



## **National Conference**

# ***Socio-Economic Inclusion of Women from Migrant Households in Tajikistan***

**Dushanbe, Republic of Tajikistan,  
12-13 September 2012**

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## DEFINITIONS

<b>An abandoned woman from a migrant household</b>	Wife of a labour migrant whose husband has left her, and who has not received any remittances from him for six months, including cases when she does not have any information about his whereabouts and/or when she has not had contact with him for this period of time. This definition is applicable also to those wives of labour migrants, whose official marital status in the civil records is left unclear, who are in the process of divorce, or who are mislabeled as “divorced” when in reality they have been abandoned without a dissolution of their marriage.
<b>A woman from a migrant household</b>	Wife of a labour migrant, whose husband emigrated for employment purposes. Unless specifically indicated otherwise in this report this definition is wider, than the definition of an abandoned woman from a migrant household, and thus applicable to all women, whose husbands reside abroad as migrant workers.

## LIST OF ACRONYMS

<b>NGO</b>	Non-governmental organization
<b>ODIHR</b>	Office for Democratic Institutions and Human Rights of the Organization for Security and Co-operation in Europe
<b>OSCE</b>	Organization for Security and Co-operation in Europe
<b>SHG</b>	Self-help groups of women from migrant households
<b>AMFOT</b>	Association of Micro-finance Organizations of Tajikistan
<b>IOM</b>	International Organization for Migration in Tajikistan
<b>CARMP</b>	Central Asia Regional Migration Programme
<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women

## EXECUTIVE SUMMARY

The National Conference “Social and Economic Inclusion of Women from Migrant Households in Tajikistan” took place on 12-13 September 2012 in Dushanbe. It was organized by OSCE/ODIHR within the framework of the OSCE/ODIHR project “Social and economic inclusion of women from migrant households in Tajikistan” and UN Women within its Regional Migration Programme in Central Asia (CARMP).<sup>1</sup> The National Conference aimed to identify the support services women from migrant households are in need of, and how local governments may provide these services more effectively. The National Conference was organized to present the Assessment Report on the “Social and Economic Inclusion of Women from Migrant Households in Tajikistan” (the Assessment Report), a study commissioned by ODIHR that provides an up-to-date synopsis of the challenges these women face through a comparative perspective across four geographical regions in Tajikistan. The event also served to identify the specific challenges women from migrant households, in particular abandoned women<sup>2</sup> face due to ongoing sex-based discrimination, gender-based stereotypes and human rights abuses women predominantly suffer from.

During the national conference, more than 65 participants from the national and local governments, civil society and international organizations discussed the challenges abandoned women from migrant households in Tajikistan face.

During the Conference, participants confirmed the conclusions of the Assessment Report. During the Conference, participants split into three Working Groups; each of them was moderated by a representative of the state authorities or civil society, and facilitated by a member of ODIHR. The Working Group sessions provided an opportunity for an open and focused discussion of various challenges identified in the Assessment Report among representatives of national and local authorities, civil society, women from migrant households, and international organizations in the field. Their objective was to elaborate recommendations for specific follow-up actions building on the findings of the Assessment Report and the discussions which took place during the conference. Each Working Group was assigned a specific topic for discussion and formulation of specific recommendations.

### Summary of Recommendations made during the Conference

A number of recommendations related to required assistance to women from migrant households and possible improvements of their situation were formulated by participants<sup>3</sup>, with a particular

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<sup>1</sup> UN Women implements activities within the CARMP framework jointly with the International Organisation for Migration (IOM) and the World Bank with financial support of the UK Government.

<sup>2</sup> Please see the section on definitions used in this report for the definition of an abandoned woman from a migrant household.

<sup>3</sup> After the opening plenary session of the Conference, discussions took place in three parallel working groups. The following report is prepared on the basis of notes taken by ODIHR staff and presentations of the Rapporteurs, who summarized the working group discussions at the closing plenary session. These reports cannot exhaustively convey the details of the working group discussions but rather aim to identify their common salient points. The recommendations from working groups were not formally adopted by the Conference participants and do not necessarily reflect the views of state authorities of Tajikistan or of the OSCE/ODIHR.

emphasis on the situation of abandoned women from migrant households and children. The main recommendations according to the topics assigned to Working Groups are presented below:

*1) Good practices of local government support to women from migrant households:*

- Strengthen protection of the rights of abandoned women from migrant households and their children, with a focus on issues of child support (alimony) and access of children to child care and education facilities;
- Improve professional qualifications and skills of women from migrant households in order to facilitate access to the labour market;
- Support self-employment and business activities of women from migrant household;
- Enhance social protection of women from migrant households;
- Provide women from migrant households with proper access to medical and psychological support;
- Provide free legal assistance to abandoned women from migrant households.

*2) Preventing exploitation of and violence against women from migrant households*

- Raise awareness of women from migrant households about their rights by means of special associations, NGOs and mass media;
- Build the capacity of the state and NGOs to provide psychological assistance to women from migrant households;
- Improve access to information on safe labour migration to Tajik migrant workers abroad and their families;
- Improve the system of data collection on migration, disaggregated by sex.

*3) Good practices for socio-economic inclusion of women from migrant households*

- Build the capacity of state executive and legislative bodies on issues of women from migrant households;
- Improve the state financial support system for abandoned women from migrant households;
- Enhance access of women from migrant households to state-financed education by introducing a special quota system;
- Establish financial and tax incentives for women from migrant households for business start up purposes.

The conclusions of the Conference and the recommendations of the Assessment Report served as the basis for the development of a draft Action Plan on direct assistance to the women concerned<sup>4</sup>. It provides guidance on objectives and activities that can be implemented by local stakeholders (government, experts and civil society) to support the socio-economic inclusion of women from migrant households in Tajikistan. The majority of proposed activities target the work of local governments as the executive power which deals with women from migrant households directly and on a daily basis.

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<sup>4</sup> Please see Annex II to this Report for text of the Draft Action Plan for the Socio-Economic Inclusion of Women from Migrant Households in Tajikistan.

## INTRODUCTION

According to the International Organization for Migration (IOM), in 2002 the number of legal migrants from Tajikistan to the Russian Federation was 16,800. The actual number of undocumented migrant workers was estimated at that time to be more than 600,000.<sup>5</sup> According to recent reports, approximately 300,000-400,000 citizens of Tajikistan travel to Russia every year.<sup>6</sup>

Labour migration has had a significant social impact on the migrants' family members who are left behind in the place of origin, especially women. Traditionally, women are responsible for family care and, since the country became an independent state, increasingly do not work outside the home. As wives, women usually live with the husbands' family and are not regarded as heads of households. In-laws assume the role of the head of household and are able to claim remittances sent from husbands working abroad as migrant workers. Women whose husbands have migrated for labour purposes receive limited or no assistance from the authorities or international organizations.

Furthermore, wives often do not receive any information or sufficient financial assistance from their migrant husbands who are working abroad. Abandoned women from migrant households<sup>7</sup> are subsequently forced to search for alternative sources of income to support their children and to escape food shortages, abuse, and domestic violence - often from their own family members - and overall poor living conditions. Cases of trafficking and other acts committed against Tajikistan's citizens working abroad further contribute to the deteriorating situation of the families left behind in Tajikistan.

According to some estimates, between 230,000 and 288,000 households can be considered economically abandoned and living at or below the poverty level in Tajikistan. Over 70% of these households are married women with children. At the same time, only 1% of the women from such households have received support from aid organizations.<sup>8</sup>

To assist the Tajik authorities to address these challenges, ODIHR in co-operation with UN Women launched a project "Social and economic inclusion of women from migrant households in Tajikistan". This project aims to facilitate the identification of a systemic solution to the difficulties faced by abandoned women from migrant households by providing an up-to-date assessment of the situation as well as a platform for discussion among local and national authorities, non-governmental actors and international stakeholders.

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<sup>5</sup> IOM, *Labor Migration in Central Asia, Russia, Afghanistan and Pakistan*. Geneva, Switzerland, 2005.

<sup>6</sup> P. Chorschanbiyev, "Some 300,000-400,000 Tajik Migrants Travel to Russia Every Year, says FMS Official," *Asia-Plus*, 06/07/2011.

<sup>7</sup> Please see above section on definitions used in this report for the definition of an abandoned woman from a migrant household.

