

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

Progress Report
2013



*Empowered lives.
Resilient nations.*

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List of Acronyms and Abbreviations

BDCs	Business Development Centers
CAP	Contracts, Agreements and Procurement Committee
CCE-CC	Community Capacity Enhancement – Community Conversations
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Civil Society Organization
CPD	Country Programme Document
CO	Country Office
EOI	Expression of Interest
ERP	Economic Recovery Plan
FL	Federal Level
IDP	Internally Displaced Person
IP	Implementing Partner
ISC	Implementation Steering Committee
JMT	Judicial Monitoring Tool
LED	Local Economic Development
LOA	Letter of Agreement
MCG	Micro-Capital Grant
MINS	Ministry of Interior and National Security
MOI	Ministry of Interior
MoE	Ministry of Education
MoHDS	Ministry of Human Development and Public Services (Federal Level)
MoWDAFA	Ministry of Women’s Development and Family Affairs (Puntland)
MoWFSA	Ministry of Women and Family Social Affairs (Puntland)
MoLSA	Ministry of Labour and Social Affairs (Somaliland)
MoPIC	Ministry of Planning and International Cooperation
NAGAAD	NAGAAD Network (Somaliland)
NFP	National Federal Parliament
PEM	Public Expenditure Management
PSD	Private Sector Development
PL	Puntland
PLHIV	People Living with HIV
PWLA	Puntland Women Lawyers Association
RDI	Relief and Development International (Puntland)
RFP	Request for Proposals
SGBV	Sexual and Gender Based Violence
SL	Somaliland
SOP	Standard Operating Procedures
TPEC	Transitional Puntland Electoral Commission
UNSCR	United Nations Security Council Resolution
UNSOM	United Nations Mission in Somalia
WAWA	We Are Women Activists (Puntland)

EXECUTIVE SUMMARY

In 2013, the Country Office (CO)'s Gender Equality Strategy (the Gender Strategy) which is aligned to the country programme document (CPD) (2011 – 2015) entered its second year of implementation¹ and saw an overall improvement in the implementation of the CPD from a gender perspective. The Gender Strategy adopts a four-pronged approach to meet its overall objective of *'ensuring that gender equality and equity and women's rights are well respected, women's positions are improved and women's active participation is ensured throughout UNDP's programmes in Somalia through a gender focused approach that will include strengthening of the CO's work on gender, improving coordination, data gathering and analysis and capacity development.'*² The four prongs of the strategy can be perceived as the key building blocks of the Gender Strategy; they are : 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. Against each of these building blocks, specific sets of benchmarks help the CO to maintain focus and measure progress.

Going by the benchmarks, significant progress in achieving the objectives of the Gender Strategy has been witnessed between 2012 and 2013. In terms of **mainstreaming GEWE outputs and indicators under Outcomes 1, 2, and 3 of the CPD**, through technical support provided by the Gender Unit all the CO programmes and projects now incorporate and gender-specific outputs and indicators in their project documents and work plans and in 2013 delivered some commendable results in promoting gender equality and empowering women. For example, the Access to Justice (A2J) project recorded

an increase in legal support provided to women; and also in women's representation in the legal profession. The Gender mainstreaming tools used in the gender training in 2012, the handbook developed from the training and a gender brief published in 2013 are all in high demand by CO projects. Considerable challenges within the year limited the consistency of the Gender Focal Team meetings as the main internal coordination body on gender at the national level. However, the sub-office focal teams continued to meet on a quarterly basis to review implementation of their Sub-Office Action Plans for Gender mainstreaming and deepen understanding of and commitment to the roles that all staff members play in gender mainstreaming and successful implementation of the Gender Strategy.

