizations* – 28.6%, *UN and UN agencies* – 23.8%, *the Beijing platform* – 16.7%, as the mechanisms establishing equality and/or protecting rights of women and girls in Uzbekistan. The surveyed trainers relatively less often (than the training participants) cited in this relation *courts* – 23.8%, *makhalla committees* – 14.3%, *public prosecution* – 9.5%, *hokimiyats* – 4.8%.

The average number of documents and organizations specified by all the questioned WILL trainers as the mechanisms ensuring equality and/or protecting rights of women and girls in Uzbekistan was 15.

91.7% of the surveyed training participants reported Islam as their religion, 3.8% - Christianity, 0.3% - Buddhism, and 4.2% did not adhere themselves to any religion. Answering to the question of whether the religion professed by the respondent contains any principles supporting women rights and gender equality, 8.7% of the surveyed training participants chose the answer «No», 52.2% noted «Yes», 34.9% selected the option «Difficult to answer».

17.3% of those respondents who declared availability of principles supporting women rights and gender equality in their religion did not explain what exactly they meant. The rest 82.7% (of this respondent group) gave various explanations.

Analysis of the examples cited by respondents revealed the following:

19.3% indicated Koran, 12.7 – Hadiths, however only formally without further detailing.

A big number of respondents referring to text of the Hadiths and other sources stated that Islam praises the role of mother. In this context the following quotations were cited:

«First bow to mother, then again to mother, and again to mother, and then to father »;

«The Paradise is under mother's feet »;

«Mother is the great Family».

A woman who brought up three daughters comes to Paradise.

Overall, 24.0% of respondents, who reported availability of principles supporting women rights and gender equality in their religion, cited quotations and phrases, which declare necessity of respecting sisters and mothers.

Some of the respondents particularly noted availability of the principles in their religion, which stipulate attitude to aged and lonely women.

*It is necessary to show respect to aged women (2.0%)
You have to say "Mother" when addressing older women.
Lonely women should be protected.*

Some quotations and phrases cited by the respondents have institutional-regulating meaning and refer to regulation of relations in family sphere.

*A man needs consent of his first wife to create additional family.
«Husband and wife are bulls in a single relay».
«Mahr» (share) of women must be ensured.
Women consent for marriage is considered.
Woman has right to divorce if exposed to violence.
There is no difference between a son and a daughter.*

Some statements of the respondents indicate equality of men and women in social and religious aspects.

*A woman has the right for labor on par with a man.
Education rights are equal.
Man and women have equal rights for praying and fasting.*

In order to evaluate increase of "active" knowledge level during the WILL trainings, the respondents were proposed at the questioning to consider three cases when women rights are derogated.

Situation 1

Husband or another member of your female friend beats and verbally abuses her. What organizations or structures would you advise to turn to for assistance? What documents may she need?

The first case concerns domestic violence problem. Only less than 5% of the questioned training participants could not specify any structure or organization, to which they would advise to appeal for help, as well as any document, which would be useful in this case. The rest of respondents offered various structures and organizations, which can render assistance in the case of domestic violence against a woman by husband or another family member's side.

The following structures and organizations were cited most often:

*Court – 42.2%;
Makhalla committee – 28.7%;
Women committee – 21.1%;
NGO – 15.2%;
Militia – 14.9%;
Public prosecution – 11.1%*

The questioned training participants also indicated the documents, which can be necessary in such case.

*Certificate of legal medicine examination – 26.6%;
Petition to court – 13.1%;
Application to militia – 5.5%;
Application to makhalla committee – 3.5%;
Written evidences of witnesses, neighbors – 4.8%*

and other.

Situation 2.

Your female friend married according to Islam traditional ceremony, but her marriage was not officially registered. After a while she was kicked out of from husband's house with two children. She is seeking alimony and living space in husband's house for herself and her children. However husband of your female friend has locked her out and makhalla committee workers refuse to recognize her marriage and require her to move back to her parents. Where would you advise her to address? What documents can be needed?

The next of the situations proposed during the questioning concerned derogation of women rights after dissolving of an unregistered (contracted by religious custom) marriage. Only less than 6% of the surveyed training participants could not specify any structure or organization, to which they would advise to appeal for assistance, as well as any document, which could be useful in this situation.

The rest of respondents offered different structures and organizations, which could be helpful in this case.

The following structures, organizations and officials were cited most often:

*Court – 50.5%;
Women committee – 9.7%;
Lawyer – 8.7%;
NGO – 7.9%;
Civil court – 7.3%;
Makhalla committee – 6.2%.*

The questioned training participants also indicated the documents which could be helpful in this case.

Child birth certificate – 27.3%;
Witness evidences – 18.0%;
Petition to court– 11.4%;
Certificate of paternity – 6.6%;

and others.

Situation 3.
Organization where your female friend works cannot pay her salary for four months. Where would you advise to address? What documents may be required?

The last of the situations proposed during the questioning concerned derogation of woman's economic rights at working place. 8.3% of the surveyed training participants could not specify any structure or organization, to which they would advise to appeal for assistance, as well as any document, which could be useful in this situation.

The rest of respondents offered different structures and organizations, which are of use in this case.

The following structures, organizations and officials were cited most often:

Trade union – 37.0%;
Court – 31.1%;
Public prosecution– 13.8%;
Economical court – 6.9%;
Civil court– 6.9%;
Lawyer – 5.5%.

The questioned training participants also indicated the documents, which can be necessary in such case.

Certificate from job office – 10.7%;
Certificate from accounting department on charging of salary – 10.4%;
Petition to court – 9.7%;
Work record card (or copy of work record card) – 5.2%;
Application to public prosecution – 4.8%

and others.

Awareness of factors blocking women from equal participating in society life

Only 2.4% of the questioned training participants found no barriers that hinder women and girls to participate on par with men in all the spheres and sectors of Uzbek life. The rest 97.6% of respondents named various factors blocking women from equal participating in social life. Among these factors the following ones were cited most often:

- Requirements in conjunction with child-bearing and raising;
- Lack of legal literacy and knowledge of gender issues by all of society;
- Lack of economic means.

The full distribution of answers to this question (percentage of respondents, who chose that option or another) is given in the table.

What are the barriers that block women and girls from participating equally and equitably in all spheres and sectors (government, non-government, politics, business, family) of Uzbek life?

Lack/unavailability of education/training	39,6
Lack of leadership skills	29,2
Lack of economic means	48,6
Personal status within the family	44,1
Written religious rules	25,0
Applied religious beliefs	35,1
Requirements in conjunction with child-bearing and raising	59,0
Low self-esteem and self-respect	36,5
Lack of laws establishing and protecting equality between men and women	17,7
State of legal rights execution	22,6
Socially accepted gender roles (stereotypes) between men and women	46,2
Lack of legal literacy and knowledge of gender issues by men/boys only	42,7
Lack of legal literacy and knowledge of gender issues by women/girls only	46,5
Lack of legal literacy and knowledge by all of society	50,3
There are no obstacles	2,4

The following facts revealed in analyzing the obtained results are also noteworthy:

Female respondents relatively oftener than men chose the following options of replying to the question:

- Lack of economical means (this option was selected by 53.4% of female respondents and 27.8% of the surveyed men);
- Requirements in conjunction with child-bearing and raising (61.1% vs. 50.0%);
- Legal rights implementation process (23.5% vs. 18.5%);
- Lack of legal literacy and knowledge of gender issues by all of society (53.4% vs. 37.0%).

Male respondents relatively oftener than questioned women chose the following options of answer to this question:

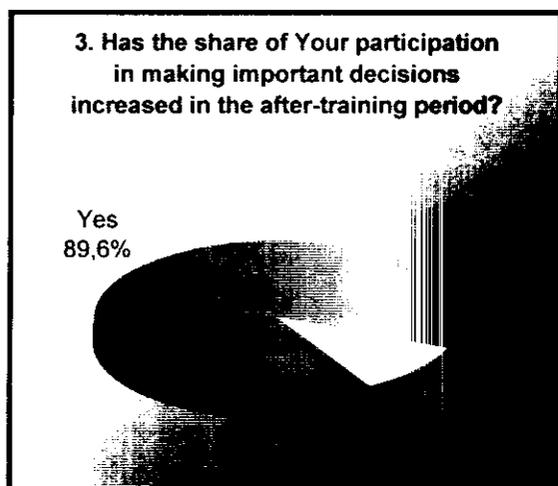
- Lack/unavailability of education/trainings (this option was chosen by 44.4% of male respondents vs. 38.5% of the surveyed women);
- Lack of leadership skills (33.3% vs. 28.2%);
- Socially accepted gender roles (stereotypes) of men and women (50.0% vs. 45.3%).

Respondents aged 20 and younger relatively oftener than respondents from other age profiles reported the following factors, which, in their opinion, block women from equal participating in social life:

- Lack/unavailability of education/trainings;
- Written religious beliefs;
- Obligations in conjunction with childbearing and raising;
- Socially accepted gender roles (stereotypes) of men and women;
- Lack of legal literacy and knowledge of gender issues by all of society.

Respondents aged 21 – 35 relatively oftener than respondents belonging to other age profiles specified the following options of answer to this question:

- Lack of leadership skills;
- Personal status within the family;
- Religious beliefs applied in life;
- Low self-esteem and self-respect;
- Lack of laws establishing and protecting equality between men and women;
- Legal rights implementation process;
- Lack of legal literacy and knowledge of gender issues by men/boys;
- Lack of legal literacy and knowledge of gender issues by women/girls.



The direct correlation between respondent age and frequency of citing the option "Lack of economic means" was also detected – the higher (older) respondent group was the oftener this factor was named as a barrier for women's equal participation in society life.

Respondents-trainers considerably oftener (than the questioned training participants) chose the following options:

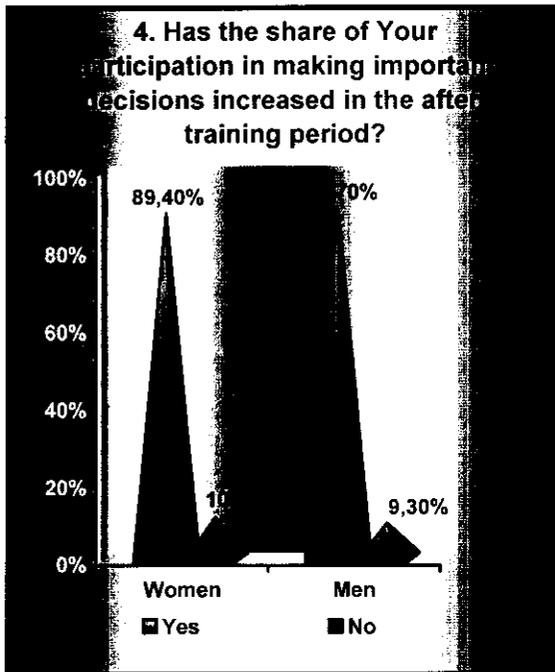
- Lack/unavailability of education/training (65.1% of respondents-trainers vs. 39.6% of the questioned training participants);
- Low self-esteem and self-respect (69.8% vs. 36.5%);
- Socially accepted gender roles (stereotypes) between men and women (88.4% vs. 46.2%);
- Lack of legal literacy and knowledge by all of society (81.4% vs. 50.3%).

Increase of share of participation in important decision making

9 of 10 surveyed training participants claimed that the share of their participating in important decisions making has increased in the after-training period (See charts 3 and 4). 68.5% of those who reported raise of own participation in key decisions making specified the sphere of this raise, which encompasses *personal and family finances, including own time management and allocation of work/chores around the house, 55.5% - activity level and high regard at work*. The full breakdown of answers to the question "Please specify in which spheres exactly the share of your participation in making decisions has increased?" is shown in the Table.

Personal and family finance, including time management and allocation of work/chores around the house	68,5
Activity level and high regard as a leader and decision-maker at home	48,8
Activity level and validation at work	55,5
Activity level, professional respect and high regard at the self-government boards, such as makhalla committees (both official and unofficial)	25,6
Activity level? professional respect and high regard at the municipal authorities (women committees, hokimiyats, business and non-government sectors)	19,3
Activity level at civic initiatives at work with NGO-s or initiative groups	43,3
Others	3,6

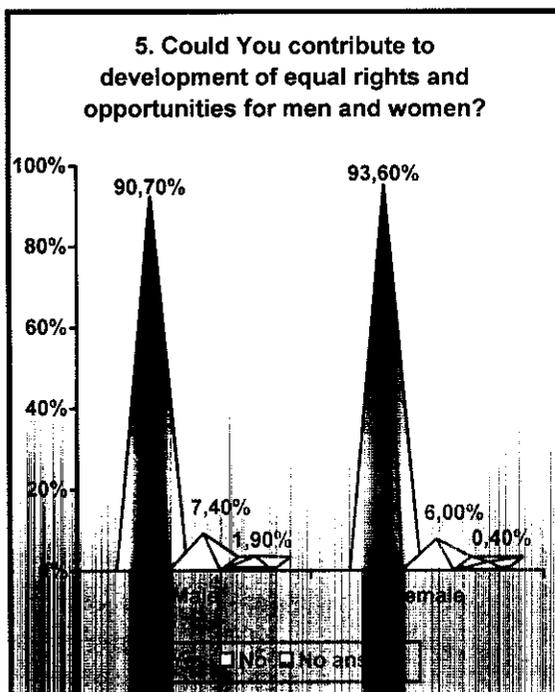
When analyzing the data, the following noteworthy features of answer breakdown within some social-demographic groups were revealed.



