

Country: Occupied Palestinian Territory

Programme Title: GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN THE OCCUPIED PALESTINIAN TERRITORY

Joint Programme Outcome(s): _____
(where different from the UNDAF)

Programme Duration: Three years
Anticipated start/end dates: 1 October 2008 – 30 September 2011
Fund Management Option(s): Pass-through
(Parallel, pooled, pass-through, combination)
Managing or Administrative Agent: United Nations Development Programme (Multi-Donor Trust Fund Office)
(if/as applicable)

Total estimated budget*: USD 9,000,000
Out of which:
1. Funded Budget: UD 9,000,000
2. Unfunded budget: USD 0
* Total estimated budget includes both programme costs and indirect support costs

Sources of funded budget:

- Government _____
- UN Org.... _____
- UN Org... _____
- Donor ... MDGs Achievement Fund

Names and signatures of (sub) national counterparts and participating UN organizations

UN organizations	National Coordinating Authorities
Replace with: Name of Representative Signature Name of Organization: International Labour Organization Date & Seal	Replace with: Name of Head of Partner Signature Name of Institution Date & Seal
Replace with: Name of Representative Signature Name of Organization: United Nations Educational Scientific and Cultural Organization Date & Seal	Replace with: Name of Head of Partner Signature Name of Institution Date & Seal
Replace with: Name of Representative Signature Name of Organization: United Nations Population Fund Date & Seal	Replace with: Name of Head of Partner Signature Name of Institution Date & Seal
Replace with: Name of Representative Signature Name of Organization: United Nations	

Development Fund for Women Date & Seal	
Replace with: Name of Representative Signature Name of Organization: United Nations Development Programme Date & Seal	
Replace with: Name of Representative Signature Name of Organization: United Nations Relief and Works Agency Date & Seal	

JOINT PROGRAMME PROPOSAL

**GENDER EQUALITY AND WOMEN'S
EMPOWERMENT IN THE OCCUPIED PALESTINIAN
TERRITORY**

(2008-2011)

ILO, UNESCO, UNFPA, UNIFEM, UNDP, UNRWA

Submitted by UNSCO

1. Executive summary

The Joint Programme on Gender Equality and Women's Empowerment in the occupied Palestinian territory (oPt) will promote Palestinian women's social, economic and political empowerment through the following three outcomes: by reducing gender-based violence and all forms of violence against women and the girl child; increasing the representation of women's and women's issues in decision-making bodies; and advancing equal opportunities for women's economic participation, especially women survivors of gender-based violence.

The programme is presented in the context of UN Security Council Resolution 1325¹, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)², the UN system-wide policy paper for "Employment Creation, Income Generation and Reintegration in Post-Conflict Settings" (May 2008), and the availability of funding under the UNDP-Spain MDG Achievement Fund (MDG-F)'s thematic window for Gender Equality and Women's Empowerment. The programme builds on the commitment of the Palestinian Authority (PA) to gender equality and women's empowerment in its Mid-Term Development Plan (2005 – 2007).³ It also builds on the National Strategic Plans of the Ministry of Women's Affairs (MoWA) (2004-2007 and 2008-2010) and its key areas of concern: women's marginalization in positions of policy and decision-making; poverty among women; technical and vocational education and training (TVET) for girls as a tool for entering job markets, and protecting women against violence.

The United Nations Development Programme (UNDP), the United Nations Development Fund for Women (UNIFEM), the United Nations Population Fund (UNFPA), the International Labour Organization (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the United Nations Relief and Works Agency (UNRWA) will work jointly in the oPt with relevant ministries of the PA (MoWA, Ministry of Social Affairs, Ministry of Local Government, Ministry of Labour, Ministry of Education, Ministry of Youth and Sport), other governmental institutions, with effective partners from civil society and with the private sector. The programme works on three levels: grassroots (rural and urban communities including refugee camps); sub-central (local authorities, related civil society organizations, membership-based organizations of workers and employers), and where possible, given the political situation, central government institutions.⁴

To achieve its three outcomes, the programme will adopt two key strategies: it will provide a holistic approach to problem-solving by linking research with policy action and service provision by the PA, its institutions and civil society organizations (CSOs); and it will complement and strengthen the PA's

¹ UN Security Council Resolution 1325 (2000) reaffirms the role of women in the prevention and resolution of conflicts and peace-building and the need to implement international and humanitarian rights law that protects the rights of women and girls during conflicts.

² CEDAW require states to "take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women" and to "ensure public authorities and institutions shall act in conformity with this obligation"

³ There is no Poverty Reduction Strategy Programme for the oPt

⁴ This proposal uses the terms sub-central and central as the oPt does not have sovereign status.

service provision capacity through the support of essential services, institutional capacity development and innovative projects.

The first programming strategy is to provide support to comprehensive research in areas where information is lacking. The results of the research will be used to inform a number of subsequent activities: the building of knowledge, the establishment of baselines from which to regularly monitor women's political, social and economic participation by both the PA and other stakeholders; training and other forms of technical support to build gender awareness among decision-makers and other constituents; and development of policy papers, action plans and other documents to ensure gender-sensitive services are provided. The second strategy is to strengthen service provision capacity by supporting women's shelters, hotlines and counselling services, as well as by building know-how in economic empowerment projects designed to aid the rehabilitation of women survivors of violence and their families, such as the upgrading of vocational training institutions, providing grants for women cooperatives and training for micro, small and medium size enterprises (MSME's).

To ensure maximum national ownership and capacity development of national institutions, UN agencies will, whenever possible, ensure that experts are embedded and made accountable to national ministries, institutions and NGOs.

2. Situation analysis

2.1. Introduction

The 1948-9 Arab-Israeli War resulted in the displacement of more than 914,000 Palestine refugees. UNRWA was created in 1949 to assist this population which grew to more than 4.4 million by 2005, and continues to rise due to natural population growth. During the 1967 war Israel occupied the West Bank (including East Jerusalem) and the Gaza Strip (hereinafter occupied Palestinian territory – oPt). In 1987, the Palestinian population in the oPt mounted a mass popular uprising against the Israeli occupation, known as the first intifada. In 1993, Israel and the Palestine Liberation Organization (PLO) began secret negotiations in Oslo that resulted in the signing of the Declaration of Principles (DOP) and subsequent Israeli-Palestinian agreements, collectively known as the Oslo Accords. The Oslo Accords established a five year interim period which was supposed to lead to “final status” negotiations in 1999. Since failed negotiations on final status issues in Camp David and the outbreak of the second intifada in 2000, the Oslo process has become moribund. The Government of Israel (GoI) has engaged in several unilateral measures such as the withdrawal of Israeli troops and settlers from the Gaza Strip in 2005 and the building of a concrete and metal barrier – hereinafter the “Barrier” whose route runs deep into the West Bank.⁵

As a result of the Oslo Accords, the PLO formed a Palestinian Authority (PA), made up of a President, cabinet of ministers, and legislative body and in 1996, organized its first parliamentary and presidential elections. The Oslo Accords divided the oPt into three areas. It gave the PA security and civilian control in A areas (comprising the largest Palestinian urban centres and 17% of West Bank land) and civilian control in B areas (smaller Palestinian population centres outside the urban areas). Israel retained security control in B areas and full civilian and security control in C areas, the remainder of the oPt (including some small Palestinian population centres, Israeli settlements, Israeli military bases, bypass roads connecting the settlements to Israel proper, and large land reserves). Area C comprises 60% of the West Bank. Due to the non-contiguous geographical nature of the A, B, and C areas, the C areas physically disconnect the territory under PA jurisdiction. This limited and fractured autonomy has made it very difficult for the PA to govern effectively, even more so since the beginning of the second intifada.⁶

During the second intifada (2001-2003), the Israeli army re-occupied the A areas of the West Bank, placed the Palestinian civilian population under curfew and closure for extended periods of time, and carried out sustained military operations in heavily populated areas citing the need to protect Israel against attacks. The Palestinian Legislative Council (PLC) was unable to meet except by video teleconferencing. Courts functioned only sporadically, as judges, lawyers, plaintiffs, and defendants were unable to cross checkpoints and reach courthouses. The Palestinian police largely stopped functioning due to the Israeli destruction of police stations and prisons and targeting of personnel. Israel and the PA agreed to a loose ceasefire in 2005. Israel began transferring security control over some A areas back to the PA. Since then, the Palestinian police have begun to operate more openly and regularly, but frequent Israeli army incursions continue to limit police movement, and thus effectiveness. After President Arafat’s death, the

⁵ Human Rights Watch, www.hrw.org

⁶ International Crisis Group, www.crisisgroup.org

PA organized presidential elections in January 2005 and Mahmoud Abbas became the second Palestinian president.⁷

In August 2005, the GoI withdrew its settlers and military infrastructure from the Gaza Strip and small parts of the northern West Bank, and in November 2005 an agreement on Movement and Access (AMA) was concluded incorporating commitment designed to ensure the operation of crossing points into Gaza and the easing of heavy restrictions on movement in the West Bank.

In January 2006, following PLC elections, the Islamic Resistance Movement - Hamas gained control over the PLC, breaking the rule of the Fatah party, which had lost popular support. Following the refusal of the Hamas-led PA to adhere to the principles of the Quartet⁸, most international donors suspended direct aid to the PA, posing operational challenges and potential collapse. External assistance increased in 2006 but was mainly disbursed by the Temporary International Mechanism (TIM), NGOs and the UN. The GoI arrested many Hamas cabinet members and parliamentarians in the West Bank. However, according to the monitoring of the Office for the Coordination of Humanitarian Affairs (OCHA), the number of obstacles to movement in the West Bank has nearly doubled, while Gaza has experienced widespread closures and has been closed for all but basic humanitarian needs since the military takeover of Gaza by Hamas movement in June 2006. In February 2007, following a year of isolation of the Hamas-led PA government, an agreement to form a National Unity Government (NUG) which respected signed agreements was reached. In May 2007, a power struggle ensued between Fatah and Hamas loyalists, bringing about a breakdown in law and order in the Gaza strip and heavy intra-Palestinian fighting. After a tense lull, on 15 June, Hamas took control of the Gaza strip following brutal fighting. President Abbas declared a state of emergency, dismissed Prime Minister Hanniyeh and appointed Salam Fayyad as Prime Minister of an emergency Government. Hamas refused to accept the appointment of the new government and continued to assume control over the Gaza strip. Subsequently, the legislative branch was marginalized as a forum for multi-party policy making and became effectively paralyzed.

The PA remains the legitimate authority in the oPt, and Gaza and the West Bank continue to form one single occupied Palestinian territory. However, the current situation has presented challenges to the ability of PA ministries to effectively communicate with their offices in Gaza.

Meanwhile, the GoI has not met its obligation under the Roadmap and international humanitarian law and continues to expand settlements. Commitments under the 2005 Movement and Access (AMA) remain unfulfilled. Restrictions on movement imposed by GoI have stunted the growth of all sectors of Palestinian society and the Barrier has created enclaves within the West Bank. Palestinian men, women and children routinely face discrimination and violence at checkpoints, confiscation and requisition of property, detention, arrest and killings. For its part, the PA's performance in reform and security in accordance with Phase 1 of the Road Map has been uneven. As a result of all these factors, there has been a marked deterioration of humanitarian, social and economic conditions since 2006.

⁷ Human Rights Watch, www.hrw.org

⁸ Hamas refused to commit to non-violence, recognition of Israel and acceptance of existing agreements and obligations

The political and economic situation as a whole has negatively affected human security of the larger population, but in particular it has diminished the space for women to champion their rights. Women in the oPt face the following key problems: conservative societal norms which are often institutionalised in law and practice; violence against women and gender-based violence; low representation of women and women's issues in decision-making bodies; obstacles to equitable economic participation.

2.2. Societal norms and the position of women

Family life in the oPt continues to be influenced, particularly in rural areas, by a centuries-old patriarchal kinship system. Although conflict and modernity, including education and economic development, have modified culture and family structures in the oPt, key behaviors in relation to the way men and women interact in and outside home continue to have their roots in this system. Such behaviours are often institutionalized in law and organizational procedures, for example: unequal property rights between men and women; women viewed by the law as property of fathers or husbands; and a preference for males to do certain jobs. Other behaviours and attitudes relating to the kinship system also prevail, including: the socialization of girls and women to accept a certain role in society; the cult of virginity for unmarried women; emphasis on women's behaviour and obedience, particularly in public where a woman may bring shame or honour; deference to the patriarch and a gender division of labour which associates women with unpaid family reproduction and production.⁹

The oPt is increasingly influenced by a form of Islam that favours hierarchy, order and social control. The characteristics of this phenomenon include: obedience and religious observance, veiling and traditional gender roles. The Arab Human Development report (2006) points to an important failure on the part of Islamist movements to translate their often positive rhetoric on the role of women into practice: address gender biases in law, or in the market and their relationship to women is centered on women's domestic role, conservative dress and obedience.¹⁰

The Israeli occupation is not the cause of gender inequalities in the oPt, but it has altered traditional family structures and gender relations. With male migration, imprisonment and martyrdom, women have been required to cope more directly with occupation, conflict, family crisis, income loss, elderly parents and sickness. Amnesty International argues that the occupation has placed increased demands on women to fulfil their traditional role as care-givers while the escalation of violence has left widows with little education and no market skills dependent on the largesse of male relatives. The geographical dimension of the occupation plays also plays a role in changing gender relations: The Barrier and the checkpoints circumscribe women's opportunity to travel and may mean that men have to take on the limited responsibilities women once had outside the house. There is also evidence of women giving birth at checkpoints and high levels of anxiety surrounding childbirth; those living in village areas are most vulnerable.¹¹

Unemployment for men in the current economic crisis may mean a greater willingness on their part to support the notion of women working outside the home. However, the weakness of the economy as a

⁹ Gender in the oPt – UNDP, 2007 – (Draft)

¹⁰ Ibid

¹¹ Ibid

whole and a clear gender bias in the market, puts constraints on women's ability to take advantage of this situation. At the same time, high male unemployment has led to a 'crisis of male identity' as men have been able unable to fulfil their traditional role as providers. These frustrations, coupled with a more general breakdown in the law and order may account in part for rising levels of domestic violence.¹²

2.3. Violence against women and girls

Restrictions in access and movement by the GoI, rising poverty, unemployment and a breakdown in the law and order are contributing to a rise in violence against women (VAW). These problems are coupled with the following systemic issues which stand in the way of enhancing protection against violence for women and girls: the lack of comprehensive data and data-collection mechanism on violence against women and girls; discriminatory laws and regulations; the general lack of awareness of violence; the virtual absence of institutionalized policies to prevent violence, assist victims and hold perpetrators accountable¹³; few existing places of refuge and a lack of rehabilitation programmes.

Levels of violence against women in the oPt are high.¹⁴ Recent data suggests that these levels may be increasing. Prior to 2005 just over 66% of married women were subjected to psychological violence including 60% who were frequently exposed to shouting and yelling.¹⁵ Almost 34% experienced physical violence and over 15% sexual violence.¹⁶ A survey by the Palestinian Central Bureau of Statistics (PCBS) in 2005/6 found that 23% of the women had experienced physical violence, 61.7% psychological violence. Only 1.2% women who had experienced domestic violence filed a complaint with the police and less than 1% sought counselling. Underreporting is attributed to the futility women associate with seeking justices; societal stigma; potentially life-threatening consequences and the fact the perpetrator is often the only breadwinner in the family.¹⁷

Existing laws do not deal adequately with domestic or sexual violence within the family; gaps in laws often discriminate against girls and women, leaving them unprotected. For example, a young girl who is a victim of incest cannot take legal action against her abuser, but can only appeal to a male relative to act on her behalf. Also, a woman can allege abuse against her husband in the Shari'a court (Muslim religious or personal status court), but she has grounds for divorce only if she has certified proof of physical harm.

This is partly due to the fact that penal codes in force in the oPt are outdated and rely on older versions of the Jordanian Penal Law and the Egyptian Penal Law. The PLC submitted a new draft penal code, formulated through the joint efforts of women's and human rights organisations, for a first reading in 2003. However, lawmakers could not agree on the text and no further action has been taken, due to political and other developments.

¹² Ibid

¹³ Human Rights Watch, A Question of Security – Violence Against Palestinian Women and Girls

¹⁴ Anecdotal evidence from Women's Centre for Legal Aid and Counseling, Ramallah May 2007.

¹⁵ IBID

¹⁶ IBID

¹⁷ Human Rights Watch, A Question of Security – Violence Against Palestinian Women and Girls

Studies point to a direct correlation between rising poverty and unemployment and violence directed at women and girls.¹⁸ Images of violence and militarization associated with the occupation and resistance to it have become normalized in the local and international Arab media and in everyday life.¹⁹ Research suggests there is a high level of acceptance of VAW by both men and women and that both are unaware of their rights.²⁰ Access to refuge is hampered by limited capacity, a lack of awareness amongst women that facilities exist, problems in movement and access as well as differing levels of jurisdiction of the PA in Areas A, B and C.

The capacity of the PA (including the judiciary and the police) to protect women and provide justice is already weak and further undermined by an unstable political situation. Palestinian police officers lack specialized expertise to handle family violence complaints with required professionalism and sensitivity, and often turn to informal measures (e.g. mediating marriage between the victim and rapist to preserve family honour) rather than serious investigations and remedies; and the Ministry of Health (MoH) has no procedures or protocols to guide medical professionals or ministry staff in their treatment of domestic violence cases.²¹

Educators note that young boys are particularly susceptible to physical violence while girls are susceptible to sexual violence and harassment. Violence against girls is likely to be shrouded in secrecy and unreported as parents fear such incidents will affect a girl's marriage prospects

2. 4. Political representation of women

The ability of women to represent their concerns in the political arena has improved slightly. A quota system was secured through the lobbying of women's organizations in 2004, which guaranteed women two seats in each municipal and local council. An amendment of the Election Law in 2005 extended the quota to the PLC. This brought more women into government. Women now represent 17% of elected members at the local level and 12.9% of elected representatives at the national level. However, women only hold four of the 24 government portfolios (MoWA, MoTA, MoYS, MoE).

Women's political gains are fragile in the current political environment and insufficient attention has been given to improving the culture of gender relations in society and in institutions. While their political representation has improved, this has not necessarily resulted in the inclusion of women's visions and perspectives in decision-making processes. Civil society organizations report that women face difficulties in government and some have resigned.²² Women are also underrepresented in leadership positions in membership-based organizations such as trade unions and chambers of commerce, industry and agriculture. In 2005, MoWA drafted an election law for civil society organization, requiring them to have

¹⁸ Institute of Women's Studies, Birzeit University December 2006. 'Domestic Violence in the Palestinian Territory. Analytical Study'.

¹⁹ Wolfsfeld, G 1997. 'Media and Political Conflict: News from the Middle East'. Cambridge University Press.

²⁰ Institute of Women's Studies, Birzeit University. December 2006. 'Domestic Violence in the Palestinian Territory: Analytical Study'.

²¹ Human Rights Watch, A Question of Security – Violence Against Palestinian Women and Girls

²² IBID

a quota of 20% women in their leadership positions, but this has now been shelved due to the paralysis of the PLC.

Insufficient attention has been paid to preparing the culture both inside and outside government to support men and women working together. Some studies also show a tendency towards increasing conservatism on the part of younger generations – e.g. young male refugees are less likely to support women's participation in public life than their fathers were.²³

2. 5. Socio-economic situation

The oPt has experienced negative economic growth rates over the past few years as its productive capacity steadily shrinks. During 2006, the real gross domestic product (GDP) declined by 6.6%. It is now estimated that 66% of the population in the oPt lives below the poverty line (88 % in Gaza).²⁴ The unemployment rate is 24.2 % (35% in Gaza and 19% in the West Bank)²⁵. Gains made by women in education (women represent 50% of enrolment in tertiary education) are not being translated into employment: female participation in the formal labour market is amongst the lowest in the world at 15.2% (17.7% in the West Bank and 8% in Gaza). The unemployment rate for women with university degrees is 34%²⁶ and young persons aged from 15 to 24 represent over 67% of all unemployed. Adding to the pressures of unemployment is the youthful population and ensuing high labour force growth – it is estimated that around 40,000 young people enter the labour force annually.²⁷ Women face systematic discrimination in accessing employment and women refugees are particularly vulnerable. UNRWA figures indicate that although 16.9% registered Palestine refugee households are female-headed, they represent 46.8% of households enlisted in the special hardship programme.

