

UNDP SOMALIA GENDER EQUALITY AND WOMEN'S EMPOWERMENT STRATEGY (2011 – 2015)

Progress Report
2012



*Empowered lives.
Resilient nations.*

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Somalia is changing - the political, economic, social and security contexts of the country are shifting every day for the better. Women's participation and roles are also improving, as can be seen by recent appointments in the new government and the increased focus of attention on women's rights and other related issues.

UNDP is working to respond to these changes in a structured and effective way. The UNDP Somalia Country Programme Document (CPD) for 2011 to 2015 provides a strong foundation through which to mainstream gender across all programmes, and also includes a specific outcome on gender. A Country Office wide Gender Equality Strategy is aligned with the programming of the office, and describes the system through which gender equality and women's empowerment will be implemented into its policies, operations and programming, which also contributes towards meeting the outcomes defined in the broader UN institutional framework for Gender Equality.

Mainstreaming gender into the wider programming of UNDP Somalia is at the core of this strategy, and means that considerations into the way projects, policies and implementation affect both men and women must be taken. To this end, the Gender Unit has worked in close collaboration with all projects to ensure that women are factored into initiatives relating to political participation, environmental protection, economic development, peacebuilding, legal protection and access to justice. Working specifically with partners on awareness raising, particularly with religious, traditional and clan leaders is key to this, as is building the capacity of government partners, including the gender machineries, to mainstream gender into their own work. The Gender Unit continues to strive to be more systematic about these efforts, which internally includes working through the Gender Focal Team, chaired by the senior management of UNDP. This has also included training programme staff on gender mainstreaming, which resulted in the development of action plans for staff to respond to. Key tools from this training, for planning, implementation and monitoring are also being collected and compiled into an easy reference handbook. The

Gender Unit is also responsible for Outcome 4 of the Country Programme Document: Somali women and men attain greater gender equality and are empowered. Under this outcome, the Gender Unit carries out a number of initiatives, implemented in partnership with local Civil Society Organizations (CSOs) and gender machineries across the region. The priorities of the unit in 2012 included promoting the political participation of women (which in Puntland resulted in the formalization of the Puntland Women's District Councilors Network), addressing women's social and economic development (notably through the provision of scholarships to enable 60 women pursue tertiary education), strengthening the capacities of gender machineries for mainstreaming, supporting gender policies and supporting local CSOs to carry out awareness raising and community dialogues on issues related to women's empowerment, Sexual and Gender Based Violence, and Female Genital Mutilation/Circumcision.

Efforts to mainstream gender into the operational aspects of UNDP Somalia's work are also underway. Gender parity in staffing, ensuring that gender sensitization is a regular internal practice and including gender equality considerations into performance appraisals are included in these initiatives. The Gender Strategy was presented to the Operations Team in June 2012 and agreements regarding human resources, procurement and training were made.

The Gender Unit also works through strategic partnerships and coordination with UN agencies and other institutions. Under the UN Country Team's Gender Theme Group, UNDP participates in joint activities and initiatives to develop and coordinate interventions related to gender within humanitarian and development related programming on a wide range of issues, including supporting the Transitional Federal Government, the implementation of Security Council Resolution 1325 on Women, Peace and Security, contributing to Headquarter level requests for data and information, and participation in other working groups related to protection, Sexual and Gender Based Violence, Female Genital Mutilation/Circumcision, media, etc.

The Gender Unit made great strides in 2012 as it finalized the recruitment of the entire team, established a number of processes and policies, and began implementation in the region. A number of challenges were faced in this initial year, including the effect of political developments on programming, resistance or lack of commitment to gender equality, low capacity for gender mainstreaming within programming, at both the Country Office level and with partners and the need for more strategic coordination.

In 2013, the Gender Unit will focus on strengthening and systematizing gender mainstreaming efforts across the programmes, in part through the implementation of the Sub-Office Action plans, the application of gender mainstreaming tools presented and shared in an easy to use handbook, short out-postings from the Gender Unit to projects, and the tracking of up-coming laws and policies so that gender analysis is applied more coherently. Programming delivered by the unit is also expected to respond in a more innovative manner to the challenges faced by Somali men and women. Advocacy to ensure that women's voices are meaningfully included in political participation will continue, and will be supported by a Quick Impact Fund from the Bureau for

Crisis Prevention towards female members of the newly selected Federal Parliament. In addition to the tertiary scholarships provided by the Gender Unit, counselling will be supported to the female students and efforts with the ministries of education in both Somaliland and Puntland will be stepped up to promote more scholarships for women. Working with religious leaders is also a key target for the coming year, and will include efforts to learn from others in the region, particularly related to Islamic discourses on gender, peacebuilding and development. Capacity building support for partners will also be continued, in an attempt to build the trust of those who have been tasked with the important work of implementing these initiatives on the ground and in communities. Continued efforts to build the capacities of UNDP staff in mainstreaming gender are also a priority, with gender sensitization training for operations staff planned for 2013, recommendations for ensuring all UNDP offices are women-friendly, and supporting Human Resources (HR) policies relating to increasing opportunities for women. Participation of the Gender Unit in coordination mechanisms will also continue, and is expected also to be strengthened through the increased efforts at mainstreaming.

Introduction



UNDP has supported women to enter positions in the ministries and judiciary, but the majority of civil service employees are still men. © UNDP Photo/WTYSL

Somalia is now firmly on the road to recovery and rebuilding after 21 years of political instability, extreme human insecurity and a near devastating drought. With a new government; a 275-member parliament and a 10-person cabinet now in place as of November 2012, an eight-year transitional period has ended and the country is poised to continue to foster peace and regain the confidence of the people in its ability to self-govern and assume the responsibility of providing basic services. Based on a provisional constitution adopted in August 2012, general elections are planned in four years' time, several new laws will be passed and important public institutions established. While women bore the major brunt of Somalia's immediate 'dark' past, they have also been a resilient force in the peace processes, sustaining meager economic activity in the face of dire survival challenges and at the same time striving to protect their rights and secure their rightful positions as co-nation builders in Somalia. For example, in June 2012 women made up 24 percent of the National Constituent Assembly which adopted the new Provisional Federal Constitution in August, 2012.

The road ahead of Somalia is still a long one, and as the newly minted political structures continue to unfold and consolidate, women continue to face manifest gender imbalances and multiple challenges in enjoying their rights and achieving equal access to assets and services. The level of women's representation in government (cabinet, parliament and local councils) is at a national average of 8% for all three regions. While this is a marked improvement from the transition years, women are still disproportionately represented in the new government in spite of a road-map agreement as recent as February 2012 (the Garowe II Principles), which unequivocally guaranteed women a 30 percent representation in all political institutions created to end the transition. For example, there are only 37 women (14 percent) in the 275-person strong parliament and two women (20 percent) in the 10-person cabinet. Fauzia Aden was appointed Deputy Prime Minister/Minister of Foreign Affairs, and Maryam Qasim was appointed Minister of Human Development and Social Services. In Somaliland, municipal elections held in November 2012 listed nearly 2400 candidates for 350 council seats, of which 172 were women. Preliminary results revealed that 10 women have been elected as local councilors compared to two women councilors before the elections.