- Female respondents considerably (relatively) oftener than the questioned men chose the option of answer "Activity level and high regard as a leader and decision-maker at home" (53,4% vs. 29,2%).
- The direct correlation was determined between respondents' age and their choosing the options "Activity level and validation at the self-government boards, such as makhalla committees (both official and unofficial)" and "Activity level and validation at the municipal authorities (women committees, hokimiyats, business and non-government sectors)" – the older interview participants were the (relatively) oftener they named these spheres.

The respondents noted different **factors** (in one way or another related to their participation in trainings), **which influenced their activity level and possibility of managing changes of women' and men' social roles and society development.** Among these factors the following ones were specified:

- Improved leadership capabilities, demonstrated by greater communication, conflict resolution and gender analysis skills – 61.4% (of those respondents who reported increase of their participation in key decisions making);
- Greater knowledge and improved understanding of how to utilize human and civil rights laws – 53.1%;
- Improved self-esteem – 47.6%;
- Awareness of how does the gender-based discrimination reveal itself in society (public and private) – 41.3%;
- Ability to identify traditions from human rights, and stereotypes from abilities – 38.2%;
- A sense of connectedness with women's organizations and a larger community that understands who I am – 37.0%;
- Activity level and validation at municipal authorities (Women committees, hokimiyats, business and non-governmental sectors) – 35.0%.



The absolute majority of the questioned training participants responded positively to the question "Could you contribute to development of equal rights and opportunities for men and women?" (Distribution of answers within profiles formed by gender is shown at the chart 5). Answering to the question "Please specify how

can you do it namely?" the most part of respondents declared "As an individual within my family" (85,8% of those who earlier reported their ability to foster equal rights and opportunities for men and women). Other options of answers were also noted:

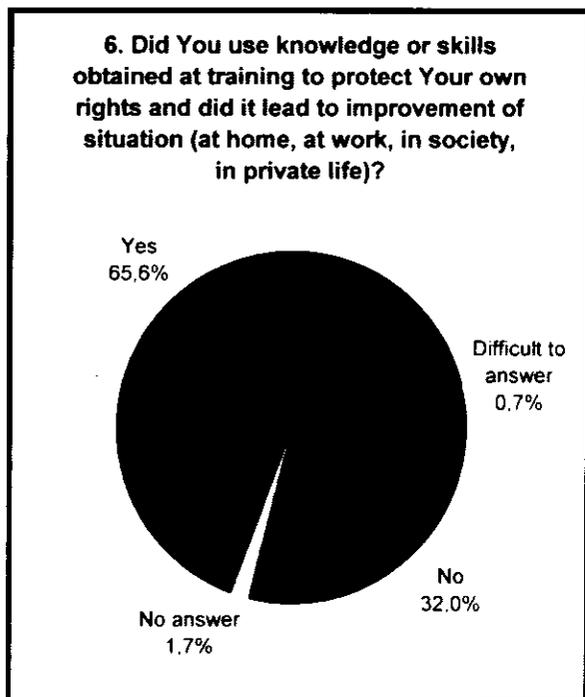
We can cite a number of examples, when a problem occurs (or problem exists but they can not solve it) and people from province call or visit us. In this way they find a new community. (Regional Coordinator)

- As a member of NGO working at the level of national-political decision making – 7.1%;
- As a member of NGO working at international level – 4.5%;
- Other – 6.5%.

- At my work place – 70.1%;
- As a member of my makhalla – 54.5%;
- As a member of NGO working at the community grassroots level – 38.8%;

In general, such structure of levels, at which respondents, in their opinion, may cause influence, is specific in analyzing data by social-demographic profiles (such as gender, age, etc.)

Use of knowledge and skills gained at trainings



Analysis of data collected during evaluation, has revealed rather high level of application of legal knowledge and skills gained by the participants at trainings. Thus, answering the question of whether the respondents have used knowledge and skills obtained at trainings to defend own rights, resulting in an improvement of their situation, the two thirds of the respondents replied "Yes" (See chart 6).

Further, the respondents named various spheres, where they could apply knowledge and skills gained at trainings.

10.1% (of the respondents who had used knowledge and skills) stated that they *learned what their rights were and how to protect them*.

12.7% - reported that they *had applied gained knowledge and skills at their work*, 10.1% - *within their family*.

Besides, a number of specific situations were cited when use of knowledge and skills obtained at trainings, helped the respondents to protect their own rights and improve social status. Some of these situations are described below.

I talked shyly before, but now I can easily state my ideas and convince people.

I have achieved equality in allocating responsibilities within my family.

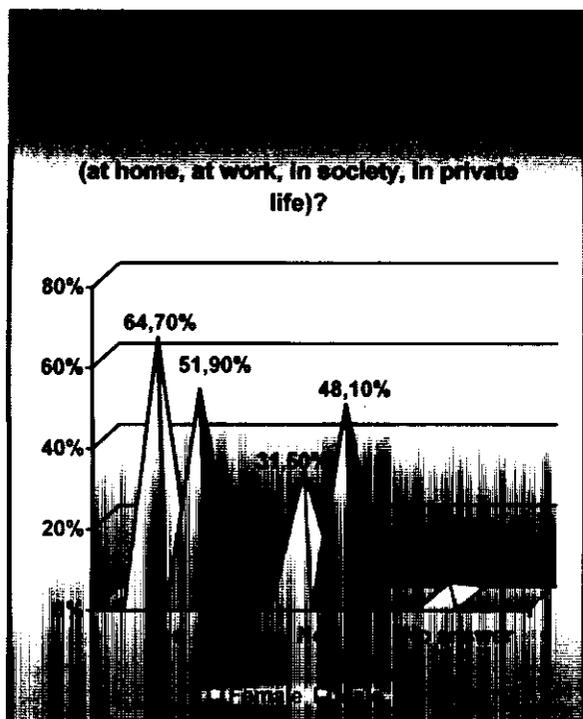
I began to better attitude to people and that has changed their attitude to me.

At my work I have managed to refuse from tasks, which are beyond of my responsibilities.

I succeeded in granting me disability privileges – my administration reduced my working hours.

I have established NGO and now manage it.

I have defended my right for education, though my family objected.



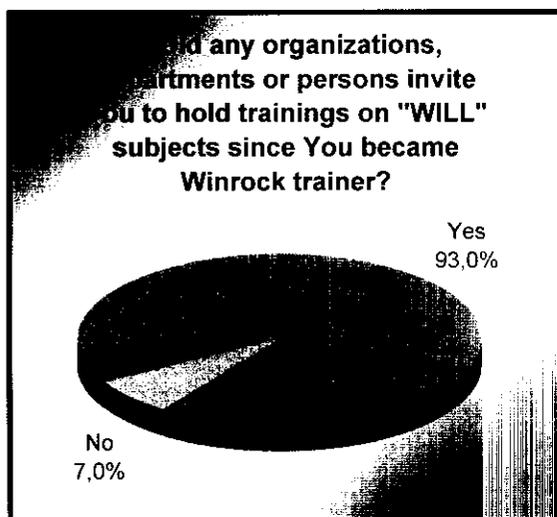
Many training participants were able to apply knowledge and skills gained at trainings not only to **protect their own rights**, but also to **help their familiar women (girls) in protecting their rights and improving social status**. Almost 2/3 of the questioned women and over a half of male respondents claimed that they had used knowledge and skills gained at trainings to help their familiar women (girls) in protecting their rights and improving social status (See chart 7). Specific situations were described; some of them are cited below.

*I helped my female friend to get allowances for children.
My daughter is studying abroad, though parents of her fiancé minded.
I have explained to a woman, whom her husband wanted to kick out from house with children, her rights.
After that her husband gave up this idea.
Revenue inspection workers wanted to deforce a woman's property. I have required attorney approval and they retreated.
I have explained to my classmate her rights. And now she attends to school every day, though earlier her parents did not let her.
I have explained to a woman with disabled child where and what documentation she has to submit for getting child allowances.
I began to help my mother and sisters in their homework.
I have dissuaded my acquaintances to marry their teenaged daughter. The wedding was postponed.
A woman-farmer was illegally deprived of her land. I helped her to retrieve it.
I have defended a woman against her husband's beating, having threatened him with a clause from the Criminal Code.*

During evaluation the WILL trainers were proposed to answer the question "Have you used the knowledge or skills you possess as a Winrock trainer **for protecting your own rights**, and has it led to improvement of situation (at home, at work, in society, in private life)? If yes, please describe briefly the situation and how was it changed". Answers to this question contain specific situations; some of them are cited below.

*I persuaded my husband to let me go to business trips, earlier we always quarreled about it.
I have learnt to protect my rights convincing people little by little.
I have made my husband to change his opinion about woman's role in society. Now he approves my activity and supports me.
When hokimiyat and revenue inspection audited our NGO I have managed to protect our organization against groundless accusations.
I have settled misunderstanding with my mother-in-law, sister-in-law and husband, and gained positive attitude to myself.
I have been the housewife for 12 years and now I am head of NGO and involve other women into work.
When I had a problem with a bank servicing, then owing to gained skills I could settle it in my favor.*

The WILL trainers also indicated the situations when they used the knowledge and skills they possessed as the Winrock trainers **to help a woman or a girl in learning and protecting her rights**, and that resulted in an improvement. Some of the described situations are cited below.



*I have advised a woman left by her husband to seek for alimony by court. The court judged in her favor and the favor of her 5 children.
I helped my female friend who was sexually embarrassed by her chief at work. As a result she got rid of embarrassment and has kept her job.
We have established the Gender Club at the Karshi State University. Students became more aware of their rights. When they got a new subject in curriculum the students considered it illegal and succeeded in removing it from the curriculum.
I helped a businesswoman to defend her right for receiving a credit.
I helped my female friend to reinstate at her job where her position was illegally occupied by chief's relative.
A training participant had taken a child for custody and asked me to help in compiling documents.
15 years old girl was going to commit a suicide. After trainings she has realized that it is not a way out and has managed to have a talk with her parents.*

Demand for the WILL trainers from organizations, institution and individuals

The demand for the WILL trainers from organizations, institutions and individuals can be considered as a result of the impact of WILL training program (and, indirectly, other project components). During the evaluation the WILL trainers were asked the question "Since you became a Winrock trainer, did any organizations, institutions or individuals invite you to hold **trainings on WILL subjects**?". The overwhelming majority of the surveyed trainers replied "Yes" to this question (See chart 8).

In this relation the WILL trainers named the following organizations, institutions and individuals:

32.5% (of the trainers who reported earlier that they were involved in holding the WILL trainings) – specified in this relation women committees, 27.5% - hokimiyats, 25.0% - makhallas.

Also there were cited:

- Schools – 20.0%;
- Various NGO-s – 17.5%;
- Makhalla committees – 17.5%;
- Colleges, lyceums – 17.5%;
- Citizen assemblies – 15.0%;
- Institutes and universities – 12.5%.

Other organizations, institutions and individuals were noted as well.

Management of the training program: new trends

Beginning from the January of 2002 the management of training program is carried out by the central office through the Network of Regional Coordinators (of the trainers number), who are responsible for coordination of trainings' holding, organization of local seminars, maintenance of training materials library, provision of consultations and support of new trainers. Besides, the direct functions of regional coordinators include informing of trainers about current changes, provision of feedback, monthly submitting of trainer reports (as well as regional summary reports) to the central office, compiling of regional training schedule and control of its implementation. Within a short term the responsibilities of the regional coordinators will be replenished with execution of systematic monitoring, new criteria and indicators of which are under development at present. The coordinators' network also performs functions of a "support point" network, which to the possible (or required) extent contributes to implementation of activities been carried out within the framework of other directions of the project.

The majority of the regional coordinators have in their competence two regions of Uzbekistan (and in one case – three regions). Up to the January of 2002 the most part of the regional coordinators of training program were senior (executive) trainers for one of the regions.