Palestinian enterprises are mostly small. During 2004 as many as 91% of enterprises employed 0-4 employees and 6% employed 5-9 employees. Only 0.2% employed more than 50 employees. The only sectors which experienced moderate growth were the service and IT sectors.

In a context of increasing violence and growing conservatism, women are more insecure and economically alienated. The obstacles women face in entering and remaining in the labour market include patriarchal social systems that favour female domesticity and a reproductive role. Gender-based stereotypes on women's role and position in the workplace are common and are reflected in policy and practice. Employment opportunities for women are very few and often limited to jobs in the West Bank in Israeli settlements. Similarly to their male counterparts, most women particularly those lacking skills, still hold menial positions with compensation that does not meet minimum wage standards without the proper compensation of overtime work. Of particular concern are female graduates and impoverished women whose access to job and markets is marginal. The workplace offers little protection and the membership of trade unions is almost exclusively male (91.6%). Similarly, membership-based employers' organizations are largely male, with women members limited to traditional sectors.

²³ FAFO Study, 2004

²⁴ Palestinian Bureau of Statistics (PCBS) 2006. Demographic and Socioeconomic Status of the Palestinian People.

²⁵ PCBS December 2006. Demographic and Socioeconomic Status of the Palestinian People at the end of 2006.

²⁶ The World Bank, Two Years After London: Restarting Palestinian Economic Recovery, 2007

²⁷ ETF, p.23

The Palestinian labour force has a deficit in skills in demand in the labour market. The majority of the labour force consists of lower skilled workers with limited education or highly educated people with theoretical skills with little relevance to the labour market. The MoL operates 12 vocational training centres (VTCs), initially established by the GoI to produce semi-skilled labour to fulfil the needs of the Israeli economy. However, the least academically able student usually enrol as only a small number of specializations offered are in demand and most courses are outdated. The growth of the service and IT sectors as well as the planned establishment of industrial zones in the oPt are likely to require new non-traditional qualifications from those that currently exist in the labour force. This gap can only be addressed through well-developed Technical and Vocational Educational Training (TVET) that can easily adapt and respond to changes in demand in the labour market.

Finally, cooperatives in the oPt present an important means of survival and resilience and absorb about 15% of the working population. Women represent less than 20% of the total existing cooperative membership and 18% of employees and are concentrated in credit/savings and crafts cooperatives.

2. 6. The importance the PA attaches to the problem

The PA considers gender equality and women's empowerment critical for the achievement of its Mid-Term Development Plan (2005 – 2007).²⁸ The MoWA, established in 2003, is charged with mainstreaming gender across the line ministries. Its first National strategic plan (2004-2007) had three main areas of concern: women's marginalization in positions of policy and decision-making; poverty among women, particularly female heads of households²⁹ and TVET for girls as a tool for entering job markets. This proposal supports these three priorities. MoWA has also added the issue of violence against women to the MTDP and will reflect this additional concern in its new Strategic Plan (2008-2010). This proposal also supports this priority (Outcome 1).

In anticipation of the donor pledging conference in December 2007, the PA, headed by the Ministry of Planning (MoP) has begun to prepare a three-year Palestinian Reform and Development Plan (PRDP). The Plan will for the first time connect policy-making, planning and budgeting. In support of these planning processes, this proposal has been developed in consultation with the MoP, MoWA and other relevant PA line-ministries.

MoLG currently has no strategic plan but its priorities have been incorporated into the National MTDP. This proposal complements the MoLG's efforts to stimulate the economic participation of women at the local level, such as UNDP's project in the district of Jenin which is being implemented in cooperation with MoLG.

MoSA is currently preparing its new Strategic Plan (2008-2010). This proposal complements three of its four priorities, namely, the reduction of poverty, the improvement of the efficiency of MoSA in service delivery through capacity-building and its shift from welfare to development aid.

²⁸ There is no Poverty Reduction Strategy Programme for the oPt

²⁹ Ministry of Women's Affairs, Action Plan, March 2004

This programme also complements the efforts of the MoYS (Gender Unit Plan for 2007/8) to protect women from domestic and political violence by raising awareness of these issue among youth.

This proposal contributes to the following strategic objectives of the MoL as stated in its Plan (2004): improving the capacities of the labour force, building the capacities of the MoL, improving the milieu for cooperatives, improving working conditions and dialogue with the Tripartite Committee. It also complements one of the strategic priorities of MoL included in the Palestinian National Policy Agenda (2008-2010), namely, the building of the capacities of public institutions to deliver on job creation and women's empowerment.

2.7. The role of CSOs

The Palestinian women's movement has a long history and has played an important role in the quest for Palestinian self-determination in the oPt, promoting women's political participation as well as bringing to the table a social agenda. Up until the formation of the PA, the General Union of Palestinian Women (GUPW), as a branch of the PLO and with a membership of over 80,0000 Palestinian women, represented Palestinian women at both the governmental and non-governmental levels in international events and conferences. GUPW is even now considered a semi-governmental organization with strong links to the NGO movement and branches all over the West Bank and Gaza Strip.

During the 1980's and 1990's many Palestinian women gained rich political experience through their participation in women's NGOs, whether through charitable organizations or through mass-based women's committees. The main achievement of the Palestinian women's movement during this period was the Women's Charter of 1994, which was endorsed by the General Union of Palestinian Women and all major Palestinian women's organizations. Most recently, Palestinian women's NGOs under the leadership of GUPW, have expanded on the work of the Women's Charter to develop the Palestinian Women's Bill of Rights in direct partnership with MoWA.

It is important to note that the NGO movement in the oPt is very diverse and women's issues are addressed by both women's NGOs as well as other specialized NGOs who work through specific programmes on issues that are directly related to women. NGO work for the benefit of Palestinian women ranges from service-delivery and charitable work at the grassroots level to awareness-raising, training, advocacy and policy change. These organizations are held in high regard by other women's movements in the region as a source of inspiration as well as expertise in a number of key areas.

3. Strategies including lessons learned

3.1. Background/context (achievement of national priorities, MDGs)

Within the context of the oPt and ongoing violence directed against women, the importance of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) should be underlined. CEDAW require states to "take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women" and to "ensure public authorities and institutions shall act in conformity with this obligation". In its 33rd session in July 2005 the Committee on the Elimination and Discrimination Against Women particularly

pointed to the obligations of the GoI under CEDAW including reporting on the rights of women (paras 23 and 24), the rights to access to health services for pregnant women (paras 37 and 38). In addition, it has been noted fact that the full implementation of the Convention is indispensable for achieving the MDGs.

For the purposes of focus on gender mainstreaming, this proposal also addresses four priorities identified by the UN Millennium Project Task Force on Gender Equality and Women's Empowerment and subsequently enshrined by UN Member States in the 2005 Summit Outcome Document. These are:

- Promoting women's equal access to labour markets, sustainable employment and adequate labour protection;
- Ensuring equal access of women to productive assets and resources, including land, credit and technology;
- Eliminating all forms of discrimination and violence against women and the girl child, including by ending impunity and by ensuring the protection of civilians in accordance with the obligations of States under international humanitarian law and international human rights law;
- Promoting increased representation of women in government decision-making bodies, including through their equal opportunity to participate fully in the political process.

The latest Millennium Development Goals (MDG) Progress Report for the oPt was jointly prepared in 2005 by the PA and the UN Country Team under the umbrella of the National MDG Steering Committee, comprising national development stakeholders. Its objective was to analyze and present overall progress and trends related to the achievement of the MDGs since the publication of the first Progress Report in 2002.

The 2005 Progress Report notes that the positive trends in reducing gender disparity in education may mask more negative trends in women's economic and political participation. The report therefore suggests that additional quantitative indicators need to be developed for individual living and poverty standards (including gender disparity) and violence against women. The report further recommends the development of qualitative indicators for equity and rights as well as the closer measurement and examination of regional disparities.

The report also notes some assumptions and challenges if positive advances in MDG 3 (Promote gender equality and empower women) are to be made. The assumptions include a halt in the deterioration of the political situation and access to education, the continued existence of MoWA, the institutionalization of gender mainstreaming across sectors and continued momentum by the Palestinian women's movement. The following challenges are listed: the reflection of MDG 3 priorities in national legislation; ensuring gender sensitization of the national curricula, teachers and administration; gender-sensitive budgeting; ensuring affirmative action; ensuring growing political participation; ensuring the election of women into local government; and ensuring capabilities in gender-sensitive statistical analysis and their incorporation into policy, plan and resources.

This proposal follows the recommendations set out by the Progress Report and seeks to address the challenges. All three outcomes of this proposal aim to complement each other in bringing about the overall political, economic and social empowerment of women which is expected to lead to the decrease in GBV and VAW. This proposal directly contributes to MDG 3 (promoting gender equality and

empowering women) in the economic and political sphere as well as to MDG 1 (eradicating extreme poverty and hunger) and indirectly to MDG 4 and 5 (reducing child mortality and improving maternal health by improving the well-being of women). To support the cross-linkages between the MDGs, the proposal includes technical assistance to national institutions in engendering all MDGs.

3.2. Lessons Learned (past experiences, opportunities, risks)

Over the last few years UNFPA, UNIFEM and UNDP have assisted in building the capacity of MoWA and gender units within line ministries. The governments of Norway, the Netherlands and Switzerland together with UNDP have strengthened the Palestinian Bureau of Statistics (PCBS) for the collection of statistics and sample surveys on gender issues. However, the capacity of government and civil society to use these studies to develop policies and improve women's economic status, particularly the enabling environment, is curtailed by the political situation, as well as a lack of knowledge, capacity and awareness to mainstream gender in forming policies, strategies, planning and programme development as well as efforts to monitor and evaluate.

In 2004 MoWA built on a network of previously established women's units across all ministries designed to promote gender equality within the public sector through mainstreaming and activities targeting women. Following the PLC elections in 2006, some ministries such as MoLG dismantled these units. In others these units became sidelined, without a clear understanding of roles and responsibilities and little investment in the training and capacity-building of staff. In 2005, MoWA also submitted a proposal to the PLC to relocate women's units in all ministries, directly connecting them to Minister's offices, in order to give them more access and visibility. The approval of this proposal has been delayed partly due to the fact that the PLC has not convened in the last 18 months.

One of the greatest opportunities of this joint programme is that it comes at a timely moment to align its strategic objectives with those of the PA in its MTDP (2005-2007), MoWA's Strategic Plan (2004-7 and 2008-10) and the objectives of the proposed joint programme of UN agencies (2008-2010). This will enable the Joint programme to fully align its support within the implementation of the PA's national priorities.

The current paralysis of the PLC and the relative isolation of Gaza will present significant challenges in effecting changes in legislation and ensuring the full involvement of stakeholders in Gaza. In addition, continued violence in oPt and restrictions on movement and access by the GoI resulting in fragmentation of the oPt present additional and considerable challenges.

The proposed programme plans to work at three levels: national, sub-national and grassroots across its three components: violence against women, political representation and economic empowerment. At all three levels, the programme will prioritise the use of national expertise and will ensure that experts are jointly selected and embedded into national ministries, institutions and NGOs and accountable to them.

In the past GBV and VAW have been addressed as a single stand-alone issue; by contrast, this programme would strategically link the objective of reducing VAW to existing interventions aimed at improving women's social, economic and political status. This would be done by forging links between key partners, working at three strategic levels and replicating and expanding successful approaches. At

the sub-central level, the programme will expand **UNDP's** existing initiatives to raise awareness amongst elected members and local government units for gender-sensitive planning in one district (Jenin), to others. In this respect, key links will be established between UNDP's, UNIFEM's and UNFPA's action at the grassroots and sub-central levels. UNDP will also continue strengthening the MoP and the PCBS to provide data for reporting on the MDGs. **UNESCO's** efforts to strengthen the capacity of the Palestinian Women's Research and Documentation Centre (PWRDC) to disseminate research and translate it into policy and action from key decision-makers and local advocacy groups will be developed and strengthened.³⁰ Particular care will be taken to ensure concerns of women at the grassroots level are taken into account in the production of national policies and plans by ensuring participatory approaches in all activities and continuous networking.

The programme draws on **UNIFEM's** extensive grassroots outreach in 18 local, predominantly rural communities in the Gaza Strip and West Bank (Tulkarem, Jenin, Qalqilia, Nablus, Hebron, Salfit, Bethlehem and Jerusalem governorates in the West Bank and in Beit Hanoun, Al Maghazi and Al Mawasi in the Gaza Strip), where successful approaches have been used to promote women's social and economic empowerment as well as their active participation in all aspects of civil life. These activities have helped women raise their voice to address their concerns for security and protection, build their knowledge and skills, and improve their access to essential services. Ending VAW is one of UNIFEM's global objectives that has been translated into regional and local initiatives, including support to protection activities and services. The UNIFEM oPt team has provided technical support to a regional WHO project in the development of a training manual on health consequences of VAW targeting youngsters (male and female) developed and piloted in the oPt. UNDP will provide additional support by constructing a much-needed women's shelter in the Gaza Strip drawing on lessons from other shelter initiatives.

The programme will build on **UNFPA's** extensive outreach to young people³¹ in rural and urban communities using innovative communications-for-behaviour-change in relation to gender equality and empowerment.

The programme also enhances **ILO's** successful experience supporting Palestinian vocational graduate job placement opportunities, particularly for women. Their relationship with the MoL and MoEHE and trade unions as well as related associations will be developed so that training curricula can be improved, legislative frameworks put in place, and opportunities for women's employment are increased as part of the government development agenda. **UNRWA's** existing efforts to work with local women in refugee camps through 28 community-based and women's organizations to develop their political representation and provide marketable skills and income generation opportunities will be expanded and reinforced, with the provision of legal counselling, awareness on rights, leadership and skill training.

In all training activities, UN organisations will use proven methodologies developed and implemented with relevant PA ministries. A needs assessments will be conducted prior to each training and relevant PA ministries will be consulted. Different methodologies will be used depending on the type of training that is

³⁰ The PWRDC is in the process of being registered as a government entity.

³¹ Young people: males and females aged 10 – 24.

provided and its target group (case studies, work group discussions, role play). Post-training evaluations will be conducted and follow-up will be done in coordination with the MoWA.

Finally, whenever possible in all its activities this program will seek to promote cross-linkages with relevant regional women's organisations in light of CEDAW.

4. Results framework

The Joint Programme for the oPt has three interlinking outcomes: preventing and responding to gender based violence and all forms of violence against women and the girl child reduced; representation of women and women's issues in decision-making bodies increased; and creating equal opportunities for women to participate economically. In achieving these outcomes, the programme will contribute to empowering women and achieving gender equality socially, politically and economically.

As this is a joint programme proposal that involves 6 UN organizations, a lead agency has been appointed for each output to ensure proper coordination of all activities under each output. To tackle structural obstacles, common approaches exist across outcomes: these include developing the knowledge base to feed into preventive and proactive policies development; addressing behavioural changes through media and awareness raising; developing capacity of stakeholders so that the results will be sustainable, and providing services for existing and emergent problems.

Outcome 1. Gender based violence and all forms of violence against women and the girl child reduced

Women and girls are facing more violence amidst rising poverty and unemployment, and the breakdown of the rule of law. As is explained in the section 2.3, the urgent needs identified to address violence against women and girls are: preventing violence against women and girls; providing physical protection to victims; and supporting effective legal redress when women's and girls' rights are violated.

The outcome will be achieved by the following **outputs**:

1.1. Knowledge and baseline on VAW established to monitor gender equity goals and inform program development. (Lead – UNIFEM)

Direct beneficiaries: Palestinian policy-makers and CSOs by providing knowledge and baseline to develop strategies, policies and action plans to eliminate VAW.

Indirect beneficiaries: Women and girls affected by the strategies, policies and action plans developed in consideration of the results of the action-oriented and policy research.

1.2. Address VAW by increasing the capacity of gender advocates to influence policy makers and legislators resulting in increased protection for women and girls. (Lead – UNESCO)

Direct beneficiaries: MoWA staff, CSOs and media by providing knowledge and tools used in developing advocating strategies and action plans to eliminate VAW.

Indirect beneficiaries: All those who are affected by the advocate strategies (Palestinian families in general Women and girls in particular)

1.3. Capacity to provide refuge, security, basic services and access to justice strengthened. (Lead – UNIFEM)

Direct beneficiaries: Between 600 and 750 judges, prosecutors and lawyers (both males and females); 160 men and women refugee leaders; 150 among Islamic courts' family counsellors at Family Counselling Units (both women and men), in the West Bank and Gaza, and health providers working in the First Aid and emergency units in hospitals, clinics run by the MoH; 100 police (policemen and policewomen), in particular targeting members of Domestic Violence Units; 6,000 women and young women in

community-based organisations, in rural and marginalized areas of the West Bank and Gaza Strip; 100 UNRWA social workers operating in refugee camps; teachers and MoSA staff members; women and children accessing services provided through the help lines for victims of violence; organizations running help lines through the improvement of networking and referral systems; girls and women, including their children, requiring protection from severe forms of violence in the Gaza Strip (30 in total, at the full capacity of the facility) and shelter staff members through the provision of specialized training.

Indirect beneficiaries: The MoJ, the High Judicial Council, the Office of the Chief Islamic Judge and the MoH, in particular the Women's health and development Directorate within the Ministry, with which the training curriculum will be jointly developed and training provided to their staff members. Indirect beneficiaries will also be women and girls accessing the services provided by the Family Counselling Units as well as by the First Aid and emergency units in hospitals and clinics run by the MoH; women and girls accessing Islamic courts and counselling services in refugee camps; women and girls having to deal with police; students, girls and boys, of trained teachers; children of women victims of violence.

1.4. Awareness raised, behaviour and attitudes changed amongst men and women on gender relations, women's entitlements and rights (social, political and economic). (Lead – UNFPA)

Direct beneficiaries: 720 teachers and 240 counselors through training

Indirect beneficiaries: Women and girls in general since behavior change towards gender equality and no violence are expected through media campaign and awareness raising

The programme will address needs for direct and indirect beneficiaries through developing capacities of target groups such as the government officials in developing policies to prevent VAW, judges, prosecutors and lawyers in applying laws to provide justice to victims from VAW, service providers in providing protection to victims, and behavioral changes of both men and women towards VAW. The behavioral change through media under the activity 1.4.1 is expected to contribute across the outcome 1 to 3.

Activities:

1.1.1. Develop action-oriented and policy research on VAW and provide support to the MoWA in its strategy to fight VAW. (UNIFEM)

UNIFEM will support action-oriented and policy research on different types of violence (who, where and with which causal factors) against women and girls. The research will build on existing research and its structure will be built in a participatory manner, whereby all major national stakeholders (government, NGOs and academia) will be brought together to determine the outline and areas of focus. This activity will be preceded by the design of a unified policy paper format (Activity 2.1.1). UNIFEM, in order to support the MoWA's strategy to fight VAW, will hire and second to the Ministry a specialist in GBV, who will be mentoring and coaching the MoWA staff for transferring skills and capacity development. The GBV specialist will work in close cooperation with UNIFEM while liaising among government institutions, service providers and civil society organizations, including women caucuses.

1.2.1. Provide technical support and training to national counterparts and women's organizations on research findings, regulatory frameworks and advocacy. (UNESCO)

Yearly trainings will target upwards of 400 male and female staff and policy-makers from MoWA, MoSA, MoEHE, MoH, the Central Elections Commission (CEC), and about 450 persons from key women NGOs involved in advocacy, in addition to 50 PLC members. They will be trained on how to analyze data and

how to implement research findings. The training will result in an agreement between stakeholders (in the form of an action plan) on the collection of GBV-related data. Utilizing quantitative and qualitative indicators, trainings will also establish how data is to be collected, how often, by whom, etc. in order to properly monitor GBV. The developed action plans will be linked to national policies and used as a tool for targeting advocacy efforts and engaging key decision-makers. Technical support in the form of trainings shall be provided to women's organizations in geographically marginalized areas involved in advocacy, in particular, on how to engage influential persons such as progressive religious figures and how to involve youth, women and other vulnerable groups in the development of comprehensive action plans that address GBV and VAW. The training costs per person are estimated at around US\$198. This activity will be closely linked to the activity 3.1.2.

Twenty key NGOs working with children and youth will be encouraged to conduct a gender review of their programmes. In each case, organizations will use these skills to develop individual action plans, linking them to national policies and using them as advocacy in changing discriminatory attitudes and practices towards women. A variety of methodologies will be used in the training – including story telling, lectures and group work. This training will complement the PLC's comprehensive training programme, which is independent of this programme and does not comprise gender issues.