Although women are currently facing increased economic opportunities, many women still work in menial positions, involving "sacrifice, risk and humiliation," and often only making enough money to sustain themselves and their families.¹ In addition, Sexual and Gender Based Violence (SGBV) remains common throughout Somalia with escalating incidents being reported in IDP camps. Female Genital Mutilation/Cutting (FGM/C) is still widely practiced.

The UNDP Country Office for Somalia (CO) has been a critical partner to the people of Somalia through the transition period and supported the road-map through strategic interventions, including a Joint Constitutional Unit (JCU) with the United Nations Political Office for Somalia (UNPOS), which helped to facilitate the development and adoption of the new Provisional

¹ Gardner, Judith (2006). A Gender Profile for Somalia (draft), p. 19. NORAD & the EC Somalia Unit publication.

Federal Constitution and empowered Somali women to participate in the constitutional development with a view to achieving a gender-sensitive constitution and enforcement mechanisms. The CO had also been repositioning itself since 2010, for a more effective and coherent response to gender equality and women's² empowerment in its programmes. In the first quarter of 2010, the CO underwent a number of review exercises.³ The evaluation reports carried compelling lessons for UNDP Somalia's future direction, and included the recommendation for a dedicated capability to reinforce gender equality in all the programmes.

These recommendations mirrored observations from an evaluation of gender mainstreaming in UNDP globally in 2005, which found amongst other things, that '*UNDP should reconsider its approach, if gender mainstreaming is to produce tangible and lasting results. The organization not only needs to establish a new and stronger institutional structure, but also to demonstrate leadership; articulate a vision; set goals, benchmarks and performance standards at the highest levels; and allocate core administrative and programme resources.*'⁴ UNDP has since developed a Strategic Plan (2008-2011) and a Global Corporate Strategy on Gender Equality (2008-2013), in addition to the wider UN institutional framework on Gender Equality and Women's Empowerment (see box 1).

In compliance with these recommendations, the UNDP Somalia Country Programme Document (CPD) for 2011 – 2015 provides a framework within which to implement the mandate of mainstreaming gender throughout the country programme and respond directly to the acute challenges faced by Somali women. The CPD includes a specific outcome on gender (Outcome 4) to ensure gender specific interventions alongside mainstreaming of gender into all projects falling under Outcomes 1, 2 and 3.

To further support this commitment, in May 2012, the CO adopted a Gender Equality Strategy (2011-2015) aligned with the CPD. The strategy describes how the CO will establish a system to integrate gender equality and women's empowerment in its policies, operations and programming for the five-year period, thereby contributing towards the gender equality outcomes

defined in the broader UN institutional framework for Gender Equality. The strategy further stresses the need to move towards up-scaling from gender sensitive to more gender transformative programming by addressing the causes of gender inequality through strategic actions that seek to transform the unequal power relations between men and women resulting in improved status of women and gender equality. The strategy will be reviewed annually to ensure continued relevance to UNDP's work in Somalia. The strategy outlines three specific objectives:

- a) To promote equality of opportunity and treatment between men and women in all sectors of UNDP's work in Somalia;
- b) To increase the quality and efficiency of UNDP Somalia's work on gender; and
- c) To establish structures and processes at the CO and sub-office levels that will promote effective coordination and information sharing on gender.

To achieve the above objectives the Gender Strategy deploys a four-pronged approach:

1. Mainstreaming gender equality and women's empowerment (GEWE) outputs and indicators under Outcomes 1, 2, and 3 of the CPD;
2. Undertaking specific interventions to support GEWE; Outcome 4: Somali women and men attain greater gender equality and are empowered;
3. Mainstreaming gender equality considerations in all institutional and organizational practices; and
4. Developing strategic partnerships in implementing gender-responsive interventions.

While the Gender Strategy aligns to the CO's CPD cycle of 2011 – 2015 (recognizing the CO's commitment to more strategic gender programming since 2010 and reflection of this in the CPD, as well as acknowledging prior efforts towards gender-sensitive programming) the strategy was only adopted and modest efforts made towards its implementation in 2012. This progress report therefore covers only the period of 2012. The following sections present the progress and achievements made in implementing the strategy against each of its four areas.

2 All references to men and women in this document will be interpreted to include boys and girls where appropriate unless specific distinction is required.

3 Assessment of Development Results (ADR); review of the past CPD (2008-2010); and an evaluation of the UNDP strategic partnership with donors and the UN Transitional Plan for Somalia (UNTP).

4 UNDP. January 2006. *Evaluation of Gender Mainstreaming in UNDP*, p. iii

1. Mainstreaming gender equality and women's empowerment (GEWE) outputs and indicators under Outcomes 1, 2, and 3 of the CPD

Efforts to promote GEWE in projects under Outcomes 1, 2 and 3 of the CPD

The CPD includes gender-specific indicators at the sub-outcome levels for outcomes 1, 2 and 3; requiring all programmes and projects to use these to address to the extent possible UNDP's institutional framework for gender mainstreaming, especially the Eight Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery (8PA); target and/or maximize the involvement of women and girls amongst other target groups and contribute more significantly to gender equality. While the commitment to promote GEWE reflected in the CPD acts as the main driver of efforts at the project levels, with the establishment and support of the Gender unit, projects under Governance and Rule of Law (GROL), Poverty Reduction and Environmental Protection (PREP) and HIV/AIDS strengthened their activities aimed at building capacities of national and local actors to promote women's participation in political, economic and cultural spheres; their participation in decision-making, raising awareness of women's rights (working with religious leaders, clan and traditional elders) and ensuring legal protection and support to women's rights. In 2012, these project activities showed some significant results towards improving women's status and enhancing attainment of their rights.

Promoting women's political participation

The UNDP/UNPOS Joint Constitutional Unit (JCU) worked actively to promote women's political participation in the transitional roadmap process. The Garowe II Principles agreed in February 2012 stipulated that women will secure a minimum 30% representation in the Technical Selection Committee, the National Constituent Assembly (NCA) and the New Federal Parliament (NFP). To operationalize this, the Gender Unit and UNPOS supported the gender machineries to convene two workshops; in Mogadishu in June and in Puntland in July 2012, to create a forum for CSOs working on gender related issues to engage with traditional elders and present lists of potential women candidates who fulfill the objective criteria and for the consideration as representatives in the NCA and the NFP. In addition, a staff member of UNPOS was embedded in the Technical Selection Committee. All these efforts helped to ensure that nomination of women to the NCA reached 24%, while the representation of women on the

NFP is 14%. Following the election, Somali Institutional Development project contributed to the promotion of elected women Member of Parliament's (MP's) role by advising the women how they can influence policy making and legislation development.