Beginning from the May of 2002 a new system of reports (monthly and quarterly) on implemented activities was introduced for trainers and regional coordinators. As stated by the coordinators, the new reporting system is more complicated than that one used before. While the most part of obtained opinions on the new forms of reporting was of positive nature.

Recently we have distributed among trainers the new form of written reports compiling. It was very necessary. The new form makes each trainer to analyze the executed work.

As reported by the coordinators, the Tashkent office has recently strengthened the control of neat execution of schedule and budget of trainings.

Now we have a clear schedule and we must follow it. Changes could be entered before. Trainers could say: "We cannot hold (the training) now, let's postpone it". And now it is neat. We compile the schedules beforehand.

Along with common positive attitude to these innovations, some coordinators have expressed the opinions, which indicate the critical nature of such factor as qualitative communication for "painless" introduction of the innovations into the current activities.

We need a frequent exchange of information with trainers to elaborate new reporting system. Adjusting of new system can take a long period with bad communications.

A trainer has scheduled a training, however local authorities prohibited it for those days due to agricultural works. And, again... it is difficult in our conditions to exactly estimate expenditures. Over-expenditures or under-expenditures for some thousand soums happen. The Tashkent office requires informing it if changes in schedule or budget take place. Keeping the schedule means a very nervous deed, sometime – quarrels with local authorities, though we try to be very flexible. I constantly call trainers: "Haven't you changed the schedule? Haven't you changed the budget?" I have big expenditures for communication due to settlement of these matters. And sometime trainers are simply unable to inform about changes. Communication is just not available.

All the coordinators have claimed that they have arranged precise work in "their own" regions (i.e., the regions where they worked as executive trainers before). However, for some coordinators the coordinating of activities in "other" regions (under their competence) causes certain difficulties. The coordinators explain these difficulties by poor partnership in "other" regions, insufficient knowledge about trainers working there and their personal and professional qualities. The senior trainers from the "other" regions assist the regional coordinators in carrying out the activities, however this management vertical functions variably. The coordinators' opinion is that senior trainers do not have enough incentives for carrying out an additional activity.

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Probably the functions of a senior trainer should include transferring of operating information to trainers from that region. Sometime we have to call al the trainers from neighboring region to say a dozen of words. It could be a responsibility of a senior trainer... and he/she could get some money for that. It would be better as at present the number of trainers increases.

Perhaps, in the other region of my competence area there should be a senior trainer, with whom I could keep contacts and coordinate activities of the trainers in this region. A vertical link is desirable. It would make the work more efficient. For the present the executive trainers are available, but they get no salary and are not interested.

Considering all the said above it can be assumed that establishment of the Regional Coordinators Network is another step in raising the efficiency of the training program management.

EVALUATION OF THE ADVOCACY PROGRAM IMPACT

Profile of the advocacy forum participants, members of NGO-s and non-governmental non-commercial organizations, which they represented

During the evaluation of the WILL Project's advocacy program, 27 participants of advocacy forums held by Winrock International in 2001, members of various NGO-s from 11 regions of the Republic of Uzbekistan were questioned.

50% of the organizations, representatives of which were questioned exist less than 1.5 years (as per July of 2002) the other 50% – over 1.5 years.

The surveyed representatives of NGO-s defined the main activity directions of organizations, which they represented. In particular, the following directions were specified:

Educational activity in the field of law, legal education and training – 29.6% (of the surveyed NGO representatives)
Support of businesswomen – 14.8%:
Informational and methodical support of initiative groups and newly established NGO-s – 11.1%:
Psychological and psycho-social aid (including trust phone) – 11.1%:
Creation of working places for women – 11.1%:
Holding of trainings on different subjects – 11.1%:
Legal protection of women interests – 11.1%:
Rendering of consultations – 7.4%.

Other activity directions of organizations (in single cases) were also stated, such as:

Uniting of NGO-s contributing to improvement of legislation, expanding of opportunities for stable development:
Help to women starting private business:
Support of cultural initiatives:
Work with youth:
Rendering juridical, psychological and moral assistance to women, who have undergone violence in family:
Reducing illness and death rate among children.

and others.

Answering to the question "Is the NGO, in activity of which you participate, dealing with women legal problems (protection and promotion of women rights)?", 96.3% of the surveyed NGO representatives replied "Yes" having specified the kinds of activity for protection and promotion of women rights, with which the respondents are personally dealing at NGO, such as:

Organization and holding the seminars – 38.5% (of the respondents, who claimed that the organizations are dealing with women legal problems)
Rendering of consultations – 11.5%:
Organization and provision of juridical consultations for women – 11.5%:
Arranging and holding of "round tables" – 11.5%:
Issuing of informational materials and bulletins – 11.5%:

Other kinds of activity for protection and promotion of women rights (in single cases) were also named, in which the respondents are engaged within the framework of their organizations activity, such as:

I participate in arrangement and creation of TV programs on women rights:
I work with teenaged girls:
I prepare publications to mass media:
I instruct on basics of business law:
I participate in work of trust phone:
I help women to settle problems with governmental boards and structures:
I am engaged in studying living standards of women

and others.

Profile of the advocacy forum participants, representatives of governmental boards and structures

During the evaluation of the WILL Project's advocacy program, 27 participants of advocacy forums held by Winrock International in 2001, representatives of different government boards and structures from 11 regions of the Republic of Uzbekistan were questioned.

Almost a half of the government executives surveyed during the evaluation represented at advocacy forums the hokimiyats, as well as various departments and agencies of hokimiyats. 14.8% of this category respondents represented mass media, and 11.1% - different educational institutions (schools, colleges, higher educational institutes). (The complete breakdown of respondents is given in the table below).

Executive boards (hokimiyats, departments and agencies of hokimiyats)	48,1
Law protection bodies (militia, public prosecution, court)	7,4
Legislative boards	3,7
Educational institutions (schools, colleges, lyceums, high education institutes)	11,1
Mass media	14,8
Industrial sector	3,7
"Makhalla" Foundation	3,7
Tax authorities	7,4

Establishment of partnership at advocacy forums. Use of partnership

81.5% of the questioned **forum participants, NGO members** declared that during a forum held by Winrock International they have established partnership relations with representatives of executive authorities. 77.8% have noted new partnership relations with other NGO-s, and 66.7% reported establishing partnership with mass media.

The respondents—NGO members also cited the following structures and bodies in this relation:

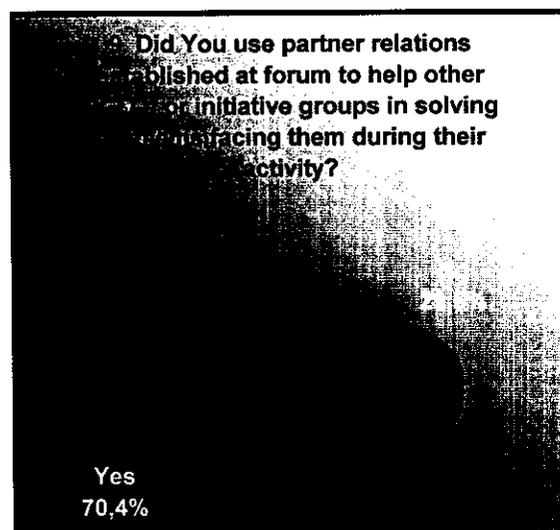
- Self-government boards (makhallas) – 63.0%;
- Law protection bodies (militia, public prosecution, court) – 40.7%;
- Educational institutions – 37.0%;
- Religious organizations and institutions – 11.1%;
- Legislature boards and representatives – 3.7%.

The majority of the surveyed representatives of governmental boards and structures also declared establishment of new partnership during the forums, in particular, with representatives of:

- NGO – 62.5% (of the respondents, who stated establishing a partnership at forums);
- Self-government boards (makhallas) – 54.2%;
- Mass-media – 33.3%;
- Executive boards – 29.2%;
- Law protection bodies (militia, public prosecution, court) – 25.0%;
- Educational institutions – 25.0%;
- Legislature – 16.7%.

11.1% of the surveyed governmental officials did not cite any structure in this relation.

85.2% of the surveyed NGO members claimed that later they **have used partnership relations established at forums to solve problems facing their organizations during their activities**. Besides, specific situations were



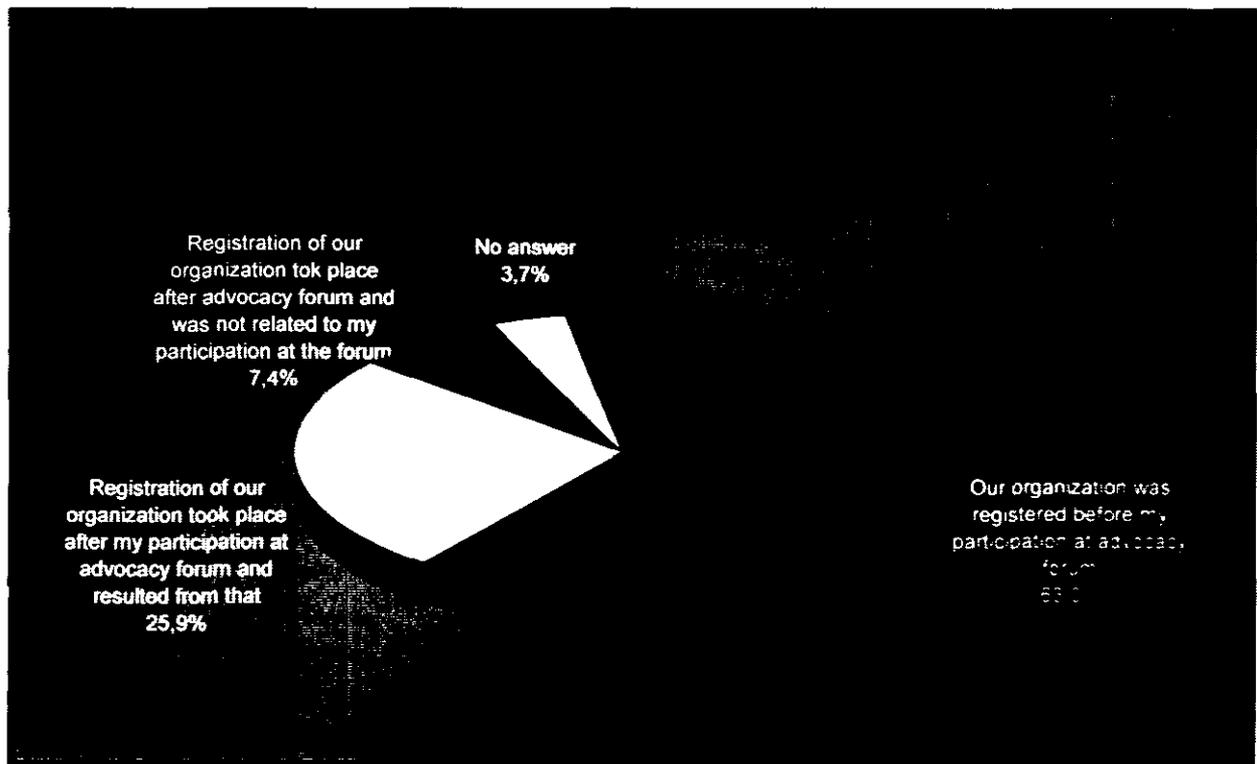
cited, describing namely the ways of using the partnership relations.

- Our organization has managed to solve credit problems and other financial matters – 13.0% (of the respondents who declared use of the partnership relations);*
- We had no problems with registration at justice boards – 13.0%;*
- We have implemented joint actions with governmental bodies. We enjoyed full understanding – 8.7%.*

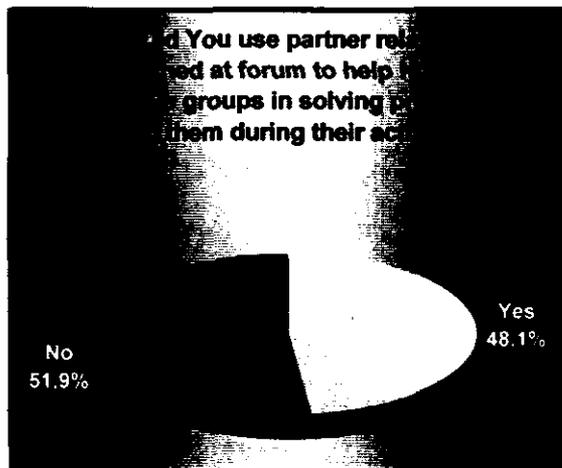
In single cases the following situations were cited:

*We succeeded in getting privileged taxation envisaged by law.
Our work on the health care projects has become easier.
The organization was registered at justice boards, at last.
We have discussed with state boards representatives the possibility of creating a joint program "Business development problems".
We enjoy understanding of our activity for providing women with job.
We have arranged and held a "round table" on the problems of domestic violence.*

25.9% of the questioned NGO members claimed that registration of their organizations has followed their participation at advocacy forums and resulted from this participation. (See chart 10)



70.4% of the surveyed NGO members stated that they have used partnership relations established at forums to assist other NGO-s and initiative groups in solving problems facing them during their activities (See chart 9). The specific cases of such assistance were cited as well.