1.2.2. Provide technical assistance to strengthening the capacity of existing networks between organizations in Gaza and the West Bank. (UNIFEM)

The isolation of women's organizations in Gaza has been a particular concern of both UN participating organizations and other stakeholders involved in the programme's conceptualization and definition of activities. Palestinian civil society is fragmented and organizations based in the Gaza Strip are, *de facto*, isolated from the rest of the oPt. The disconnect CSOs in the Gaza Strip from those in the West Bank is, at the moment, one of women's organizations main concerns as was clearly articulated during consultations with key national stakeholders. Continued communication between Gaza and the West Bank-based women's organization is seen as crucial to overcoming the ongoing conflict and adapting activities to changing needs on the ground. Finding solutions to this challenge is a cross-cutting issue for all planned activities, particularly those that are related to influencing decision-makers at the national level. To reflect the situation on the ground, all agencies (lead-UNIFEM) will provide technical assistance in the form of equipment, running costs and costs of technical staff for networking activities related to the outcomes of this programme (prevention of VAW, increasing women's political participation and economic empowerment of women).

1.3.1 Provide training for women's organizations, police, judiciary, etc on the provision of assistance to victims of VAW. (UNIFEM, UNFPA, UNRWA, UNDP)

UNDP will support the Judicial Institute to develop a training "curriculum" in coordination with other donors and to ensure even training standards for training organized/funded by different donors. Building on UNDP's previous experiences, this activity will address gender equality in adjudication by providing training on gender issues, women's rights and compliance with CEDAW to 600-750 male and female judges, prosecutors, lawyers. This activity will be implemented in cooperation with High Judicial Council and the Ministry of Justice.

Building on experience from previous projects that include training for women refugee leaders, UNRWA will follow a new approach in targeting women and men that have the potential for leadership. This will enhance the positive attitudes toward gender issues for the existing local committee leaders and will add new leaders from other potential men and women from the community. UNRWA will conduct 8 awareness raising training in the form of workshops, lectures and seminars. The training is expected to cover 160 women leaders 160 women and men leaders, mainly Local Committees of Community Based Organizations in Refugee Camps, general assembly members, and leaders of other popular committees based in camp. This activity will build on UNRWA's ongoing efforts to mainstream gender in the Organisational Development Plan and Programme Strategy.

UNFPA will train counsellors at the family counselling units in Chief Islamic Judge's office and health providers working in the first aid and emergency units in hospitals, clinics and in cooperation with the Women's health and development Directorate (run by the MoH). The training curriculum will be developed with Women's health and development Directorate in MOH. Six training courses will be conducted for 150 health providers and counsellors.

UNIFEM will provide support to the police (policemen and policewomen), in particular 100 members of Domestic Violence Units (new structures in the police force that are expected to become operational soon whose staff have not received such training before). In addition, it will provide awareness raising training on existing services for women and girls victims of violence, including legal and protection services, to over 6,000 women and young women in community-based organisations.

Wherever appropriate and depending on the changing context, UN organisations and implementing NGOs will also work with informal social structures.

1.3.2 Train in the provision of legal and psychosocial counselling. (UNRWA, UNFPA)

UNRWA will conduct 5 training of trainers in legal psychosocial counselling and issues for UNRWA's social workers working in refugee camps. This will involve all the skills needed to support the services provided by any community-based organizations (CBOs) in counselling and guidance including the referral techniques, receiving the cases coordination with specialized organizations etc. In designing this training, UNRWA will build on the methodology and methods used by the MoSA, the MoH, UNFPA and UNIFEM. The training is expected to cover 100 trainers.

UNFPA will conduct training and sensitization session on gender issues for MoSA staff (teachers, vocational trainers, counsellors and directors) who have not received similar training before.

1.3.3. Provide support to hotlines for victims of violence, including establishing referral mechanisms. (UNIFEM)

UNIFEM will upgrade existing hotline protection services in the oPt which provide support to women, men and children (boys and girls) victims from violence and establish referral mechanisms together with CSOs, governmental organizations including line Ministries (MoSA, MoWA, MoI and MoH), and the shelter house(s), which will be established under this programme and expected to be fully functional starting from the second year of the programme implementation. The upgrading will include, without being limited to, extending the number of working hours of the phone counselling services and the number

of professionals providing support, improving human resources, liaising and networking, for the purpose of improving women's protection, with relevant partner institutions, organizations and service providers, following up individual cases according to the needs and coordinating regularly among help lines. To avoid overlaps and ensure cost-efficiency and effectiveness, this activity will be fully coordinated with activities of the project currently being developed by WCLAC and funded by the programme for *Information and Communication Technology for Development in Arab Region (ICTDAR)*.

1.3.4 Rehabilitation of premises to provide protection to female victims of VAW. (UNDP)

Providing protection to female victims of VAW is the priority for the MoWA and MoSA. However, based on the current political and security situation, it is impossible to bring construction materials into Gaza. Thus the support with regard to provide a refuge will be provided by rehabilitating existing building(s) in the Gaza Strip to shelter women victims of violence and their children. Providing protection in Gaza was included at the request of MoSA and confirmed by the MoWA as the most priority because there is no such shelter currently exists in the Gaza Strip and high incident of violence. Despite demand for shelter facilities for female victims of violence from the Gaza Strip, due to GoI movement restrictions, victims cannot be transferred to shelters in the West Bank.

1.3.5 Capacity-building of Gaza Strip safe house for female victims of VAW. (UNIFEM)

UNIFEM, during the first year of the programme implementation and while UNDP is rehabilitating the building, will provide training to the staff identified for the Gaza Strip safe house. During the second and third year of implementation, UNIFEM will provide financial and technical backstopping to the Gaza safe house staff (see Activity 1.3.4.). Although the ownership of the safe house(s) belongs to the Ministry of Social Affairs, the staff in the safe house(s) will be allocated from existing PA staff, taken into consideration of the tight PA budgets (thus, establishing safe house(s) will not lead to further PA's budget increase). Depending on situation and consultation with the relevant stakeholders, management by CSOs may be sought as an option.

1.4.1 Joint media strategy developed & implemented including advocacy and outreach activities addressing key gender inequalities. (All agencies, lead – UNFPA)

In developing a joint media strategy to address key gender stereotypes and gender inequalities the programme will build on the experience of the MoWA in conducting campaigns and UNFPA's 20-year experience in conducting media campaigns in the area of reproductive health and gender. Through its other projects, UNFPA has already established a journalists' forum, which acts as a consultative body for its media activities. In the past, innovative media campaigns have used different tools such as theatre, TV and radio programmes, print materials, an annual film festival for media students and a media production competition. UNFPA would replicate this approach drawing on technical support from its country support team based in Amman Jordan, and from its home office in New York.

Media and other advocacy and outreach activities will be implemented in cooperation with the MoWA and other UN implementing organisations. A survey to identify priorities, obstacles and preferred media channels, the target audience, key issues will be conducted and a media strategy will be developed based on the survey results and through wide consultation with stakeholders (including beneficiaries and media representatives) to ensure maximum outreach. Such results will feed into and complement the MoWA's outreach initiative including "Tawasol". In designing the media strategy, UN organisations and partners

will explore the possibility of enhancing existing campaigns that address key gender inequalities. The final media strategy will be approved by the Programme Management Committee. Following its approval, support will be provided for the development of materials and programmes including audio and audio visuals will be developed. A bilingual Internet portal will be established (in Arabic and English). The portal will communicate lessons learned from the programme as a whole. It will include training materials, lessons learned, progress reports, etc. Key documents will be translated into Arabic to ensure wide access by all stakeholders.

1.4.2. Provide support to and raise awareness of teachers, students and parents on gender equality and violence against girls and boys. (UNESCO)

In cooperation with the MoEHE, MoWA and local women's NGOs, UNESCO will develop guidelines on the reduction of violence in schools which will be used for the training of teachers and counsellors and will build on the existing UNFPA manual on Reproductive Health. This training will follow UNESCO's previous training of trainers (ToT) methodology that was developed jointly with the MoEHE for teacher training programs in the past and will also integrate lessons learned from similar UNICEF programs. Furthermore, UNESCO will work with the MoEHE to integrate such training into future teacher training curricula and other education-related training programs.

UNESCO will also carry out 24 gender-related ToT workshops for 720 teachers and 12 gender-related ToT workshops for 240 counsellors in the West Bank and Gaza. The trainings will aim to promote gender equality in the classroom and everyday life as teachers play a crucial role in changing the culture of gender discrimination. The training will raise awareness of gendered issues such as violence and discrimination in the schools and will alert educators to existing referral mechanisms. The trainings will introduce techniques on how to incorporate key concepts concerning gender awareness into the learning process. Training costs per person amount to US\$ 165. Trained teachers and counsellors will further be supported in conducting awareness campaigns in schools.

To complement these activities, UNESCO will conduct 12 awareness campaigns in schools to educate students and parents on the impact of violence on their mental and psychological health, taking particular care to involve both fathers and mothers in these activities and engaging parents' associations and religious leaders. To achieve this, UNESCO will produce leaflets (targeting 12,000 students) and organize lectures and seminars for parents and students (12,000 persons in 12 schools). Each campaign will cost US\$ 6,000.

1.4.3 Conduct training/counselling with youth, men & women. (UNFPA, UNIFEM, UNRWA)

Three UN agencies will support counselling services and awareness raising activities for men and women, victims and perpetrators of violence. UNFPA will focus on youth and will conduct 5 training workshops for 240 youth peer educators on gender issues with an average cost of US\$ 43 per participant. These peer educators will conduct 4,050 awareness sessions reaching 81,000 youth. The training methodology and curriculum will be developed jointly with the MoYS and activities will be coordinated with existing NGO programs targeting children and youth.

UNIFEM will focus on working with 2,688 perpetrators, males and females, youngsters and adults, by organizing small counselling/ support groups of maximum 10 to 12 persons or individual sessions

covering 10 to 12 persons per working day, meaning a cost per head of between US\$42 and 50. As the implementing organization will conduct the sessions in the target villages and given the nature of the sessions, no additional costs need to be foreseen.

Meanwhile, UNRWA will focus on both male and females perpetrators and victims in refugee camps by providing legal and psychosocial counselling to a total of 1,500 women and men living in camps and outside camps targeted by CBOs, this will be coordinated with all partners at UNRWA and local level to get their recommendations on the target beneficiaries. These services will be complementary to counselling services provided by the MoSA

Outcome 2. - Representation of women and women's issues in decision-making bodies increased.

Although there are some improvements of women's representations at the national and local level legislatures, as is indicated in the section 2.4, it does not guarantee the inclusion of women's vision and perspectives in decision-making processes. The problem needs to be addressed in two ways: understanding of gender awareness, sensitization and gender mainstreaming tools are strengthened among male and female decision-makers so that they can incorporate women's vision and perspectives into policies and processes; and particularly women leaders are trained to express their issues to the local level governments.

This outcome will be achieved by the following two **outputs**:

2.1. Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development. (Lead – UNDP)

Direct Beneficiaries: the Palestinian Authority, in particular, the MoWA by providing knowledge base and capacity in developing policies for enhancing women's representation in decision-making bodies

Indirect Beneficiaries: Women in decision-making positions by creating enabling environment for them to work, women seeking for decision-making positions by removing barriers for them to be leaders, and providing networks and information, and women in general through their voices' represented, their issues addressed better.

2.2. Increased capacity of local government and authorities and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs. (Lead – UNDP)

Direct Beneficiaries: Male and female officials (district offices, municipalities, and villages) and legislative members (PLC and local councils), community women leaders both in the West Bank and Gaza including refugee camps through their capacity development in mainstreaming gender into planning and other skills (negotiations, leadership etc.)

Indirect Beneficiaries: Women by creating environment in which women's voices are represented both at the national and local levels, and their concerns integrated in policies and addressed.

The following **activities** will be implemented:

2.1.1 Provide technical assistance for qualitative policy and action-oriented research and dissemination on political representation. (UNIFEM, UNDP)

Under this activity UNIFEM will support the design of a unified policy paper format which will be used for all research conducted within this programme (including Activities 2.1.1. and 1.1.1.). The format will be developed jointly with policy-makers and researchers (including institutions such MoWA, Birzeit

University, etc) to provide consistency in the collation and presentation of research findings in and facilitate their translation into policy formats.

UNDP will support a research on obstacles women face in participating decision-making at national and sub-national level, which has not been conducted in the past due to the budgetary limitations of academic institutions such as Birzeit Institute. The terms of reference of the research will first be vetted with the MoWA, academic institutions (e.g. Law Institute) other governmental and NGO counterparts and will also be submitted for review by the Programme Management Committee. This process will ensure that research complements existing bodies of research and feeds into capacity-building efforts to both men and women in local government units and legislative under Output 2.2. The research will be conducted in a participatory manner. The activity will ensure measurable results by providing baseline to the outcome 2 as well as expand an impact to women beneficiaries because it will clarify the needs of women in order to increase women's decision making, thus future interventions will be focused. This activity will also be closely linked to Activity 3.1.2.

2.1.2. Build a database on women in different decision-making positions. (UNESCO)

UNESCO/PWRDC will build a database on women in different decision-making positions (political parties, PLC, ministries and municipalities) with the purpose of enhancing the role of women at the decision-making level. The database shall collect information on women in decision-making positions through voluntary contact, institutional research, surveys, and print media, among others. It is expected that such a database shall enhance women's roles by making visible women's contributions to the decision-making process, as well as afford an opportunities for networking and knowledge-sharing. For and beyond the duration of the project this database will be handed over to and managed by the MoWA to be utilized for their policy making. The database will play an important role in monitoring the progress of MDG 3.

2.2.1 Train national counterparts on research findings on political representation and regulatory frameworks. (UNESCO)

UNESCO will provide training to 50 PLC male and female members. This training will complement the PLC's comprehensive training programme, which is independent of this programme and does not comprise similar content.

2.2.2 Organise training and workshops to raise awareness on gender in local authorities and related NGOs. (UNDP, UNIFEM, UNFPA)

UNDP will support in providing gender awareness training with MoLG to the local government units staff in 15 districts by addressing both men and women officials. By doing so, it will mainstream gender in district development planning. The training methodology will follow an approach developed to mainstream gender in Jenin governorate which involved NGOs working in the district. This training will involve some 3,000 officials and legislators in the West Bank and Gaza³² who have not received such training before.

³² The average unit cost for a training workshop is \$5,100 for 5 days for a maximum of 30 people including a trainer (with a Master's degree and minimum of 7 years' (up to 15 years') experience) for \$500/day, training material production, accommodation and hospitality. The unit cost per person is \$170.

UNIFEM will in coordination with MoWA organise 4 workshops per year per 18 target areas in the West Bank and Gaza Strip, with CBOs and local authorities to garner inputs for gender equality and women's empowerment. Through the workshops women will be given the opportunity to articulate their needs to local authorities through women representatives of their own villages. On average, around 25 rural women take part in each workshop together with around 5 local authorities. Up to 3,600 women and 720 members of local authorities will be involved in the three years of the programme. Each workshop will focus on one or more issues related to women's economic empowerment and participation identified by women participants. Each cycle of workshops will cover an issue that was previously identified as a major concern. During the workshops, participants will brainstorm on effective remedies and steps that need to be taken to reflect and address the needs of women as leaders of the whole community as well as women's needs in general.

UNFPA in coordination with MoWA will work on improving skills for elected women members of local councils (municipality and village councils) through training them on decision-making skills, needs assessment, communication and planning. A participatory training methodology will be used whereby trainees will be involved in all stages of the training course. A total of 180 women will be trained through 8 workshops.

In addition, UNFPA will raise the awareness of 45,000 rural women on gender-related issues (early marriage, access to resources, school drop out, reproductive rights and GBV) by using entertainment with an educational approach, whereby video films that include messages on gender issues will be screened at the 10 CBOs that will be supported. The videos will include films produced previously by UNFPA and its partners (e.g. Stories from Behind the Wall, Birth at the Checkpoint) and an open discussion will be carried out after the screening.

2.2.3 Provide training for developing women leaders. (UNIFEM, UNRWA)

UNRWA will organize 5 training sessions a year (using TOT training methodology) for around 300 male and female refugee youth mainly volunteers working for community based organizations in refugee camps in leadership positions. This training programme will address many topics like communications, self awareness and assertiveness, international conventions and goals on human rights (MDG, CEDAW, CRC).

UNIFEM will organize 18 training/ coaching programs, implemented throughout the three years of the program for rural women in target areas in the West Bank and Gaza Strip. Each leadership program will train between 20 and 25 rural women per year per location (between 1,080 and 1,350 women in total for the three years). The leadership training / coaching activity is based on a learning-by-doing approach where, among the others, communication, networking and needs assessment skills are developed as tools for women's social and economic empowerment.

2.2.4. Provide technical assistance to PCBS and National MDG Steering Committee and training to policy makers and NGOs on engendering MDGs. (UNDP, UNFPA)

Under this activity, UNDP will work with the PCBS, the PA and CSOs to review and analyze existing gender statistics and indicators available in the oPt and make recommendations on additional gender-

sensitive statistics and indicators to ensure all MDG targets are engendered. This activity will help address the challenges identified by the last national MDG progress report in 2005 including the recommendation for the development of qualitative indicators for equity and rights. By doing so, the activity directly contribute to increase capacity of national steering committee in monitoring and reporting MDGs. This will further contribute to women in general in the oPt since gender equality will be planned and monitors under all goals. UNDP will also support developing the capacity of the MDG Steering Committee to report on engendered national MDGs by providing technical assistance while developing the next national MDGs report to the MDG Steering Committee. This activity also contributes to UNDP's global efforts to assist in the preparation of national MDGs reports in cooperation with its national counterparts and ensure the inclusion of a gender mainstreaming perspective in future reporting on all MDGs. UNDP's globally acknowledged expertise will ensure the standard of the training and its transfer into national ownership.

Meanwhile, UNFPA will address the lack of gender training among PCBS staff to ensure that all concepts and definitions, questionnaires, data collection procedures, data analysis and data dissemination are gender sensitized. Gender training will be provided to 50 PCBS staff, including PCBS heads of units as well staff in the Gender Unit at an average cost of US\$ 120 per person. In addition, UNFPA will work with PCBS on producing and disseminating user-friendly Information Communication Education (IEC) materials that contain gender indicators. Using a participatory approach in its training, UNFPA will also conduct a training needs assessment, the results of which will be used to develop the training programme. Finally, a pre and post test will be conducted during each training to assess its impact.

Outcome 3. - Enhanced opportunities for women's equal economic participation.

Amidst high poverty (66% of population in the oPt) and unemployment rates for both men and women (24.2 %), women in particular female graduates are facing systematic discrimination in accessing employment: traditional social norms that favour female play domestic and reproductive roles, gender-based stereotypes on women's roles and position in the workplace, unfair common practices and laws between men and women. Little is formally known about the economic impacts of gender-based violence, a knowledge gap that will be filled through this project in order to strengthen the impacts of Outcomes 1 & 2 and inform the planning of effective economic interventions for women and girl survivors of violence.

The following outputs will address the systematic discrimination mentioned above and contribute to the achievement of the outcome.

3.1. Influence of gender advocates, workers and employers organizations in decision-making and planning is increased particularly in relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities. (Lead – ILO)

Direct beneficiaries: The PA institutions and their relevant departments including planning, research and legal departments (MoL, MoWA, MoSA). Research institutions and Universities, gender advocates and women's NGO's, workers and employers organizations, workers rights and women's rights advocacy and training institutions.

Indirect Beneficiaries: Women workers (household heads and members) in formal and informal jobs, in rural and urban areas as well as their dependants; unemployed women and young women; women with disabilities and women as social care providers

3.2. Capacity of the MoL (including its institutions), workers' and employers' organizations developed to implement specific measures that promote women's employment and protect them in the workplace. (Lead – ILO)

Direct Beneficiaries: Ministry of labour officials, (departments and units both central and local), workers and employers organizations to ensure equal representation of women workers' in leadership and decision making levels.

Indirect Beneficiaries: Women workers in informal, unprotected jobs; Women entrepreneurs; unemployed women, women in rural areas and vulnerable women (living in deep poverty and/or facing family violence).