In supporting the development of the Provisional Federal Constitution, the JCU empowered Somali women to participate in the constitutional development process with a view to achieving a gender-sensitive constitution and enforcement mechanisms. The constitution's Article 3 (Founding Principles) states that, 'Women must be included, in an effective way, in all national institutions, in particular all elected and appointed positions across the three branches of government and in national independent commissions. Despite advocacy for a 30 percent quota of women in all decision-making bodies, this did not make it into the constitution. However, constitution article 133 specifically sets out a process for amendment of the constitution. UNDP will encourage the inclusion of the quota as well as development of a Gender Policy.

Increasing women's economic opportunities

PREP's Local Economic Development (LED) project's policy on women's participation in employment is 30%. In addition, the project not only advocated wider participation and inclusion of women in restoration and recovery activities, but also set a minimum target of 20% for IDPs and other vulnerable group participation. The project reached its target by providing 5,684 short term employment opportunities (33.5 percent women, 22 percent IDPs) to rebuild basic infrastructure in the recipients' communities. However, the project not only focused on participation of women in short term employment, but also engaged women in skills training and providing start-up 'tool kits' to assist in starting their own businesses. For this purpose, more than 50% of the trainees and beneficiaries from grants and start up kits were women. For example, in Buhakaba district, Bay region, 40 IDP women received one donkey and donkey cart each and were provided short term training on donkey husbandry.

The Private Sector Development (PSD) project provided grants and microfinance loans to a total of 816 persons, of which 622 (77%) were women. In addition, PSD in conjunction with Community Security provided livelihoods training and assets to 27 women in Somaliland. The combined social rehabilitation and long term livelihood training assisted the women to develop and sustain diversified livelihoods. The project also provided

vocational training in South Central region for 750 youth, of which 350 were women.

After more than 10 years without inclusion on the Global Human Development Report (HDR), UNDP Somalia has developed a National Human Development Report (NHDR) on Somalia which, along with the draft MDG Progress Report, disaggregates data by gender where possible in analyses, with the aim of obtaining a clearer picture of the state of women in Somalia, and identifying areas where gender-sensitive development can be advanced. The NHDR, which focuses on youth unemployment, includes a section on young women which examines (based on statistics gathered in the research phase of the report), the key issues and challenges they face in the different regions of Somalia. For example, the report states amongst other findings that only 5% of surveyed female youth have had access to vocational training, compared to 10% of their male counterparts. Further, the report highlights that women in Somalia suffer more exclusion and inequality in various aspects of development than men. A Somali Youth Charter developed as a result of the HDR production process stipulates guidelines for stakeholders to work with in order to empower young Somali women and men effectively and increase their contribution towards attaining the MDGs. Additionally, in conjunction with the Transitional Federal Government, UNDP provided technical support to a one-day workshop for young Somali women and men in South Central Somalia to brainstorm issues of importance and formulate a draft national youth policy. This ensured that young women and men engage in dialogue for development,

particularly on matters that directly affect their future. As the Ministry of Human Development and Social Services succeeded the transitional government late 2012, it is too early to say at this stage whether the ministry will build on the draft national youth policy or formulate a new one.

The Peacebuilding Unit commissioned an evaluation of UNDP's 'Security of Land Tenure' project which has run for a decade in western Somaliland, demarcating agricultural plots and issuing title deeds to farmers. The project's actual impact on female beneficiaries will be assessed through the evaluation, particularly since women and widows in particular become vulnerable when land tenure arrangements are insecure. A final report is expected in January 2013.

Inclusion of women in the peacebuilding process

UNDP's Community Security project engaged with women's groups throughout the peacebuilding policy consultation processes in Somaliland and Puntland, incorporating their inputs into policy content, and including a section in the policy specifically targeted towards women. The project has also successfully secured the inclusion of women on the District Safety Committees/District Peace Committees across Somalia. In addition, the Project trained 80 women in Puntland on conflict resolution and peace-building skills.

Ensuring legal protection for women and support to women's rights

Since its inception in 2008, the Access to Justice (A2J) project has consistently performed well in terms of promoting women's empowerment. In 2012, the project recorded a significant increase in legal support provided to women. A total of 4,619 women (PL: 646; SL: 2,185; and SC 1,788) were provided with legal aid by formal courts, lawyers and paralegals; 457 (PL: 133; SL: 179; and SC 145) were assisted by mobile courts; and 41 women SGBV survivors were assisted by the sexual abuse referral centre, 'Baahikoob' in Somaliland. Some A2J activity highlights include: 1) in Somaliland, the project supported the dedicated unit under the Attorney General's office for prosecution of SGBV related crimes contributing to remarkably reduced interventions by traditional institutions in SGBV cases before the formal justice system; 2) in South Central, Women Development Centre and the Coalition of Grassroots Women's Organizations supported by A2J expanded legal aid initiatives and increased preventive and responsive services for survivors of SGBV; and 3) in Puntland eight



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Box: Success story 1:

Gender transformative programming under Access to Justice Project opened new doors for Somali women

Aswan Mohamoud Jibril leads by example for women in Somaliland. At 26, she became one of the region's first female prosecutors. After graduating from a UNDP sponsored scholarship programme, she enrolled in a 10-month UNDP internship programme that places the law school's top graduates in key judicial institutions. In 2010, Aswan was appointed as a prosecutor with the Somaliland Prosecutor's Office. She prosecutes cases involving a range of crimes, mainly crimes against women and children. Despite threats to her personal safety, Aswan remains positive. "I see this as a step forward for women, because women were looked down upon and people used to think we could not hold these positions". She advises other young Somali women to join her; "When ordinary victim women knew about us they realized we can help them get justice and they feel comfortable expressing their situation openly. That is the prime achievement we brought to the Justice System." Aswan dreams of continuing her education up to Master's degree and becoming a senior prosecutor.

In 2012, the UNDP Access to Justice project supported recruitment of five additional female intern prosecutors who will be officially appointed as public prosecutors by the Somaliland High Judicial Council in spring 2013.

lawyers and 24 paralegals were stationed in major towns providing legal aid to female clients whereas women in rural areas were assisted by mobile courts.