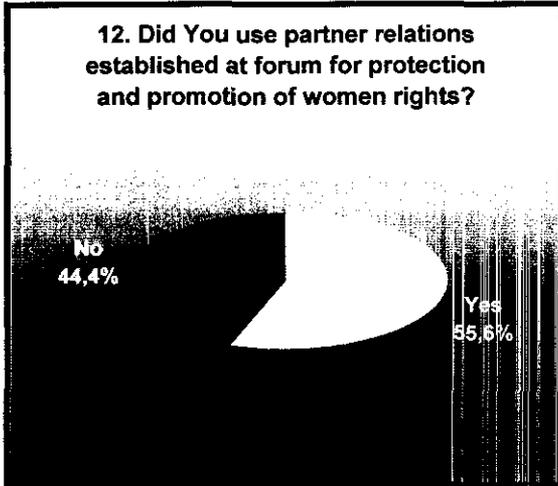


*We helped to register NGO at justice boards – 15.8% (of the respondents, who have applied partnership for helping other NGO and initiative groups):
We have advised and informed members of NGO-s and initiative groups on the better ways of action – 15.8%:
We have rendered consultations to newly established NGO-s – 10.5%:
We have advised on registration matters – 10.5%:*

66.7% of the surveyed NGO members declared that they have used the partnership relations established at the forums for protection and promotion of women rights. The specific cases of such aid were cited in this context:

*I have assisted in compiling applications and letters to different boards. The effect was positive.
I help women guiding them, if necessary, to governmental or non-governmental organizations.
Now I participate in trials, meetings of women and makhalla committees for right protection.*

Nearly a half – 48.1% of the surveyed **representatives of governmental boards and structures** claimed that they **have used the partnership relations established at the forums to help NGO-s and initiative groups in solving problems facing them during their activities** (See chart 11). The respondents have cited the specific cases of such assistance.



I have rendered consultations on legal issues.
I have assisted in issuing a credit line for NGO to create new working places.
I have provided legal assistance in state registration of NGO.
I have helped to attract public attention to the center of women-artificers.
I have promoted allocation of a room for holding actions.
I have participated in a "round table" and supported an initiative of NGO.

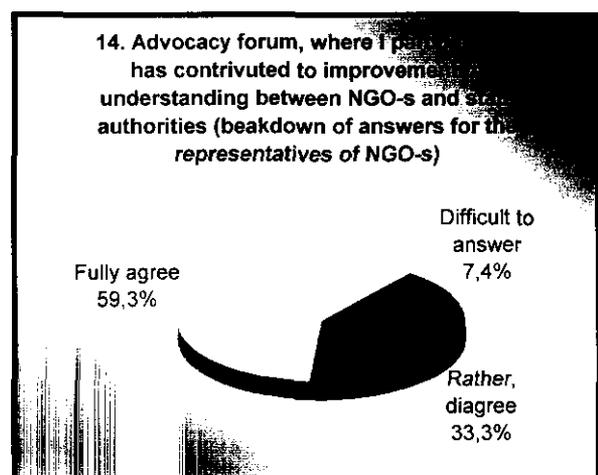
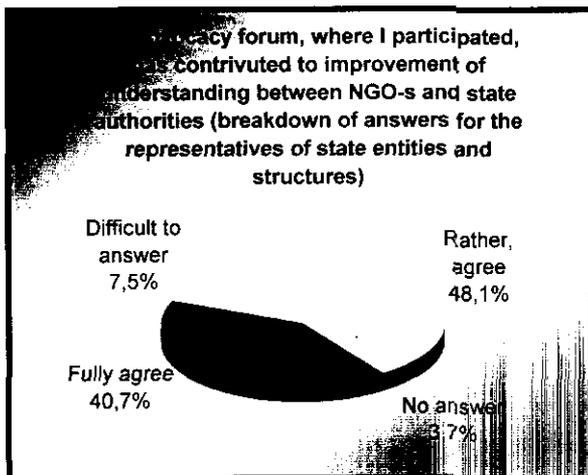
Over a half – 55.6% of the surveyed **representatives of governmental boards and structures** stated that they **have used the partnership relations established at forum for protection and promotion of women rights**. (See chart 12) During the interview the respondents have cited specific cases of such assistance.

I help to protect businesswomen when their rights are violated.
I have helped women, who decided to start own business, in convincing a bank on the necessity of providing them with a credit line.
I participate in settling family discrepancies and disputes.
I have prepared a number of articles on improvement of women right protection.
At a representative meeting I have declared the opinion about necessity of supporting NGO-s, which are engaged in social and economical protection of rural women.

88.9% of the surveyed **representatives of governmental boards and structures** claimed that they can contribute to development of equal rights for men and women. Answering the question "How, namely, can you do it?" 70.3% chose the option "As an individual within my family", 63.0% - "At my work", 51.9% - "As a member of a joint forum of NGO members and state authority representatives" and 48.1% - "As a member of my makhalla".

Participants' evaluation of the forum

In general, the participants have rather highly appraised the advocacy forum, as a form of interaction between NGO-s and state authorities. (See charts 13 and 14)



In the opinion of the questioned participants the forum, where state authorities and NGO-s elaborate a joint action plan, is one of the most effective forms of interaction and partnership, only conceding by productivity to joint projects. The law developing potential of the advocacy forums was appraised very highly as well. (See table)

In your opinion, what are the most productive forms of interaction and partnership between NGO-s and government?

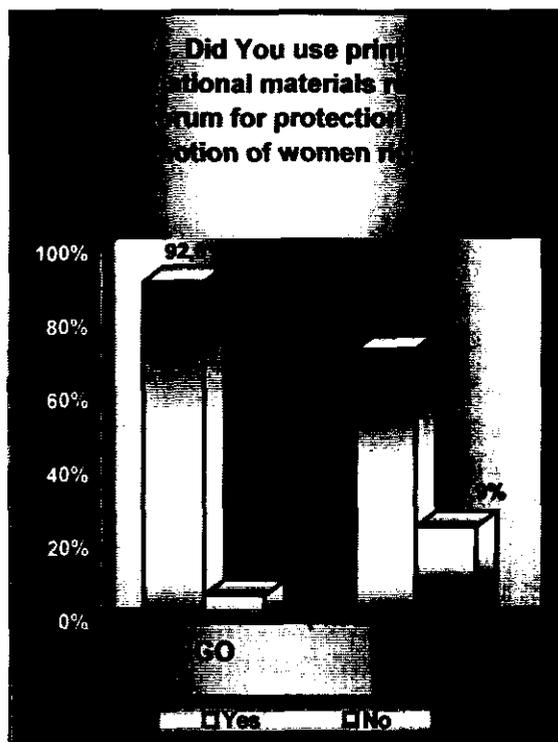
Interaction forms	Advocacy forum participants, representatives of NGO-s	Advocacy forum participants, representatives of state authorities
Round tables and conferences	88,9	52,0
Forums where joint action plan of state authorities and NGO-s elaborated	92,6	56,0
Forums where representatives of state authorities and NGO members jointly elaborate proposals for changing laws and improving their execution	70,4	56,0
Joint projects	100,0	60,0
NGO contracting by the government	44,4	20,0
Issue of government grants to NGO-s	66,7	52,0
Citizen assemblies	51,9	12,0

EVALUATION OF THE INFORMATIONAL PROGRAM IMPACT

The WILL News bulletin is the basic edition been issued within the informational program of the WILL Project. The bulletin is published in three languages once a two months. All the respondent categories surveyed during the project evaluation were proposed to answer the question "Do you have access to materials and documents on women rights and gender matters? If yes, what are the sources?" many respondents have named the WILL News bulletin among other sources. Frequency of this option choosing by all the respondents' categories is shown in the table.

Training participants	30.1
WILL trainers	97.7
Small grant beneficiaries	83.3
Initial grant beneficiaries	84.0
Advocacy forum participants, representatives of NGO-s	88.9
Advocacy forum participants, representatives of governmental structures	22.2

Besides, owing to support of Winrock International, different tutorials and reference books on women legal problems were translated and published within the framework of the informational program. When holding advocacy forums, copies of tutorials as well as of the WILL News bulletin are distributed among the participants for studying and further application in the activity related with protection and promotion of women rights.



100% of the surveyed advocacy forum participants, NGO-members, have declared that they used the printed materials gained at the forums to solve problems confronting their organizations during their activities.

92.6% of the respondents belonging to the same category have noted that they utilized the printed informational materials obtained at the forum to help other NGO-s and initiative groups in solving problems facing them in their activities. While, 92.6% have stated that they used printed materials for protection and promotion of women rights. (See chart 15)

66.7% of the questioned advocacy forum participants, representatives of governmental boards and structures have claimed that they used the printed informational materials received at the form to help NGO-s and initiative groups to solve problems confronting them in their activities. 74.1% of the respondents, belonging to this category, have reported, that they used the printed materials obtained at the forum for protection and promotion of women rights. (See chart 15).

EVALUATION OF THE GRANT PROGRAM. SMALL GRANT PROGRAM

Profile of the organizations – small grant beneficiaries

During the evaluation of the small grant program of the WILL Project, representatives of 24 organizations – small grant beneficiaries from 10 regions of the Republic of Uzbekistan were questioned.

50% of the organizations, representatives of which were questioned, exist less than 3 years (as per July of 2002), the rest 50% – over 3 years.

The surveyed representatives of NGO have specified the **main** kinds and directions of activities of the organizations, which they represent. In particular, the following kinds and directions were defined:

Holding of seminars and trainings – 25% of the respondents;
Rendering of consultations – 25.0%;
Improvement of legal literacy of women and youth – 16.7%;
Psychological consultations – 12.5%;
Legal aid to women, who have incurred violence – 12.5%.

The following kinds and directions of organizations' activities (in single cases) were also cited, such as:

Improvement of economical skills of women;
Involving women into entrepreneurship;
Protection of women and youth rights for education and labor;
Assistance to businessmen creating new job places;
Organization of training for unemployed women;
Support of women trying to establish a NGO;
Rendering help in receiving credit;
Establishment of training centers;
Provision of medical consultations;
Informational activities (issuing books, brochures, bulletins);
Arrangements for drug using control;
Protection of women and their rights at courts;
Attracting public attention to the problems of disabled children.

and others.

100% of the respondents claimed that their organizations are engaged in protection and promotion of women rights.

At present the organizations, representatives of which were questioned during evaluation of the WILL Project's grant program, are carrying out the following activities.

Provision of consultations – 100% of the respondents have specified this option;
Distribution of informational materials – 75.0%;
Holding of trainings – 75.0%.

The complete breakdown of answers to the question "At present, which of the listed activities are implemented by your organization (in the last 2-3 months)?" is shown in the table.

Training of trainers	29,2
Holding of trainings	75,0
Development of training materials	25,0
Preparation of informational materials (bulletins, etc.)	66,7
Distribution of informational materials	75,0
Consultations	100,0
Protecting interests of NGO-s and initiatives groups (including that at a court)	29,2
Protection of women interests (including that at a court)	58,3
Advocacy companies	25,0
Courses	4,2
Meetings	4,2
Round conversations	4,2
Production of audio and video reels in Uzbek and Russian languages on social subject	4,2
Other	8,4

Activities been implemented within the framework of the project supported by a small grant of the "Winrock International". Collaboration in carrying out the project. The channels of public informing on the progress the project.