<sup>8</sup> Data from "Abandoned Wives of Tajik Labor Migrants", IOM Study on the socio-economic characteristics of abandoned wives of Tajik labor migrants and their survival capabilities, IOM Dushanbe, Tajikistan August 2009.

An assessment of the socio-economic challenges currently faced by women from migrant households in Tajikistan, and the provision of a platform for discussion among local, national and international stakeholders by means of a national conference, are integral parts of the project. ODIHR commissioned the Assessment Report of the “Social and Economic Inclusion of Women from Migrant Households in Tajikistan” (the Assessment Report), which provides an up-to-date synopsis of the challenges these women face through a comparative perspective across four geographical regions in Tajikistan. The Assessment Report includes an overview of the current legislative and policy framework in place, with a specific focus on gender-related laws and policies, as well as statistical information on the socio-economic opportunities and access to services of women from migrant households, especially abandoned women as the most vulnerable group.

The National Conference “Social and Economic Inclusion of Women from Migrant Households in Tajikistan” was organized jointly by the OSCE/ODIHR and UN Women on 12-13 September 2012 in Dushanbe. It aimed at identifying the support services women from migrant households are in need of, and how local governments may provide these services more effectively. The findings and recommendations of the Assessment Report were presented during the Conference.

The conclusions of the Conference and the recommendations of the Assessment Report served as the basis for the development of a draft Action Plan on direct assistance to the women concerned<sup>9</sup>.

## **1. SUMMARY OF PROCEEDINGS**

### **1.1. Opening Session**

The opening speakers focused on the importance of the Conference as a forum for discussion of the Assessment Report of the “Social and Economic Inclusion of Women from Migrant Households in Tajikistan”. The Assessment Report provides an updated synopsis of the socio-economic challenges faced by women from migrant households through a comparative perspective across four geographical regions and three groups of respondents, as well as an outline of the legislative, policy and institutional framework with a specific focus on gender aspects. Its findings and recommendations are divided into the following main categories:

- 1) Legislation and policy framework;
- 2) Social-economic situation – livelihoods;
- 3) Psycho-emotional situation and gender-based violence;
- 4) Access to health care and local government services;
- 5) Awareness of women from migrant households of state support structures and exercise of rights.

The Assessment Report outlines a number of recommendations to national and local government authorities on how policy and legislative frameworks for the provision of support services to

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<sup>9</sup> Please see Annex II to this Report for text of the Draft Action Plan for the Socio-Economic Inclusion of Women from Migrant Households in Tajikistan.

abandoned women from migrant households can be further strengthened, building on ongoing efforts by the state authorities and the international community to improve the situation.

The Opening Session began with the speech of **Mr. Rustam Mirzoev, Senior Specialist of the Department of Social Protection and Employment, Executive Apparatus of the President of the Republic of Tajikistan**. He welcomed the organizers and participants of the event and indicated that the situation of the migrants and their families remains one of the key priorities of the state.

Mr. Mirzoev mentioned that the National Labour Migration Strategy for 2011 – 2015 outlines a number of priorities, among them strengthening the rights of migrant workers, enhancing dialogue with NGOs, international organizations, civil society organizations and others. Moreover the National State Plan for the Implementation of Gender Policy for 2012 – 2015 includes measures to facilitate employment and self-employment among women, including improving their access to professional development courses (such as, for example, learning of languages, computer skills, cooking and others) and their qualifications. The Government also works on providing access to interest-free loans to women, including those from migrant households.

Furthermore Mr. Mirzoev informed participants that a draft Law “On Labour Migration”, which was developed with the assistance with IOM, is in the process of adoption. This Law will provide better protection to Tajik migrants abroad and their families staying in Tajikistan.

Mr. Mirzoev expressed the opinion that the Assessment Report will be a valuable tool to inform discussions on possible ways to improve the situation of abandoned women from migrant households in the Republic of Tajikistan. He emphasized that the Government of Tajikistan cooperates actively with international and domestic organizations to find solutions to the problems abandoned women from migrant households face.

On behalf of the OSCE Office in Tajikistan, **Ambassador Ivar Vikki** thanked the Government of Tajikistan, civil society and partners for their co-operation with the OSCE Office in Tajikistan. He underlined the role of the OSCE as the largest regional organisation in the field of security and provided a brief overview of its major institutions, emphasizing the OSCE/ODIHR’s important human dimension mandate and activities in this sphere. The Ambassador noted that migration issues, and especially the situation of women and children left behind, is a key priority in Tajikistan. With perhaps up to one and a half million Tajik citizens working abroad, remittances constitute a significant and important part of the GDP. He indicated that on the basis of estimates provided by the media, the amount of remittances may increase in the future. Ambassador Vikki underlined that the Assessment Report on the “Socio-Economic Inclusion of Women from Migrant Households in Tajikistan“ to be presented during the conference, is the result of joint work conducted by ODIHR, UN Women and local partners. He concluded by wishing the participants a fruitful discussion and exchange of personal experiences, ideas and recommendations.



**Ms. Nathalie Tagwerker, Deputy Head of the Democratization Department, OSCE/ODIHR**, emphasized that ODIHR pays particular attention to facilitation of the protection of the human rights of migrants and their families, and the development of gender-sensitive migration policies in line with OSCE commitments.

Ms. Tagwerker continued by stating that the human rights and fundamental freedoms are universal; they should be enjoyed by migrants and their families irrespective of their gender and place of residence. The OSCE participating States also committed to adopt specific measures related to gender equality, such as to ensure the collection and analysis of data to assess adequately, monitor and improve the situation of women, to develop educational policies, consistent with their constitutional systems, to support the participation of women in all areas of study and work, as well as to strengthen the economic independence of women and equal access to education.<sup>10</sup>

She pointed out that while many migrants from Tajikistan continue to provide financial and emotional support to their wives, children and other relatives, there are also numerous cases when the wives: were left with little or no financial support; are excluded from socio-economic opportunities and access to public services; and are prone to depression, suicide, and other health problems. This results in challenges to the re-integration of wives of labour migrants into the life of the society.

Ms. Tagwerker concluded by expressing the hope that findings of the Assessment Report will facilitate discussion at the plenary and working sessions during the event, and that the conference will result in concrete recommendations on how to address the needs of abandoned women from migrant households through national legislation, policies and programs. On the basis of these recommendations, an Action Plan will be defined outlining the policy measures and direct assistance that the national and local governments can provide to abandoned women from migrant households, thereby improving their social and economic inclusion.

**Ms. Viloyat Mirzoeva, Portfolio Manager, UN Women** concluded the opening session by highlighting UN Women's dedication to promoting gender equality and protecting women's rights in Tajikistan, particularly the rights of abandoned women from migrant households. She outlined some of the activities UN Women has undertaken to support abandoned women from migrant households to access social services and claim their rights in different regions of the country. Ms. Mirzoeva emphasized that this Conference is an important opportunity to share good practices and discuss their possible replication across all regions in Tajikistan.

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<sup>10</sup> Ministerial Council Decision on Preventing and Combating Violence against Women, Ljubljana 2005 available at: [http://www.osce.org/documents/mcs/2005/12/17433\\_en.pdf](http://www.osce.org/documents/mcs/2005/12/17433_en.pdf)

## 1.2. Introductory Session

The Introductory Session continued with statements of the National Committee of Women and Family Affairs of the Republic of Tajikistan, the Migration Service under the Government of the Republic of Tajikistan and the Agency of Social Protection, Employment and Migration. They outlined the work of state institutions related to gender and migration, with an emphasis on the assistance to abandoned women from migrant households, as well as the governing legislation and policies in these areas.

The panellists shared their views on the migration situation in Tajikistan and its impact on the families of migrant workers. It was noted that emigration of Tajik women has also been growing (for example, out of 1 000 000 Tajik migrants in Russian Federation 100 000 are women), mainly due to the lack of job vacancies in Tajikistan. In this regard it was noted that co-operation with one of the key countries of destination for Tajik migrants - the Russian Federation, has improved recently.

It was acknowledged by participants that due to various factors (such as lack of education and others) female migrants frequently find themselves in a more vulnerable position than men; some of them also only work on seasonal jobs (for example, in the agricultural sector).