A2J also supported 85 female law students and 59 female interns through scholarship schemes across Somalia. The scheme started in 2010 and continued through 2012 (see Success Story 1). In 2012, UNDP supported 20 female judicial interns and 42 female law students in Puntland. Seven of the students graduated in January 2013. In South Central, 10 female interns with the Association of Somalia Women Lawyers and Somalia Women Development Centre were supported. Starting from December 2012, the project provided funds to Mogadishu University to support a four year scholarship scheme for 25 students and 30 interns, out of which at least half are female. Through UNDP's support and collaboration with the Office of the Attorney General, the Somaliland High Judicial Council officially appointed the region's first four female Deputy Attorneys General (Public Prosecutors). A dedicated unit

for prosecution of SGBV related crimes, established in May 2011, has made progress and contributed to remarkably reduce interventions by traditional institutions in SGBV cases before the formal justice system. The project further supported the establishment of a Women's Lawyers' Association in Somaliland, and through its continued advocacy, the Somaliland High Judicial Council in November 2012 appointed seven women out of 40 lawyers who completed internships with the Ministry of Justice as Court Chief Registrars; marking the first time women would be appointed to such positions in the country.

The Civilian Police project has supported Women's and Children's Desks (WCD) in model police stations in Somaliland since 2007, aiming at improving women's access to the police. In early 2012, an evaluation visit revealed that these WCD's were largely no longer operational and the officers trained for those functions had been deployed elsewhere. UNDP lodged a complaint with the Ministry of Interior, and has since reached an agreement to re-develop the WCD's. The agreement also included the recruitment of 150 female police officers and a plan to ensure their future career prospects in order to attract adequately qualified women. The 150 women, who began their police training in the final quarter of 2012, were generally well qualified; all had secondary degrees and some were enrolled in tertiary education.

Raising awareness of women's rights (working with religious leaders, clan and traditional elders)

Gender inequalities and the low socio-economic status of women in Somalia continue to be one of the leading factors that make women more vulnerable to HIV in Somalia. The HIV programme incorporates discussions on gender issues into the monthly 'Community Conversation' projects being supported in Somaliland and Puntland, as well as into the HIV messages produced to be aired on various radio stations in both Somaliland (Radio Hargeisa) and Puntland (Radio Garowe and Radio SBC in Bossaso). These Community Conversations have succeeded in attracting more women than men (69% of participants in the community conversations were women and young girls) because the meetings are held at village centres where women and girls in the communities have direct and easy access; the community facilitators in the four villages are all women, which allows more women to share and contribute; prominent women in village committees encourage others to attend and learn from the community conversations. The programme also supports several Networks of People Living with HIV,

whose main clients tend to be women. Furthermore, the project made a special effort to reach out to 168 female religious leaders in South Central Somalia, who often have closer relationships with women than their male counterparts in their communities. In addition, the Community Security project trained 1,300 male youth from ages 18-26 on women's rights, sexual and gender based violence and the impact of FGM.

Improved gender mainstreaming capacity for government counterparts through training

A number of projects have also organized gender capacity trainings for implementing partners. In May, the Gender Specialist supported the Joint Programme on Local Governance (JPLG) in conducting gender training for staff of the Ministry of Labour and Social Affairs (MOLSA) in Hargeisa, Somaliland. The gender training aimed to deepen their understanding of not only gender concepts but how to apply gender analysis in their work. Eight male and 14 female staff of the Ministry benefitted from the training. Other GROL projects have included gender modules in their trainings that targeted MPs, paralegals and defense lawyers. SGBV trainings have also been held for police officers and prosecutors in Somaliland and Puntland.

Efforts from the Gender Unit to ensure a more coherent and systematic approach to mainstreaming and promoting GEWE

Early assessments by the Gender Unit of programme and project documents under Outcomes 1, 2 and 3 of the CPD in 2012 indicated a fair reflection of gender concerns in planned activities and contributions to women's empowerment in various ways. While all projects identified women as a proportion of target beneficiaries, and several projects included gender concerns into their programming or designed gender-specific initiatives, specific gender analysis was not systematically applied and success depended largely on the interest and effort of individual units. Sex-disaggregated data was used by many projects but not systematically in all data collected during implementation, monitoring and evaluation.

The Gender Unit has therefore provided support to other projects to increase overall reflection of gender concerns in their work plans, ensure gender balance in broader outputs and sharpen their indicators for measuring gender results. To this end, the Gender Unit made contributions from a gender perspective to Project Document reviews for the GROL and PREP programmes, and has also provided technical assistance to other

projects to assess the gender sensitivity of their activities by reviewing all project annual work plans and providing recommendations for addressing any shortcomings and strengthening GEWE related activities. Contributions from the Gender Unit were provided as required/requested to LOAs, partners' project proposals, TORS, studies and survey reports.

The general approach in the first part of 2012 was that gender technical assistance was provided on an ad-hoc and on-demand basis. With the adoption of the CO Gender Strategy, establishment of a Gender Focal Team, recruitment of the full team on the Gender Unit and development of the Gender Unit's internal action plan, support to gender mainstreaming in programming has now moved towards being provided in a more coherent and systematic manner.

The Gender Focal Team

The CO Gender Focal Team (GFT) was established to - amongst other objectives - improve internal synergies on gender and provide a forum for the CO to reflect upon key challenges facing women in Somalia and collectively identify appropriate responses. Based on a TOR developed by the Gender Unit and in accordance with the Global Gender Equality Strategy, the GFT should meet bi-monthly headed by the Deputy Country Director for Programming (DCD-P) and with representatives drawn from all units, programmes and projects. However, due to constraints relating to other pressing and immediate political developments in Somalia necessitating time and attention of key staff, the GFT was convened only twice in 2012. Discussions at both meetings were guided by thematic background briefs developed to inform strategic actions for the CO to address emerging gender issues.

The inaugural meeting held in May was opened by the Country Director. The meeting reflected on the alarming incidents of rape and other forms of SGBV (especially in the IDP camps) in Mogadishu. The meeting concluded on the need for close collaboration between GROL and PREP's livelihood programmes in order to address women's economic challenges which render them vulnerable to sexual exploitation. Following the GFT meeting, a more strategic meeting was held between the Gender Unit and the Police, A2J and Community Security project managers, chaired by the DCD-P. This meeting resulted in agreement on several strategies for how the various rule of law components can contribute and coordinate more closely to address SGBV from both a preventive and reactive angle (and not only in IDP camps).

The second meeting was held in September 2012 under the title 'Women's Participation in Public Life and Decision-Making in Somalia: Securing Quantities while Guaranteeing Quality Participation.' Participants noted the cross-cutting nature of the topic from programming and operational perspectives. The meeting discussed opportunities for increasing women's participation and representation in the new and emerging political processes following the election of the new parliament and government in Somalia. Discussion from the meeting served to inform a concept note for Quick Impact Fund (QIF) project for gender-sensitive implementation of the Provisional Federal Constitution (see bullet 5 at page 21).