3.3. Employment opportunities for low-income women and female graduates including in refugee camps are increased. (Lead – ILO)

Direct Beneficiaries: Public and private service provider institutions in VT, BDS, microfinance and care services; VT trainers, BDS trainers, women cooperatives, local social community centres, women's centres, business women, young graduates, rural women, disadvantaged women (women household heads in deep poverty, and women with disabilities) including woman and girl victims of violence.

Indirect beneficiaries: Young girls, children of the targeted households; local communities; workers who will benefit from the business start-up training and services; women, men and children with special care needs and women care providers.

In order to overcome discrimination in women's access to economic opportunities, including through violence in both the home and the workplace, outputs under this outcome follow a three-pronged approach: first, to improve policy and legislation so as to reduce discrimination in legal frameworks; second, to work with relevant labour market institutions to implement improved policies and legislation in practical terms in the workplace and third, to provide know-how and opportunities for low-income women, including through the provision of rehabilitation assistance to women survivors of violence. The structural constraints identified above will be addressed by cross-cutting activities under the outcome 1 and 2: the activity 1.4.1 will change both men's and women's behaviour through media campaigns, which will contribute to changing social relations between men and women; the activity 2.2.2 and 2.2.3 will create environment for changes in policy and legislations toward reducing violence and other forms of discrimination against women.

The following **activities** will be implemented:

3.1.1. Develop and provide training on tools and methodologies for gender advocates, research institutes on quantitative, qualitative and process-oriented indicators. (ILO)

Based on its experience in other regions, ILO will develop a training kit on tools and methodologies on quantitative, qualitative and process-oriented gender indicators. The training kit will be developed in coordination with relevant institutions in the oPt (MoWA, MoL, trade unions, employers' organizations and organizations working on prevention and responses to violence against women), reflecting their inputs

and needs. The kit will be used during a one-week training that will enable trainees to better monitor progress in the labour market, towards advancing employment opportunities for women. Training will encompass strategies to identify and combat the impacts of gender-based violence in crisis contexts. The training will target a total of 40 people, (both male and female) including 20 officials from the MoL and MoWA, 10 members of Trade Unions and employers' organizations, 5 leaders from women NGOs and 5 researchers. It will be conducted by an international consultant well-versed in gender issues and their relationship to labour market indicators (unpaid/paid work, care economy, economic activity rates, pay equity, horizontal and vertical occupational segregation, labour market discrimination, working conditions, maternity benefits, economic impacts of gender-based violence, etc).

3.1.2. Conduct a gender review of all laws that impede women's labour force participation and organise ad hoc workshops for gender advocates in developing and launching an advocacy campaign for the endorsement of draft laws. (ILO, UNESCO)

Under this activity, UNESCO and ILO together with the MoL and MoWA will review all laws that impede women's participation in the labour force and their implementation mechanisms to ensure compliance with ILO International Labour Standards. This review will focus on labour laws and regulations, legislation in other areas which might affect women's employment and labour rights (e.g. social security entitlements, maternity leave, childcare arrangements, etc), various forms of employment (family work, unpaid work, part-time work, informal labour) as well as laws that govern resource allocation (e.g. inheritance, property rights, etc). An assessment of the economic costs of gender-based violence will be a cornerstone of this review. The review is likely to be led by the Tripartite Committee which will be reinvigorated, as well as the National Women's Economic Council (NWEC), a body which has yet to be established. This activity is expected to be as participatory as possible; it will include relevant stakeholders (PLC members, NGOs) and will result in the production of a draft law(s). The adoption of the draft laws is contingent upon the functioning of the PLC. In order to advocate for the adoption of the draft laws, ILO will organize 3 *ad hoc* workshops for 30 gender advocates each. The workshops will focus on developing and launching an advocacy campaign for the endorsement of draft laws. UNESCO will train 50 representatives of women NGO's and trade unions on using the findings of the reviews of laws in their advocacy campaigns. The training will use case studies, role play and focus groups. This activity will be closely linked to Activity 2.1.1.

3.2.1. Undertake capacity assessment of Labour Market Governance Institutions with the MoWA for mainstreaming gender. (ILO)

This activity includes the delivery of the following three assessments: the assessment of the capacity of the MoL to mainstream gender; the capacity of employers' organizations to mainstream gender; needs assessment for organizing women in the informal economy with workers' organizations. Assessments will be conducted with the MoWA and will target all labour market institutions such as various departments at the MoL, trade unions and chambers of commerce. The results of the assessments, including recommendations, will be shared with all relevant stakeholders and action plans will be developed and implemented to take them forward.

3.2.2. Provide training to the MoL, workers' and employers' organizations on coordination mechanisms for mainstreaming gender equality and decent work. (ILO, UNESCO)

To ensure gender equality concerns are mainstreamed in the world of work, effective coordination mechanisms will be established among the MoL departments, the Women Workers' Unit, National Tripartite Social Dialogue Committee and NWECC. This exercise will build on the successful experience of ILO in other countries such as Yemen and Jordan. Exchange visits will be organized to other countries' for 8 people from MoL, workers' organizations, employers' organizations, the National Tripartite Social Dialogue Committee and NWECC. Fellowships covering travel, accommodation and training fees³³ can be awarded for technical training courses on specific fields of expertise in the ILO Turin Training Centre, depending on the availability of funds. The criteria for awarding fellowships will be approved by the Programme Management Committee. More capacity will be provided to the target institutions through the organization of a total of nine 3-day workshops on how to mainstream gender equality and decent work (targeting 20 people each both male and female officers). UNESCO will develop a checklist with the MoL to ensure that gender equality principles are taken into consideration in all policies and plans of the ministry. Different departments will be involved in developing a gender mainstreaming strategy, action plans and monitoring mechanisms.

3.2.3. Assist the MoL and other partners in establishing a multi-stakeholder National Women's Employment Committee (NWECC). (ILO)

The need for the creation of a multi-stakeholder body (e.g. National Women's Employment Committee - NWECC) was ascertained during ILO's multidisciplinary missions to the oPt in August and further articulated by MoL and trade union leaders at an ILO workshop held in August 2007 in Amman. The NWECC will be linked to the National Tripartite Social Dialogue Committee, serve as an advisory group to MoL Women Workers' Unit and feed into the Gender Task Force as one of its subcommittees.

3.2.4. Support gender mainstreaming within key MoL departments through coordination meetings and gender roundtables led by WWU and the MoWA and the production of an action plan. (ILO)

This activity will result in a strategy and action plan for advancing women's employment including promoting women in leadership and management positions in labour market governance institutions and beyond. The rehabilitation of women survivors of violence will be a key consideration in this strategy and action plan. A total of 42 initiatives (monthly coordinating meetings, roundtables and daily retreats) will be organized. This activity will involve a significant number of partners and will directly target more than 30 staff members of the MoL toward better mainstreaming gender equality considerations in their work. The learning on gender mainstreaming on key issue areas (i.e. pay equity, gender wage gap, maternity benefits, occupational segregation, economic impacts of violence etc.) will be further transmitted to 100 more women and men leaders and workers in employers' and workers organizations through knowledge-sharing initiatives (awareness raising, training workshops, exchange visits, fellowships, etc.).

3.2.5. Conduct assessment, provide awareness-raising and training to members of the Tripartite Committee towards reducing GBV and VAW in the workplace, support the development and monitoring of GBV and VAW indicators in the work place in order to strengthen labour dispute mechanisms; develop and implement economic activities for survivors of gender-based violence. (ILO)

ILO will provide 2 training sessions to 20+ members (both male and female) of the Tripartite Committee which will contribute to improved protection of women workers' rights in the workplace. It will also

³³ Training costs are covered by ILO

provide 4 technical training courses for the Labour Relations Unit (MoL) and the Tripartite Committee to improve the capacities of labour dispute mechanisms and labour inspectors. In line with the UN Strategy Policy Paper on employment issues in crisis settings, specific attention will be focused on the effective rehabilitation of survivors of gender-based violence in crisis settings. All activities will aim to target 15 MoL officials (both male and female).

3.3.1. Conduct Training of Trainers in market, management and organizing skills for women cooperatives. (ILO)

Following a needs assessment, ILO in cooperation with the MoL and MoWA will design a training based on training materials which have already been used in several countries with similar context. ILO will provide two ToTs for a total of 30 trainers, one in marketing and management and one in organizing, will be provided to the MoL Cooperative Department and leaders of women cooperatives. Each ToT will last one week and will target 30 people. Two different regional consultants will be hired for the delivery of the training.

3.3.2. Provide 40 grants for women cooperatives to implement learning activities in their own institutional settings. (ILO)

These grants will be provided to cooperatives that participated in the training under the activity 3.3.1 based on the proposals developed by the women cooperative members during the training. ILO will also provide supervision support throughout this period through national project staff. Grants may reach up to US\$5,000 and will be used by women's cooperatives for piloting financial services projects targeting at least 50 rural and young women each, with particular attention to the rehabilitation of survivors of gender-based violence.

3.3.3. Activate income-generation schemes for women's CBOs, using UNIFEM's Sabaya approach. (UNIFEM, UNRWA)

UNRWA and UNIFEM will work with UNRWA's 26 community-based women's centres (16 in the WB and 10 in Gaza) using UNIFEM's expertise (Sabaya approach). The Women's Programme Centres (WPC) will be managed and service by community volunteers and supported by 16 technical assistants (those are technical staff with supervisory skills who work and assists and local volunteer committees in managing and running the projects). The WPCs will implement various income-generation schemes for 520 women refugees such as nurseries and kindergartens, food processing, renting halls and stores, computer halls, physical fitness centres, etc. those income generation projects will create job opportunities for 520 refugee women, and also will support the centre's financial recourses, this will be invested for the enhancement and development of the existing income generation projects and establishing new IGPs at the 26 WPCs.

3.3.4. Undertake an assessment of the economic impacts of gender-based violence in the oPt; undertake rapid labour market needs assessment in key areas of growth and demand with select TVET centres; develop training modules and train trainers for delivering skills training in the areas identified in the assessment. (ILO, UNRWA, UNIFEM)

The initial assessment will be undertaken jointly by ILO, UNRWA and UNIFEM and will be led by ILO and the MoL. The results of the assessment will be used to develop training modules - 2 ToTs and 6 trainings with TVET centres, MoL and relevant NGOs. An international consultant will adapt and test ILO training materials and provide the initial training for 20 Trainers (both male and female). The newly

trained trainers will then carry out 5 training sessions targeting 60 unemployed young men and women, with particular attention to survivors of gender-based violence for rehabilitation and reintegration into the labour market.

3.3.5. Provide training for trainers and integrate training on life skills, tailored for survivors of gender-based violence. (ILO)

ILO will provide one ToT and six life skills trainings will be delivered targeting TVET centres. Training contents comprise skills on job search, leadership, communication, negotiation, CV writing, interviewing. Additional activities will be designed, based on the assessment conducted under 3.3.4, to facilitate the rehabilitation of survivors of gender-based violence. This activity will complement the existing initiatives and methodologies used by the MoEHE initiative and the Continuing Education Centre. The training will directly target 30 trainers and 90 young and rural women.

3.3.6. Support training on equal participation in employment and the labour market, as well as academic and job counselling sessions for rural women and young women graduates. (UNIFEM)

UNIFEM will support training (consisting of 4 workshop modules) on equal participation in employment and the labour market in each of the 18 targeted rural areas. Each workshop will directly benefit between 20 and 25 rural women for a total of 360 to 450 women beneficiaries in one year.

In the third year of the programme, UNIFEM will support academic and job counselling sessions which will be run by skilled rural women for other rural women and young women graduates. Each one of the 18 rural areas will be targeted by a cycle of 4 workshop sessions which will involve between 20 and 25 women and young women, for a total of 72 workshops held in the target villages and between 1,440 and 1,800 women direct beneficiaries.

3.3.7. Assist in launching an awareness raising campaign led by MoWA among families, employers and TVET institutions to change perceptions on improvements in TVET curricula. (ILO)

The awareness campaign will be led by the MoWA, MoEHE, MoL. This activity will be linked with activity 1.4.1 (joint media, advocacy and outreach campaigns). The awareness campaign will also build on the MoWA experience in conducting campaigns on gender issues.

3.3.8. Assess needs and provide training module for BDS providers to MSME's using tools, techniques and strategies for better mainstreaming and upstreaming gender equality considerations for women entrepreneurs. (ILO)

Following an assessment of training needs, a regional consultant will adapt the existing ILO Women's Entrepreneurship Development (WED) Capacity Building Guide to the Palestinian context and provide a ToT for BDS providers to MSME's followed by 5 training sessions conducted by national trainers. Each training session will target 20 unemployed women and young women in rural areas who need specific support to restart their lives after surviving family violence. Women who have successfully completed the training and are well prepared and equipped to start a business will receive a start-up grant for up to a max of \$5,000 for each grant. This activity will be closely linked to the work being done by the Private Sector Coordination Council and the MSME NGO network with the support of various donors including UNDP to further promote access to credit and savings schemes for the poor, and tangibly supports the achievement of Outcomes 1 and 2 in this proposal.

5.1. Summary of results framework

Outcome 1 to 3: Joint Programme Management								
Resources: US\$ 547,347								
JP outputs	Smart Outputs and Responsible UN Organisation	Reference to Agency priority	Implementing Partner	Indicative activities	Resource allocation and indicative time frame			
					Y1	Y2	Y3	Total
Functioning JP secretariat	UNDP	UNDP Strategic Plan 2008-2011, UNDP coordination for effectiveness, efficiency, coherency	UNDP	Provision of overall programme support and coordination of Joint Programme activities (programme management, programme monitoring, and final joint evaluation)	192,967	163,815	190,565	547,347

Outcome 1 of Joint Programme								
Gender-based violence and all forms of violence against women and the girl child reduced								
Indicators:								
Qualitative and quantitative analysis of change in incidence of GBV and all forms of VAW as stated in the M&E framework								
Baselines: Will be determined through Output 1.1.. Existing baseline on VAW produced by PCBS as provided in M&E framework								
Risks and assumptions: VAW might increase due to increased awareness and reporting; general situation in oPt does not deteriorate drastically; national institutions including PA ministries continue to be committed to combating VAW and GBV, are willing to institute policy and practice changes and are willing to share information.								
Resources: US\$ 4,209,587								
JP outputs	Smart Outputs and Responsible UN Organisation	Reference to Agency priority	Implementing Partner	Indicative activities	Resource allocation and indicative time frame			
					Y1	Y2	Y3	Total
1.1 Knowledge and baseline on VAW and GBV established to monitor gender equity goals and inform program development. (Lead - UNIFEM)	UNIFEM <ul style="list-style-type: none"> One action-oriented research on different types of violence drafted by the end of 2009. [Al Muntada] MoWA Strategy to combat VAW in place 	UNIFEM Promoting women's human rights to eliminate all forms of violence against women	Al Muntada Coalition, MoWA	1.1.1. Provide technical support for action-oriented and policy research on different types of violence. UNIFEM/UNESCO	UNIFEM Total for 1.1. 69,941	UNIFEM Total for 1.1. 31,779	UNIFEM Total for 1.1. 40,125	UNIFEM Total for 1.1. 141,845

1.2 Capacity of gender advocates to influence policy decision-making and practice in relation to discriminatory legislation increased. (Lead – UNESCO)	UNESCO <ul style="list-style-type: none"> 400 policy makers from MoWA, MoSA, MoEHE, MoH and 50 PLC members have developed action plans (based on data and survey findings) linking them to national policies by 2011 [Birzeit University] 450 people from key women NGOs conduct a gender review of their programmes by 2011. [WCLAC] UNIFEM <ul style="list-style-type: none"> 13 NGOs combating VAW in Gaza and West Bank have jointly developed action plans to reach out to women's grassroots organisations and influence decision-makers by the end of 2009. [Al Muntada] 	UNESCO Analyse and disseminate information on the status and conditions of women to local women's organizations, policy makers, legislatives and municipal bodies and other relevant bodies. UNIFEM Strengthening the capacity and leadership of women's organizations and networks	Unions & associations, CSOs, CEC MoWA, MoH, MoSA, PLC members, CSOs Women Studies Centre – Birzeit University	1.2.1 Provide technical support to national counterparts involved in advocacy. UNESCO	UNESCO Total for 1.2. 60,450 UNIFEM Total for 1.2. 99,045	UNESCO Total for 1.2. 60,450 UNIFEM Total for 1.2. 75,959	UNESCO Total for 1.2. 60,458 UNIFEM Total for 1.2. 76,441	UNESCO Total for 1.2. 181,358 UNIFEM Total for 1.2. 251,445
			Al Muntada Coalition	1.2.2. Provide technical assistance to strengthening the capacity and leadership of existing networks between organizations in Gaza and the West Bank. UNIFEM				
1.3 Capacity to provide refuge, security, basic services and access to justice strengthened. (Lead – UNIFEM)	UNDP <ul style="list-style-type: none"> Standard training curriculum developed for judges, prosecutors, lawyers and CSOs by 2009; [Judicial Institution] 600-750 judges, prosecutors, lawyers and members of CSOs are trained to assist victims of VAW/GBV 	UNDP Strategic Plan 2008-2011 Fostering inclusive participation; Empowering the poor, women, youth, through expanding civic engagement UNIFEM Promoting women's	Unions & associations, Parliamentarians, CSOs Al Muntada Coalition WCLAC Birzeit University The High Judicial Council, MoJ	1.3.1 Provide awareness training for women's organizations, police, judiciary sector actors, etc on the provision of assistance to victims of VAW and GBV. UNIFEM, UNFPA, UNRWA, UNDP	UNIFEM Total for 1.3. 253,606 UNFPA Total for 1.3. 94,995 UNRWA Total for	UNIFEM Total for 1.3. 342,710 UNFPA Total for 1.3. 94,995 UNRWA Total for	UNIFEM Total for 1.3. 250,038 UNFPA Total for 1.3. 94,995 UNRWA Total for	UNIFEM Total for 1.3. 846,354 UNFPA Total for 1.3. 284,984 UNRWA Total for

	<p>by 2011. [Judicial Institutions]</p> <ul style="list-style-type: none"> • Rehabilitation of a protection facility for women victims of violence by 2009. [UNDP] <p>UNIFEM</p> <ul style="list-style-type: none"> • 100 members of police force Domestic Violence Units attend at least one training course on assisting victims of VAW by the end of 2010; [Al Muntada] • 6,000 women in CBOs have enhanced knowledge on GBV/VAW (including referral mechanisms) by the end of 2010. [Al Muntada] • Two help lines for women victims of violence continue to be running, the level of the services has improved (including number of working hours) and number of requests for help is increased by the end of 2011. [PCDR] • Staff of the shelter house for women victims of violence in Gaza is identified and has received training to operate in the shelter, 	<p>human rights to eliminate all forms of violence against women</p> <p>UNFPA Institutional mechanisms for improving the legal status of women, eliminating gender-based violence, promoting women and girls' rights, and increasing gender equity in decision-making, including political and economic decision-making</p> <p>UNRWA Strengthen CBO capacity to ensure inclusion of needs of women, children, youth and persons with disabilities in the development of programme and services</p>	<p>WCLAC PCC, Gaza Mental Health, WCLAC Women for Life MoEHE, MoSA, MoWA, MoH</p> <p>PCC, MEHWAR, WCLAC, Gaza Mental Health, MoWA</p>	<p>1.3.2 Train in the provision of legal and psychosocial counselling UNRWA, UNFPA</p> <p>1.3.3. Provide support to hotlines for victims of violence in Gaza, including establishing referral mechanisms. UNIFEM</p> <p>1.3.4. Rehabilitation of premises to provide shelter services to female victims of VAW and GBV. UNDP</p> <p>1.3.5 Capacity-building of existing and/or new shelters and safe houses for female victims of VAW and GBV. UNIFEM</p>	<p>1.3. 88,694</p> <p>UNDP Total for 1.3. 426,264</p>	<p>1.3. 81,643</p> <p>UNDP Total for 1.3. 163,031</p>	<p>1.3. 81,643</p> <p>UNDP Total for 1.3. 163,031</p>	<p>1.3. 251,981</p> <p>UNDP Total for 1.3. 752,326</p>
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	<p>by the end of 2009</p> <ul style="list-style-type: none"> • One help line for women victims of violence in Gaza Strip is running and number of requests for help is increased by the end of 2010. [Gaza Mental Health Services] <p>UNFPA</p> <ul style="list-style-type: none"> • Training curriculum on VAW/GBV developed by 2010; [WCLAC] <p>150 counsellors in Islamic courts and health providers in first aid and emergency unit in clinics and hospitals sensitized to addressing cases of GBV/VAW; [Office of Chief Islamic Judge, MoH]</p> <p>UNRWA</p> <ul style="list-style-type: none"> • 320 men and women leaders (160 women and 160 men leaders) trained on provision of assistance to victims of VAW/GBV by 2011. [UNRWA] • 100 trainers trained in legal psychosocial counselling by 2011. [UNRWA] 							
1.4. Awareness raised, behaviour and attitudes changed amongst men and women on gender	<p>UNFPA</p> <ul style="list-style-type: none"> • One survey to identify media campaign priorities carried out by 2009 joint media strategy addressing 	<p>UNFPA</p> <p>Institutional mechanisms for improving the legal status of women, eliminating gender-</p>	<p>Media Institute Birzeit University Other academic institutions, journalists, UNFPA</p>	<p>1.4.1 Joint media strategy developed & implemented addressing key gender inequalities. All agencies with UNFPA lead</p>	<p>UNFPA Total for 1.4. 167,872 UNESCO</p>	<p>UNFPA Total for 1.4. 268,838 UNESCO</p>	<p>UNFPA Total for 1.4. 268,838 UNESCO</p>	<p>UNFPA Total for 1.4. 705,547 UNESCO</p>