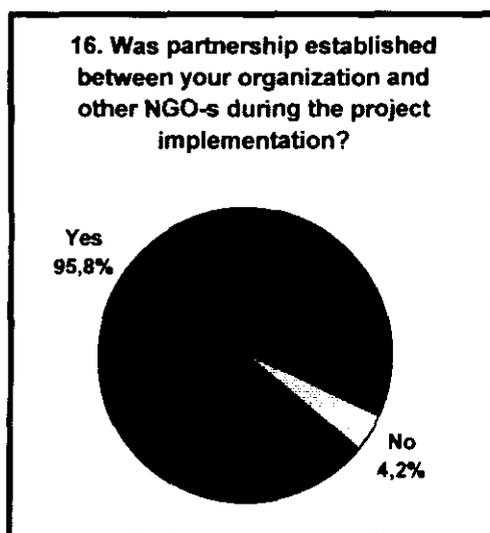
91.7% of the interviewed NGO representatives stated that within the framework of the project supported by the WILL Project's program of small grants, their organizations have held trainings. 95.8% - consultations. 62.5% of the respondents noted in this connection the preparation of informational materials (bulletins, etc.), 62.5% - distribution of informational materials. The following options were specified as well:

- Protection of women interests (including that at court) – 62.5%;
- Preparing of trainers – 41.7%;
- Elaboration of training materials – 33.3%;
- Advocacy companies – 33.3%;
- Protection of interests of NGO-s and initiative groups (including that at courts) – 29.2%;
- Instructing women and girls on professional skills – 8.4%;
- Other – 8.4%.

When implementing the projects with support of the small grant program, the beneficiary organizations, as declared by their representatives, collaborated with different governmental and non-governmental entities, as well as established partnership relations with other NGO-s and initiative groups.

95.7% of the respondents have claimed that during execution of the project their organizations cooperated with self-government boards (makhalla), 86.9% - executive boards (hokimiyats, departments and agencies of hokimiyats), 87.0% - with mass media. The other organizations and structures were also named in this relation. (See table)

Self-government boards (makhalla)	95.7
Law protection bodies (militia, public prosecution, court)	47.8
Executive boards (hokimiyats, departments and agencies of hokimiyats)	86.9
Legislature representatives (deputies)	13.0
Educational institutions (schools, colleges, lyceums, higher education institutes)	69.6
Religious organizations and institutions	17.4
Mass media	87.0



95.8% of the representatives of organizations – small grant beneficiaries have reported that during implementation of the projects supported within the framework of the WILL Project, the partnership was established between their organizations and other NGO-s (See chart 16), specifying particular directions and forms of cooperation, such as:

- Participation of other NGO-s members in arrangement and holding of trainings – 22.7%;
- Co-participation in round tables – 13.6%;
- Assistance in distributing informational materials – 9.1%;
- Provision with informational materials – 9.1%;
- Exchange with information – 9.1%.

The respondents also named the following directions and forms of partnership (in single cases):

We have invited the representatives of other NGO-s working in adjacent sectors to the final conference;

We have involved workers of trust centers into training of trainers;

Workers from other NGO-s have completed TOT (training of trainers) and now we fruitfully exchange the information.

NGO "Salomatlik" provided us with the literature on legal issues.

The partner NGO rendered methodological assistance upon our request.

and others.

87.5% also indicated that during implementation of the projects supported under the WILL Project, the partnership was established between their organizations and initiative groups. It was the *invitation of initiative group members to participation in trainings and seminars* (16.7% of the respondents) and *Rendering consultative assistance* (20.8%) that have been cited most often as the partnership forms.

95.8% of the representatives of organizations – small grant beneficiaries have declared that the organizations, which they represented, informed public on implementation progress of the project and its outputs. Among public informing channels the *Newspapers* (87.0% of the respondents) and *Bulletins and other informational materials* (87.0%) were named most often. The following informing channels were also cited in this relation. (See table)

Newspapers	87,0
Radio	56,5
Television	60,9
Bulletins and other informational materials	87,0
Makhalla committees, women committees at makhallas	73,9
Partner NGO-s	60,9
Initiative groups	52,2
Informal meetings	60,9
Round tables, conferences	73,9

Entering amendments during project's fulfillment. Participation of the organization's Board in solving problems.

A third of the respondents—representatives of grant beneficiary organizations have stated that amendments were entered to the course of projects' implementation and, in particular, the following ones:

We managed to save money and we have used them for additional issuing of booklets and purchasing office furniture.

We decided to prolong the valid term of grant so that to hold a round table on results.

The estimate of expenditures for printing tutorials has increased.

The target group of the project was corrected.

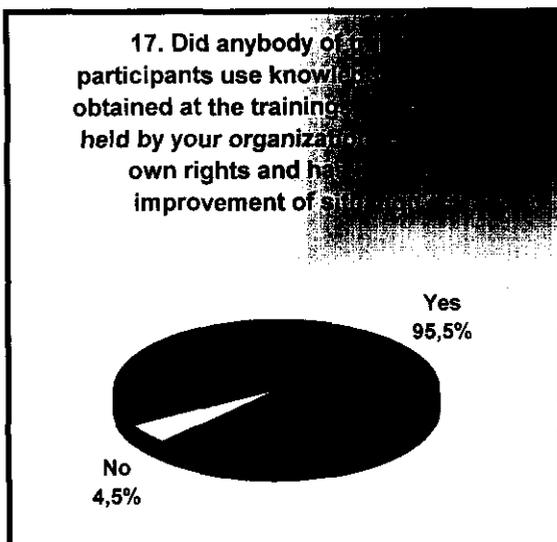
We have extended the coverage area of the project.

All the respondents, who noted amendments in projects' implementation, have claimed that their entering had a positive effect.

Answering to the question "Did the Board of organization take part in discussion of activities to be carried out under the project and in solving problems occurred at its implementation?" over a half of the respondents (58.3%) replied "Yes", having specified particular matters and problems, which were the subject of discussions. The majority of them concerned fulfillment of project current tasks.

Use of knowledge and skills obtained at trainings and consultations.

As it was mentioned above, almost all the organizations have held trainings within the framework of projects supported by small grant program of the WILL Project. 95.5% of the representatives of organizations, which held trainings, have reported that participants of the trainings conducted by their organizations used the gained knowledge and skills to protect their own rights (See chart 17). Different situations were cited as evidence, such as follows, for example:



A woman kicked out of home has evicted her property.

A training participant for five months could not get a plot to establish a farm. After training she applied to public prosecution and gained the plot within two weeks.

After participating in training a businesswoman insisted on allocation of premises to her for a textile factory.

One of female participants constantly incurred violence from her husband. She applied for divorce and defended her rights at court.

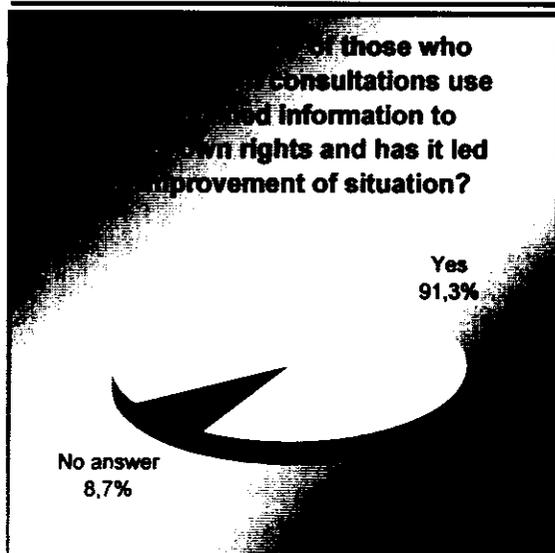
Now she is an active member of NGO "Kamolot".

A girl defended her right to freely choose her husband to be.

A woman worked out alimony for her child by court, though her marriage was not officially registered.

A widowed woman defended her right and right of her children to obtain survivor's pension.

Husband of a training participant was imprisoned and his parents were going to kick her out of home. She managed to protect her rights for house and property.



All the respondents – representatives of organizations, which held trainings, have stated that participants of the trainings conducted by their organizations used the acquired knowledge and skills to help a woman or a girl in learning and protecting her rights. Further the respondents have described specific cases. Some of them are cited below.

- One of female participants had admitted at training that she violated rights of her daughter-in-law. After that their relations became better.*
- A female training participant helped a mother of disabled child to collect documentation so that her child could study under individual program.*
- A female training participant advised a woman from her makhalla, who was abused by husband, to appeal to court.*
- One of the training participants helped her classmate to protect her rights at college, when she was bled for missing classes due to illness.*
- A training participant now delivers lectures at school herself using new knowledge. Her pupils will succeed in life.*

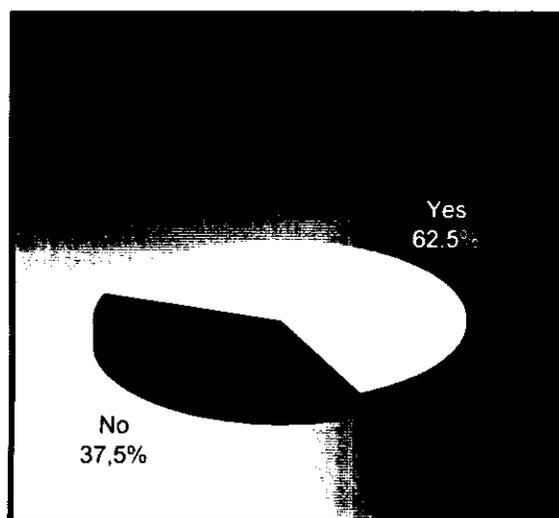
100% of the respondents declared that their organizations rendered consultations under the projects supported within the framework of small grant program of the WILL Project. And 91.3% of the respondents answering the question "Did anybody of those who benefited from consultations use the obtained information to protect own rights and has it led to improvement of situation?" have replied "Yes" (See chart 18). Confirming their opinions the survey participants have cited specific situations, such as, for example:

- Using the knowledge gained from consultations a group of women (14 people) could convince management of a bank that they have right for privileged credit and has established private enterprise.*
- A woman succeeded in allocating means from her family budget for her medical treatment.*
- After consultation a woman returned her children, who were forcibly kept in her husband's house.*
- A woman turned to court for getting her share of legacy.*
- Owing to consultations by lawyer and psychologist a young woman could divorce with her husband, which she was married forcibly.*
- A family began to get financial welfare from makhalla, as stipulated by law.*
- A woman insisted on annulling sale of her house.*
- A woman after our consultation obtained leave and vacation pay at a private firm.*

87.0% of the questioned people have reported that among those, who benefited from consultations provided by their organizations, there are people who used obtained information to help a woman or a girl in learning or protecting her rights. Further the respondents have described specific cases. Some of them are cited below.

- Women committees using our advice repeatedly solved divorce problems.*
- Women who had get consultations from us, told other women on their rights. As a result we had many women seeking for advice and wishing to take part in trainings.*
- After our consultation a woman advised her colleague to decide with taking her child from husband's house.*

Further experience of getting grants. Training of own trainer staff.



54.2% of the respondents claimed that **before** implementation of the project supported by the small grant program of the WILL Project, their organizations received grants from other organizations and foundations. While 37.5% of the respondents have indicated that among the grants obtained in this period there were the grants related to a certain extent with improvement of legal literacy and status of Uzbek women.

79.2% of the respondents reported that **after** completion of the project supported by the small grant program of the WILL Project their organizations obtained grants from other organizations and foundations. The average number of grants received by organizations after implementation of the projects under the WILL program was 2. 66.7% of all the respondents have noted that

among the grants obtained in this period there were the grants related to a certain extent with improvement of legal literacy and status of Uzbek women. The kinds and directions of organization activities supported by these grants were specified as well. And, in particular:

Holding of trainings and seminars
Publishing activity.
Trainings on gender issues.
Research program for women rights observance.
The Project "Training of disabled women on craft skills and economic basics".
Psychological and legal support of domestic violence victims.
Publishing of the book "Life and activity of prominent women of Uzbekistan".
Establishment of three social-legal offices in three regions of the Republic.
Training of women on professional skills.

and others.

62.5% of the respondents – representatives of the grant beneficiary organizations reported that their organizations have their own staff of skilled trainers available (See chart 19). The average number of own trainers at organizations was 5.

EVALUATION OF THE GRANT PROGRAM. INITIAL GRANT PROGRAM

Profile of the organizations – beneficiaries of initial grants

During the evaluation of the initial grant program of the WILL Project, representatives of 25 organizations – initial grant beneficiaries from 13 regions of the Republic of Uzbekistan were questioned.

The surveyed representatives of NGO have specified the main kinds and directions of activities of the organizations, which they represent. In particular, the following directions were defined:

Holding of trainings and seminars – 24.0% of the respondents.
Rendering of consultations – 16.0%.
Training women on a craft – 12.0%.
Improvement of legal literacy of rural women – 12.0%.
Education and elucidation – 12.0%.
Issuing of a bulletin – 8.0%.
Psychological aid (including trust phone) – 8.0%.
Legal protection of women interests – 8.0%.
Distribution of information – 8.0%.

Other kinds and directions of organization activities (in single cases) were also specified, such as:

Women leadership school.
Rendering of consultations for initiative group members on establishment of NGO.
School for workers of preschool institutions, where authorized education methods are used.
Rendering of legal, psychological and social aid to women incurred violence.
Charity.
Instructing women and girls on the basics of private business establishment.
Microcredit program.
Financial services through credit unions.

and others.