Gender mainstreaming training for programme staff

To ensure that staff members have the necessary tools and skills to increase their overall efficiency in gender mainstreaming in programmes and thereby contribute to the CPD's stated GEWE goals, gender training for programme staff was conducted in October 2012. The training was designed based on an online gender capacity and needs assessment for all staff developed by the Gender Unit. Training sessions were conducted over two full days in Garowe and three half days in Nairobi and Hargeisa. A total of 68 staff members participated in the training (Hargeisa: 22, Garowe: 19, Nairobi: 27), of which 60 were programme staff. The overall objective of the training was to provide UNDP programme staff with practical tools to mainstream gender equality in their work.

The training introduced participants to the CO Gender Strategy and the broader international framework for GEWE that guides UNDP's work. It used a highly participatory approach to familiarize participants with several key tools to be applied throughout the project cycle. These tools were tailored to the CPD's gender objectives and the country context, and their effective use will enable programme staff to incorporate gender considerations systematically into all steps of the project cycle. Though not all programme staff were able to attend the training, all programmes were represented, meaning that there will be some staff present to champion the gender tools in all programmes.

The Gender Unit is now developing a Gender Mainstreaming Handbook with the tools presented at the training. The handbook will be distributed to all staff members in 2013 to support their continued application of the tools into their programming work.

Gender mainstreaming action plans

As part of the training, action plans were developed for each of the three offices (Nairobi, Hargeisa, Garowe) to create understanding of and commitment to the roles that all staff members play in ensuring gender mainstreaming in all programming and effective implementation of the CO Gender Strategy.

In addition, the Gender Unit has developed an internal mainstreaming action plan to foster more systematic provision of technical support on gender to other projects. The action plan foresees actions to build on and expand the efforts carried out in 2012; reviewing and making recommendations to PRODOCs, TORs, project proposals and agreements with partners, as well as supporting gender training for partners. In addition, the action plan describes an option for out-posting of members of the Gender Unit to work in other projects for shorter periods of time. Finally, the action plan assigns specific responsibilities within the Gender Unit for following up with the various projects under GROL, PREP, HIV/AIDS and Peace Building.

Other efforts to systematize gender mainstreaming

- **The Gender Marker:** The Gender Marker is a global UNDP tool, and has been incorporated into the CO Master Work plan template for 2013. The tool requires projects to rate all project activities in terms of how they contribute to gender equality and women's empowerment. Use of the Gender Marker will enable the CO to effectively and cumulatively track the gender-responsiveness of its allocations and expenditures on a yearly basis and report this precisely in the Results Oriented Annual Report (ROAR).
- **A gender section in the quarterly reporting template:** The CO developed new monitoring and evaluation processes during 2012, including a new template for quarterly reports. This template contains a dedicated section where all projects are required to reflect on their efforts towards promoting gender equality in order to ensure consistent reporting on mainstreaming efforts across all projects. The section was developed in cooperation between the M&E specialist and the Gender Unit.
- **The Gender in Somalia Brief:** The Gender Unit has developed a Gender Brief, which provides a quick overview of Somali women's situation in political,

economic, social and legal terms. The brief looks into the most recurrent aspects of discrimination faced by Somali women; providing region-specific data and highlights UNDP's response to the gender specific development challenges in the Somali context. This brief will be provided to all staff and consultants to support their ability to integrate special considerations for the challenges that Somali women face into their work. The brief will be updated on a regular (quarterly) basis, so that new data can be incorporated whenever possible.

- Gender Programme Analyst based in Nairobi (recruited in September 2012)
- Gender Programme Analyst based in Garowe (recruited in September 2012)
- National Gender Programme Officer based in Hargeisa (recruited in August 2012)
- National Gender Programme Office based in Garowe (recruited in September 2012)

2. Specific interventions to support GEWE - Outcome 4: Somali women and men attain greater gender equality and are empowered

Establishment of the Gender Unit

In order to have dedicated capability to reinforce gender equality in all the programmes and implement specific interventions to support GEWE, the CO Gender Strategy included the recruitment of a full-time Gender Specialist responsible for setting up a Gender Unit as one of its benchmarks. The Gender Unit was successfully established in 2012, consisting of the following positions:

- Gender Specialist based in Nairobi (recruited in November 2011)

The Gender Unit hosted two interns during 2012

The Gender Unit is responsible for giving technical support to other projects on GEWE and for managing and implementing the Gender Equality and Women's Empowerment Project.

The Gender Equality and Women's Empowerment Project

Under Outcome 4 of the CPD, the Gender Unit has developed a project designed to achieve four sub-outcomes, focusing on: 1) Strengthening GEWE through leadership training, advocacy and partnerships; 2) Increasing women's political participation at all levels; 3) Supporting women's social and economic empowerment; and 4) Creating an enabling legal and policy framework for GEWE. The Gender Unit has established partnerships



UNDP sponsored 145 Somali women to pursue tertiary education. © UN Photo/F.Juez

with a number of public and private institutions to achieve these outcomes. Many of the partners are active across several of the sub-outcomes.

Strengthening GEWE through leadership training, advocacy and partnerships

The GEWE project aims to empower a broad range of gender champions on the ground across Somalia. For this purpose, working in collaboration with the HIV/AIDS and Peacebuilding Units, the project carried out leadership trainings in both Somaliland and Puntland, identifying individuals from government, private sector, academia and CSOs from all three regions, who will act as champions on women's rights, peace building and HIV/AIDS. Thirty women and 48 men selected from the three regions participated in the UNDP Leadership for Results training and developed 'Breakthrough initiatives' through which they will continue to promote gender equality issues as 'Gender Champions' in their communities. As direct result of the leadership training, combined awareness programmes generated and funded by the participants in the training have reported to have reached over 5888 persons within last year (40 participants in Hargeisa reached 2513 people in Somaliland while 35 participants in Garowe reached 3375 persons in Puntland). A follow-up training is scheduled for first quarter of 2013.

In preparation of long-term media engagement on gender issues anticipated for 2013, the GEWE project has also undertaken consultations with media outlets in Puntland and Somaliland. The main aim of the consultations was to identify strategies for the media to contribute positively to raising gender equality consciousness in Somali society. One of the identified strategies at the consultations is to strengthen the capacity of journalists and media outlets to report more sensitively on gender and women's concerns and develop/expand programming to give more attention to women's rights and gender issues. Increasing women's political participation at all levels

To support women's political participation at all levels, the GEWE Project in collaboration with UNPOS supported the national gender machineries in Puntland and South Central Somalia between June and July 2012 to step up advocacy efforts to ensure women's inclusion in the political road map processes to end the eight year transition. This support resulted in 25% representation of women in the NCA and 14% of women in the NFP.