The GEWE Project³ which bears direct responsibility for **undertaking specific interventions to support gender equality and women's empowerment; Outcome 4** in 2013, saw an increase in delivery against project outputs overall. Partnerships with CSOs and government ministries towards promoting gender equality and women's empowerment continued alongside various capacity development initiatives to strengthen these institutions. Efforts to promote women's political participation were increased nationwide through the conduct of workshops, consultative and advocacy forums, awareness-raising on women's rights to participate in decision-making and strategic advice to women's political advocacy movements emerging within the year. To contribute to women's social and economic development, the gender unit continued provision of tertiary scholarships to 60 young women from disadvantaged backgrounds, in Somaliland and Puntland. Through consultations with women khat sellers across the regions, the Project re-enforced the imperative to foster collective organizing of women's groups and the need to consult with women to identify feasible strategies for uplifting their socio-economic status. To foster strong ties with regional and

1 Whilst the CPD was approved in 2010 and commenced in 2011, the Gender Strategy was adopted in 2012; hence it is only in its second year of implementation.

2 UNDP Somalia Gender Equality Strategy (2011-2015) p.7

3 Implementation of the Gender Strategy is managed by the Gender Unit and overseen directly by the Deputy Country Director of Programmes. The same Gender Unit doubles as the Gender Equality and Women's Empowerment (GEWE) Project team for the purpose of implementing the gender-specific interventions envisaged under Outcome 4 of the CPD

international debates on women's rights as inspiration for formulation of effective gender advocacy messages and strategies, training and exchange opportunities were availed to Somali women's rights activists.

Mainstreaming gender equality considerations in all institutional and organizational practices has remained the most challenging aspect of the Gender Strategy implementation as shifting institutional cultures requires a lot of time and consistent internal advocacy. Benchmarks against this building block will require significant step up efforts in 2014 to achieve. However, some modest gains have been made in 2013 compared to 2012; bolstered by strong leadership commitment and some external stimuli. During the year, the Gender Unit facilitated the CO's application for the Gender Equality Seal certification. The preliminary online self-assessment exercise of the Gender Seal provided the opportunity for internal stock-taking, and revealed good progress in a number of areas such as, *'transformative results on stand-alone initiatives (e.g. the Gender Equality and Women's empowerment-GEWE project), and the office has solid management systems and mechanisms for gender mainstreaming in place.*⁴ An area noted for significant improvement is terms of an 'Enabling Environment', where the CO scored 2 out of 9 achievable benchmarks. An Action Plan for implementation of recommendations from the preliminary assessment is being developed to steer CO efforts at improvement in 2014. The Gender Unit now has permanent representation on the Implementation Steering Committee (ISC) where they can review all the CO's proposed contracts with NGOs and Government counterparts for gender sensitivity; while the Gender Specialist sits on the Contracts Approvals Process (CAP) in her personal capacity.

To strengthen and consolidate on **strategic partnerships in implementing gender-responsive interventions** established in the previous year, the Gender Unit continued to participate in gender coordination mechanisms for Somalia support agencies; making substantive contributions and fostering collaboration on substantive gender interventions such as the development – along with UNSOM and UNWomen - a Road Map for the development of a National Gender Policy at the Federal level. Coordination was also extended beyond gender-related agencies to the establishment of a media awards scheme for Somalia. In cooperation with the United Nations Information Group (UNIG), UNFPA, UNESCO and

two national journalist associations the media awards will reward excellence in journalism that highlights relevant social and developmental issues.

The year under review was not without some challenges, some of which occasioned major setbacks in the strategy implementation. For instance, the attack on the UNCC in Mogadishu on the 19th of June led to delays in implementation of several Gender project activities. Furthermore, political tensions within the government in Mogadishu contributed to delays in the legislative process and hampered engagement with the female MPs under a critical time-bound funding initiative. In Puntland on the other hand, the indefinite postponement of the planned district council elections in May meant that the gains made in advocating for women's representation in political associations were lost; hence new efforts will have to be made when next the elections are planned. Government ministries continued to operate with limited resources and low technical capacity and low interest in gender mainstreaming.

Some salient lessons have also been drawn through diverse experiences in this second year of the Gender Strategy. Key amongst these is the centrality of securing the buy-in of top-government officials (or political will) to successful gender mainstreaming. This and other lessons will influence the approach taken in the coming years.