100% of the respondents have claimed that their organizations are engaged in protection and promotion of women rights.

At present the organizations, representatives of which were questioned at evaluation of the WILL Project's grant program, are carrying out the following activities.

- Provision of consultations – 96.0% of the respondents have indicated this option;
- Conducting of trainings – 76.0%.
- Distribution of informational materials – 64.0%;

The complete breakdown of answers to the question "At present, which of the listed activities are carried out by your organization (in the last 2-3 months)?" is shown in the table.

Training of trainers	16.0
Training holding	76.0
Development of tutorials	24.0
Preparing of informational materials (bulletins, etc.)	56.0
Distribution of informational materials	64.0
Consultations	96.0
Protecting interests of NGO-s and initiative groups (including that at trials)	40.0
Protection of women interests (including that at trials)	56.0
Advocacy campaigns	20.0
Rendering humanitarian assistance to socially vulnerable women	4.0
Participation in establishing coordination-methodical council of women NGO-s	4.0
Participation in promoting welfare law	4.0
Protection of human rights	4.0
Calculation of ecological damage (moral and physical)	4.0
Discussion of supplements to laws	4.0
Charity actions	4.0
Work at a makhalla for women problem solving	4.0
Actions for expanding NGO-s activity	4.0
Activities dedicated to elder people year	4.0
Activities at a school	4.0

Activities implemented under a project supported by the "Winrock International" initial grant. Cooperation in fulfillment of the project. Work of the Board

80.0% of the questioned representatives of NGO-s have reported that within the project supported by the WILL Projects' program of initial grants, their organizations were officially registered. 80.0% have held trainings, 76.0% - consultations. 28.0% of the respondents have noted in this connection preparation of informational materials (bulletins, etc.), 44.0% - distribution of informational materials. The following options were cited as well:

- Development of tutorials – 32.0%;
- Training of trainers – 24.0%;
- Preparing and holding of round tables – 8.0%;
- Training of volunteers;
- Development of strategy for a center;

When implementing the projects supported by the initial grant program, the organizations – beneficiaries, as stated by their representatives, collaborated with various governmental and non-governmental organizations, and established partnership relations with other NGO-s and initiative groups as well.

88.0% of the respondents have declared that during implementation of the projects their organizations cooperated with executive boards (hokimiyats, departments and agencies of hokimiyats), 84.4% - with self-government boards (Makhallas), 80.0% - with mass media. The following organizations and structures were named in this relation as well:

Justice boards	68,0
Self-government boards (makhalla)	84,0
Law protection bodies (militia, public prosecution, court)	48,0
Executive boards (hokimiyats, departments and agencies of hokimiyats)	88,0
Legislature representatives (deputies)	24,0
Educational institutions (schools, colleges, lyceums, high education institutes)	76,0
Religious organizations and institutions	8,0
Mass media	80,0
Other	8,0



92.0% of the representatives of organizations – initial grant beneficiaries have noted that during implementation of the projects supported within the framework of the WILL Project, the partnership was established between their organizations and other NGO- (See chart 20), specifying particular directions and forms of cooperation, such as:

- Exchange of information and advises (21.7% of the respondents who reported establishment of partnership between their organizations and other NGO-s) in implementing the projects).*
- Acquiring consultative assistance at another NGO (21.7%).*
- Exchange of experience (17.4%).*
- Joint arrangement and holding of seminars and trainings (13.0%).*
- Cooperation in training of trainers (8.7%).*

The respondents (in single cases) named the following directions and forms of partnership as well:

- We have distributed the tutorials for trainers developed by us among representatives of organizations from other regions.*
- Association of businesswomen helped us to solve problems in arranging seminars.*
- We have obtained knowledge on organizational development from representatives of NGO-s.*
- We get assistance in compiling documentation required for registration.*
- We received the valuable help from the Center "Kridi" in our work with a target group (youth and women with limited capacities).*

and others.

64.0% of the respondents also have stated that during implementation of the projects supported under the WILL Project's initial grant program, the partnership was established between their organizations and initiative groups. Among the partnership forms the *Advice on compiling documentation required for registration (18.8%), Exchange of experience (12.5%), Collaboration at arrangement and holding of seminars (12.5%), Rendering of legal consultations (12.5%)* were cited most often.

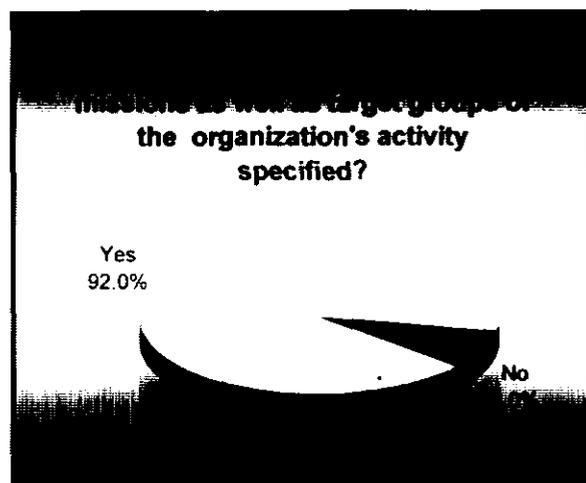
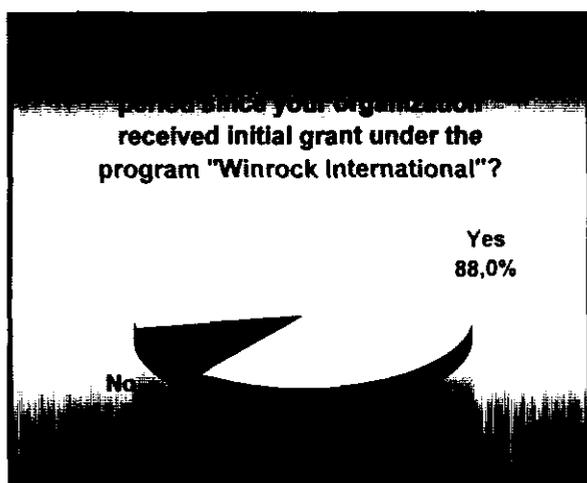
92.0% of the representatives of organizations – initial grant beneficiaries have claimed that at present time their organizations contribute to community development, having specified various forms and kinds of activities, which in the respondents' opinion promote the community development, for example, such as:

- Improvement of women legal literacy.*
- Assistance in establishing new enterprises, creation of new job places.*
- We instruct youth on professions.*
- We carry out work for prevention of international conflicts on border territories.*
- We are raising the problem of domestic violence existence.*
- We are striving for strengthening of family relations.*
- We activate community members having involved them into volunteer activity.*
- We assist in solving social problems of the district, such as potable water problem.*
- We insist on enforcement of the rule "Provision of equal opportunities for disabled people"*
- We work on improvement of legal literacy of women, including that in the field of reproductive health.*
- Prevention of suicides among women.*

Answering to the question "Did the Board of organization take part in discussion of activities to be carried out under the project and in solving problems occurred at its implementation?" three fourths of the respondents replied "Yes", having named particular matters and problems, which were the subject of discussions. The majority of them concerned fulfillment of project current tasks, such as registration of organization, control of project's budget and implementation of work schedule, establishment of partnership with governmental and non-governmental entities and structures, and community as well.

88.0% of the respondents have reported that during the period after their organizations had received initial grant under the "Winrock International" program, the mission of organization was defined. (See chart 21)

92.0% of the respondents have stated that the main aims of the organizations as well as target groups of the organizations' activities were defined in this period. (See chart 22)



Further experience of getting grants

68.0% of the respondents reported that after completion of the project supported by the initial grant program of the WILL Project their organizations obtained grants from other organizations and foundations. The average number of grants received by organizations after implementation of the projects under the WILL program was 1.5. 44% of all the respondents have noted that among the grants obtained in this period there were the grants related to a certain extent with improvement of legal literacy and status of Uzbek women. The kinds and directions of organization activities supported by these grants were specified as well. And, in particular:

- Improvement of economical and legal literacy of women.*
- Holding seminars and trainings for women*
- Protection of rights of aged women*
- Involving women into entrepreneurship.*
- Support of women having disabled children*
- Establishment of an informational-consultative center.*
- Protection of ecological rights of women at law protection bodies*
- Protection of rights for access to information*
- Establishment of a theater – amateur studio*

and others.

FURTHER PROSPECTS

Perspectives of cooperation among different structures for protection and promotion of women rights.

The overwhelming majority of all the categories' respondents recognize that the matters of protection and promotion of women rights are important and urgent for today (see the table).

	Yes, certainly	Rather, yes	Rather, no	Definitely, no	No answer
Training participants	82.7%	14.9%	2.4%	0.0%	0.0%
Trainers	93.0%	7.0%	0.0%	0.0%	0.0%
Small grant beneficiaries	95.8%	4.2%	0.0%	0.0%	0.0%
Initial grant beneficiaries	84.0%	12.0%	4.0%	0.0%	0.0%
Participants of advocacy forums, representatives of NGO-s	77.8%	18.5%	0.0%	0.0%	3.7%
Participants of advocacy forums, representatives of governmental entities and structures	85.2%	14.8%	0.0%	0.0%	0.0%

The number of religious people in the Ferghana valley is relatively high, that is why we often face the subject "Women rights in Islam". Among training participants there was a man – chairman of a makhalla committee, who knows Islam very well and thinks progressively. He actively expressed his opinion and was listened attentively. After the training we have agreed with him that if we arrange training and can pay his travel expenses, and if he is not busy, then he certainly will participate. (Training program

At that, various structures, organizations and persons are named, which in respondents' opinion at present can effectively contribute to protection and promotion of women rights. Respondents of all the categories inclusively most often cited in this relation NGO-s and self-government boards, while representatives of governmental entities and structures, who took part in advocacy forums, most often named in this relation makhallas, and representatives of the rest surveyed categories – NGO-s. (See table)

	Participants	Trainers	Small grant beneficiaries	Initial grant beneficiaries	Advocacy forum participants, representatives of state authorities
NGO-s	73,8	95,3	100,0	100,0	77,8
Self-government boards (makhalla)	60,9	67,4	79,2	87,5	88,9
Law protection bodies (militia, public prosecution, court)	53,0	53,5	70,8	58,3	48,1
Executive boards (hokimiyats)	26,5	32,6	58,3	50,0	48,1
Legislature representatives (deputies)	18,6	30,2	33,3	45,8	29,6
Educational institutions (schools, colleges, lyceums, higher education institutes)	26,5	39,5	54,2	37,5	29,6
Religious organizations and institutions	12,5	9,3	33,3	25,0	25,9
Mass media	40,1	65,1	70,8	70,8	74,1

The following facts are also noteworthy:

- The training participants (in contrast to other categories of respondents) have relatively low evaluated the capability of mass media to effectively contribute to protection and promotion of women rights. Only 40.0% of the training participants have specified this option of answer.
- Respondents of all the categories have relatively highly evaluated the capability of law protection bodies to contribute to protection and promotion of women rights.
- The training participants and trainers have noted the executive boards in this relation relatively seldom.

- The representatives of organizations – grant beneficiaries and forum participants have unexpectedly highly evaluated in this connection the religious organizations and institutions.

During this evaluation the respondents – representatives of grant beneficiary organizations, as well as forum participants, representatives of NGO-s have defined the scope of their organizations' cooperation with other organizations and structures. The respondents of these categories also have named the organizations and institutions, with which they (as NGO representatives) would like to establish closer partnership relations that could be helpful in protection and promotion of women rights. The summary data obtained for all the three categories of respondents show that at present NGO-s are short of partnership with law protection bodies, religious organizations and institutions and, particularly, with representatives of legislature (summary data are presented in the table below).