<p>relations, women's entitlements and rights (social, political and economic). (Lead – UNFPA)</p>	<p>gender stereotypes and inequalities developed and implemented by 2011; [Media Institute in BU]</p> <ul style="list-style-type: none"> • 240 youth peer educators will have received training on gender issues by 2011; [Namma] • 81,000 youth will have increased awareness of gender equality through attendance at 4,050 awareness raising workshops by 2011. [Namma] <p>UNESCO</p> <ul style="list-style-type: none"> • 720 teachers and 240 counsellors trained through 36 gender equality TOTs in WB and Gaza by 2011; [WCLAC] • 12 awareness campaigns conducted in schools targeting 12,000 students and 12,000 teachers by 2011. [MoEHE] <p>UNIFEM</p> <ul style="list-style-type: none"> • 2,688 perpetrators of GBV and VAW will have received counselling through support groups or individual sessions by 2011. [Al Muntada] 	<p>based violence, promoting women and girls' rights, and increasing gender equity in decision-making, including political and economic decision-making</p> <p>UNESCO Promote initiatives that create a better understanding of the human rights of women and gender equality, including appropriate social policies and the enhancement of women's political participation</p> <p>UNIFEM Promoting women's human rights to eliminate all forms of violence against women</p> <p>UNRWA Develop gender mainstreaming strategy for RSS and CBOs programmes in context of the Agency overall strategy</p>	<p>MoYS, Namma</p> <p>UNESCO MoE, MoWA, women's NGO's</p> <p>UNIFEM Al Muntada Coalition, UNRWA UNRWA's CBOs</p>	<p>1.4.2. Provide support to and raise awareness of teachers, students and parents on gender equality and violence against girls and boys. UNESCO</p> <p>1.4.3 Conduct training/counselling with youth, men & women. UNFPA, UNIFEM, UNRWA</p>	<p>Total for 1.4. 103,001</p> <p>UNIFEM Total for 1.4. 51,109</p> <p>UNRWA Total for 1.4. 124,919</p>	<p>Total for 1.4. 85,525</p> <p>UNIFEM Total for 1.4. 49,423</p> <p>UNRWA Total for 1.4. 121,367</p>	<p>Total for 1.4. 83,351</p> <p>UNIFEM Total for 1.4. 54,185</p> <p>UNRWA Total for 1.4. 121,367</p>	<p>Total for 1.4. 270,377</p> <p>UNIFEM Total for 1.4. 154,717</p> <p>UNRWA Total for 1.4. 367,653</p>
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	UNRWA <ul style="list-style-type: none"> 1,500 women and men (perpetrators and victims) will have received legal and psychosocial counselling by 2010. [UNRWA CBOs] 							
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Outcome 2 of Joint Programme

2. Representation of women and women's issues in decision-making bodies increased.

Indicators and baselines: Proportion of seats held by women in PLC (13.64%, 2007, CEC); proportion of seats held by women at Local Council Level (18%, 2006,CEC); women PLC members elected by lists (25.76%, 2006, CEC); women PLC members elected by Districts (1.52%, 2006, CEC); candidates for PLC (District Lists) (3.62%, 2006, CEC), % of women in strategic position on party lists (TBD, 2008); women in local authorities (12.9%, 2006); % of women in decision-making positions (Minister: 8.3%, Deputy Minister: 0%, Deputy Assistant 5.7%, General Director: 11%, 2005) by women in local authorities.

For more detail, please consult M&E framework (Section 10).

Risks and assumptions: Political and socio-economic conditions in oPt do not deteriorate significantly; PA /PLC are able to operate; national institutions pursue their stated commitments to women's political participation, support to women's quota continues.

Resources: US\$ 1,875,444

JP outputs	Smart Outputs and Responsible UN Organisation	Reference to Agency priority	Implementing Partner	Indicative activities	Resource allocation and indicative time frame			
					Y1	Y2	Y3	TOTAL
2.1 Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development. (Lead – UNDP)	UNIFEM <ul style="list-style-type: none"> Unified policy paper format for translation of research findings into policies designed by the end of 2009. [UNIFEM] UNDP <ul style="list-style-type: none"> Terms of reference for research drafted and approved by 2009; [UNDP] 	UNIFEM Building a knowledge base on effective strategies for mainstreaming gender in development UNDP Strategic Plan 2008-2011 Fostering inclusive participation;	Al Muntada Policy-makers PCBS, Women's studies programs; Women's Study Centres, MoLG	2.1.1 Develop qualitative policy and action-oriented research and dissemination on political representation. UNIFEM, UNDP	UNIFEM Total for 2.1. 15,799	UNIFEM Total for 2.1 0	UNIFEM Total for 2.1. 0	UNIFEM Total for 2.1. 15,799
				2.1.2. Build a database on women in different decision-making positions. UNESCO	UNDP Total for 2.1. 66,972	UNDP Total for 2.1 0	UNDP Total for 2.1 0	UNDP Total for 2.1 69,972
				UNESCO Total for	UNESCO Total for	UNESCO Total for	UNESCO Total for	

	<p>UNESCO Role of women in decision –making enhanced and monitored against MDG3 through establishment of database by 2010 and subsequent updating [PWRDC]</p>	<p>Empowering the poor, women, youth, through expanding civic engagement</p> <p>UNESCO PWRDC lobbies to end all forms of discrimination and VAW and to empower them through opportunities for the acquisition of knowledge and skills, and support women participation in development.</p>			2.1 15,825	2.1 15,825	2.1 13,685	2.1 45,336			
<p>2.2 Increased capacity of local government authorities and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs. (Lead – UNDP)</p>	<p>UNESCO</p> <ul style="list-style-type: none"> 50 PLC members have increased knowledge and awareness on women in decision-making, gender gaps and effect on regulatory frameworks in relation to MDGs by 2011. [Birzeit University] <p>UNDP</p> <ul style="list-style-type: none"> Some 3,000 local officials and legislators have increased skills to mainstream gender by 2011; [UNDP] Existing gender statistics and indicators in oPt are reviewed, additional gender-sensitive statistics and indicators are 	<p>UNESCO Same as in 2.1.</p> <p>UNDP Strategic Plan 2008-2011- key result 2.2 and 1.1 – Promoting inclusive growth, gender equality, and MDG achievement</p> <p>UNFPA Leveraging political support for women from a wide range of stakeholders</p> <p>UNIFEM Leveraging political support for women from a wide range of stakeholders</p>	<p>MoWA MoLG CEC</p>	<p>2.2.1 Train national counterparts on research findings on political representation and regulatory frameworks. UNESCO</p>	<p>UNESCO Total for 2.2. 46,112</p>	<p>UNESCO Total for 2.2. 46,112</p>	<p>UNESCO Total for 2.2. 46,006</p>	<p>UNESCO Total for 2.2. 138,229</p>			
			<p>WATC Sabaya Centres Rural Women Development Society MoWA, LGUs, MoLG</p>	<p>2.2.2 Organise training and workshops to raise awareness on gender in local government units, councils, and related NGOs. UNDP, UNIFEM, UNFPA</p>	<p>UNDP Total for 2.2. 83,022</p>	<p>UNDP Total for 2.2. 296,781</p>	<p>UNDP Total for 2.2. 296,781</p>	<p>UNFPA Total for 2.2. 144,643</p>	<p>UNFPA Total for 2.2. 94,995</p>	<p>UNFPA Total for 2.2. 94,995</p>	<p>UNFPA Total for 2.2. 334,632</p>
			<p>UNIFEM Sabaya Centres; other possible implementing partners to be determined</p> <p>UNRWA partner</p>	<p>2.2.3 Provide training for developing women leaders. UNIFEM, UNRWA</p>	<p>UNIFEM Total for 2.2. 190,000</p>	<p>UNIFEM Total for 2.2. 182,157</p>	<p>UNIFEM Total for 2.2. 128,486</p>	<p>UNRWA Total for 2.2. 35,895</p>	<p>UNRWA Total for 2.2. 32,396</p>	<p>UNRWA Total for 2.2. 32,396</p>	<p>UNIFEM Total for 2.2. 500,642</p> <p>UNRWA Total for 2.2. 100,688</p>

	<p>recommended to engender MDG targets; technical assistance is provided to the MDG Technical/ Steering Committee to mainstream gender analysis in national MDGs report by 2010; [UNDP]</p> <p>UNFPA</p> <ul style="list-style-type: none"> • 180 elected local women officials have increased skills in decision-making, needs assessment, communication and planning by 2011. [Rural Women Development Society] • 45,000 rural women have increased awareness of gender-related issues by 2011. [Rural Women Development Society] • 50 PCBS staff will have received gender training by 2011. [WCLAC] • 6 forms of IEC materials on gender indicators produced and disseminated by 2010. [PCBS] <p>UNIFEM</p> <ul style="list-style-type: none"> • 3,600 women will be able to articulate their 	<p>UNRWA</p> <p>Strengthen CBO capacity to ensure inclusion of needs of women, children, youth and persons with disabilities in the development of programme and services</p>	<p>CBOs</p> <p>PCBS, MoP, MDG Steering Committee</p>	<p>2.2.4. Provide technical assistance to the National MDG Technical/Steering Committee on engendering MDGs. UNDP/UNFPA</p>				
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	<p>needs to local authorities through 144 workshops and come up with action plans to address the needs of women in economic participation and women's empowerment by the end of 2010; [Sabaya Centres]</p> <ul style="list-style-type: none"> 1,080-1,350 rural women will have strengthened leadership skills through leadership training/coaching by the end of 2011. [Sabaya Centres] <p>UNRWA</p> <ul style="list-style-type: none"> 300 refugee male and female youth will receive TOT on dealing with VAW/GBV by 2011. [UNRWA] 							
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Outcome 3 of Joint Programme
Enhanced opportunities for women to participate economically equally.
Indicators: As outlined in the M&E framework
% participation rate for women (15 years and over) in the labour force B=16.6% T= Aug 2007, PCBS
% of women who work in the services sector B=42.7% T=Aug 2007, PCBS
%of women who work as wage employees B=48.5% T=Aug 2007, PCBS
% of unemployed women who completed 13 years of schooling B=32.1% T=Aug 2007, PCBS
Qualitative and quantitative analysis of national action plans development frameworks, policies and programmes that mainstream gender equality and women's economic empowerment concerns, B =TBD , T = 2008

Risks and assumptions: Security and socio-economic conditions in oPt do not deteriorate significantly; movement within the oPt is not further restricted; PA is able to operate; national institutions pursue their stated commitments to women's empowerment.

Resources: US\$ 3,037,370

JP outputs	Smart Outputs and Responsible UN Organisation	Reference to Agency priority	Implementing Partner	Indicative activities	Resource allocation and indicative time frame			
					Y1	Y2	Y3	TOTAL
3.1. Influence of gender advocates, workers and employers organizations in decision-making and planning is increased particularly in relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities. (Lead – ILO)	ILO <ul style="list-style-type: none"> • Training kit on tools, methodologies on gender indicators developed by 2009; [ILO] • 40 members of labour market institutions have increased knowledge on gender issues and are able to monitor the progress of women in the labour market by 2009; [MoWA] • A gender review of all laws that impede women's participation in the labour market is conducted by 2010; [Birzeit University] • 90 gender advocates are able to develop and launch an advocacy campaign for the endorsement of draft laws by 2011; [MoL] UNESCO <ul style="list-style-type: none"> • 50 representatives of women's NGOs and trade unions are trained on using law 	ILO Strengthened capacity of the MOL and social partners for labour market research and advocacy for improved legal frameworks promoting women's labour force participation UNESCO Commitment to all declarations, human right conventions including ILO core labour standards	ILO MoL, WWU, NWEK, MoWA, employers' organizations, research institutions Palestinian Labour Union	3.1.1. Develop and provide training on tools and methodologies for gender advocates and research institutes on quantitative, qualitative and process-oriented indicators. ILO	ILO Total for Output 3.1. 59,630	ILO Total for Output 3.1. 43,580	ILO Total for Output 3.1. 27,530	ILO Total for Output 3.1. 130,741
				UNESCO Total for output 3.1. 47,075	UNESCO Total for output 3.1. 47,075	UNESCO Total for output 3.1. 47,077	UNESCO Total for output 3.1. 141,226	
				3.1.2. Conduct a gender review of all laws that impede women's labour force participation and organise workshops for gender advocates in developing and launching an advocacy campaign for the endorsement of draft laws. ILO and UNESCO				

	y] reviews in their advocacy campaigns by 2011. [Birzeit University.							
3.2. Capacity of MoL (including its institutions), workers' and employers' organizations developed to implement specific measures that promote women's employment and protect them in the workplace. (Lead – ILO)	ILO <ul style="list-style-type: none"> Capacity of MoL (including its institutions), workers' and employers' organizations assessed and developed to implement specific measures that promote women's employment and protect them in the workplace by 2010; [MoWA] 180 people are able to implement equal opportunities policies; NWECC is established, and serves as advisory group to WWU and feeds into Gender Task Force by 2010; [ILO] 42 initiatives (round tables, meeting and retreats) are organised to produce a strategy and action plans on 	ILO Strengthened capacity of the MOL and social partners for employment support and policymaking	MoWA, MoL, WWU, NWECC, employers' organizations, research institutions	3.2.1. Undertake capacity assessment with MoWA for mainstreaming gender in labour market institutions. ILO	ILO Total for Output 3.2. 160,313	ILO Total for Output 3.2. 160,314	ILO Total for Output 3.2. 84,905	ILO Total for Output 3.2. 405,531
				3.2.2. Provide training (fellowships, exchange visits) to the MoL, workers' and employers' organizations on coordination mechanisms for mainstreaming gender equality and decent work. ILO				
				3.2.3. Assist MoL and other partners in establishing a multi-stakeholder National Women's Employment Committee (NWECC). ILO				
				3.2.4. Support gender mainstreaming within key MoL departments through training, coordination meetings and gender roundtables led by WWU and MoWA and the				

	<p>advancing women's employment and promoting women in leadership and management positions in labour market governance institutions by 2011; [WWU]</p> <ul style="list-style-type: none"> • 20 members of the Tripartite Committee have increased knowledge on the protection of women workers' rights by 2010; [ILO] • 15 persons from the Tripartite Committee and MoL will have skills to improve labour dispute mechanisms by 2010. [WWU] <p>UNESCO</p> <ul style="list-style-type: none"> • Checklist on gender equality principles developed and used in MoL by 2011 [UNESCO] • 6 departments in MoL develop a gender mainstreaming strategy, action plans and monitoring mechanisms by 2011. [PWRDC] 			<p>production of an action plan. ILO</p> <p>3.2.5. Conduct an assessment; provide awareness-raising and training to members of the Tripartite Committee towards reducing GBV and VAW; support the development and monitoring of GBV and VAW indicators in the workplace in order to strengthen labour dispute mechanisms. ILO</p>				
3.3. Employment opportunities for low-income women and female	<ul style="list-style-type: none"> • 30 persons in women cooperatives have enhanced skills market and management by 	ILO Improved employability and productivity of labour	ILO MoL, WWU, NWEC, MoWA, employers'	3.3.1. Conduct Training of Trainers in market, management and organizing skills for	ILO Total for Output 3.3. 511,873	ILO Total for Output 3.3. 453,022	ILO Total for Output 3.3. 148,078	ILO Total for Output 3.3. 1,112,972

graduates including in refugee camps are increased. (Lead – ILO)	<ul style="list-style-type: none"> 2008; [ILO] 30 persons in women cooperatives have enhanced skills in organizing by 2009; [ILO] 100 women have enhanced their financial skills through training developed by women cooperatives; [Women's Cooperatives] Rapid labour market assessment in key areas of growth undertaken with 30 TVET centres by 2009; [ILO] Training module developed by 2010; [ILO] 20 trainers trained in 10 TVET centres by 2010; [ILO] 150 TVET centre and NGO staff have increased skills for training in areas of labour market growth by 2010. [MoL] 30 trainers and 90 women have enhanced life skills by 2010. [TVET Centers] Awareness campaign on TVET curricula is implemented by 2011. [MoWA] 	<p>force and expanded access to income and employment opportunities; improved environment and capacities of SMEs and cooperatives development</p> <p>UNIFEM Strengthening women's economic rights and empowering women to enjoy secure livelihoods as entrepreneurs, producers and home-based workers</p> <p>UNRWA Assist disadvantaged women to cope effectively with family and socio economic needs</p>	<p>organizations, research institutions, women's cooperatives</p>	<p>women cooperatives. ILO</p>	<p>UNIFEM Total for Output 3.3. 54,961</p>	<p>UNIFEM Total for Output 3.3. 0</p>	<p>UNIFEM Total for Output 3.3. 60,723</p>	<p>UNIFEM Total for Output 3.3. 115,683</p>
			<p>MoL, WWU, NWECA, MoWA, employers' organizations, research institutions, women's cooperatives</p>	<p>3.3.2. Provide 20 grants for women cooperatives to implement learning activities in their own institutional settings. ILO</p>	<p>UNRWA Total for Output 3.3. 380,935</p>	<p>UNRWA Total for Output 3.3. 39,049</p>	<p>UNRWA Total for Output 3.3. 39,049</p>	<p>UNRWA Total for Output 3.3. 459,032</p>
			<p>UNIFEM Sabaya Centres</p> <p>UNRWA CBOs CBOs and MCSP</p>	<p>3.3.3. Activate income-generation schemes for women's CBOs, using UNIFEM's Sabaya approach. UNIFEM, UNRWA</p>	<p>ILO MoL, WWU, NWECA, MoWA, employers' organizations, research institutions, women's cooperatives</p> <p>UNRWA CBOs</p>	<p>3.3.4. Undertake specific rapid labour market needs assessment in key areas of growth and demand with select TVET centres; develop training modules and train trainers for delivering skills training for women and victims of GBV in the areas identified in the assessment. ILO, UNRWA, UNIFEM</p>	<p>UNIFEM Sabaya Centres</p>	
			<p>MoL, WWU, TVET, MoWA, MoEHE, employers' organizations</p>	<p>3.3.5. Provide training for trainers and integrate training on life skills. ILO, UNIFEM</p>				

	<ul style="list-style-type: none"> • Training needs for BDS providers ascertained by 2008. [ILO] • Training module developed and 75 persons have skills to work as BDS providers to MSMEs targeting women entrepreneurs and business start-ups by 2009. [Employers] <p>UNIFEM</p> <ul style="list-style-type: none"> • 360-450 women have increased knowledge on equal participation in employment and the labour market by the end of 2011. [Sabaya Centres] • 1,440-1,800 rural women and young female graduate have received academic and job counseling by the end of 2011. [Sabaya Centres] <p>UNRWA</p> <ul style="list-style-type: none"> • 26 CBOs (16 in the WB and 10 in Gaza) in refugee camps have developed and implemented income-generations schemes for 520 (20 Schemes / CBO) refugee women by 2010. [UNRWA CBOs] 		<p>UNIFEM Sabaya centres</p> <hr/> <p>MoL, WWU, TVET, MoWA, MoEHE, employers' organizations</p> <hr/> <p>MoL, WWU, MoWA, employers' organizations, BDS providers</p>	<p>3.3.6. Support training on equal participation in employment and the labour market, as well as academic and job counselling sessions for rural women and young women graduates. UNIFEM</p> <hr/> <p>3.3.7. Assist in launching an awareness raising campaign led by MoWA among families, employers and TVET institutions to change perceptions on improvements in TVET curricula. ILO</p> <hr/> <p>3.3.8. Assess needs and provide training module for BDS providers to MSME's using tools, techniques and strategies for better mainstreaming and upstreaming gender equality considerations for women entrepreneurs. ILO</p>				
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5.2. Work plan and budget

The joint workplan and budget are presented in Annex A of this document. Progress made by individual Implementing Organisations will be regularly monitored at monthly meetings of the Programme Management Committee (see below) and significant challenges or obstacles requiring the intervention of the UN Resident Coordinator (RC) will be promptly brought to his/her attention.