Government authorities stated that steps are being to change the situation of both migrants and women from the migrant households. The National State Plan for the Implementation of Gender Policy for 2012 – 2015 provides for vocational training for women. In addition, the state introduced a quota system for women from rural areas to obtain higher education. The trade unions and associations of women's businesses are key co-operation partners to develop the professional skills of women. Pre-departure training and consultations for emigrating Tajik workers continue to be a priority for the state. Good practices of other countries related to labour emigration regulation, such as South Korea, Qatar, Ukraine, the Philippines and India, have also been studied by state authorities. The Government has responded to challenges of emigration and to the negative impact on migrant families by adopting such strategic and policy planning documents as the National Labour Migration Strategy for 2011 – 2015 and the above-mentioned National State Plan, as well as by elaborating the Draft Law “On Labour Migration”.

Finally state representatives and other participants reiterated that the key challenge in Tajikistan was not the lack of a legal framework, but rather its limited implementation.

One of the key recommendations emerging from this session was to:

- Consider using regional branches of the National Committee of Women and Family Affairs, and particularly Information Centres established with the support of UN Women, as “one-stop-shops” at which women from migrant households could access information on current job vacancies both in Tajikistan and abroad, receive awareness-raising materials on migration opportunities and challenges, and information on their rights.

### 1.3. Plenary Session I

Plenary Session I was devoted to the rationale, objectives and planned results of the OSCE/ODIHR project, as well as the methodology and findings of the assessment report, and was moderated by **Ms. Nathalie Tagwerker, Deputy Head of Democratization at OSCE/ODIHR.**

**Ms. Dace Schlentz, Migration and Freedom of Movement Adviser, OSCE/ODIHR** presented the findings, conclusions and recommendations of the Assessment Report and explained its structure as well as the applied methodology of the assessment, which consisted of in-depth semi-structured interviews with representatives of local and national governments and international organizations and a comparative assessment of socio-economic challenges across four regions of Tajikistan. Ms. Dace Schlentz proceeded to provide a detailed description of the main areas covered by the study, such as policy, legislative and institutional framework for migration and gender equality, the socio-economic situation of abandoned women from migrant households, their access to health-care and local government services, the level of women's awareness about relevant legislation and their rights, issues of psycho-emotional support and the prevalence of gender-based violence. She concluded with a brief overview of the main recommendations of the report.

The presentation of the Assessment Report was followed by a discussion, providing conference participants with the opportunity to share their views, and debate the Assessment findings. The panel debate consisted of representatives of state institutions (the Department of Social Protection and Employment, Executive Apparatus of the President and the Migration Service), local governments (Khukumat, or local government office, of Sughd region), NGOs and independent experts who provided their views on the contents of the study.

In addition, the gender expert Ms. Alla Kuvatova provided an overview of the findings which emerged from the focus group sessions she held with women from migrant households in each of the four regions as part of the research component of the Assessment Report. She noted regional differences in the different vulnerabilities of women from migrant households, but also highlighted common challenges, including limited access to proper health care, employment opportunities, as well as the continuing toll that domestic violence takes on women and families from migrant households.

Participants asked a number of questions related to the methodology of the assessment and the methods of data collection. The main findings of the study were subsequently confirmed by the participants. State officials recommended that future studies conducted by international organizations consider partnership with state institutions, which can facilitate access to data.

Recommendations emerging from this session included:

- Enhancing and streamlining data collection, including collection of sex-disaggregated data, on migration-related issues and considering the establishment of a unified repository of data, reports, statistics and findings across ministries and local government bodies that the public can access.

- Inviting the Ministry of Health to participate in future conferences, to input data into future studies, particularly in areas relating to HIV/AIDS and access to services, as well as discussing means of enhancing access to psychological services in crisis centres at regional and local levels.
- Exploring means of mobilizing training/pedagogical facilities of the Medical University Faculty to provide professional psychological support to women from migrant households in situations of crisis.
- Involve religious leaders from communities in discussions relating to the vulnerabilities of women from migrant households as well as the State Committee on Religious Affairs. Use the existing guidelines developed by UN Women on gender and religion to facilitate discussions.

## 1.4. Plenary Session II

During Plenary Session II, NGO representatives and local governments presented their activities in support of women from migrant households, and outlined good practices introduced by national and international organizations in the provision of assistance to these women. This Plenary Session was moderated by **Ms. Zarina Urakova, Programme Associate, UN Women.**

The NGOs shared their views and experiences on such issues as the economic empowerment of women from migrant families, the prevention of the negative consequences of labour migration, protection of women and children's rights, including the situation of women and children living with HIV, the role of the National Committee District Task Forces, the need to provide proper legal, psychological and medical assistance to women from the migrant households, with a focus on abandoned women, and existing entry points to replicate good practices across the four regions of Tajikistan.

The District Task Force in the Hissor district highlighted the role and activities of District Task Forces (DTF) established in selected regions, by the National Committee for Women and Family Affairs with the support of UN Women. The DTF have established Information Centres, which provide training, information and legal assistance, as well as organize awareness-raising events. One of the challenges DTF confront is lack of information about government financial support to women, including abandoned women from migrant households, in the form of loans and tax breaks.

The Crisis Centre Gulrukhsor of Khujand - the first established and only functioning crisis centre in Tajikistan - emphasized that the high rates of domestic violence within migrant households are due to a lack of mutual respect and understanding among family members and in-laws, in addition to scarce economic resources. In families where mothers-in-law are heads of households, the situation appears particularly problematic; often, the decision of a migrant husband to divorce his wife is not made by him but by his mother. This situation is exacerbated by the tendency to consider abandoned wives as divorced wives, which limits their access to necessary support services. The Crisis Centre reiterated the need for improved psycho-social care for abandoned women from migrant households, especially in rural areas.

Women's Resource Centres (WRC), supported by the OSCE Office in Tajikistan, which provide access to information on loans, women's rights and migration, noted that women from migrant households, whether abandoned or not, often come to WRCs as opposed to local authorities for support - often just to talk about their problems. This finding indicates that women from migrant households do not access loans or attend socio-economic initiatives such as job fairs because they do not know about them, but also because such initiatives seem inaccessible or inappropriate to them to attend.

The Association "Women and Society" presented its experience of economic empowerment of women from migrant households, which was gained within the framework of the project "Social mobilization of migrants' families in Tajikistan". The Association illustrated how women from migrant households are empowered through self-help groups (SHG). It was recommended to create more such networks and associations within Tajikistan, as well as between Tajikistan and neighbouring countries (for example, Tajikistan-Kyrgyzstan) to the benefit of women from migrant households. In addition, in the opinion of participants, the key to success of SHG and their members would be the further transformation of SHG into cooperatives, limited liability companies, small enterprises and creation of mini-guilds. It was stated by speakers that the capacity of SHG should be increased through trainings, consulting seminars and practice exchange visits, providing groups with technical and financial support (such as provision of the necessary equipment, fuels and lubricants, fertilizers, preferential loans and interest-free loans), tax incentives and legal assistance.

The NGO "Shahrvand" presented its activities, which include providing legal assistance and conducting relevant awareness-raising activities on the protection of women and children's rights. It was stressed that abandoned wives and children face numerous legal obstacles such as:

- Recovery of maintenance benefits in the case of divorce, obtaining birth certificates of children, acknowledgment of paternity of a child, and obtaining civil marriage certificates;
- Purchase of land, obtaining a certificate of land tenure, and access to other relevant documents;
- Eviction from homes without allocation of other accommodation and other accommodation problems;
- Division of joint property of spouses after the dissolution of marriage, inheritance rights, legal recognition of husbands who have left Tajikistan as missing persons;
- In cases of sexual assault, incitement to suicide and family violence;
- Need to search for missing husbands and other close relatives;
- Obtaining interest-free loans in order to start a business.

During the discussion on access to legal assistance it was stated by the participants that NGOs are limited by numerous factors (such as budgetary resources, human and organizational capacity) and cannot alone substitute the need for more active co-operation between state institutions, academia and civil society, as well as enhanced support by all three sectors to migrants and their families on numerous issues of labour emigration and its consequences. At the same time it was noted that activities of NGOs need to be further expanded to enable outreach to

a larger geographic area and thus higher number of migrant families, particularly women from migrant households, in need.