The GEWE project is now providing capacity building support to 44 female district councilors in Puntland. The

first of several planned workshops was held in December 2012, providing basic training on advocacy and lobbying skills to 30 of the women councilors in preparation for the 2014 elections, as well as formalizing the Puntland Women District Councilors Network. This network will help to strengthen the efforts of individual councilors by providing a coordination mechanism and joint strategy for their work.

With support from the Gender Unit, the Ministry of Labour and Social Affairs, Somaliland and the National Women's Umbrella Association – NAGAAD, held several dialogue sessions with groups including the media, traditional leaders, clan leader, sheiks and politicians, to discuss women's right to political participation and advocate for adoption of the 25% quota for women in the Somaliland Parliament. Furthermore, UNDP conducted nationwide civic education and provided capacity building training to 60 out of 172 female candidates for the local council elections held in November in Somaliland. Ten women were eventually elected as local councillors out of a total of 353 positions.

Supporting women's social and economic empowerment

Lack of education among Somali women is a significant limitation to their economic opportunities. The Gender Unit is sponsoring tertiary scholarships for 30 young women in Puntland and Somaliland. The selection process took place during August and September 2012, and the 60 recipients commenced their studies in a wide range of subjects after the official launch of the scholarships in November. Targeted at minority, IDP and financially disadvantaged girls, the scholarships allow these students to continue their education, and will also provide them with further training on leadership and empowerment, networking and mentoring opportunities. There is a high percentage of drop-out for female students due to marriage and domestic responsibilities and currently no student counseling services are available to assist students facing challenges related to continuing their education. The GEWE project work plan for 2013 contains activities to fill this gap.

Creating an enabling legal and policy framework for GEWE

The marginalization and discrimination that Somali women face on the basis of cultural and traditional beliefs necessitates a multi-faceted approach aimed at changing attitudes and empowering citizens to challenge and

BOX: Success story 2:

Tertiary scholarships building Somalia's female leaders of tomorrow

Hamdi, aged 21, is a recent recipient of the UNDP tertiary scholarship for young women, which supports her to study economics at the Puntland State University. Her father died when she was 15 and Hamdi convinced her cousin to pay her school fees for the remainder of high school. After graduation, she registered for university and began attending classes, but the university soon started demanding tuition fees. "They would come into the classroom and yell, naming those students that hadn't paid – then they would kick us out." Hamdi says she felt so embarrassed in front of her classmates when this happened three times in two weeks. To get funding, she approached some local organizations and the Ministry of Education, and was told about the UNDP tertiary scholarship for young women.

With the support of UNDP scholarship, Hamdi can now focus on studying economics, and not on worrying that she will be singled out in class to pay her school fees. Her own problems are related to financial hardship, so she wants to study economics to understand the root causes of poverty in order to help her community. Hamdi dreams of setting a fund to help girls in similar situations, and hopes that she can inform girls about education opportunities and fundraise on their behalf.

Hamdi is one of 60 scholarship recipients supported by UNDP across Puntland and Somaliland in partnership with the Gender Machineries and the Ministries of Education. The scholarships not only aim to provide tuition, but will also support the recipients to fulfill their leadership ambitions through training, mentorships, networking opportunities and career development counseling.

abandon harmful traditional practices. For this reason, the GEWE project has provided a number of Micro-Capital Grants (MCGs) to CSOs in South Central, Puntland and Somaliland. Aimed at addressing a wide range of issues at the community level, the activities covered under the grants include promoting women's political participation, addressing SGBV and FGM/C, and fostering women's empowerment and leadership. CSO partners are using community dialogues and conversations, media campaigns, inter-generational discussions and advocacy

tools to raise awareness on women's rights, from an Islamic perspective; working with religious leaders, clan and traditional elders, youth, IDP communities and the media. In addition, in collaboration with GROL, the Gender Unit is managing grants in Somaliland and Puntland with the two biggest umbrella organizations of women's groups, which aim to increase the monitoring of SGBV response by judicial institutions through coordination with informal and formal justice systems and building the capacity of stakeholders to monitor and respond to SGBV. These activities will continue into 2013.

At government level, the Gender Unit has supported the national gender machineries in all three regions to promote coordination of GEWE efforts in all government entities. UNDP signed Letters of Agreement with the Ministry of Labour and Social Affairs (MOLSA) in Somaliland and the Ministry of Women's Development and Family Affairs (MOWDAFA) in Puntland. These LOA's cover support for advocacy for and implementation of gender policies, strengthened inter-ministerial coordination mechanisms to enhance effectiveness in gender mainstreaming in government policies and programmes, as well as mapping of gender-related CSOs in the regions.

3. Mainstreaming gender equality considerations in all institutional and organizational practices

Operational issues and staff statistics

The CO Gender Strategy outlines the objectives of developing institutional and structural capacity to address gender equality effectively in all its operations, increasing its efforts to achieve gender parity in CO staffing, sustaining internal gender sensitizing and learning as a component of institutional capacity development, and continuing to include gender equality considerations in performance appraisals.

While the focus of the gender mainstreaming work in 2012 was mainly programmatic, some achievements have been made at the operational level.

The Gender Unit presented the CO Gender Strategy to the Operations Team in a special session in June 2012. Following that presentation, agreements were reached on support to the HR Unit to include gender-specific results in the Results and Competencies Assessments (RCAs) for



42 percent of the Somali population is between 14-29 years. UNDP supported the transitional government to develop a Somali Youth Charter in 2012. The Charter stipulates guidelines for stakeholders to empower young Somali women and men and increase their contributions towards attaining the MDGs. © UNDP Photo

2012; development and implementation of a framework for including Prevention of Sexual Exploitation and Abuse (PSEA) related content in staff inductions, including all contractors, consultants, temporary staff, casual labour and contractual arrangements with non-UN entities and individuals in accordance with the Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse (ST/SGB/2003/13 Sec. 6.1); and commitment from all staff to complete the new online gender journey course. In addition, a gender section has been developed and included in the CO Staff Orientation Handbook.

The CO is yet to achieve gender-parity in staffing. Table 1 presents the detailed gender distribution of CO staff by grade and nature of contract. Women make up only 30 percent of all staff at UNDP Somalia. Gender disparity is more pronounced at the sub-office level. The phrase,

'Qualified women are encouraged to apply' is used in all advertisements for recruitment and gender balance in short listing of candidates is required. In the sub-offices where female staff numbers are very limited, headhunting and uploading⁵ of qualified female candidates are used as strategies to increase opportunities for women. In some cases, especially for support functions, only female candidates are shortlisted.

The gender action plans developed during the gender training for programme staff contain provisions to ensure that performance appraisals assess achievements on gender for all staff, including management. It further stipulates that gender skills should be included into all Terms of References when recruiting staff, particularly for positions that will have monitoring and evaluation responsibilities.