5.3. Annual reviews

Implementing partners and participating UN Organisations will jointly conduct annual planning and review meetings for all activities covered in the results framework, monitoring and evaluation plan and workplans covered by this joint programme. This will include regular assessments of the risks and assumptions. Minutes of these discussion, a new workplan and budget will be produced with the necessary adjustments based on lessons learned from the review and implementation progress achieved and will be submitted for approval to the NSC.

6. Management and coordination

6.1. Coordination arrangements

The Fund will rely on UN Resident Coordinators (RC) to facilitate collaboration between Participating UN Organizations to ensure that the programme is on track and that promised results are being delivered. To ensure proper checks and balances of programme activities the following committees will be established in the oPt:

- A National Steering Committee (NSC), and
- Programme Management Committee(s) (PMC).

The NSC consists of a representative of the PA, the UN Resident Coordinator and a representative of the GoS (Head of the Spanish Cooperation Office for the oPt) and will have overall responsibility for programme activities. The NSC will provide strategic guidance and oversight and approve the Programme Document including subsequent revisions, annual workplans and budgets. The NSC will be co-chaired by the UN Resident Coordinator and a Government Representative. To the extent possible, the NSC will use existing coordination mechanisms to undertake the process of planning and stakeholder consultation. The NSC will meet biannually and will make its decisions by consensus. The United Nations Office of the Special Coordinator for the Middle East Peace Process (UNSCO) will be responsible for organizing and facilitating meetings of the NSC.

The responsibilities of the NSC will include:

- a. Reviewing and adopting the Terms of Reference and Rules of Procedures of the NSC and/or modify them, as necessary (Generic Terms of Reference can be found on the MDTF website);
- b. Approving the Joint Programme Document before submission to the Fund Steering Committee. Minutes of meeting to be sent to MDG-F Secretariat with final programme submission;
- c. Approving the strategic direction for the implementation of the Joint Programme within the operational framework authorized by the MDG-F Steering Committee;
- d. Aligning MDG-F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
- e. Approving the documented arrangements for management and coordination;
- f. Establishing programme baselines to enable sound monitoring and evaluation;
- g. Approving the annual work plans and budgets as well as making necessary adjustments to attain the anticipated outcomes;
- h. Reviewing the Consolidated Joint Programme Report from the Administrative Agent and provide strategic comments and decisions and communicate this to the Participating UN Organizations;
- i. Suggesting corrective action to emerging strategic and implementation problems;

- j. Creating synergies and seeking agreement on similar programmes and projects by other donors;
- k. Approving the communication and public information plans prepared by the PMCs.

The PMC for the gender equality and women's empowerment programme will consist of UN Participating Organisations (UNDP, UNIFEM, UNESCO, ILO, UNFPA and UNRWA), and a member of MoWA. The RC will chair the PMC. The PMC will invite other stakeholders (representatives of relevant line ministries, NGOs, CBOs, independent experts) to attend as observers depending on agenda. The PMC will be responsible for the operational coordination of the Joint Programme (including the recruitment and management of the Programme Manager). The PMC will meet on a monthly basis.

The responsibilities of the PMC will include:

- a. Ensuring operational coordination;
- b. Appointing a Programme Manager;
- c. Managing programme resources to achieve the outcomes and output defined in the programme;
- d. Establishing adequate reporting mechanisms in the programme;
- e. Integrating work plans, budgets, reports and other programme related documents; and ensuring that budget overlaps or gaps are addressed;
- f. Providing technical and substantive leadership regarding the activities envisaged in the Annual Work Plan;
- g. Agreeing on re-allocations and budget revisions and make recommendations to the NSC as appropriate;
- h. Addressing management and implementation problems;
- i. Identifying emerging lessons learned; and
- j. Establishing communication and public information plans.

The Programme Manager (PM) will head the Programme Secretariat³⁴ which will be based in the Ministry of Women's Affairs, to ensure smooth coordination with relevant national authorities. S/he will act as the focal point for Project Managers in UN participating organizations. The Programme Secretariat will consist of the PM supported by one Monitoring and Evaluation Officer. In its evaluation activities the PS will work closely with MoWA and other relevant line ministries. The Programme Secretariat will facilitate meetings of the PMC, be accountable for the circulation and submission of reports and action plans, day-to-day management of joint monitoring of all activities, coordinate the annual evaluation of the programme at the working level, ensure public information dissemination in accordance with communication and public information plans approved by PMC, inform issues that affect the management of the programme that need to be addressed by the PMC at higher levels and make linkages with other potential MDG Fund programmes. Participating UN agencies will support the Programme Secretariat in the fulfilment of its functions by providing transport support (with compensation) as feasible within their own operational constraints.

In his/her activities, the PM will be accountable to the PMC and will regularly report on activities to the Gender Task Force to ensure smooth coordination.

UNDP is the Administrative Agent (AA) for the Fund and provides the AA function for all approved programmes. The Multi-Donor Trust Fund (MDTF) Office at UNDP Headquarters carries the AA functions, which will include:

- (a) Disbursing approved resources to the Participating UN Organizations;

³⁴ The budget related to the PS has been included in the UNDP section of the budget.

- (b) Consolidating the joint programme narrative report with financial reports from Participating UN Organizations, including analysis of financial and narrative data, for forwarding to the NSCs;
- (c) Providing the consolidated Joint Programme progress reports, and other reports as appropriate to the donor, i.e. the Fund Steering Committee through the Secretariat;
- (d) Streamlining the reporting systems and harmonizing reporting formats based on joint programming best practices;
- (e) Facilitating the work of the Participating UN Organizations to ensure adherence to a results-based reporting structures around outcomes and outputs; and
- (f) Ensuring that fiduciary fund management requirements are adhered to.

In addition, UN organizations will continue to coordinate their activities (both within and outside of this programme) through existing UN coordination mechanisms such as sectoral coordination meetings involving other UN organizations that are not implementing their activities within this programme. The programme will also share information with other initiatives such as the “Women and Children’s Rights Through Access to Information”³⁵, funded by the GoS and implemented by UNDP Information and Communication Technology for Development in Arab Region (ICTDAR) and WCLAC. In addition, they will coordinate their activities with other MDG Fund programmes that may exist in oPt as well as particular thematic groups relevant to this programme. This will ensure the complementarity of interventions and will prevent overlap in activities. UN agencies will also regularly organize and attend coordination meetings with NGOs and other stakeholders as well as frequent bilateral meetings as required.

6.2. Cash transfer modalities:

As there is currently no UNDAF for oPt, the Harmonized Approach to Cash Transfers is not applicable for oPt. Individual Participating UN organisations will be responsible for making direct cash transfers to implementing organisations for activities where they are identified as the Implementing Organisation in the Programme Document. No direct payments are being made to the PA.

7. Fund Management Arrangements:

A pass-through management arrangement will be used and UNDP HQ New York is the Administrative Agent (AA) for the Fund. These functions are the responsibility of the MDTF Office at UNDP Headquarters and their responsibilities as are mentioned in the section 6..

Upon receipt of the Fund Steering Committee’s final approval of the Joint Programme Document, the Fund Secretariat will release funds for the implementation of the full Joint Programme to the MDTF Office. On receipt of a copy of the signed Joint Programme Document, the MDTF Office will transfer the first annual instalment to each participating UN organization. To request the fund transfer, the RC will submit the Fund Transfer Request Form to the MDTF Office. The transfer of funds will be made to the Headquarters of each Participating UN organization.

Each Participating UN Organization assumes complete programmatic and financial responsibility for the funds disbursed to it by the AA and can decide on the execution process with its partners and counterparts following the organization’s own applicable regulations.

Each Participating UN Organization establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the AA. Participating UN Organizations are requested to provide certified financial reporting according to the budget template provided in the MDG-F Operational Guidance Note issued by the

³⁵ An Advisory Board will be established for the project comprising the Spanish Cooperation, the Ministry of Justice, the Ministry of Social Development, the National Center for Human Rights, WCLAC, UNDP, ICTDAR and all relevant religious affairs bodies

MDTF Office and are entitled to deduct their indirect costs on contributions received not exceeding 7 per cent of the Joint Programme budget in accordance with the provisions of the MDG-F MOU signed between the AA and the Participating UN Organizations.

Subsequent instalments will be released in accordance with Annual Work Plans approved by the NSC. The release of funds is subject to meeting a minimum commitment threshold (legally binding contracts signed, including multi-year commitments which may be disbursed in future years) of 70% of previous fund release to the Participating UN Organisations combined. If the 70% threshold is not met for the programme as a whole, funds cannot be released to any organization, regardless of the individual organization's performance.

On the other hand, the following year's advance can be requested at any point after the combined commitment against the current advance has exceeded 70% and the work plan requirements have been met. If the overall commitment of the programme reaches 70% before the end of the twelve-month period, the Pos may after endorsement by the NSC request the MDTF Office, through the RC to release the next instalment ahead of schedule.

Individual Participating UN organisations are responsible for making direct payments to implementing organisations for activities where they are identified as the UN Implementing Organisation in the Project Document.

8. Feasibility, risk management and sustainability of results:

This programme proposal has been developed in close consultation with relevant PA line ministries (MoWA, MoSA, MoYS, MoL, MoP, MoEHE, MoLG) to ensure its consistency with national priorities and fully taking into account the PA's strategic objectives as articulated in government plans and in line with the PA's work on achieving the MDGs. The feasibility of these objectives greatly depends on the future development of political processes in the oPt, including financial allocations to the PA by the international community. The whole programme has been conceived on the assumption that there is progress made in building the capacity of the PA and that there is not a resumption of major inter-factional violence.

On issues that are particularly context-specific, such as the change of legislation that affects women in the oPt, the key risk is the continued paralysis of the PLC. In the event that this situation persists for the whole duration of the programme, emphasis will be placed on producing draft laws or the identification of alternative mechanisms (e.g. using the power of Presidential Decrees) wherever possible.

In the event that problems in access and movement continue, particularly in relation to the Gaza strip, the programme may need to be adapted and changed in some of its components. For example, the construction of a women's shelter in Gaza may not be possible if the GoI continues to prevent the entry of construction materials. Likewise, this activity may also be affected in the event of a total breakdown in law and order.

The programme has been conceived in a way to ensure the maximum sustainability of its results as it hinges on building the capacity of existing national structures that will continue functioning beyond the lifespan of this programme and that have ultimate accountability in the provision of services and decision-making processes.

9. Accountability, Monitoring, Evaluation and Reporting

The accountability for the overall implementation of the programme rests with the NSC, the PMC, the PS and the participating UN organizations.

The NSC (as outlined in Section 6) will have overall responsibility for providing strategic guidance and oversight to the programme, and approving the Programme Document including subsequent revisions, annual workplans and budgets. The PMC (as outlined in Section 6) will be responsible for the operational coordination

of the Joint Programme. The Programme Secretariat³⁶ (as outlined in Section 6) will provide support to the PMC as well as day-to-day management of joint programme. Participating UN organisations will be accountable for the implementation of activities and achievement of outputs (as outlined in the Joint Programme document), the monitoring and evaluation of all their activities, as well as participation in coordination meetings and timely reporting.

The Joint Programme will promote maximum transparency by reporting on its progress through regularly updated information (e.g. narrative reports, research, etc) on a national Internet portal in Arabic and English. All materials that be posted on the portal will first receive approval from the Programme Management Committee.

In monitoring and evaluation activities, wherever possible, existing data collection methods will be used such as national statistics provided by PCBS, reports of the Palestinian Elections Commission, regular reporting done by line ministries and associated institutions (clinics, social centres, etc).

To reflect a joint programme approach, the Programme Secretariat will include a Monitoring and Evaluation Officer who will act as the focal point for monitoring and evaluation activities of the individual agencies. S/he will support the Programme Manager and the implementing agencies in leading a joint process with implementing partners (MoWA, MoL, MoSA, MoEHE, MoLG, other line ministries, UN and civil society) to develop a comprehensive monitoring and evaluation strategy with an action plan. Each lead UN agency will assume responsibility for collecting regular monitoring data on their specific activities. At the same time, the M&E officer will assume responsibility for overall regular data collection from all sources including individual UN organizations and relevant institutions (ministries, other state institutions, NGOs, CBOs, research institutions) as well as analysis and report writing.

In all their reporting and evaluation activities, UN agencies and national partners will report against relevant MDGs outlined at the beginning of this document as well as the four of the seven priorities identified by the UN Millennium Project Task Force on Gender Equality and Women's Empowerment, namely: promoting women's equal access to labour markets, sustainable employment and adequate labour protection; ensuring equal access of women to productive assets and resources, including land, credit and technology; eliminating all forms of discrimination and violence against women and the girl child, including by ending impunity and by ensuring the protection of civilians in accordance with the obligations of States under international humanitarian law and international human rights law; promoting increased representation of women in government decision-making bodies, including through their equal opportunity to participate fully in the political process.

The M&E Officer will also conduct quarterly monitoring visits to programme activities to report on progress. S/he will also be responsible for supporting external evaluations of programme activities drawing on experts in gender equality and women's empowerment who have specialist skills in gender mainstreaming and other gender-related issues. Terms of reference for external evaluations will be drafted by the PS and approved by the PMC.

Two external evaluations have been planned for this programme. The first will be a mid-term review which will be conducted by the MDG-F secretariat³⁷ and lay out strategic recommendations for any adjustments in approach or implementation that are required in Year 2 and Year 3. The second evaluation will be a broad impact assessment at the end of Year 3 which will provide a clear indication of what the programme has achieved in terms of outcomes and impact in relation to gender equality and women's empowerment. The second evaluation will also contain strategic recommendations on action that is required post programme to ensure long-term sustainability and follow-up on key elements of the programme.

³⁶ The budget allocation for the PS is included in the UNDP portion of the budget.

³⁷ The programme does not include the budget for the mid-term review because it will be initiated by the MDT-F secretariat.

The terms of reference for both these evaluations will be developed in close collaboration with the MoWA and other relevant ministries, and submitted for approval to the PMC. Evaluation reports will be circulated to all Participating agencies for comments which will be submitted together with the reports to the National Steering Committee. Findings from the evaluation reports will also be included as part of regular progress reports as appropriate.

The MDTF Office is responsible for the annual Consolidated Joint Programme progress Report, which will consist of three parts:

AA Management Brief: The management brief consists of analysis of the certified financial report and the narrative report. The management brief will identify key management and administrative issues, if any, to be considered by the NSC.

Narrative Joint Programme Progress Report: This report is produced through an integrated Joint Programme reporting arrangement. The report should be reviewed and endorsed by the PMC before it is submitted to the MDTF Office on 28 February of each year.

Financial Progress report: Each Participating UN organization will submit to the MDTF Office a financial report starting expenditures incurred by each programme during the reporting period. The dead-line for this report is 31 March.

In addition, the Joint Programme Document should note that the quarterly updates will be made available to the donor and that the Joint Programme will have a mid-term review and a final evaluation. The mid-term review will be organized by the MDG-F Secretariat.

To ensure maximum national ownership and capacity-building of national institutions, UN agencies will ensure that experts are embedded into ministries, local institutions and NGOs wherever possible. PA ministries and UN organisations will jointly consult the drawing up of TORs for consultancies and the hiring of all consultants. Consultants will be required to work at the relevant ministry/NGO to ensure full transfer of knowledge.

10. Programme Monitoring Framework (PMF)

Expected Results (Outcomes and Outputs)	Indicators (with baselines & indicative timeframes)	Means of verification	Collection methods (with indicative timeframe & frequency)	Responsibilities	Risks & assumptions
1. Gender based violence and all forms of violence against women and the girl child reduced	<i>1. Qualitative and quantitative analysis of change in incidence of gender-based violence and all forms of VAW</i> <i>Baselines: TBD in 1st quarter 2008 (see Output 1.1)</i>	PCBS reports	UNIFEM annual reports Year 1, Year 2, Year 3	UNIFEM with UNESCO, MoWA, PCBS	Capacity and willingness exist within PCBS
1.1 Knowledge and baseline on VAW and GBV established to monitor gender equity goals and inform program development. UNIFEM – lead, UNESCO, UNFPA, ILO	1.1. Prevalence measures on domestic violence (including root causes) incorporated into routine annual PCBS sample surveys B =TBD, T = 2008	PCBS reports	UNIFEM quarterly reports Year 1, Year 2, Year 3	UNIFEM with MoWA PCBS	Capacity, resources and willingness exist within PCBS
1.2 Capacity of gender advocates to influence policy decision-making and practice in relation to discriminatory legislation increased. UNESCO – lead, UNIFEM	1.2. Qualitative and quantitative analysis of policy papers and report forms produced by governmental bodies on VAW and GBV B =TBD, T = 2008	Survey at beginning and end of project	UNESCO report Year 1, Year 2, Year 3	UNESCO with MoWA	Willingness of government bodies to engage on gender issues and share information
	1.2. Reports on number of draft laws prepared to decrease gender discrimination B = TBD, T = 2008	Report on draft laws	UNESCO report Year 1, Year 2, Year 3	UNESCO with MoWA, PLC and women’s groups	None
	1.2. % of PLC members who are aware of gender discrimination in legislation B =TBD , T =2008	Survey on gender awareness among PLC members	UNESCO Year 1 and Year 3	UNESCO with MoWA and PLC	PLC is functional
	1.2. % of PLC members who have undertaken action in relation to discriminatory legislation	Survey on gender awareness among PLC members	UNESCO Year 1 and Year 3	UNESCO with MoWA and PLC	PLC is functional

	B = TBD , T = 2008				
1.3 Capacity to provide refuge, security, basic services and access to justice strengthened UNIFEM -lead, UNFPA, UNRWA, UNDP	1.3. Number of training packages which include gender-sensitisation in training of police forces, judges and social workers. B = TBD , T = 2008	Report on training sensitisation / questionnaire to relevant governmental bodies and institutions	UNIFEM and UNFPA – collection and collation of reports Year 1, Year 2 and Year 3	UNIFEM and UNFPA with MoWA	Response to questionnaires.
	1.3. Cases of GBV reported to the police and other bodies, cases investigated and conviction rates. B = TBD , T = 2008 /9	MoI reports on reporting and investigation of GBV MoJ reports on conviction rates.	Collection and collation of statistics on an annual basis	UNIFEM with MoWA, MoI and MoJ	Victims report GBV MoI establishes Domestic Violence Units, collects gender disaggregated information and is willing to share information MoJ willing and able to share gender disaggregated information
	1.3. Number of women seeking and accessing refuge in women’s shelters and counselling services B = TBD , T = 2008	MoSA reports Reports of Ministry of Women’s shelters (Bethlehem and Nablus) SAWA UNRWA Relief and Social Services reports Reports of Islamic courts	Collection and collation of statistics from reports on an annual basis Year 1, Year 2 and Year 3	UNIFEM and MoWA	MoSA and women’s groups are willing to share information
1.4. Awareness raised, behaviour and attitudes changed amongst men and women on gender relations, women’s entitlements and rights (social, political and economic) – UNFPA – lead, UNESCO, UNRWA, ILO, UNIFEM, UNDP	1.4. Number of women receiving accurate information on combating GBV and organizations dealing with GBV B = TBD , T = 2008	Reports from UNFPA partners working in the field.	Collection and collation of reports collected on an annual basis Year 1, Year 2 and Year 3	UNIFEM and UNFPA	Willingness of victims to receive services. Willingness to share information with UN
	1.4. Types of behavioural and attitudinal changes amongst perpetrators of violence on women’s entitlements and rights. B = TBD, T = 2008	Behavioural and attitudinal tests at the beginning and end of support activities.	Collection and collation of reports collected at the end of each cycle of support sessions Year 1, Year 2 and Year 3	UNIFEM	Willingness of victims to report abuse Mechanisms established and functioning to report abuse Willingness to share information with UN