Participants also highlighted the limited availability of financial resources available to women from migrant households. The Association of Microfinance Organisations of Tajikistan (AMFOT) suggested that, from its perspective, microloans could be key to the economic welfare of women (including women from migrant households) in Tajikistan. It was concluded that micro-finance organizations may also benefit from women as a category of clients, as practice shows that women tend to be more reliable in credit repayment, and the numbers of arrears are lower. In addition, access of women to microloans provides for an increase in demand of micro-financing services, thereby increasing the number of credit operations in existence.

Plenary Session II was concluded by a statement of the Tajikistan Network of Women Living with HIV<sup>11</sup>. Abandoned women from migrant households who have contracted HIV are in a particularly vulnerable position, left without family support systems and access to resources for the health services they require. They may face stigmatization as women who have been left behind as well as women living with HIV. The Network recommended that the Ministry of Health may be involved in policy discussions and conferences relating to women from migrant households, to facilitate their access to health services.

## **1.5. Working Group Sessions**

Following the plenary sessions, participants of the conference split into three Working Groups moderated by a representative of the state authorities or civil society, and facilitated by a member of ODIHR. The Working Group Sessions provided an opportunity for an open and focused discussion of the findings of the Assessment Report among representatives of national and local authorities, civil society, women from migrant households, and international organizations in the field. Their objective was to elaborate specific recommendations for follow-up action, building on Assessment Report findings.

Each Working Group focused on a specific topic for discussion and formulation of recommendations:

- Working Group I: Good practices of local government public support to women from migrant households,
- Working Group II: Preventing exploitation of and violence against women from migrant households,
- Working Group III: Good practices for socio-economic inclusion of women from migrant households.

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<sup>11</sup> The Tajikistan Network of Women Living with HIV is the only national network in the country working with women with HIV. Currently it has 64 registered members, and its main goal is to "increase the quality of life of women living with HIV and their children in Tajikistan". Accordingly, members of the Network provide socio-psychological support, including through peer counseling, the establishment of support groups and the organization of information sessions for women living with HIV.

It should be noted that participants focused their main attention on abandoned women and children from migrant households. However in some cases they formulated recommendations, which should be applicable without distinction to all women from migrant households.

Working Group participants also came to the general conclusion that, while the support of local governments is of primary importance, there is also a need for certain legislative and capacity-building initiatives at the national level. Therefore, Working Group members proposed a holistic portfolio of national and local level activities during the discussion. As a result, they elaborated recommendations on other aspects of problems faced by abandoned women from migrant households in cases when they felt their expertise and experience allowed them to do so. The discussion topics and recommendations developed by the Working Groups are presented below:

### ***1.5.1. Working Group I: Good practices of local government public support to women from migrant households***

In Working Group I, participants were encouraged to elaborate on their experiences and propose activities that could constitute good practices for the local government to provide better support to abandoned women from migrant households. Discussions covered a wide range of topics in the areas of family support and protection of the rights of a child, building/improving professional qualifications and skills of women from migrant households, increasing social protection of these women, ensuring proper access to medical and psychological support, providing free legal assistance, as well as introducing or better publicizing financial and tax incentives for women from migrant households to enter the labour force. Due to the fact that some proposed follow-up initiatives fall into the remit of state institutions, law enforcement authorities and courts<sup>12</sup>, some recommendations were also directed to national level authorities.

#### **Participants of Working Group I recommended:**

##### **1) Strengthening the protection of the rights of abandoned women from migrant households and their children by:**

- Ensuring that in the absence of migrant spouses or former spouses in Tajikistan, their abandoned wives or divorcees and children are still able to receive due financial support.
- Raising awareness of abandoned women from migrant households on the rights of a wife, mother and child and relevant legislation.
- Involving religious leaders in the explanation of legislative provisions on family to newlyweds, their parents and women from migrant households.
- Establishing new kindergartens with the possibilities for abandoned women from migrant households to enroll their children free of charge or by paying a decreased fee.

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<sup>12</sup> For example, in cases of proper application of family law, especially in divorce cases and on child support (alimony) issues.

Alternatively, to consider the possibility of establishing private (informal) child care facilities by parents with the financial support of local municipalities.

- Introducing special annual “school” benefits for children of abandoned women from migrant households, which would partially or fully cover the costs of textbooks and/or schoolchildren’s uniforms for the school year.

## **2) Improving professional qualifications and skills of women from migrant households to facilitate better access to the labour market and employment by:**

- Creating opportunities for women from migrant households to enroll in courses to receive new and professional qualifications (such as tailoring, cooking, hair-dressing, beekeeping, agricultural work etc.).
- Facilitating the participation of women from migrant households in socio-economic initiatives such as job fairs.
- Providing public information sessions on employment opportunities to women from migrant households. Taking into consideration the fact that women from migrant households may feel that such initiatives are inaccessible or too advanced, consider implementing job fairs or other initiatives specifically targeting these women, and develop innovative awareness-raising campaigns to ensure that such women are properly informed.

## **3) Enhancing social protection of women from migrant households by:**

- Creating social support facilities for abandoned women from migrant households and their children, which are left without financial support of their spouses or former spouses by establishing a proper database on social protection legislation and ensuring implementation of legislation in the area of social protection.
- Creating social protection centres at the municipal level, which should provide the following services to abandoned women from migrant households:
  - Temporary housing for abandoned women (from three months to up to one year).
  - On-the-spot vocational training for abandoned women from migrant households;
  - Information services to women from migrant households who are unemployed about vacant positions (after receiving unemployment benefits, to provide these women with the opportunity to live in centres for up to 6 months);
  - Establishing business hubs within the social protection centres.
- Creating a system of social benefits for abandoned women in migrants households with children, who do not have an opportunity to receive unemployment benefits or similar benefits due to a lack of previous work records.



- Providing possibilities to decrease, annul or to postpone payments for communal services in cases of women from low-income migrant households.

#### **4) Providing women from migrant households with proper access to medical and psychological support by:**

- Ensuring access to free basic medical assistance for abandoned women from migrant households as well as their children at the level of municipalities.
- Providing access to free psychological assistance and establishing “mobile” crisis (psychological support) centres in Tajikistan’s regions.

#### **5) Providing free legal assistance to abandoned women from migrant households by:**

- Drafting legislation, which provides free legal assistance to abandoned women from migrant households.
- Implementing a system of free legal assistance in practice, which ensures access for abandoned women from migrant households in Tajikistan’s regions.

#### **6) Supporting business or self-employment activities of women from migrant households by:**

- Amending tax legislation to provide tax benefits for women from migrant households, who wish to establish businesses or self-employment activities.
- Facilitating access to and use of agricultural land to women from migrant households.
- Providing simplified access to mortgage loans for women from migrant households.
- Providing interest-free loans to women from migrant households for the period of at least one year.

#### ***1.5.2. Working Group II: Preventing exploitation of and violence against women from migrant households***

Working Group II focused on initiatives that can be taken on national and local level that aim to prevent the exploitation of and violence against women from migrant households. Discussions and proposals focused on issues such as: awareness-raising activities for women from migrant households, building the capacity of state institutions and NGOs to provide psychological assistance to women from migrant households, providing information to Tajik labour migrants abroad and their families, improving the system of migration data collection, and increasing the social protection of migrants and their families, with an emphasis on women from migrant households.

## **The participants of Working Group II recommended:**

### **1) Raising awareness of women from migrant households about their rights by means of special associations, NGOs and mass media by**

- Activating such bodies as self-help groups (SHG) composed of migrants' family members, mahalla councils, and representatives of the mass media, NGOs and others.

### **2) Building the capacity of the state and NGOs to provide psychological assistance to women from migrant households by:**

- Institutionalizing psychological assistance and social assistance services to women from migrant households, including the introduction of relevant professional qualifications in higher education institutions.

### **3) Improving access to information on safe labour migration to Tajik migrant workers abroad and their families by:**

- Establishing a telephone hotline service in the Migration Service of the Republic of Tajikistan to provide information on FAQ about safe labour migration to Tajik migrant workers abroad and their family members.

### **4) Improving the system of data collection on migration, disaggregated by sex by:**

- Collecting and recording statistical data on labour migration through the introduction of a common card system for both labour migration and border control purposes,<sup>13</sup> disaggregated by sex.
- Considering how migration statistics can more accurately reflect whether a woman from a migrant household has been abandoned or is divorced, so as to facilitate access of the former to necessary social services.