5. By which the CO requests HQ to open a vacancy that has already closed and upload the applications for the female candidates on the job site

Gender distribution by grade

Contract	Male	Female	All
D1	2	0	2
P5	6	4	10
P4	11	4	15
P3	10	7	17
P2	0	1	1
NOC	3	3	6
NOB	2	2	4
NOA	0	3	3
G7	6	3	9
G6	13	11	24
G5	6	4	10
G4	5	4	9
G3	3	1	4
SB5	30	5	35
B4	9	9	18
SB3	14	18	32
SB2	46	6	52
SB1	12	0	12
GP	4	3	7
Total	182	88	270

4. Developing strategic partnerships in implementing gender-responsive interventions

Gender coordination mechanisms for Somalia support agencies UNDP participates in a number of coordination mechanisms related to gender for agencies working in Somalia.

The gender action plans developed during the UNDP participates in a number of coordination mechanisms related to gender for agencies working in Somalia.

The Gender Theme Group (GTG)

The Gender Theme Group was formed in 2011 as an inter-agency forum to provide overall coordination on gender issues across the 21 agencies under the UNCT. The GTG aims to “develop and coordinate harmonized interventions that will ensure the systematic integration of gender within the humanitarian and development continuum at different levels of the policy and programme formulation, implementation and monitoring by the

UNCT and HCT.”⁶ The Gender Unit represents UNDP at the GTG meetings. The GTG has conducted a number of activities during 2012.

In April, member agencies under the GTG conducted a joint mission to the gender machineries in South Central Somalia, Puntland and Somaliland. The mission identified a need for mapping and better coordination of gender related interventions, particularly related to GBV, and a need to support women’s political participation in all three regions. In addition, stronger inclusion of women into the constitutional process was discussed in South Central Somalia. In Puntland, the mission discussed the establishment of a women’s resource centre. In Somaliland, a regional GTG chaired by MOLSA to coordinate gender-related activities by the government, UN agencies and NGOs was agreed. Processes have been put in place to realize these agreements in 2013.

UNDP Somalia contributed to the conduct of an Open Day on Security Council Resolution 1325 held from 15th – 16th September 2012 in Mogadishu. Hosted by the UNPOS SRSG, and the UN Resident and Humanitarian Coordinator twenty-eight (28) women and one (1) man from across all the regions of Somalia attended the event. The participants produced an official statement outlining challenges for Somali women and recommendations for UN planning and implementation in Somalia. Following the Open Day event, in November 2012, the GTG established a SCR 1325 task force to follow up on the recommendations of the Open Day with the new Minister of Human Development and Public Services in Mogadishu towards the adoption of a National Action Plan for implementation of SCR 1325 in Somalia.

Through grants, the GTG provided support to CSO’s to commemorate international days on gender including International Women’s Day on 8th March and the 16 Days of Activism against Gender Violence from 25th November to 10th December.

In November-December, the GTG conducted gender-sensitization training for UN staff in Garowe and Hargeisa.

Protection Cluster and Working Group on Gender Based Violence

Due to the high prevalence of Sexual and Gender Based Violence in Somalia, the Protection Cluster for Somalia has set up a GBV Work Group chaired by UNFPA and

⁶ Terms of Reference, Somalia United Nations Gender Theme Group



70-80% of IDP's in Somalia are women. UNDP addresses the increased security threat the women face at camp sites through advocacy and awareness-raising campaigns, legal aid and gender trainings for police officers. © UNDP Photo

InterSOS⁷ to coordinate efforts to combat GBV. A GBV Incident Management System (GBV-IMS) has been set up to coordinate efforts by implementing partners on the ground. The GBV-IMS includes an Information Sharing Protocol (ISP) which aims to ensure that information about GBV survivors is kept confidential and treated with due care to protect the safety of the survivors. UNDP is a signatory to the ISP for the GBV-IMS in Somalia. A member of the GROL programme team represents UNDP in the GBV work group supported by an observer from the Gender Unit.

FGM/C Task Force

The FGM/C Task Force was established in March 2012 under the auspices of the Inter-Agency Reproductive Health Working Group and brings together UN agencies, INGOs, NGOs and donors working on or supporting anti FGM/C work in Somalia. The task force is a joint technical team between the Reproductive Health Working Group and the GBV Working Group tasked to follow FGM/C related issues and activities within existing and new programmes, build synergies, contribute to achievements and demonstration of results towards achieving a total abandonment of FGM in Somalia. Chaired by UNICEF and

co-chaired by UNFPA, the task force is largely supporting the development of anti-FGM/C laws and policies across the regions and increasing awareness raising at the community levels. Active groups on FGM also exist in the three regions, involving relevant institutions and stakeholders. The Gender Unit represents UNDP on the task forces.

Somalia Media Support Group

UNESCO Somalia set up a Somalia Media Support Group (SMSG) to coordinate interventions from UN agencies, donors and NGOs related to Somali media. The group has developed a joint strategy and an overview of media related activities under three pillars: 1) A system of regulation conducive to freedom of expression, 2) Professional capacity building for the media, and 3) Capacity building for audience responsive media. UNDP's Gender Unit has participated in SMSG meetings and in meetings under pillars II and III to ensure that interventions towards media under the GEWE project will be coordinated with efforts from other stakeholders.

Challenges and lessons learned

2012 was a year of mixed experiences for the gender programme. While a few tangible achievements were

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seen, these have also provided challenges and valuable lessons from which the programme is learning and re-shaping its strategies for more effective results. Below are some of the most salient lessons.

Effect of political developments on programming

- Due to the end of the transitional phase and the subsequent changes in political structures in Somalia, partnership with the former Ministry of Women, Family and Children's Affairs (MOWFC) could not proceed conclusively. As a result of these changes, the MOWFC was replaced with a new Ministry of Human Development and Social Services (MOHDSS). The Gender Unit will consult the new Minister of the MoHDSS in early 2013 to agree on priorities for intervention and support in the coming years.

Resistance/lack of commitment to gender equality

- Efforts under the JCU and JPLG to include a 30 percent quota for women into the constitution and regional electoral law have shown that there is significant resistance to such legislative measures to promote women's political participation. During the constitutional process, the 30 percent quota was discussed early, it was agreed upon in the Garowe Principles, and yet it was removed from the draft before the Provisional Federal Constitution was passed. In Somaliland, women's groups introduced the proposal for a quota late in the electoral preparation process, and ended up being seen as spoilers to the process.
- The gender training for programme staff also revealed some subtle resistance/denial or gender inequality amongst staff members and counterparts, especially in the sub-offices. Recommendations from the training propose continuing peer education to address resistance and support from senior management to continuously present clear institutional messages on our gender commitments and obligations to all staff.
- In Puntland, the MOWDAFA Minister, who had been a strong promoter of the draft Puntland Gender Policy, was removed in September. This caused delay to implementation of some activities, but good contact has been established with the new minister and activities started to pick up towards the end of 2012. This challenge further shows that it is crucial to work

with more than one person in the ministries, and not just short term consultants, to ensure continuity of cooperation and sound understanding of the contents of the signed Letters of Agreement.