	1.4. Perception surveys among women and men in targeted geographical areas B = TBD , T =2008	Perception surveys	UNFPA, annually Year 1, Year 2 and Year 3	UNFPA with MoWA	
	1.4. % of women who believe a man is justified in beating his wife is she goes out without telling him. B=4.1% T=2006	Palestinian Family Health Survey	Palestinian Family Health Survey/PCBS, Year 3	UNFPA with PCBS	Resources exist to conduct new survey
	1.4.Types of behavioural and attitudinal changes amongst youth on women's entitlements and rights. B =TBD , T =2008	Interviews and focus groups with youth	UNFPA, annually Year 1, Year 2 and Year 3	UNFPA with MoWA	
2. Representation of women and women's issues in government and public decision-making bodies increased.	<ul style="list-style-type: none"> Proportion of seats held by women in National Parliament (PLC) B=12.9% T=2006 B = 13.64%, T = 2007 	Statistics on PLC membership	PCBS report incorporating 2006 CEC information Update requested directly from CEC (2007 information includes 1 woman from Christian quota) UNESCO / CEC reports 2006 and 2009	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information
	<ul style="list-style-type: none"> Proportion of seats held by women at the Local Council level B=18% T= 2006 	Statistics on PLC membership	UNESCO / CEC report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> Women PLC members elected by Lists B = 25.76% , T = 2006 	Statistics on PLC membership	UNESCO / CEC report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> Women PLC members 	Statistics on PLC	UNESCO / CEC report	UNESCO with	Elections take place

	<i>elected by Districts</i> B = 1.52% , T = 2006	membership	Year 1 and Year 3	MoWA	CEC/PCBS are willing and able to provide sex-disaggregated information
	<ul style="list-style-type: none"> • <i>Candidates for PLC (District Lists)</i> B=3.62% T= 2006 	Statistics on PLC membership CEC reports	UNESCO / CEC report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> • <i>Candidates for PLC (Lists' candidates)</i> B=22.29% T= 2006 	Statistics on PLC membership CEC reports	UNESCO / CEC report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> • <i>Percentage of women voters/women registrants at PLC elections</i> B =45.75% , T=2006 	CEC	CEC reports (next election in 2009)	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> • <i>% of women in strategic (winnable) position on party lists</i> B = TBD , T = 2008 ○ 	Research on political representation	UNESCO / CEC report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> ○ <i>% seats held by women in local authorities</i> B = TBD, T = 2007 ○ 	CEC statistics MoLG statistics	UNESCO report Year 1 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> ○ <i>% of women in PLC Committees</i> B =TBD , T = 2008 	Statistics on PLC membership	UNESCO report Year 1, Year 2 and Year 3	UNESCO with MoWA	Elections take place CEC/PCBS are willing and able to provide sex-disaggregated information Elections take place
	<ul style="list-style-type: none"> ○ <i>% of women in decision-</i> 	PCBS Statistics on	UNESCO report	UNESCO with	PCBS produced

	<p><i>making positions (e.g. departmental heads) in governmental bodies and public institutions</i></p> <ul style="list-style-type: none"> ○ <i>B = Minister-8.3%, Deputy – 0%, Deputy Assistant- 5.7%, General Director – 11%, N/A T = 2005</i> 	governmental bodies and institutions	Year 1, Year 2 and Year 3	MoWA	statistics on decision-making positions MoF is willing to share information with PCBS
	<ul style="list-style-type: none"> ○ <i>Number of issues relating to women's practical and strategic needs discussed in the national assembly, PLC Committees and representative sample of local authorities</i> <p>B = TBD , T =2008</p>	Minutes of PLC Committees Minutes of meetings of local authorities	UNESCO report Year 1, Year 2 and Year 3	UNESCO with MoWA	PLC convenes Minutes exist and are shared with UNESCO
2.1 Knowledge and baseline on women's political representation is used to monitor equity goals and inform programme development. UNDP – lead, UNIFEM, UNESCO	2.1. Number of policy papers, legislation introduced on the basis of knowledge and baseline on political representation. B = TBD , T =2008	Report on policy papers and legislation	UNESCO report Year 1, Year 2 and Year 3	UNESCO with MoWA	Willingness of institutions to provide information
2.2 Increased capacity of local government and authorities, NGOs and grassroots organizations to identify, plan, deliver and report on gender-sensitive services and on MDGs. UNDP – lead, UNESCO, UNFPA, UNIFEM, UNRWA	2.2. % of local authorities, NGOs and grassroots organizations that include men's and women's perspectives in identifying, planning, delivering and reporting on services that benefit both women and men in the local community. B = TBD , T = 2008	Reports of national institutions and organisations Reports of local institutions and organisations Reports of grassroots institutions and organisations	Information collated by UNDP on an annual basis, Year 1, Year 2, Year 3 Information collated by UNFPA on an annual basis, Year 1, Year 2, Year 3 Information collated by UNIFEM on an annual basis, Year 1, Year 2, Year 3	UNDP, UNFPA, UNIFEM with MoWA	Institutions and organisations are willing to share information
	2.2. % of local authorities, NGOs and grassroots organization that report on MDGs. B = TBD , T = 2008	Report of the MDG National Committee Reports of grassroots organisations	Information collected and collated by UNDP and UNIFEM on an annual basis Year 1, Year 2, Year 3	UNDP/UNIFEM with MoWA	Institutions and organisations are willing to share information Institutions and organisation have

					capacity to report on MDGs
	2.2. Number of services that benefit women's security. B =TBD , T = 2008	Reports of national institutions and organisations Reports of local institutions and organisations Reports of grassroots institutions and organisations	Information collated by UNDP on an annual basis, Year 1, Year 2, Year 3 Information collated by UNFPA on an annual basis, Year 1, Year 2, Year 3 Information collated by UNIFEM on an annual basis, Year 1, Year 2, Year 3	UNDP,UNFPA, UNIFEM with MoWA	Institutions and organisations are willing to share information
	2.2. Number of formats developed that include sex-disaggregated data B =TBD , T = 2008	Reports of national institutions and organisations Reports of local institutions and organisations Reports of grassroots institutions and organisations	Information collated by UNDP on an annual basis, Year 1, Year 2, Year 3 Information collated by UNFPA on an annual basis, Year 1, Year 2, Year 3 Information collated by UNIFEM on an annual basis, Year 1, Year 2, Year 3	UNDP,UNFPA, UNIFEM with MoWA	Institutions and organisations are willing to share information
	2.2. Number of sex-disaggregated statistics B =TBD , T = 2008	PCBS reports	Information collected by UNFPA	UNFPA with MoWA	
	2.2. Number of gender sensitive statistics identified for each MDG B =TBD , T = 2008	National MDG Steering Committee and MoP	Information collected by UNDP	UNDP with MoWA	
3. Enhanced opportunities for women to participate economically equally.	<i>% participation rate for women (15 years and over) in the labour force</i> B=16.6% T= Aug 2007 <i>% of women who work in the services sector</i> B=42.7% T=Aug 2007	PCBS Reports (Produced regularly on quarterly and annual basis)	Internet updates of national statistics	ILO with MoWA	No deterioration in security conditions in oPt

	<p><i>%of women who work as wage employees</i> B=48.5% T=Aug 2007</p> <p><i>% of unemployed women who completed 13 years of schooling</i> B=32.1% T=Aug 2007</p> <p><i>Qualitative and quantitative analysis of national action plans development frameworks, policies and programmes that mainstream gender equality and women's economic empowerment concerns</i> B =TBD , T = 2008</p>	Survey at beginning, middle and end of project	Qualitative analysis and questionnaires to relevant bodies - annually – beginning of Year 1, middle of Year 2, end of Year 3	ILO with MoL, MoWA, NWEK, workers' and employers organisations	Governmental institutions continue to share information.
3.1. Influence of gender advocates, workers and employers organizations in decision-making and planning is increased, particularly in relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities. ILO-lead	3.1. Number of sex-disaggregated data and gender relevant indicators on women's economic participation utilized in PCBS, MoL and other relevant institutions. B =TBD , T = 2008	ILO report	Questionnaires Annual - beginning of Year 1, middle of Year 2, end of Year 3	ILO with MoL, MoWA, NWEK, workers' and employers organisations	Government institutions continue to share information.
	3.2. Percentage labour market institutions with integrated ILO standards.	ILO report	Annual - beginning of Year 1, middle of Year 2, end of Year	ILO/MoL, Trade Unions	Labour market institutions willing to share information
3.2. Capacity of MoL, vocational training centres and trade unions developed to implement specific measures that promote women's employment and protect them in the workplace. ILO	3.2.Number of cases of GBV and VAW in the workplace reported. B = TBD , T = 2008	Labour Inspection Reports	Quarterly	ILO with MoL and MoWA	Victims are willing to report Reporting mechanisms are functioning
	3.2. % of labour disputes involving women B = TBD , T = 2008	Labour Inspection Reports	Quarterly	ILO/Labour Inspection	MoL undertakes disaggregation of statistics on labour disputes
	3.2. % of labour market	ILO/MoWA survey on	Beginning and end of project	ILO/MoL, MoWA,	Willingness and

	institutions who have undertaken mainstreaming efforts/implemented equal opportunity policies. B = TBD , T = 2008	mainstreaming efforts	Year 1 and Year 3.	NWEC, NGOs, workers' and employers' organisations	resources available within institutions.
	3.2. % of women in targeted institutions / by position/responsibility B = TBD , T = 2008	PCBS Statistics	Quarterly	ILO/PCBS	PCBS able to disaggregate data
3.3. Employment opportunities for low-income and female graduates including in refugee camps are increased. ILO	3.3. Percentage of employed women refugees. B = TBD, T = 2007	National employment statistics UNRWA report	Annual (and quarterly if needed)	ILO/PCBS	
	3.3. Number of girls and women accessing/enrolling in vocational training/by type of training and relevance to skills required labour market. B = TBD , T = 2008	Project report TVET reports on certificates issues PCB statistics	Annual, Year 1, Year 2 and Year 3.	ILO/TVET	
	3.3. Number of girls and women graduates from TVET centers finding employment within one year of graduation B = TBD , T = 2008	Project report and tracking of women graduates from TVET	Annual, Year 1, mid-year 2, End of Year 3	ILO/TVET centres	
	3.3. Number of low-income female graduates who find employment within one year of graduation. B = TBD , T = 2008				
	3.3. Number of women entrepreneurs whose skills are enhanced (business management, negotiations, etc) and who use these skills B = TBD , T = 2008	Survey of women entrepreneurs	Mid-term report & End Year 3 report	ILO with MoWA	
	3.3. Number of low-income women who become certified care providers.	Project Report	Quarterly	ILO with MoWA	

	B= TBD, T=2008				
	3.3. % of women in cooperatives. B=TBD , T=2007	PCBS Statistical Reports	Annual	ILO/PCBS with MoWA	
	3.1. Income levels of women in cooperatives B= TBD , T =2008	ILO report on women entrepreneurs (annual) PCBS	Annual	ILO/PCBS with MoWA	

11. Ex Ante Assessment of Cross-Cutting Issues

This programme takes into account the cross-cutting issue of the capacity gaps among the key duty bearers and rights holders involved, namely the ministries of the PA. The capacity gaps that will be addressed are as follows:

- The capacity of government institutions and line ministries to mainstream gender across programmes and in operations with well-defined action plans for implementation.
- The capacity of authorities at the sub-national level (local and grassroots) to identify, plan and deliver gender-sensitive services that respond to women's needs.
- The capacity of governmental institutions and bodies such as the PCBS and the MDG Steering Committee to engender MDGs and to include a gender dimension in all their reporting.
- The capacity of national and local institutions to develop a baseline on gender equity goals.
- The capacity of gender advocates (e.g. civil society organisations and women's groups) to influence policy, legal reform, decision-making and practice.
- The capacity of national institutions and organisations to provide refuge, shelter and basic services including counselling to women victims of violence.
- The capacity of TVET institutions to provide courses for skills-in-demand in the labour market.
- The capacity of line ministries, trade unions and other labour market institutions to develop specific measure to protect women in the workplace including the promotion and acceptance of equal opportunity employment policies and practices in the public and private sector.
- The capacity of line ministries, cooperatives, MSMEs to develop specific measures to ensure women have equal opportunities with men for employment, particularly low-income women.

12. Legal Context or Basis of Relationship

The following cooperation or assistance agreements are the legal basis for the relationships between the PA and each of the UN Organisations participating in this Joint Programme which will apply:

UNESCO

The presence of UNESCO's Liaison Office in Ramallah is governed by an agreement between UNESCO's Director General with the Chairman of the Executive Committee of the Palestine Liberation Organization and the President of the Palestinian Authority on 24 May 1997. UNESCO has also signed an with MoWA for the period 2005-2007.

UNFPA

UNFPA's current Country Programme Action Plan 2006 – 2009 which has been approved by the Palestinian Ministry of Planning.

UNRWA

UNRWA's position in the oPT is governed by the United Nation's Privileges and Immunities Agreement between the UNRWA and the Palestinian Authority.

UNDP/UNIFEM

In December 1978, the United Nations General Assembly (GA) called upon the UNDP to undertake development activities on behalf of the Palestinian people. The GA resolution came into effect through standing agreements between UNDP and the Palestinian Liberation Organization, as well as UNDP and the GoI.

ILO

ILO signed a Memorandum of Understanding in January 1994 with the Department of Economic Affairs and Planning of the Palestine Liberation Organization(PLO) which was endorsed by the Palestinian Authority.

13. ANNEX A1

MDG-G JOINT PROGRAMME FOR THE oPt

Gender Equality – Social, Political and Economic in the occupied Palestinian Territory

JOINT PROGRAMME WORKPLAN

Period: 1 March 2009 – 28 February 2010

Annual targets	Activities	TIME FRAME				UN AGENCY	RESPONSIBLE PARTY	PLANNED BUDGET		
		Q 1	Q 2	Q 3	Q 4			Source of funds	Budget Description	Amount In US\$
Functioning of Programme Secretariat	Provision of overall programme support and coordination of Joint Programme activities	X	X	X	X	UNDP / Programme Secretariat	UNDP Programme Secretariat	MDG-F	1.1 Supplies Equip., Transport	25,845.00
									1.2 Personnel	102,153.00
									1.4 Contracts	20,000.00
									1.5 Other direct costs	32,345.00
									2.0 AGMS 7%	12,624.00
									Sub-total	192,967.00

JP Output 1.1:

1.1 Knowledge and baseline on VAW and GBV established to monitor gender equity goals and inform program development.(Lead – UNIFEM)

Annual targets	Activities	TIME FRAME				UN AGENCY	RESPONSIBLE PARTY	PLANNED BUDGET		
		Q 1	Q 2	Q 3	Q 4			Source of funds	Budget Description	Amount In US\$
VAW Research drafted and MoWA strategy to combat VAW drafted	1.1.1. Provision of TA for action-oriented and policy research and Specialist on VAW seconded at MoWA	X	X	X	X	UNIFEM	Al Muntada Coalition	MDG-F	1.1 Supplies Equipment	4,820.00
									1.2 Personnel	26,400.00
									1.4 Contracts	32,000.00
									1.5 Other direct costs	2,145.00
									2.0 AGMS 7%	4,575.55
									Sub-total	69,940.55

JP Output 1.2:										
Capacity of gender advocates to influence policy decision-making and practice in relation to discriminatory legislation increased. (Lead – UNESCO)										
400 male and female policy-makers from MoWA, MoSA, MoEHE, MoH, the Central Elections Commission (CEC), and about 450 persons from key women NGOs involved in advocacy, in addition to 50 PLC members are trained	1.2.1. Provide technical support to women's organizations involved in advocacy		x	x	x	UNESCO	Birzeit Women's Studies Institute, and Women Studies Centres	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Training of counterparts 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7%	5,039.00 11,700.00 26,933.00 10,300 2,523.00 3,954.65 60,449.65
13 women's organisations in the West Bank and Gaza supported and networking improved	1.2.2. Provide technical assistance to strengthen the capacity of existing networks in Gaza and WB	X	X	X	X	UNIFEM	Al Muntada	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7%	24,820.00 33,600.00 32,000.00 2,145.00 6,479.55 99,044.55
JP Output 1.3: Capacity to provide refuge, security, basic services and access										
<ul style="list-style-type: none"> 60 counsellors at the family counselling units trained 50 health providers trained 	1.3.1. Provide awareness training on provision of assistance to victims of VAW and GBV	X	X	X	X	UNFPA	Islamic courts	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings of counterparts 1.5 Other direct costs 2.0 AGMS 7%	7,400.00 12,500.00 23,600.00 890.00 3,107.30 47,497.30
<ul style="list-style-type: none"> 160 women leaders trained in 26 women's programme centres in Gaza and West Bank refugee camps 	1.3.1. Provide awareness training on provision of assistance to victims of VAW and GBV		X	X	X	UNRWA	UNRWA – Relief and Social Services Dept	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings of counterparts	4,436.00 10,320.00 29,600.00

										1.5 Other direct costs	1,090.00
										2.0 AGMS	3,181.22
										7%	
										Sub-total	48,627.22
<ul style="list-style-type: none"> 2,160 women in community-based women's organisations trained 4 training sessions for members of Police Domestic Violence Units 	1.3.1. Provide awareness training on provision of assistance to victims of VAW and GBV	X	X	X	X	UNIFEM	Al Muntada coalition	MDG-F		1.1 Supplies Equipment	4,820.00
										1.2 Personnel	4,800.00
										1.3 Training of counterparts	77,320.00
										1.5 Other direct costs	6,345.00
										2.0 AGMS	6,529.95
										7%	
										Sub-total	99,814.95
<ul style="list-style-type: none"> Training curriculum developed for women and men judges and prosecutors 	1.3.1. Develop training curriculum to provide awareness training on provision of assistance to victims of VAW and GBV	X	X	X		UNDP	Judicial Institution (UNDP, The High Judicial Council, MoJ)	MDG-F		1.1 Supplies Equipment	2,907.50
										1.2 Personnel	20,504.52
										1.4 Contracts	20,000.00
										1.5 Other direct costs	4,178.39
										2.0 AGMS	3,331.33
										7%	
										Sub-total	50,921.74
<ul style="list-style-type: none"> 50 MoSA counsellors trained 	1.3.2. Train in the provision of legal and psychosocial counselling	X	X	X	X	UNFPA	MoEHE and MoSA	MDG-F		1.1 Supplies Equipment	7,400.00
										1.2 Personnel	12,500.00
										1.3 Trainings of counterparts	23,600.00
										1.5 Other direct costs	890.00
										2.0 AGMS	3,107.30
										7%	
										Sub-total	47,497.30
<ul style="list-style-type: none"> 100 social workers trained 	1.3.2. Train in the provision of legal and psychosocial counselling		X	X	X	UNRWA	UNRWA - Relief and Social Services Dept	MDG-F		1.1 Supplies Equipment	4,486.00
										1.2 Personnel	10,370.00
										1.3 Trainings of	21,500.00

									counterparts	
									1.5 Other direct costs	1,090.00
									2.0 AGMS	
									7%	2,621.22
									Sub-total	40,067.22
• 2 help lines for women victims of violence and related protection services upgraded	1.3.3. Provide support to hotlines for victims of violence in Gaza including establishing referral mechanisms	X	X	X	X	UNIFEM	Gaza Community Mental Health Program; Palestinian Centre for Democracy and Conflict Resolution	MDG-F	1.1 Supplies Equipment	4,820.00
									1.2 Personnel	4,800.00
									1.4 Contracts	60,000.00
									1.5 Other direct costs	6,345.00
									2.0 AGMS	
									7%	5,317.55
									Sub-total	81,282.55
• Protection facility/ies in the Gaza strip rehabilitated	1.3.4 Rehabilitation of premises to protect female victims of VAW.	X	X	X	X	UNDP	MoSA, MoWA	MDG-F	1.1 Supplies Equipment	102,907.50
									1.2 Personnel	40,904.52
									1.4 Contracts	200,000
									1.5 Other direct costs	6,974.73
									2.0 AGMS	
									7%	24,555.07
									Sub-total	375,341.82
• Staff of the shelter house in Gaza identified and trained	1.3.5. Capacity building of shelter in Gaza	X	X	X	X	UNIFEM		MDG-F	1.1 Supplies Equipment	4,820.00
									1.2 Personnel	4,800.00
									1.3 Training of counterparts	56,000.00
									1.5 Other direct costs	2,145.00
									2.0 AGMS	4,743.55
									7%	
									Sub-total	72,508.55
JP Output 1.4: Awareness raised, behaviour and attitudes changed amongst men and women on gender relations, women's entitlements and rights (social, political and economic). (Lead – UNFPA)										
• National survey to identify priorities, obstacles and	1.4.1. Joint media strategy developed	X	X	X	X	UNFPA	Media Institute -	MDG-F	1.2 Personnel	12,500.00
									1.4 Contracts	100,000.00