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<sup>13</sup> The conclusions of the working group also confirmed the information in earlier documents of the Government. For example, in written replies of Tajikistan to the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, it is stated that “In 2010, with the assistance of the International Organization for Migration (IOM) mission, the Agency for Technical Cooperation and Development (ACTED) in Tajikistan, and the International Labour Organization in the context of project implementation, the Government began developing a database [which records] population migration on the basis of the international migration registration cards completed by citizens leaving and entering the country. The Government also plans, with the assistance of the IOM mission in Tajikistan, to modify the migration cards again in 2012–2013, to provide clearer indicators of migration flows from the country.” Source: “Written replies of Tajikistan”, Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, Sixteenth session 16–27 April 2012, List of issues (CMW/C/TJK/Q/1) to be taken up in connection with the consideration of the initial report of Tajikistan (CMW/C/TJK/1), Consideration of reports submitted by States parties under article 73 of the Convention, p.2.

## **5) Increasing social protection of migrants and their families with an emphasis on women from migrant households by:**

- Creating a more comprehensive legislative framework that foresees the establishment of a social protection fund for labour migrants so as to improve their social security<sup>14</sup>.
- Establishing co-operation networks involving Diaspora, associations of Tajik nationals and related NGOs in the Russian Federation. At a later stage - establish such networks with other countries, which have a large number of Tajik immigrants and Diaspora members.
- Establishing shelters for abandoned women from migrant households and their children with the support of national authorities and local government.
- Establishing a legal framework to prevent and combat the non-payment of child support by migrant workers in cases where such persons (spouses or former spouses) are living abroad.
- Adopting the draft Law “On Prevention and Protection from Domestic Violence”.

### ***1.5.3. Working group III: Good practices for socio-economic inclusion of women from migrant households***

Working Group III focused on socio-economic inclusion of women from migrant households and relevant good practices in this area. Discussions and recommendations focused on such issues as capacity-building of state executive and legislative bodies, the improvement of the protection of rights of women from migrant households, and the establishment of financial and tax incentives for women from migrant households.

#### **Participants of Working Group III recommended:**

##### **1) Building the capacity of state executive and legislative bodies in issues of women from migrant households by:**

- Establishing an advisory council on issues of protection of women from migrant households (including abandoned women) under the Parliament and the Legislative Committee.
- Including into the methodology of the State Statistics Agency on employment data collection, a mechanism to identify the number of employed abandoned women from migrant households.

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<sup>14</sup> It should be noted that the draft Law “On Labour Migration” provides for the establishment of an assistance fund for labour migrants.

**2) Improving the financial support system for abandoned women from migrant households by:**

- Ensuring proper judicial protection of wives of labour migrants, whose marital status is left unclear, who are in the process of divorce, or who are mislabeled as “divorced” when in reality they have been “abandoned”, so as to ensure their financial support.

**3) Enhancing access of women from migrant households to state-financed education by introducing a special quota system.**

**4) Establishing financial and tax incentives for women from migrant households for business start up purposes by:**

- Including into existing micro-loan programmes, specific micro-loans for abandoned women from migrant households for business start up purposes.

This Working Group also elaborated a set of separate recommendations addressed to international organizations, local and international NGOs which include:

- Supporting micro-financing for the poorest groups of the population (taking into account, for example, the experience of activity of the Grameen Foundation<sup>15</sup> in Bangladesh, Indonesia and other countries).
- Extending loan programmes to families of labour migrants, including loans for residential construction and house repair.
- Organizing a wide public awareness campaign on issues important to women from migrant households (including the use of booklets and other informative materials).
- Conducting contests between self-employed women from migrant households, self-help groups or enterprises established by these women, and providing the winners with opportunities to participate in domestic and international trade fairs and exhibitions.<sup>16</sup>

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<sup>15</sup> The Grameen Bank is a microfinance organization and community development bank, which was originally established in Bangladesh and later extended its activities to numerous countries.

<sup>16</sup> The existing practice of conducting such contests indicates that the winners and the participants in general benefit from the participation, as it may help in widening the market for their production and its promotion in Tajikistan or abroad. For example please see the newsletter "Региональная программа по миграции Центральной Азии и России-новости, август 2012", МОМ ООН Женщины, UK Aid, available at <http://www.fprk.kz/ckfinder/userfiles/files/Brief%20August%202012.pdf> (last checked on 23.10.2012), p.11. or “Выставка ремесленных изделий, ОАЭ, Дубай, 2009 г” (<http://www.nabwt.tj/sohsa/inter-exh-dubai.html> (last checked on 23.10.2012).

## 1.6. Closing Session

In her concluding remarks, **Ms. Nathalie Tagwerker** thanked the participants for their constructive proposals and contributions to the discussion, and expressed her view that the conference provided a platform for comprehensive discussion, co-operation, and exchange of experiences during the working sessions between state institutions and NGOs. She underlined the importance of the recommendations for follow-up activities developed by the participants during the conference.

Ms. Tagwerker informed participants that the event will result in a Conference report with recommendations as well as an action plan to facilitate the implementation of the main recommendations, which will be distributed to all Conference participants, including government authorities on national and regional level. She pointed out that ODIHR stands ready to provide policy-level advice as well as to review draft legislation pertaining to migration, gender and social protection to facilitate law-making in accordance with relevant OSCE commitments and international standards.

Finally she thanked UN Women for the co-operation during the implementation of the project “Social and economic inclusion of women from migrant households in Tajikistan” and the organization of the national conference.

**Ms. Viloyat Mirzoeva** on behalf of UN Women congratulated the participants for the high quality and in-depth discussions held during the conference, their enthusiastic engagement, and the excellent working atmosphere that had been created during the event. She spoke of the necessity to provide various kinds of support to women from migrant households, to ensure their self-sufficiency and to protect their rights. She pointed out that, despite the large burden which has been imposed on women from migrant households and numerous difficulties they are facing, they remain very active and optimistic in their daily life. She thanked the OSCE/ODIHR for the co-operation during the implementation of the project.

## Annex I: Annotated Agenda



### Socio-Economic Inclusion of Women from Migrant Households in Tajikistan

#### National Conference

12-13 September 2012,

Dushanbe, Tajikistan, Venue: Hotel Hyatt Regency

Time	Wednesday, 12 September 2012
8:45 – 09:15	Registration
09:15	<p><b>Opening Remarks:</b></p> <ul style="list-style-type: none"> <li>• Mirzoev Rustam Mirzoevich, Senior Specialist of the Department of Social Protection and Employment, Executive Apparatus of the President of the Republic of Tajikistan</li> <li>• Ambassador Ivar Vikki, OSCE Office in Tajikistan</li> <li>• Nathalie Tagwerker, Deputy Head of Democratization Department, the OSCE/ODIHR</li> <li>• Viloyat Mirzoeva, Portfolio Manager, UN Women</li> </ul>
10:00	<p><b>Introductory Session: Tajikistan Efforts to Support Women from Migrant Households.</b></p> <ul style="list-style-type: none"> <li>• Boboev Anvar Abdullaevich, First Deputy Chief of the Migration Service under the Government of the Republic of Tajikistan</li> <li>• Alimova Marhabo Latipovna, Deputy Chairperson of the National Committee of Women and Family Affairs of the Republic of Tajikistan</li> <li>• Nurullo Mahmaddulloev, Director of the Agency of Social Protection, Employment and Migration</li> </ul> <p><b>Moderator:</b> Viloyat Mirzoeva, Portfolio Manager, UN Women</p>