	What are the organizations and institutions, with which your organization cooperates most closely in its activity for protection and promotion of women rights?	What are the organizations and institutions, with which you would like to establish a closer partnership that could contribute to protection and promotion of women rights?
NGO-s	88.2	69.7
Self-government boards (makhalla)	81.6	65.8
Law protection bodies (militia, public prosecution, court)	53.9	68.4
Executive boards (hokimiyats)	76.3	53.9
Legislature representatives (deputies)	21.1	59.2
Educational institutions (schools, colleges, lyceums, higher education institutes)	53.9	48.7
Religious organizations and institutions	18.4	46.1
Mass media	65.8	67.1

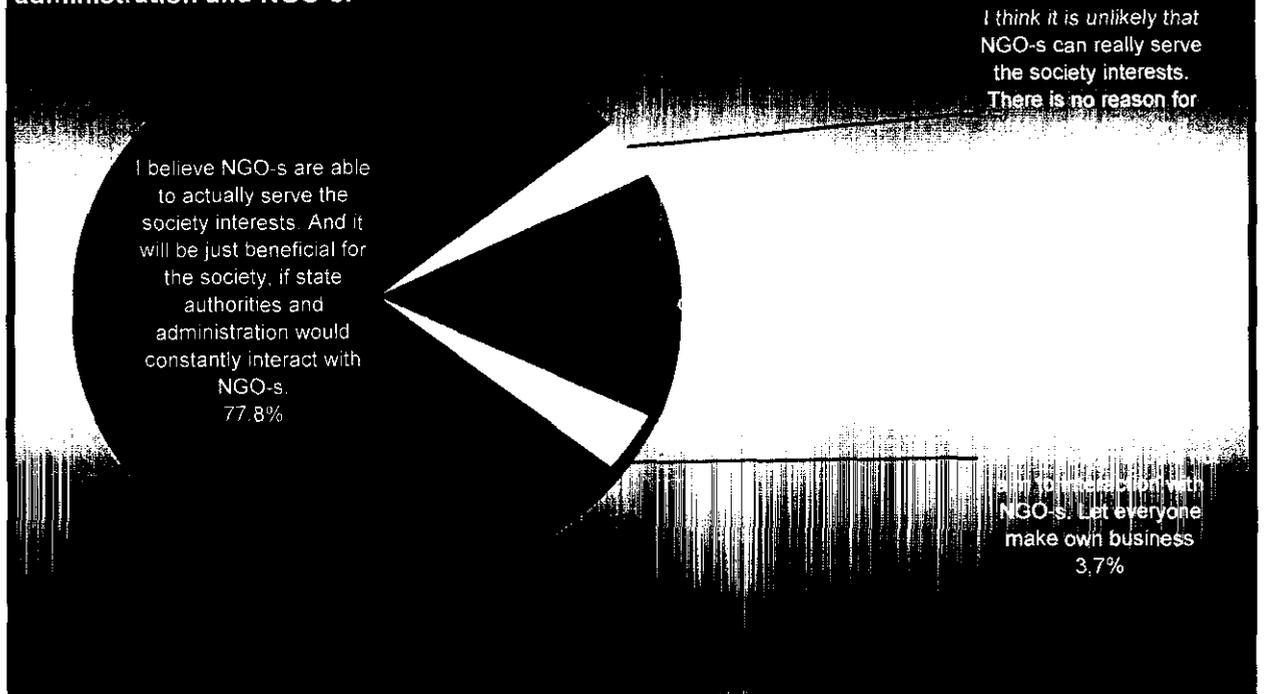
According to the results of survey, the representatives of governmental boards and structures, who took part in advocacy forums, rather highly evaluate the contribution of NGO-s in social development of Uzbekistan today. 25.9% of the questioned state executives believe that *contribution of NGO-s into social development is essential in many spheres of public life*, 22.2% are of the opinion that *contribution of NGO-s into social development is essential, and particularly in some spheres of public life*, 44.4% reckon that *contribution of NGO-s into social development is insignificant, however in some spheres NGO activity is considerably useful*, and only 7.4% of this category respondents suppose that *contribution of NGO-s into social development is miserable in all the spheres of public life*.

The forum participants, representatives of governmental entities and structures hold the opinion that NGO-s are actually helpful in the following spheres of Uzbek public life:

- Protection of human and civil rights – 59.3% (of all the respondents of this category);
- Ensuring of women equality – 59.3%;
- Education, elucidation, science – 40.7%;
- Social development – 37.0%;
- Ecology – 29.7%;
- Prevention and settlement of social conflicts – 22.2%;
- Health care – 22.2%;
- Humanitarian aid – 18.5%.

Are the state representatives inclined to cooperate with the "third sector"? In order to comprehensively answer this question, certainly, a more extensive survey is needed; however basing on the results obtained in evaluating the project, one can assume that representatives of state authorities rather highly evaluate the prospects of collaboration between state authorities and administration and NGO-s. The diagram below shows the output data of the questioning of state entities' and structures' representatives, who participated in the advocacy forums.

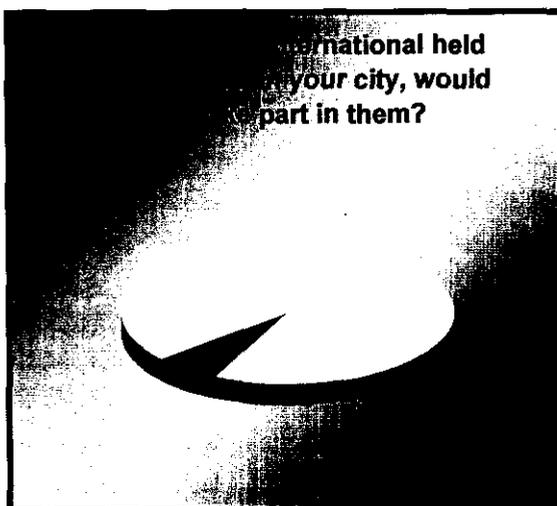
23. Please specify the statement, which to the most extent reflects Your attitude to the process of interaction between instances of state authority and administration and NGO-s.



The questioned participants of the advocacy forums (both the NGO members and state boards' and structures' representatives) most often indicated *joint projects* as an effective form of interaction between state authorities and administration and NGO-s. *Advocacy forums, round tables* and *conferences* were also highly evaluated in this relation. Among the productive forms of interaction and partnership the *provision of NGO-s with state grants* was specified somewhat less often. (The complete distribution of answers is presented in the table on page 21.)

The participants of advocacy forums, NGO representatives are of the opinion that *Joint partner projects* are the most effective form of interaction **between different NGO-s** (63.0% of this category respondents); further, such forms of partnership and cooperation were cited as *Round tables* (48.1%), *Conferences and forums* (44.0%), *Coalitions, networks, clubs of NGO-s* (22.2%), and *Joint arrangements, seminars, trainings* (18.5%) as well.

Training program



93.4% of the questioned training participants stated that if Winrock international held new trainings in their city, they would certainly participate in them, 6.6% chose the option *Rather, yes*. None of 289 respondents of this category has specified the option *Rather, no* or *Certainly, no*. (See chart 24) The training participants were offered different subjects of trainings and were questioned on which of these subjects would they like to gain (additional) knowledge and skills. The respondents noted the following subjects most often:

- Women rights, national and international documents and treaties protecting women rights* – 59.9% (of this respondent category);
- Mechanisms of right protection, possible aid measures at violation of rights* – 54.3%;
- Mechanisms of domestic violence prevention* – 52.6%.

In this connection the following subjects were specified somewhat less often:

The ways of overcoming conflicts – 43.3%;
Development of leadership skills – 42.9%;
Gender stereotypes and gender discrimination – 42.9%;
Communication skills – 40.8%;

The respondents have chosen the following options as well:

Reproductive law – 35.6%;
Possibility of NGO membership – 34.3%;
Gender equality for women – 31.1%;
Social and economical gender analysis – 30.8%;
NGO as a social change mean: management and stability – 30.8%;
Gender equality for men – 26.6%.

The presented data demonstrates that training participants are most interested in the trainings on subjects, which to certain extent are related with right protection as well as with development of personal skills, and promote sustainable position of an individual in the active social environment.

Along with that the WILL trainers were offered a number of questions in order to define, which subjects (in trainers' opinion) are the most important for elaborating knowledge and skills at trainings been held with different categories of participants.

The trainers hold the opinion that **at trainings with women** it is the most important to elaborate knowledge and skills on the following subjects (in the order of descending frequency of citing):

Women rights, national and international documents and agreements protecting women rights.
Mechanisms of rights protection, possible aid measures at violation of rights.
Mechanisms of domestic violence prevention.
Ways of conflict overcoming
Gender stereotypes and gender discrimination.

The trainers are of opinion, that **at trainings with men** it is important to elaborate the following subjects:

Gender stereotypes and gender discrimination.
Ways of conflict overcoming.
Mechanisms of domestic violence prevention.
Gender equality for men.
Skills of successful communication with people

The trainers have specified the following subjects, which in their opinion should be more thoroughly elaborated **at the trainings with youth**:

Gender stereotypes and gender discrimination
Development of leadership skills.
Skills of successful communication with people
Mechanisms of right protection, possible aid measures at violation of rights.
Women rights, national and international documents and agreements protecting women rights.

Proposals and recommendations on improvement of the training program

In the course of questioning, the trainers made different proposals and recommendations on improvement of the training program. This data is supplemented with opinions of regional coordinators, which were expressed during in-depth interviews.

Training program

Previously, when you started to talk about gender equality, women rights, some participants cited arguments from Islam, which contradicted that and we had difficulties. I had to study. And now, for example, at any audience I can cite arguments from Islam in the favor of women. We have to pay more attention to this subject.
(Regional coordinator)

Such subjects as overcoming of conflict situations and tolerance should be more elaborated.

Some modules of right protection mechanism should be developed in single common cases.

It is necessary to develop modules for entrepreneur right protection.

We have to more widely elucidate the subjects: "Parents and children", "Women and society", "Women – managers".

The modules should be created that gender equality is a basis of economic development.

Every group must be "guided" through all the training blocks, but not a single one, because all the blocks are interrelated and results from each other.

It would be good to hold trainings not only for women, but also with participation of husband and wife, father-in-law and mother-in-law, mother-in-law and daughter-in-law.

The program must be enriched with new methodology.

Something like a methodological council could be created. It could consist of somebody from Winrock and some trainers. This council would constantly deal with improvement of methods and give recommendations on preparation of tutorials and conferences. Council members could regularly meet (for example, once a 2-3 months). They could prepare their recommendations for each meeting and then at a session present their programs for improvement of work and elaborate joint recommendations through discussions. (Regional coordinator)

Exchange of experience. Improvement of trainers' skills.

Many positive changes in the program took place owing to conferences, which were held earlier quarterly and then – once a half-year. It is a great feeding of trainers with theoretical materials, practical skills, which we, trainers, shared at working in-groups.

Thanks to conferences, all the blocks of the WILL program were deepened.
(Regional coordinator)

At the conferences we obtained new materials, tasks. And when a choice is available, you are able to "build" your own training and choose the optimal one. I would like trainers to have more opportunities of drawing information. When we get information we transfer it farther. (Regional coordinator)

We share information at conferences, however they are held now seldom. The methods should be constantly upgraded; otherwise we cannot exchange our findings for a long time. (Regional coordinator)

The first day of conference was that of reports. Only one day was left for working in-groups. If we worked in-groups for two days, the effect would be higher. (Regional coordinator)

We have to hold TOT-s (training of trainers) in regions.

Regional mini-conferences may be arranged in-situ, so that we could exchange experience. (Regional coordinator)

The trainers' skills must be improved. For example, I can invite all the trainers from Samarkand to Jizzak to exchange experience, even though for two days. However it needs support of the Tashkent office. (Regional coordinator)

More exercises should be elaborated for development of communication and lecturer skills of trainers, as it would improve the quality of their work.

The trainer skills have to be improved in the matters of gender and law.

It is necessary to exchange experience with trainers from other countries, to study training modules, which meet the world standards.

Informational support.

Today the matter of distributable materials for training participants is very urgent. The materials are available; we collect them ourselves, but unfortunately, not all the trainers or NGO-s are provided with copiers to prepare distributable materials. (Regional coordinator)

There is a problem of distributable materials – distribution is very expensive, however we strongly long for this opportunity. (Regional coordinator)

The quantity and diversity of the distributed materials (for all the categories of participants) should be increased. We must have more distributable materials in Uzbek language.

It is necessary to create conditions for multiplying distributable materials on human rights.

We have a good library, but only few editions about gender. A big number of editions on domestic violence and rights is available. Owing to Winrock support the "Mehri" Center has published a collection on domestic violence. We would like to get a similar one on gender. (Regional coordinator)

There is a need for more detailed and adapted materials for trainings, with use of glossaries explaining foreign words.

A brochure should be printed with samples of documents, applications, agreements, and addresses.

We need more legal tutorials and guidance books.

We are short of literature in Uzbek language. A tutorial is under preparation, it will be very helpful (Regional coordinator)

Grant program

100% of the questioned representatives of NGO-s – grant beneficiaries under the WILL Project, have expressed the opinion, that activities of NGO-s and initiative groups, related with protection and promotion of women rights, should be supported within the framework of grant programs. The respondents have also specified the concrete kinds and directions of activities related with protection and promotion of women rights, which, in their opinion, must be supported under the grant programs.