- The review of Women and Children's Desk at police stations in Somaliland showed that lack of commitment can render gender specific interventions counter-productive. In this case, women became further marginalized from receiving assistance from the police, because the WCD's were not sufficiently incorporated into the overall structure of the police stations. With support from the Gender Unit, the police project has taken steps to re-vitalize the WCD's and make them more effective in 2013.

Weak technical capacity for programming and gender mainstreaming

- Previous gender programming efforts in the CO were done in an ad-hoc manner with no systematic processes or tools to guide initiatives. Initial successes depended largely on the interest and effort of individual units. Development of the gender strategy and supporting processes introduced since then has helped to address this shortcoming. For example, the gender training for programme staff conducted in October revealed a great interest among staff for practical tools and ways of implementing gender sensitivity in their daily work. This sparked a need for an easy-reference handbook to assist staff during implementation. Projects have started applying the Gender Marker in the 2013 Annual Work plan template with review and oversight being provided by the Gender Unit to ensure consistency.
- The initial call for proposals for MCG's revealed a gap in capacity as most applicant organizations were not able to produce a project proposal that fulfilled UNDP requirements. To overcome this gap, training has been provided on grant management, financial and narrative reporting and basic monitoring and reporting skills to all recipient organizations.
- The Gender Unit is also aware that being a strong partner of both governments and CSOs requires more than being seen as only a donor. To this end, it is important in our work that we build relationships with our focal points and build a common understanding of our shared goals. This is carried out through regular, day to day communication, and working closely on all of the initiatives agreed together in the LOAs/MCGs.



UNDP strives to increase Somali women's economic opportunities, and as part of its local economic development support, UNDP distributed 40 donkeys and donkey carts to 40 women in Buurhakaba district in 2012. © UNDP Photo

Need for strategic coordination

- The GFT has been an effective forum for engaging with gender issues broadly across the CO and facilitating discussions for synergies between projects. Unfortunately, the GFT has not been able to convene as regularly as stipulated in the TOR, meaning that many gender related topics have not yet been tackled on a CO-wide level.
- Participation in various thematic coordination forums has helped the Gender Unit to seek strategic partnerships for gender related interventions in specific fields of work.
- Cooperation between UN agencies in the GTG has resulted in many good initiatives at the project level and between the most active agencies. However, there is room for improvement of the leadership structure, and for enforcing the link to the UNCT, in order to ensure a more coherent commitment to synergies in gender work between all agencies in the UNCT.

Future priorities and ways forward

Strengthening and systematizing gender mainstreaming

- The Gender Unit will continue to provide oversight and technical assistance to ensure consistency in application of gender mainstreaming tools. In addition, the unit will move beyond review of documents and processes to working more closely with programmes, including through short term out-posting of staff from the Gender Unit to other projects.
- The gender mainstreaming tools presented during the gender training for programme staff will be available in an easy-reference handbook format to be distributed to all programme staff by February 2013. Along with other new initiatives to support gender mainstreaming, the tools will be applied across all projects.
- The Gender Unit is currently developing a coordination mechanism for providing gender analysis of all up-coming laws and policies supported by the various UNDP projects and creating synergies between efforts of various actors. The initiative is aimed at achieving a more coherent approach to ensuring gender sensitivity in new policies and legislation.

- The GFT will endeavor to meet bi-monthly as stipulated in the TOR to ensure CO-wide discussion on relevant gender issues.

Promoting GEWE through innovative interventions

- Despite many efforts, the 30 percent quota for women was neither adopted in the Provisional Federal Constitution nor in any other electoral law. The GEWE project will continue to support advocacy for women's political participation as well as capacity building among women politicians at all levels - national, regional and district. With support from the Gender Unit, the JCU received funds from the Bureau for Crisis Prevention and Recovery (BCPR) Quick Impact Fund, which will be applied towards gender-sensitive implementation of the Provisional Constitution through: a conference targeting female members of the newly selected Federal Parliament along with some male MPs and male and female stakeholders, general awareness raising about the gender-specific provisions in the new constitution and their enforcement mechanisms. The need to promote gender sensitivity in all new legislative and policy work is a key priority going forward.
- Educational opportunities have proven effective in promoting women's access to jobs and transforming gender roles. However, drop-out continues to be a problem particularly for young women due to marriage or financial constraints. The GEWE project will continue to support the ministries of education in their efforts to promote more scholarships for women, raise awareness to promote women's access to tertiary education, and provide counselling to students to overcome these challenges.

The Gender Unit also realizes that the religious and cultural context is key in addressing gender related issues, and will therefore work towards building the capacity of relevant local stakeholders to engage with the global discourse on Islamic gender conscious scholarship through, for example, supporting local researches including participation in global conferences or dialogues, developing university curriculum in the areas of gender, development, peace and religion and establishing libraries on women's studies.

Sustained capacity building for gender programming

- In light of the low levels of capacity among government and NGO partners, capacity building

of partners will be built into all partnership arrangements, and efforts made to build trusting relationships with continuous communication and support.

Mainstreaming gender equality considerations in all institutional and organizational practices

- Gender sensitization training for all operations staff will be conducted in 2013.
- The Gender Unit will make available a proposal to the CO to upgrade its premises in all locations where it is present to become a more women-friendly environment. This will include, but not be limited to, establishing breast-feeding rooms, lighting of pathways at night, providing prayer rooms for women, etc.
- The Gender Unit will provide technical support to the CO to fully implement its HR policy aiming to increase opportunities for women, through, for example, internships or job rotation and a review of hiring practices towards achieving parity.
- The CO will continue to include gender related results in all staff performance appraisals.
- The HR Unit with support from the Gender Unit will ensure that gender skills are included in all postings and TORs, and that all new staff are provided with the Gender Brief, giving them a quick overview of the situation for women in Somalia and the Gender Mainstreaming Handbook as an immediate reference/guidance until such a time as they can receive a full gender training if needed.

Enhanced coordination for gender

- UNDP Gender Unit and relevant programme staff will continue to participate regularly in relevant coordination forums.
- The GTG and UN Country Team in cooperation with donors, NGO's and other stakeholders will explore possible structures for a broader gender coordination forum with participation of stakeholders beyond the UNCT.
- Coordination is also expected to be strengthened through the more systematic mainstreaming of gender across UNDP projects and programmes, as more systematic linkages and coordination efforts are identified and implemented.

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