Looking to the future, in 2014, the Gender Unit will aim to expand its partnerships with CSOs and award grants focusing on widening sensitization on gender issues at the community level through a specialised initiative called the Community Capacity Enhancement – Community Conversation (CCE-CC) methodology. The Unit will also continue to strengthen gender mainstreaming capacities across the programmes through refresher training for programme staff and a gender in operations training for operations staff. The Gender Seal assessment has created added impetus for the CO to review the business environment as well as its contribution to gender results on the ground; the first 6 months of 2014 will see significant time and resources dedicated to reviving the Gender Focal Team and implementing the Gender Seal Action Plan. Finally, as the Gender Strategy enters its third year of implementation an outcome evaluation is planned to assess gender achievements to date and the role/impact of UNDP's contributions towards gender equality in Somalia since implementation of the CPD and the Gender Strategy.

⁴ Quoted from the Gender Equality Seal Team Feedback for Somalia Country Office



Gender and HIV/AIDS community conversation session

Somalia has gone through significant developments in 2013. The long transitional phase ended at the end of 2012 with a new constitution, a new government and a new parliament. 2013 started with high expectations for a better Somalia and high demands on the new government to implement the new provisional constitution and lead development of the country. The principles of the New Deal as agreed in Busan⁵ have guided this process. Throughout the year several milestones in this process have been met though there have been both successes and challenges.

A significant milestone was reached on September 16 when a Compact for Somalia was endorsed by the Somali government and its international partners in Brussels. The Compact lays out the priorities for peace building and stabilization over the next three years and will provide the overall framework for the government's work and international support to Somalia in this period. It identifies a number of key institutions that must be established and sector plans, including the Economic Recovery Plan (ERP) that must be developed to facilitate sustainable peace

and development. Gender has been mainstreamed within the Compact as a cross-cutting priority, requiring all key interventions to ensure equitable participation of women (and other marginalized groups) and to respond directly to the acute challenges contributing to sustained gender disparities across multiple sectors.

Despite this achievement there continues to be significant challenges. A key institution in achieving the goals in the Compact is the Parliament which is responsible for passing legislation to establish new institutions. During the first months of 2013, the Parliament developed their procedural rules and started debating legislation. Since the mid-year recess, the Parliament has been able to pass only four bills; however these have not yet been signed into law by the President due to disputes over the quality of the drafting. This led to delays in establishment of key institutions identified in the Provisional Federal Constitution. Further, political tensions within the government, which culminated when the President requested the Prime Minister to resign on 11 November, took up focus among government staff and elected officials for the rest of the year and contributed to delays in the legislative process. Government ministries continued operating with limited resources and rumors of a government re-shuffle towards year end, meant uncertainty about their future structure. The process towards establishing regional and district administrations in South Central Somalia has been slow and contentious and continues to cause tension. Furthermore, the relationship between Somaliland and the Federal State of Somalia has not been resolved, though Somaliland accepted to be included in the New Deal Compact with a 'special arrangement'.

While the African Union Mission in Somalia (AMISOM) has continued to expand its hold on former Al-Shabab territory, al-Shabab has demonstrated throughout the year that they still have capacity to carry out complex attacks even in the heart of Mogadishu. The Somali Government and the UN have both been among the targets of such attacks (complex attacks were carried out against the Banadir Court in Mogadishu in April, against

5 Korea, November 2011

Villa Somalia – the government compound – in May, and against the UN common compound in June). The attack on the UN compound affected access for UN staff to Mogadishu, and has caused some delays and restructuring of development efforts. However, the UN continues to be committed to supporting the new government. Fighting continues in rural areas across South Central Somalia and heavy fighting has taken place in city areas including Kismayo leaving large parts of the population exposed to violent conflict. On 12 November, the UN Security Council extended the mandate of AMISOM for another year and mandated an increase in forces from 17,731 to 22,126 uniformed personnel in order to sustain the momentum of the fight against Al-Shabaab and solidify the federal government.