In this connection representatives of NGO-s – rant beneficiaries cited the following directions and kinds of activities most often:

- Improvement of legal literacy of men and women.*
- Propaganda of gender equality, control of gender stereotypes.*
- Prevention of violence (including the domestic one).*
- Activity aimed to expanding personal, economical and social rights.*
- Activity aimed to improvement of leadership skills and capabilities.*
- Training on a craft, profession.*
- Holding of seminars and trainings.*
- Holding of round tables, conferences.*
- Issuing of printed editions, educational literature, and informational materials.*
- Education of women. Development of a program for improving their knowledge.*
- Provision of legal consultations.*
- Rendering of psychological consultations.*
- Establishment of public centers and clubs (including the youth and family ones) having gender orientation.*

During the questioning, the representatives of organizations, whose projects were supported by the initial grant program of the WILL Project, were offered the question "What kind of aid, support does need your organization for more efficient work?"

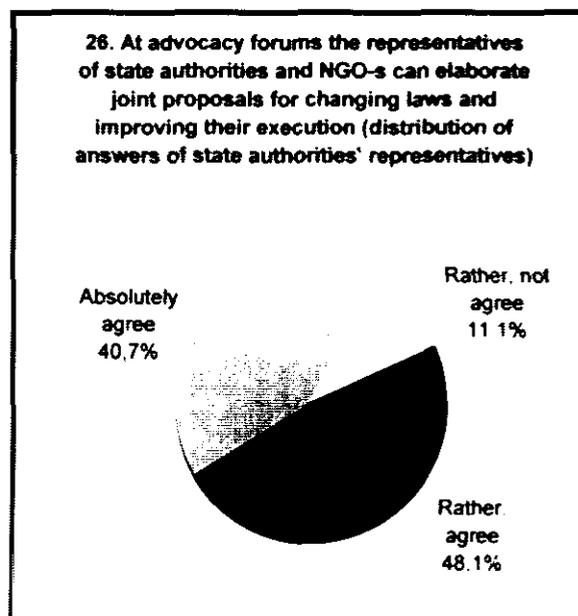
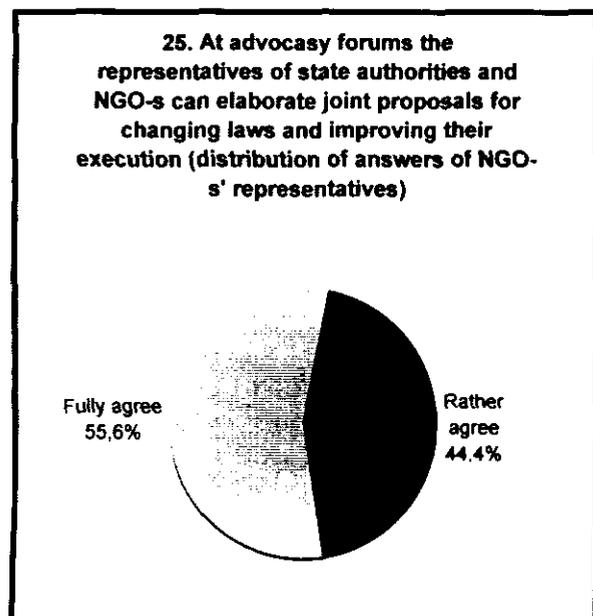
48.0% of the respondents specified various options, which can be classified into a conditional category *Assistance in improving skills (opportunity of traineeship, participation in conferences, forums, trainings and seminars for organizational development).*

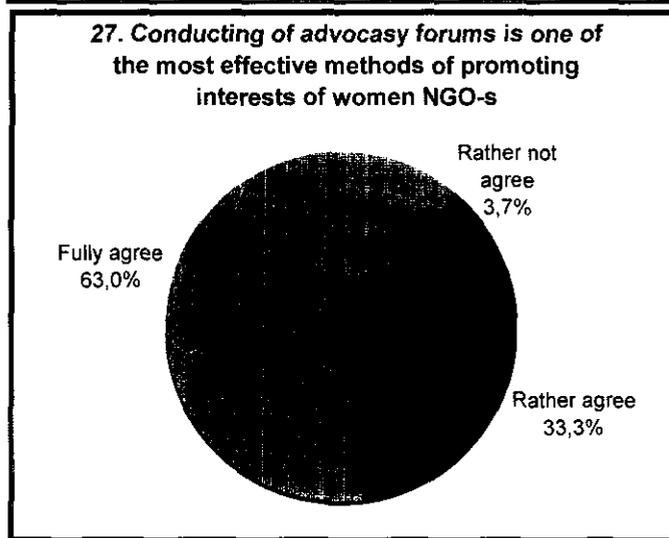
On the basis of the answers' analysis other conditional groups were formed as well, such as:

- Assistance in purchasing office equipment and transport – 40.0%.*
- Grant support. Regular financing. – 36.0%.*
- Informational support (access to Internet, provision with bulletins and other literature, video materials) – 36.0%.*

Advocacy program

During the evaluation, the advocacy forum participants (both NGO members and representatives of state entities and structures) were offered a number of statements, consent or disagreement with which would be used in evaluating the potential of advocacy forums. As the presented diagrams show, the advocacy forum participants rather highly evaluated the legislative potential of advocacy forums, as well as capacity of a forum to be an instrument of law execution control. (See charts 25 and 26)





However, how much real are the prospects of enforcing the decisions made at forums? In order to evaluate validity of these prospects the forum participants were offered the following statement: "The decisions made at forum are quite enforceable, if NGO and government act cooperatively". 81.5% of the respondents – NGO members expressed their absolute consent with this statement, and 18.5% – partial consent. The questioned representatives of the state entities and structures also highly evaluated the prospects of implementation of decisions made at forums – 77.8% of this category respondents have chosen the option "Fully agree", 11.1% - "Rather agree" and 11.1% have found difficulty in expressing their opinion on this statement. The presented data shows that none of the

both categories' respondents has specified the options "Rather not agree" and "Absolutely disagree".

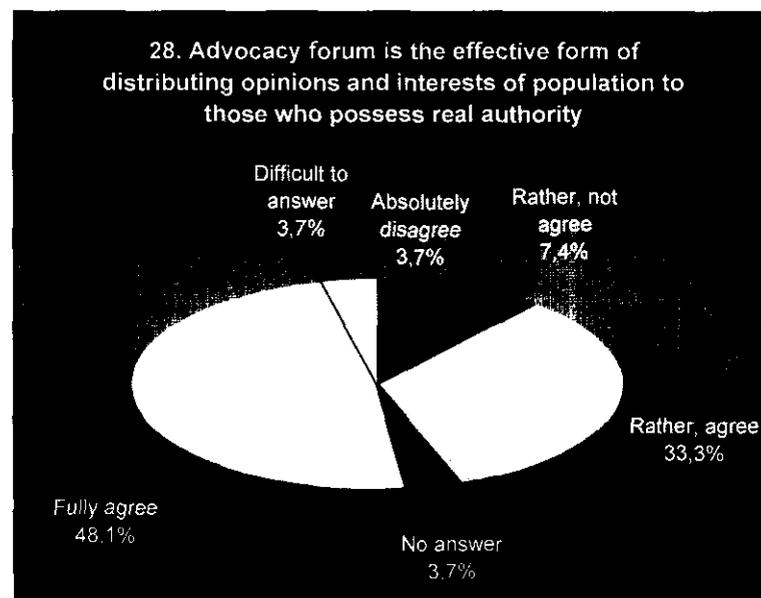
The respondents demonstrated a higher skepticism about whether the advocacy forums will meet support in all the regions of Uzbekistan. 40.7% of the surveyed representatives of state entities and structures have found difficulty in definitely expressing their opinion on this matter.

63.0% of the forum participants – NGO members have reported their full consent with the statement "Conducting of advocacy forums is one of the most effective methods of promoting interests of women NGO-s". Only 3.7% of this category respondents were partially disagree with this statement (See chart 27).

Opinions of the questioned representatives of state entities and structures divided as follows:

Fully agree – 51.9%;
Rather agree – 37.0%;
Difficult to answer – 7.4%;
No answer – 3.7%.

All the 100% of the forum participants – NGO members have declared complete or partial consent with the statement "Advocacy forum is the effective form of distributing opinions and interests of population to those who possess real authority" (Absolutely agree – 85.2%, Rather agree – 14.8%). Opinions stated in the answers of the questioned representatives of state entities and structures are not such uniform. 48.1% of this category respondents are absolutely agree with this statement, 33.3% are rather agree, 7.4% have noted the option "Rather not agree", and 3.7% - "Absolutely disagree". 7.4% of the respondents – representatives of the state entities and structures found difficulty in definitely expressing their opinion on this matter. (See chart 28)



APPENDIX

Tables 1 - 9

Distribution of interviewed trainers by locality type.

	Frequency	Valid Percent
Regional capital	33	76,7
District center	8	18,6
Village	2	4,7
TOTAL:	43	100,0

Distribution of interviewed trainers by regions

Region	Frequency	Valid Percent
Tashkent	3	7,0
Navoi	4	9,3
Republic of Karakalpakstan	3	7,0
Jizzak	4	9,3
Bukhara	5	11,6
Fergana	5	11,6
Andijan	3	7,0
Syrdarya	3	7,0
Kashkadarya	2	4,7
Khorezm	3	7,0
Samarkand	3	7,0
Namangan	3	7,0
Surkhandarya	2	4,7
TOTAL:	43	100,0

Distribution of interviewed trainers by gender

	Frequency	Valid Percent
Female	37	86,0
Male	6	14,0
TOTAL:	43	100,0

Distribution of interviewed trainers by marital status

	Frequency	Valid Percent
Single (unmarried)	6	14,0
Married	32	74,4
Divorced	2	4,7
Not divorced but live separately	2	4,7
Widow (-er)	1	2,3
TOTAL:	43	100,0

Distribution of interviewed trainers by children number

	Frequency	Valid Percent
No children	7	16,3
1-2 children	20	46,5
3-4 children	16	37,2
TOTAL:	43	100,0

Distribution of interviewed trainers by nationality

	Frequency	Valid Percent
Uzbeks	35	81,4
Tatars	2	4,7
Kazakhs	2	4,7
Russians	1	2,3
Karakalpaks	2	4,7
Turkmen	1	2,3
TOTAL:	43	100,0

Distribution of interviewed trainers by creed.

	Frequency	Valid Percent
Islam	38	88,4
Christianity	1	2,3
Adhere to no religion	4	9,3
TOTAL:	43	100,0

Distribution of interviewed trainers by education level

	Frequency	Valid Percent
Tertiary	43	100,0
TOTAL:	43	100,0

Distribution of interviewed trainers by occupation

	Frequency	Valid Percent
Full-time work	37	86,0
Part-time work	5	11,6
Temporary unemployed	1	2,3
TOTAL:	43	100,0

Tables 10 - 16

Distribution of interviewed training participants by gender.

	Frequency	Valid Percent
Female	235	81,3
Male	54	18,7
TOTAL:	289	100,0

Distribution of interviewed training participants by marital status.

	Frequency	Valid Percent
Single (unmarried)	83	28,7
Married	183	63,3
Divorced	11	3,8
Not divorced but live separately	6	2,1
Widow (-er)	6	2,1
TOTAL:	289	100,0

Distribution of interviewed training participants by children number

	Frequency	Valid Percent
No children	85	29,4
1-2 children	81	28,0
3-4 children	91	31,5
5 or more	32	11,1
TOTAL:	289	100,0

Distribution of interviewed training participants by nationality

	Frequency	Valid Percent
Uzbeks	238	82,3
Tartars	10	3,5
Kazakhs	11	3,8
Russians	9	3,1
Karakalpaks	13	4,5
Koreans	3	1,0
Ukrainians	1	,3
Yakuts	1	,3
Turkmen	1	,3
Tajiks	2	,7
TOTAL:	289	100,0

Distribution of interviewed training participants by creed

	Frequency	Valid Percent
Islam	265	91,7
Christianity	11	3,8
Buddhism	1	,3
Adhere to no religion	12	4,2
TOTAL:	289	100,0

Distribution of interviewed training participants by education level

	Frequency	Valid Percent
Incomplete secondary	25	8,7
Secondary	66	22,8
Incomplete tertiary	51	17,6
Tertiary	147	50,9
TOTAL:	289	100,0

Distribution of interviewed training participants by occupation

	Frequency	Valid Percent
Full-time work	186	64,4
Part-time work	28	9,7
Student, pupil	46	15,9
Housewife	11	3,8
Pensioner	9	3,1
Do not work due to disability	5	1,7
Temporary unemployed	4	1,4
TOTAL:	289	100,0