	<i>This Session will provide an opportunity for the authorities of the Republic of Tajikistan to outline their work related to gender and migration, and, in particular, with regard to assistance to women from migrant households.</i>
11:15	<i>Coffee Break</i>
11:30	<p><b>Plenary Session I</b></p> <p><b>Part I: Presentation of OSCE/ODIHR Project on Socio-economic inclusion of women from migrant households and the assessment report.</b></p> <ul style="list-style-type: none"> <li>• Dace Schlentz, Migration Adviser, OSCE/ODIHR</li> </ul> <p><b>Part II: Discussion of the findings of the assessment report. Q&amp;A.</b></p> <ul style="list-style-type: none"> <li>• Mirzoev Rustam Mirzoevich, Senior Specialist of the Department of Social Protection and Employment, Executive Apparatus of the President of the Republic of Tajikistan</li> <li>• Boboev Anvar Abdullaevich, First Deputy Chief of the Migration Service under the Government of the Republic of Tajikistan</li> <li>• Rano Bobojanova, Deputy Head, Khukumat of Sughd region</li> <li>• Alla Kuvatova, Gender Expert</li> <li>• Bobosodikova Guljahon Boboevna, Deputy Head of the Coalition of NGOs “From equality de-jure to equality de-facto”</li> <li>• Jamilya Kurbanova, Woman from a Migrant Household</li> </ul> <p><b>Moderator:</b> Nathalie Tagwerker, Deputy Head of Democratization Department, ODIHR</p> <p><i>Part I of this Session will be used to present the rationale, objectives and planned results of the OSCE/ODIHR project, as well as the methodology and findings of the research component of the project. Part II of this Session will serve to debate these findings from the points of view of different stakeholders, as well as to give the participants to ask questions with regard to the research and to share their views.</i></p>
13:00	<i>Lunch Break</i>
14:00	<p><b>Plenary Session II: Good practices to Support Women from Migrant Households.</b></p> <ul style="list-style-type: none"> <li>• Khairinisso Rajabova, District Task Force in Hissor district</li> <li>• Muyassara Bobokhonovaa, Association “Women and Society”, Khujand (economic empowerment of women-members of migrants families - experience and lessons learnt)</li> <li>• Dodarbek Saidaliev, NGO Shahrvand</li> <li>• Malika Mirzobakhodurova, Crisis Centre “GULRUKHSOR”, Khujand (prevention of negative consequences of labour migration)</li> <li>• Kurbongul Kasymova, NGO “Save the Children”, Women’s Resource Centre</li> <li>• Tahmina Khaidarova, Tajikistan’s Network of women living with HIV</li> <li>• Natalie Krieger, Consultant/Advisor, Association of Microfinance Organizations in Tajikistan</li> </ul> <p><b>Moderator:</b> Zarina Urakova, Programme Associate, UN Women</p>

	<i>Through a panel discussion, Session II will look at the activities of national and international organizations in the provision of assistance to women from migrant households, with the objective of sharing good practices in this sphere.</i>
15:30	<i>Coffee Break</i>
15:45	<p><b>Working Group Sessions: How to address challenges identified by the assessment on social and economic inclusion of women</b></p> <p><u>WG 1:</u> Challenges of local government public support to women from migrant households (Moderator: Migration Service under the Government of the Republic of Tajikistan)</p> <p><u>WG 2:</u> Challenges in preventing negative social consequences of labour migration and violence against women and children (Moderator: National Committee of Women and Family Affairs of the Republic of Tajikistan)</p> <p><u>WG 3:</u> Challenges in socio-economic inclusion of women from migrant households (Moderator: Ministry of Labour and Social Protection of the Republic of Tajikistan)</p> <p><i>Working Group Sessions will provide an opportunity for an open and focused discussion of various challenges identified in the assessment report among representatives of national and local authorities, civil society, women from migrant households, and International Organizations in the field.</i></p>
17:15	<b>Summary of First Day and Next Steps</b>

<b>Time</b>	<b>Thursday, 13 September 2012</b>
9:00	<p><b>Working Group Sessions: Good practices and opportunities for replication</b></p> <p><u>WG 1:</u> Good practices of local government public support to women from migrant households (Moderator: Migration Service under the Government of the Republic of Tajikistan)</p> <p><u>WG 2:</u> Preventing negative social consequences of labour migration and violence against women and children (Moderator: National Committee of Women and Family Affairs of the Republic of Tajikistan)</p> <p><u>WG 3:</u> Good practices for socio-economic inclusion of women from migrant households (Moderator: Ministry of Labour and Social Protection of the Republic of Tajikistan)</p> <p><i>Working Group Sessions will provide an opportunity for an open and focused discussion of good practices with regard to support to women from migrant households among representatives of national and local authorities, the civil society, women from migrant households, and International Organizations in the field.</i></p>
10:30	<i>Coffee Break</i>
10:45	<b>Plenary Session III: Presentation of the conclusions of the Working Groups. Plenary</b>



	<p><b>Discussion.</b></p> <p><u>WG 1:</u> Good practices of local government public support to women from migrant households (Migration Service under the Government of the Republic of Tajikistan)</p> <p><u>WG 2:</u> Preventing exploitation of and violence against women from migrant households (National Committee of Women and Family Affairs of the Republic of Tajikistan)</p> <p><u>WG 3:</u> Good practices for socio-economic inclusion of women from migrant households (Ministry of Labour and Social Protection of the Republic of Tajikistan)</p> <p><b>Moderator:</b> Nathalie Tagwerker, Deputy Head of Democratization Department, ODIHR</p> <p><i>Through panel and plenary discussion, Session III will serve to present the conclusions reached by the Working Groups, as well as an opportunity for further debate.</i></p>
12:15	<p><b>Plenary Session IV: Moving forward: how to facilitate economic and social empowerment of women from migrant households.</b></p> <p><b>Moderator:</b> Viloyat Mirzoeva , Portfolio Manager, UN Women</p> <p><i>Session IV will result in concrete recommendations on how to address the needs of women from migrant households through national programmes on migration and employment, including the National Strategy on labour migration of citizens of Tajikistan for 2011-2015 and the National Programme on women’s employment and vocational education, as well as local action plans for their enforcement. The recommendations will be passed to the relevant state bodies and shared with the international community and CSOs.</i></p>
13:15	<p><b>Closing Session: Final Remarks and Ways Forward.</b></p> <ul style="list-style-type: none"> <li>• Nathalie Tagwerker, Deputy Head of Democratization Department, OSCE/ODIHR</li> </ul>
13:30	<i>Lunch</i>

## **Annex II**

### **Draft Action Plan for the Socio-Economic Inclusion of Women from Migrant Households in Tajikistan**

#### **I. Introduction**

This draft Action Plan for the Socio-Economic Inclusion of Women from Migrant Households in Tajikistan (hereinafter: Action Plan) provides guidance to facilitate the development of a legal framework for migration in line with human rights and gender equality standards, and includes proposals for initiatives that can be taken by local stakeholders (government, experts and civil society) to support the socio-economic inclusion of women from migrant households (including abandoned women) in Tajikistan. The Action Plan defines a set of specific activities to be carried out to achieve this objective. The majority of proposed measures target the work of local governments as the executive power which deals with women from migrant households directly and on a daily basis.

#### **II. Objectives of the Action Plan**

The aim of the Action Plan is to facilitate the socio-economic inclusion of women from migrant households in Tajikistan based on the recommendations formulated at the National Conference on Socio-Economic Inclusion of Women from Migrant Households in Tajikistan. The Action plan foresees the implementation of two main strategic objectives, which are presented below:

##### **1) Empowerment of Women from Migrant Households**

This objective consists of two main components:

- To build/improve the professional qualifications and skills of women from migrant households to facilitate their access to the labour market and employment;
- To provide free legal, psychological, medical assistance and protection from gender-based violence to women from migrant households.

##### **2) Awareness-Raising and Education**

This objective also consists of two main components:

- To organize information campaigns and awareness-raising activities among abandoned women from migrant households on available social services, employment and small loan opportunities and other types of assistance;
- To build the capacity of state institutions, courts and law enforcement authorities to protect the rights of abandoned women from migrant households.

#### **III. Structure of the Action Plan**

The main body of the Action Plan (matrix) contains the following information:

- 1) Objectives of the Action Plan;
- 2) Activities and sub-activities to meet the objectives;

- 4) Key responsible and co-responsible public institutions of the Republic of Tajikistan<sup>17</sup>;
- 5) Results to be achieved by implementing the activities;
- 6) Indicators.

#### **IV Definitions used in this Action Plan**

**An abandoned woman from a migrant household**      Wife of a labour migrant whose husband has left her, and who has not received any remittances from him for six months, including cases when she does not have any information about his whereabouts and/or when she has not had contact with him for this period of time. This definition is applicable also to those wives of labour migrants, whose official marital status in the civil records is left unclear, who are in the process of divorce, or who are mislabeled as “divorced” when in reality they have been abandoned without a dissolution of their marriage.