<p>preferred media channels conducted</p> <ul style="list-style-type: none"> • Media strategy developed • 50 media students trained • 10 radio spots and 5 TV spots produced by students and broadcasted through 9 local radio stations and 6 local TV channels • Other media channels utilized based on the strategy developed 	to address key gender inequalities						Birzeit University		2.0 AGMS 7% Sub-total	7,875.00 120,375.00
<ul style="list-style-type: none"> • Guidelines and manuals on violence developed • Campaign prepared • Materials printed 	1.4.2. Provide support to and raise awareness of teachers, students and parents on gender equality and violence against girls and boys	X	X	X	X	UNESCO	MoEHE, (MoWA and women's NGOs)	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Training of counterparts 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	5,039.00 11,700.00 47,401.00 29,600.00 2,523.00 6,738.41 103,001.41
<ul style="list-style-type: none"> • 80 peer educators trained • 27,000 youth sensitized on gender issues through 1,350 sessions 	1.4.3. Conduct training/counselling with youth, men and women.	x	x	x	x	UNFPA	Namma (MoYS)	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings to counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	7,400.00 12,500.00 23,600.00 890.00 3,107.30 47,497.30
<ul style="list-style-type: none"> • 1,200 youth and adult male and female refugees in refugee camps trained 	1.4.3. Conduct training/counselling with youth, men and women		X	X	X	UNRWA	UNRWA Relief and Social Services Dept	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.5 Other direct costs	4,487.00 111,170.00 1,090.00

										2.0 AGMS 7% Sub-total	8,172.29 124,919.29
• 72 psychosocial counselling sessions and workshops with perpetrators of violence in rural areas	1.4.3. Conduct training/counselling with youth, men and women	X	X	X	x	UNIFEM	Al Muntada coalition; Other possible partners to be identified	MDG-F		1.1 Supplies Equipment 1.2 Personnel 1.3 Training of counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	4,820.00 4,800.00 36,000.00 2,145.00 3,343.55 51,108.55
JP Output 2.1: Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development. (Lead –UNDP)											
• Draft policy paper format produced	2.1.1. Provide TA for qualitative research on political representation	X	X	X	X	UNIFEM	UNIFEM (Consultant)	MDG-F		1.1 Supplies Equipment 1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	4,820.00 4,800.00 3,000.00 2,145.00 1,033.55 15,798.55
• Complete research on obstacles women face in participating in decision-making at the national and sub-national level	2.1.1. Conduct research and disseminate results	X	X	X	X	UNDP	UNDP (MoLG)	MDG-F		1.1 Supplies Equipment 1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	2,907.50 20,504.52 35,000.00 4,178.39 4,381.33 66,971.74
• Database is available to all and will be on line	2.1.2 Build a database on women in decision-making positions	X	X	X	X	UNESCO	PWRDC (PCBS, Al Muntada on VAW)	MDG-F		1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7%	11,700.00 3,000.00 90.00 1,035.30

									Sub-total	15,825.30
JP Output 2.2: Increased capacity of local government and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs. (Lead – UNDP)										
<ul style="list-style-type: none"> 150 persons trained. 	2.2.1. Train national counterparts on research findings and regulatory frameworks on political representation			X	X	UNESCO	Women Studies Centre-Birzeit University	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings of counterparts 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	5,039.00 11,700.00 22,533.00 1,300.00 2,523.00 3,016.65 46,111.65
<ul style="list-style-type: none"> 10 CBOs equipped 60 women volunteers trained 15,000 women sensitized 	2.2.2. Organise training and workshops to raise awareness	X	X	X	X	UNFPA	Rural Women Development society	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings to counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	7,400.00 12,500.00 23,600.00 890.00 3,107.30 47,497.30
<ul style="list-style-type: none"> 72 sessions of awareness raising on gender from women CBOs to local authorities and from women to policy-makers/decision-makers 	2.2.2. Organise training and workshops to raise awareness			X	X	UNIFEM	Sabaya centres	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Training of counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	4,820.00 4,800.00 44,600.00 2,145.00 3,945.55 60,310.55
<ul style="list-style-type: none"> 100 refugee women leaders trained 	2.2.3. Provide training for developing women leaders		X	X	X	UNRWA	UNRWA - Relief and Social Services Dept	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Training	4,437.00 10,270.00 17,750.00

									of counterparts	
									1.5 Other direct costs	1,090.00
									2.0 AGMS	2,348.29
									7%	35,895.29
									Sub-total	
<ul style="list-style-type: none"> 18 leadership training/coaching programs for rural women implemented in Gaza and WB (about 270 rural women trained) 	2.2.3. Provide training for women leaders	X	X	X	X	UNIFEM	Sabaya centres Other possible partners to be identified	MDG-F	1.1 Supplies Equipment	4,820.00
									1.2 Personnel	4,800.00
									1.3 Training of counterparts	109,440.00
									1.5 Other direct costs	2,145.00
									2.0 AGMS	8,484.35
									7%	
									Sub-total	129,689.35
<ul style="list-style-type: none"> 50 PCBS staff sensitized At least two materials that contain gender indicators and information produced and disseminated 	2.2.4. Provide technical assistance to PCBS	X	X	X	X	UNFPA	WCLAC (PCBS)	MDG-F	1.1 Supplies Equipment	53,800.00
									1.2 Personnel	12,500.00
									1.3 Trainings to counterparts	23,600.00
									1.5 Other direct costs	890.00
									2.0 AGMS	6,355.30
									7%	
									Sub-total	97,145.30
<ul style="list-style-type: none"> Existing sex-disaggregated statistics and gender sensitive indicators understood and future statistics and indicators engender MDGs proposed 	2.2.4. Review and analyze existing statistics	X	X	X	X	UNDP	UNDP, (PCBS)	MDG-F	1.1 Supplies Equipment	53,800.00
									1.2 Personnel	12,500.00
									1.3 Trainings	23,600.00
									1.4 Contracts	30,000.00
									1.5 Other direct costs	4,178.39
									2.0 AGMS	5,431.33
									7%	
									Sub-total	83,021.74

JP Output 3.1 : Influence of gender advocates, workers and employers organizations in decision-making and planning is increased particularly in

relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities (Lead-ILO)										
<ul style="list-style-type: none"> • Training materials developed • 40 persons trained (20 MoL and MoWA officials, 5 trade union members, 5 employers' organization representatives, 5 women NGO representatives, 5 researchers) 	3.1.1. Develop and provide training on tools and methodologies for gender advocates, research institutes on quantitative, qualitative and process-oriented indicators			X		ILO	MoL, NWEC (includes MoWA), Birzeit University Women's Studies Institute	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 8,046.00 15,000.00 1,624.62 1,950.52 29,815.14
Laws that impede women's labour force participation are identified, changes drafted and action for response designed by 90 gender advocates (MoL, MoWA, TUs, employers' org., NGOs, researchers)	3.1.2. Conduct a gender review of all laws that impede women's labour force participation and organise ad hoc workshops for gender advocates in developing and launching an advocacy campaign for the endorsement of draft laws		X	x	X	ILO	MoL, NWEC (includes MoWA), workers' and employers' organizations WWU of MoL, NWEC (includes MoWA)	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 8,046.00 15,000.00 1,624.62 1,950.52 29,815.14
50 representatives of women NGO's and trade unions trained on using the findings of the reviews of laws in their advocacy campaigns	3.1.2. Conduct a gender review of all laws that impede women's labour force participation and organise ad hoc workshops for gender advocates in developing and launching an advocacy campaign for the endorsement of		x	x	x	UNESCO	Birzeit WS Institute (MoL, MoWA)	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Trainings of counterparts 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	5,039.00 11,700.00 22,433.00 2,300.00 2,523.00 3,079.65 47,074.65

	draft laws									
JP Output 3.2: Capacity of the MoL (including its institutions), workers' and employers' organizations developed to implement specific measures that promote women's employment and protect them in the workplace. (Lead –ILO)										
<ul style="list-style-type: none"> 3 capacity assessments conducted 	3.2.1. Undertake capacity assessment for mainstreaming gender with labour market institutions, MoWA and gender advocates		X	X		ILO	NWEC (includes MoWA), workers' and employers' organizations	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 8,046.00 1,624.62 900.52 13,765.14
<ul style="list-style-type: none"> Fellowships are awarded (MoL, + other ministries, TU, employers' org. researchers and civil society) 8 exchange visits (MoL, MoWA) 180 people receive training on gender equality (MoL, + other ministries, TU, employers' org. researchers and civil society) 	3.2.2. Provide training (fellowships, exchange visits) to the MoL, workers' and employers' organizations on coordination mechanisms for mainstreaming gender equality and decent work				X	ILO	WWU of MoL, NWEC (including MoWA), workers' and employers' organizations	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 8,046.00 37,500.00 1,624.62 3,525.52 53,890.14
<ul style="list-style-type: none"> 2-3 persons representing 15 women organizations trained 	3.2.2. Train national counterparts on mainstreaming gender equality			x	x	UNESCO	MoL, MoWA Birzeit WS. institute	MDG-F	No budget	No budget
<ul style="list-style-type: none"> A multi stakeholder, consultative body (NWEC) is established and its members are trained (15-20) 	3.2.3. Assist MoL and other partners in establishing a multi-stakeholder National Women's Employment Committee (NWEC)		X	X	X	ILO	WWU of MoL, MoWA, National Tripartite Social Dialogue Committee	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7%	3,195.00 8,046.00 3,000.00 1,624.62 1,110.59

									Sub-total	16,976.21
<ul style="list-style-type: none"> 50 people are trained (MoL, + other ministries, TU, employers' org, researchers and civil society) 42 coordination and awareness raising initiatives conducted 	3.2.4. Support gender mainstreaming within key MoL departments through training, coordination meetings and gender roundtables led by WWU and MoWA and the production of an action plan		X	X	X	ILO	WWU of MoL, NWECC (including MoWA), workers' and employers' organizations	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7%	3,194.00 8,046.00 15,000.00 1,624.62 1,950.52
									Sub-total	29,815.14
<ul style="list-style-type: none"> GBV and VAW indicators in the workplace are identified; 10 MoL Staff, 7 TU and 7 Employers trained 30 members of tripartite committee and NWECC trained 	3.2.5. Conduct assessment, provide awareness-raising and training to members of the Tripartite Committee towards reducing GBV and VAW in the workplace, support the development and monitoring of GBV and VAW indicators in the work place in order to strengthen labour dispute mechanisms				X	ILO	MoL, MoJ, workers' and employers' organizations WWU of NWECC MoWA), National Tripartite Social Dialogue Committee	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7%	3,195.00 8,046.00 30,000.00 1,624.62 3,000.59
									Sub-total	45,866.21
JP Output 3.3: Employment opportunities for low-income women and female graduates including in refugee camps are increased. (Lead – ILO)										
<ul style="list-style-type: none"> Needs assessment for women cooperatives conducted, 25-30 persons from women cooperatives are trained 	3.3.1. Conduct Training of Trainers in market, management and organizing skills		X	X		ILO	ILO MoL Cooperative Dep, Cooperative	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts	3,195.00 8,046.00 15,000.00

	for women cooperatives						Unions		1.5 Other direct costs 2.0 AGMS 7% Sub-total	1,624.62 1,950.59 29,816.21
• 20 grants are provided	3.3.2. Provide 20 grants for women cooperatives to implement learning activities in their own institutional settings				X	ILO	ILO MoL Cooperative Dep, Cooperative Unions	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 23,346.00 100,000.00 1,624.62 8,971.52 137,136.14
20 CBOs income generation projects are activated	3.3.3. Activate income-generation schemes for women's CBOs, using UNIFEM's Sabaya approach		x	x	x	UNRWA, UNIFEM (UNIFEM support to UNRWA has no budget implications)	Women's CBOs	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.4 Contracts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	21,854.00 33,070.00 300,000.00 1,090.00 24,920.98 380,934.98
• Sub-sectors of labour growth identified and governmental and non-governmental TVET curricula reviewed • 100 staff in leadership of TVET system, 500 employers and 5,000 families including women survivors of GBV, 39 media staff	3.3.4. Undertake specific rapid labour market needs assessment in key areas of growth and demand with select TVET centres and develop modules and train trainers for delivering skills training in the areas identified in the assessment	X	X	X		ILO, UNIFEM (UNIFEM support to ILO has no budget implications)	MoWA, MoL and NGO TVET Centres, relevant donors (GTZ, USAID, etc.	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 23,346.00 45,000.00 1,624.62 5,121.52 78,286.14
• ToTs delivered to 30 people • Life skills integrated in the	3.3.5. Provide training for trainers			X		ILO	MoWA, MoEHE,	MDG-F	1.1 Supplies Equipment	3,194.00

modules and delivered in training to 90 low-income women and survivors of GBV	and integrate training on life skills						MoL, Continuing Education Center of BZU		Transport 1.2 Personnel 1.3 Training of Counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	8,046.00 40,000.00 1,624.62 3,700.52 56,565.14
<ul style="list-style-type: none"> 450 rural women have increased knowledge on equal participation in employment and labour market 	3.3.6. Support training on equal participation in employment and in the labour market, academic and job counselling sessions for rural women and young women graduates	X	X	X	X	UNIFEM	Sabaya Centres	MDG-F	1.1 Supplies Equipment 1.2 Personnel 1.3 Training of counterparts 1.5 Other direct costs 2.0 AGMS 7% Sub-total	4,820.00 4,800.00 39,600.00 2,145.00 3,595.55 54,960.55
<ul style="list-style-type: none"> Awareness raising campaign launched 	3.3.7. Assist in launching an awareness raising campaign led by MoWA among families, employers and TVET institutions to change perceptions on improvement in TVET curricula				X	ILO	MoWA, MoL and NGO TVET Centres, (GTZ TVET)	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.5 Other direct costs 2.0 AGMS 7% Sub-total	3,194.00 8,046.00 1,624.62 900.52 13,765.14
<ul style="list-style-type: none"> ILO's WED training package adapted 30 BDS providers trained 20 grants provided for business start-ups 	3.3.8. Assess needs and provide training module for BDS providers to MSME's using tools, techniques and strategies for better		X	X	X	ILO	MoL, MONE, GTZ Small Enterprise Center	MDG-F	1.1 Supplies Equipment Transport 1.2 Personnel 1.3 Training of counterparts 1.4 Contracts	3,194.00 38,648.00 40,000.00 100,000.00

MDG-G JOINT PROGRAMME FOR THE oPt
ANNEX C
MDG-G Joint Programme
Justification for Budget Costs (Personnel and Equipment)

UNFPA

UNFPA will directly employ 2 Project Coordinators (1 WB and 1 Gaza) to coordinate all UNFPA activities and ensure proper monitoring, reporting and evaluation of all activities. They will be supported by one Finance/Admin Assistant and one driver.³⁸ As part of its awareness-raising activities on gender equality, VAW and GBV (Activity 2.2.2) UNFPA will support 10 NGO partners for whom equipment will be purchased (10 laptops, 10 LCD screens, 10 DVDs and TV). The ownership of the equipment will be transferred to the NGOs at the end of the duration of the programme. In addition, UNFPA will purchase an LCD , TV and laptop for its project staff in Gaza.

UNIFEM

UNIFEM will directly employ three Project Officers (Gaza, West Bank-North, West Bank-South) who will coordinate all project activities in this programme (including monitoring and evaluation efforts). UNIFEM's personnel costs include the salaries of staff employed at the safehouse which will either be constructed/rehabilitated in Gaza or the West Bank. The vehicle included in the budget would be used by UNIFEM Project Officers working on this programme and its costs include registration and insurance. Personnel costs for networking relate to Activity 1.2.2. and will fund the staff of the Al Muntada coalition. The 3 desktop PCs included in the budget will be for the use of UNIFEM Project Officers working on the programme.

ILO

In its personnel budget, ILO has included a Women Workers' Specialist, the BDS Specialist and TVET Specialist who will all be embedded within the MoL. All budgeted equipment (desktop computers and furniture) will be placed in the Women's Workers' Unit in the MoL and ownership will be transferred to MoL at the end of the programme.

Wherever possible, ILO will use national consultants for providing technical assistance in its activities. However, ILO's experience in oPt has shown that for certain areas (e.g. tools and techniques to monitor progress on compliance to international labour standards on gender equality as it relates to pay equity, gender equality standards) related to the application of ILO standards such expertise is not available locally. To ensure cost-efficiency, it has limited its use of non-national consultants to 6 regional and 2 international experts. In its budget, ILO has included regional rates (significantly lower than standard international rates) for such experts tapping into its experience in the region. Wherever possible, the regional/international consultants will be placed in national institutional settings (MoL, trade unions, etc) along with the national staff of the project where they will focus on building the knowledge-base of national institutions and national experts by providing training and other forms of job-embedded learning. As specified in the guidelines of the MDG-F requiring ToRs for all international staff, ToRs for all international consultancies are being submitted with this proposal (Annex E1-E8).

UNESCO

³⁸ Under UN security guidelines, drivers are required to drive UN vehicles in and to WB locations other than Ramallah, Bethlehem and Jericho.

Personnel costs included in the budget comprise a Project Coordinator and Gender Specialist who will work out of the Palestinian Women's Research and Documentation Centre (PWRDC), an entity that is currently part of UNESCO but is expected to become autonomous. The UNESCO Programme Assistant and Driver³⁹ will work on UNGEI activities which are included in this programme. Under UN security guidelines, drivers are required to drive UN vehicles in and to WB locations other than Ramallah, Bethlehem and Jericho.

The following budgeted equipment will be used for UNESCO staff working on UNESCO's education activities: 1 desktop computer, 1 laptop, 1 projector, 1 digital camera, 1 photocopier, 1 scanner and 1 video camera and 1 laser printer. For the research component, the following equipment (1 desktop computer, 1 laptop, 1 projector, 1 digital camera, 1 photocopier, 1 scanner and 1 video camera and 1 laser printer) will be purchased and placed within the PWRDC which is expected to become autonomous by the end of the programme. If and when it does so, the ownership of the equipment will be transferred from UNESCO. Due to the volume of information and research materials that will be produced, of heavy-duty photocopiers and printers were costed.

UNDP

UNDP's personnel budget includes the costs of a Programme Manager and a Monitoring and Evaluation Officer who will both be part of the joint Programme Secretariat and report to the Programme Management Committee. More detail on their roles and responsibilities is contained in the programme proposal under Section 6 and 9 of the proposal.

UNDP will directly employ 2 Project Managers (one for the WB and one for Gaza for the entire duration of the programme period), and one driver⁴⁰. The driver will drive a car that will be utilized by all participating agencies in the West Bank. The Site Engineer will be located on site and will oversee the technical details of the rehabilitation of the shelter.

UNDP included 4 desktops (2 for the Programme Secretariat and 2 for UNDP project staff), which are handed over to the counterpart upon the completion of the programme, and security equipment for all project staff (a programme manager, a M&E officer, 2 project managers and a driver). All other budgeted equipment and furniture will be for the rehabilitated safe house and ownership will be transferred to a national partner at the end of the project period.

UNRWA

In its personnel budget, UNRWA has included the costs of two Project Coordinators (1 for WB and 1 for Gaza) who will be supported by 2 Administration Assistants (1 for WB and 1 for Gaza). The legal and psycho-social counselors will work within 25 women's CBOs in refugee camps alongside the 16 technical assistants.

UNRWA's equipment costs include 2 cars which will be used by UNRWA Project Coordinators working on this project. All remaining equipment in the budget will be allocated to CBOs.

³⁹ Please see justification under footnote 1

⁴⁰ UNDP regulations require that all UNDP vehicles are exclusively driven by UNDP drivers.