**A woman from a migrant household**      Wife of a labour migrant, whose husband emigrated for employment purposes. Unless specifically indicated otherwise in this Action Plan, this definition is wider, than the definition of an abandoned woman from a migrant household, and thus applicable to all women, whose husbands reside abroad as migrant workers.

#### **V Abbreviations used in this Action Plan:**

CSPDI	Civil Servants’ Professional Development Institute of the Republic of Tajikistan
MLSP	Ministry of Labour and Social Protection,
MFA	Ministry of Foreign Affairs
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoF	Ministry of Finance
MHP	Ministry of Health Protection
NCWFA	National Committee of Women and Family Affairs of the Republic of Tajikistan
MoJ	Ministry of Justice
MS	Migration Service under the Government of the Republic of Tajikistan
Ombudsman	The Office of Ombudsman of the Republic of Tajikistan
DTF	District Task Forces
SHG	Self-help groups of women from migrant households

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<sup>17</sup> The proposed list of the responsible institutions is not exhaustive and is a recommendation.

## Action Plan for the Socio-Economic Inclusion of Women from Migrant Households in Tajikistan

No.	Activities	Sub-activities	Responsible institution	Co-responsible institutions	Expected results	Indicators (All disaggregated by sex, age and socio-economic background as appropriate)
<b>STRATEGIC OBJECTIVE 1: EMPOWERMENT OF WOMEN FROM THE MIGRANT HOUSEHOLDS</b>						
<b>Specific objective 1.1: To build/improve professional qualifications and skills of women from migrant households to facilitate their access to the labour market and employment</b>						
1.1.1.	To distribute information on and to advertise MLSP-organized job fairs and available employment vacancies to women from migrant households in municipalities		Municipalities	MLSP	Municipal informative channels (such as local radio, advertisements, regular meetings of residents and others) are widely used to inform women from migrant households on the forthcoming job fairs and available employment vacancies.	<ul style="list-style-type: none"> <li>- number of women from migrant households informed about forthcoming opportunities</li> <li>- informative materials prepared and disseminated to women from migrant households</li> <li>-number of women from migrant households attending job fairs and applying for vacant employment positions increases</li> <li>-at least 80 women attended a job fair</li> <li>- at least 20 women applied for vacant jobs during the job fair<sup>18</sup></li> </ul>

<sup>18</sup> Note: indicator is subject to the actual number of vacancies at the job fair in issue.

1.1.2.	To organize short term professional courses aimed at building professional business skills and/or qualifications of women from migrants households.		MoE	NCWFA MLSP	Professional qualification and/or skills of women from migrant households meet the requirements of the current labour market in employee's or self-employed capacity.	<ul style="list-style-type: none"> <li>-number of identified candidates for the courses</li> <li>- types of practical skills and professional qualifications, which could be acquired by women from migrant households by means of the courses</li> <li>-number of participants of the courses</li> <li>- number of organized courses for women from migrant households</li> <li>- number of women from migrant households employed or self-employed after the completion of course</li> </ul>
1.1.2.a		To organize an individual assessment of women from migrant households, who are candidates for short term professional courses to assess their skills and identify their needs.	MoE	NCWFA MLSP	Skills and qualifications of candidates are assessed and the needs identified	<ul style="list-style-type: none"> <li>-number of assessed candidates for the courses</li> </ul>
1.1.2.b		Based on demand for and identified needs conduct short term vocational training courses for women from migrant households.	MoE	NCWFA MLSP	Women from migrant households gain new skills and qualifications to meet the requirements of the current labour market in an employee's or self-employed capacity.	<ul style="list-style-type: none"> <li>- number of organized vocational training courses for women from migrant households</li> <li>- number of women from migrant households employed or self-employed after the completion of courses</li> </ul>

1.1.3.	To lease agricultural land, which is in disuse, to women from migrant households.		Municipalities	-	Women from migrant households have an opportunity to conduct self-employed activities in the agricultural sector	-number of applications of women from migrant households for lease of agricultural land  -number of positive decisions of the municipalities to grant land lease to women from migrant households
1.1.3.a		To select agricultural land plots, in the territory of municipalities, which are in disuse and free to lease to women from the migrant households and to prepare the contractual basis for their lease	Municipalities	-	Available land plots selected and contracts prepared for women from migrant households	- number of available agricultural land plots for lease identified  -number of contracts concluded between and by municipalities and women from migrant households
1.1.3.b		To establish a procedure for processing requests to lease agricultural land to women from migrant households and criteria for evaluation of admissibility of these requests	Municipalities	-	Clear and transparent procedure and criteria for granting a lease of agricultural land to women from migrant households established  Women from migrant households are made aware of the procedure and criteria for leasing agricultural land	-administrative decisions and/or other documents regulating a land lease procedure and criteria adopted  - number of women from migrant households applying for a lease of agricultural land
1.1.3.c		To identify and use various communication channels through representatives of municipalities or, self-help groups to raise awareness of the availability of	Municipalities	DTF SHGs	Women from migrant households are sufficiently informed of the availability of agricultural land plots for lease	-number of requests for agricultural land lease from women from migrant households  -number of decisions on

		agricultural land plots for lease to women from migrants households				granting the land lease to the women from migrant households  -number of land lease contracts concluded with women from migrant households
1.1.3.d.		To develop a training module on the basics of the establishment and running of a farming enterprise for women from migrant households	MoA	DTF SHGs	Tailor-made training module on the basics of the establishment and running of a farming enterprise developed and approved.	- approved training module on the basics of the establishment and running of a farming enterprise for women from migrant households
1.1.3.e.		To conduct trainings for women from migrant households, which were granted agricultural land lease on how to run a farming enterprise	MoA	DTF SHGs	Women from migrant households are sufficiently prepared for successful conducting the farming activities	- number of trainings conducted  -number of women from migrant households, who underwent the training
1.1.4.	To support the continuing establishment of self-help groups (SHG), composed of migrant family members, mahalla councils, representatives of the mass media, NGOs and others.		Municipalities	NCWFA	-an increased number of women from migrant households use the opportunities and services provided by SHGs	- number of SHG established and operational  -number and types of services of SHGs used by the women from migrant households  -number of women from migrant households, which used opportunities and services provided by SHGs  - increased number of members of SHG, who are women from migrant households
1.1.5.	In cases when free pre-school care (kindergartens) is not available in a given		Municipalities	MLSP NCWFA	Alternative pre-school care opportunities ensured, allowing parents to	-number of alternative pre-school care facilities established

	municipality, to provide support for the establishment of private (informal) child care facilities by groups of parents.				undertake employment and/or self-employment activities.	-number of children from migrant households attending alternative pre-school facilities
<b>Specific objective 1.2: To provide free legal, psychological, medical assistance and protection from gender-based violence to women from migrant households</b>						
1.2.1.	To improve the access of women from migrant households to free legal assistance by formulating and adopting a Law on Free Legal Aid in line with international standards		- Government of Tajikistan  - Parliament of Tajikistan	MoJ	Proper legal basis for providing free legal assistance to women from migrant households established	- Draft Law on Free Legal Aid formulated and adopted by the Parliament of Tajikistan
1.2.2.	To draft and adopt necessary gender-related framework legislation (such as the Law “On Prevention and Protection from Domestic Violence”, Law ratifying the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, well as bringing legal and normative acts in line with the Law “On State Guarantees for Equality between Men and Women and Equal Opportunities for Their Realization”)		-Government of Tajikistan  -Parliament of Tajikistan	MoJ MLSP MS	Better protection of women, including those from migrant households, in the field of gender equality and women’s rights, ensured by legal acts.	- draft legislation formulated and adopted by the Parliament of Tajikistan



1.2.3.	To establish free legal assistance contact points in municipalities for women from migrant households.		Municipalities	MoJ Ombudsman	Free legal assistance contact points for women from migrant households established at the municipal level	-number of free legal assistance contact points established  -number of women from migrant households requesting legal assistance
1.2.4.	Upon request and in co-operation with the state authorities organize regular “mobile” sessions of free legal assistance, ensuring access to legal aid for women from different regions and rural areas in particular.		Municipalities	MoJ Ombudsman	Women from the regions are ensured access to the free legal assistance by means of “mobile” sessions.	-number of mobile sessions conducted  - number of women from migrant households requesting legal assistance during “mobile” sessions.
1.2.5.	In co-operation with the state authorities provide free psychological assistance in municipalities to women from migrant households		Municipalities	MHP NCWFA NGOs running Crisis Centres	Free psychological assistance to women from migrant households provided.	-number of municipalities where free psychological assistance is made available to women from migrant households provided.  - number of women from migrant households requesting free psychological assistance
1.2.6.	Upon request and in co-operation with state authorities organize regular “mobile” sessions of free psychological assistance, ensuring access to such assistance for women from migrant households from different regions.		Municipalities	MHP NCWFA  NGOs running Crisis Centres	Women from migrant households in regions are ensured access to free psychological assistance by means of “mobile” sessions.	-number of mobile sessions conducted  -number of women from migrant households requesting free psychological assistance during “mobile” sessions
1.2.7.	In co-operation with state institutions establish a system of municipal social		Municipalities	MLSP MoF	A system of temporary social benefits for abandoned women from	- number of applications of abandoned women from migrant households for the

	benefits for abandoned women from migrant households and who do not have an opportunity to receive unemployment benefits or similar benefits due to lack of a previous work record.				migrant households is established and operational.	temporary social benefits - number of abandoned women from migrant households, which received social assistance
1.2.8.	In co-operation with state institutions, state and municipal enterprises, establish a system of postponed payments for communal services in cases of abandoned women from migrant households.		Municipalities MoJ	MoF	A system of postponed payments for communal services for abandoned women migrant households is established and operational.	-number of applications of abandoned women migrant households for postponed communal service payments  -number of positive decisions to postpone communal service payments for abandoned women
1.2.9.	To introduce special annual “school” benefits for children of abandoned women from migrant households at the municipal level, with the aim to support the purchase of textbooks and/or schoolchildren’s uniforms.		Municipalities	MoF MoE	Children of abandoned women from migrant households are provided with the necessary textbooks and/or schoolchildren’s uniforms.	- number of applications for the benefits from abandoned women migrant households  - number of positive decisions of municipalities to grant annual “school” benefits to children to abandoned women from migrant households
1.2.10.	In co-operation with national state institutions provide specialized social services and legal aid to women from migrant households and their children: • protection in case of domestic violence; • temporary housing; • on-the-spot vocational training;		Municipalities	MoF MoJ MLSP MS	Women in need from migrant households have wider access to necessary assistance of the special social protection centres in the regions.	- number of women from migrant households, who used services  - number of conducted trainings/courses for women migrant households  - number of legal, medical and psychological consultations for women from migrant households

	<ul style="list-style-type: none"> <li>• free legal assistance;</li> <li>• free psychological assistance;</li> <li>• free basic medical assistance;</li> <li>• free courses on starting up small business.</li> </ul>					- number of women from migrant households, who established businesses, started self-employment activities or who were hired after the assistance received.
1.2.11.	To inform the Government on an annual basis of the situation of migrant workers, women and children from migrant households, including encountered problems and needs.		Ombudsman	Government of Tajikistan	The Government is informed about identified problems/needs of members of migrant households and takes measures for their solution.	<p>- annual reports of the Ombudsman contain a specific section on the assessment of the situation of migrant workers, women and children from migrant households</p> <p>- Decisions of the Government, which were adopted to resolve problems/needs identified in the annual report of the Ombudsman</p>
<b>STRATEGIC OBJECTIVE 2: AWARENESS-RAISING AND EDUCATION</b>						
<b>Specific objective 2.1. To organize information campaigns and awareness-raising activities among abandoned women from migrant households on available social services and other types of assistance</b>						
2.1.1.	Publish information in a Question & Answer format with information on relevant Tajik legislation on social security and social assistance, family law, employment law, protection from the gender-based violence, free legal assistance and other types of assistance, which are of interest to abandoned women from migrant households.		MLSP	MS MoJ NCWFA Municipalities DTF SHG NGOs running Crisis Centres	Abandoned women from migrant households have easier access to information on their rights and requirements of the relevant legislation.	<p>-information on topics of particular interest and importance for abandoned women from migrant households provided in a user-friendly manner</p> <p>-number of published and distributed materials both in the form of printed booklets and downloadable digital files</p> <p>-number of channels used for the distribution of information,</p>

						<p>such as state institutions, municipalities, NGO, DTF, SHG, mass media and others</p> <p>-number of downloads of the digital publications from the respective websites</p> <p>-regular surveys conducted with abandoned women from migrant households show that they use the information on their rights and find it useful</p>
2.1.2.	<p>Provide support to strengthen capacity of existing District Task Forces including Information Centres, assisting them to become “one-stop-shops” where women from migrant households may access information on their rights, and available services (psycho-social, medical, police), employment opportunities, and information on government initiatives (e.g. loans).</p>		NCWFA	Municipalities	<p>Increased number of women from migrant households have easier access to information on their rights, relevant government initiatives and available services of DTF in the regions</p>	<p>- number of women from migrant households which are members of a DTF</p> <p>- number of services provided by DTF to women from migrant households increased</p> <p>- scope of available information provided by DTF to women from migrant households increased</p> <p>- number of women from migrant households, which requested and used the services of the DTF</p> <p>-number of requests for information on their rights made by women from migrant households</p>

2.1.3	To support the SHG in educating abandoned women from migrant households on their rights.		Municipalities	MS NCWFA	Increase in availability of information for abandoned women from migrant households on their rights and requirements of relevant legislation.	-number of meetings conducted with abandoned women for educational purposes  -number of abandoned women from migrant households participating in information meetings
2.1.4.	To involve religious leaders in counselling abandoned women from migrant households on their rights and educating local community		Municipalities	MS NCWFA DTF Other NGOs	Abandoned women from migrant households have direct access to advice on their rights from the moral authority of the local communities – the religious leaders.  Other members of local communities are well informed about the rights of abandoned women from migrant households and their children.	- religious leaders provide ways for members of their religious community, in particular abandoned women from migrant households to learn more about the rights of women and children, by: a) Placing basic information on women’s rights in monthly newsletters, on bulletin boards, and in marriage preparation classes. b) Sponsoring related educational seminars on women’s and children’s rights in mosques.
<b>Specific objective 2.2. To build the capacity of the state institutions, courts and law enforcement authorities on the rights of abandoned women from migrant households</b>						
2.2.1.	To organize trainings for responsible state institutions (such as the civil record divisions of the executive committees of districts), municipalities, courts and law enforcement agencies on gender and		CSPDI	Executive committees of the districts MLSP MoJ NCWFA municipalities responsible	Authorities are fully aware of and have the necessary capacity for the implementation of legislation on gender and labour migration issues, in particular the rights of women from migrant	-number of conducted trainings -number of staff of responsible state institutions, municipalities, courts and law enforcement agencies, who participate in training

	labour migration issues with specific emphasis on rights of women from migrant households			state institutions law enforcement agencies courts	households and apply this knowledge in practice.	
2.2.1.a		To incorporate a special course on gender and labour migration with specific emphasis on the rights of women from migrant households in Tajikistan in existing training modules of the CSPDI.	CSPDI	Executive committees of the districts MLSP MoJ NCWFA municipalities responsible state institutions law enforcement agencies courts	CSPDI training modules include a special course on gender and labour migration with emphasis on the rights of women from migrant households in Tajikistan	- Amended training modules of the CSPDI approved
2.2.1.b		To conduct trainings for officials of the state institutions, municipalities, law enforcement and judicial authorities on gender and labour migration with specific emphasis on the rights of women from migrant households in Tajikistan.	CSPDI	Executive committees of the districts MLSP MoJ NCWFA municipalities responsible state institutions law enforcement agencies courts	The officials of the state institutions, municipalities, law enforcement and judicial authorities have sufficient knowledge of gender and labour migration issues, especially the rights of women from migrant households in Tajikistan and apply it in their daily work.	-number of trainings conducted  -number of staff of responsible state institutions, municipalities, courts and law enforcement agencies, who underwent the training  -statistics on the child support (alimony) cases successfully resolved  -provisions of newly drafted legislation and national strategic and policy planning documents reflect gender-

						<p>specific aspects and take into account the situation of women from migrant households</p> <ul style="list-style-type: none"><li>- provisions of administrative decisions, which reflect correct application of the relevant legislation by the state institutions and law enforcement authorities</li><li>- provisions of the judicial case law, which reflect correct application of the relevant legislation by the courts</li></ul>
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