Women continue to be marginalized in almost all spheres of society despite their contributions to maintaining everyday life. Women hold only 14% of seats in the Federal Parliament and have been almost absent from efforts to establish regional and district administrations. Sexual and Gender Based Violence (SGBV) continues to be a serious concern across all three regions. In Puntland, both coordination and capacity to address SGBV is extremely poor – statistics are also poorly kept and likely inaccurate. Due to the sensitive nature of such crimes, reported figures are likely to only represent a small number of actual cases. In the South particularly, women and girls in IDP camps are vulnerable to rape and sexual exploitation and abuse due to the general insecurity, worsened by the deplorable living conditions. In January, a court case for defaming the state against an alleged rape victim and a journalist, who interviewed her, constituted a setback for efforts to improve the government's response to SGBV and led to a drop in the number of women reporting rape to providers of clinical response and legal aid. It has been a disconcerting trend in South Central Somalia, that whereas hardly any perpetrators have been convicted for rape, there have been a number of highly publicized cases where the government has been willing to utilize the limited resources of the judicial system to prosecute allegedly false claims of rape committed by the security forces under charges for defaming the state. The Gender Based Violence Working Group has developed a 3-year strategy to improve interventions against GBV across Somalia. The working group in Nairobi is chaired by Intersos and UNFPA, and supports regional working groups with members from CSOs and government in the regions.

The Ministry of Human Development and Public Service (MoHDPS) holds the mandate on promoting gender mainstreaming under the auspices of the Directorate for

Women, Children and Social Affairs. However, capacity is low in the ministry, and demands from high-level visits and political processes are stretching the human resources thin. In June, the Ministry of Human Development and Public Services (MoHDPS) participated in a workshop in Kampala, organized by AMISOM, to develop a draft gender policy for Somalia. UNDP and other international partners have since provided support to the ministry to review the draft and finalize the policy.

A government-led gender coordination forum is being developed with participation from international donors, UN agencies and AU/AMISOM to ensure greater coordination and inclusion of women's and gender issues in political dialogue.

Puntland

During the year, the political context in Puntland was constantly evolving. Local (district) government elections initially scheduled for July 15, 2013 were postponed indefinitely following an outbreak of violence in the region in July which led to several deaths. The planned elections had created an opportunity to engage women in advocating for increased women's political participation. Different institutions, including the Transitional Puntland Electoral Commission (TPEC), the Puntland Development and Research Centre (PDRC), the Puntland Women Councilors Network (PWCN), the Ministry of Women and Family Social Affairs (MoWFSA), as well as women activists and local Civil Society Organizations (CSOs) were actively involved in preparing for the elections – raising awareness of women's potential to participate and advocating for adherence to the 30% quota. Political associations (parties) were also engaged and committed to the quota in their party nominations. and The status of the district council elections was still not clear at year end – the mandates of councilors expire in 2015, and there is therefore no real urgency to resolve this issue, apart from the elections connecting to a phased approach to elections and abandonment of the clans selection system. In December, the nomination process for Members of Parliament was conducted using the clan-based nomination system, dominated by men. In reaction, the women organized themselves into a movement to lobby for inclusion at all levels – both political and traditional; they used the media extensively – with press releases, women being interviewed on radio shows and other interventions being staged, including meetings with elders and a meeting with the President. This movement called not just for the 30% quota for women to be met for MPs, but also for district

councilors, in the various commissions established by the Government of Puntland, as well as in the Cabinet. Following the nomination of Members of Parliament, in January, the Presidential election will take place – to be nominated by the Members of Parliament. This will result in Cabinet changes, meaning that Minister and Vice-Ministers could be shuffled. These developments impacted the work of the Gender Unit in the sense that the current leadership of MoWFSa were not clear as to whether they would still be in their positions come 2014.

A proposal for a Gender Policy continues to receive resistance in Puntland, from Cabinet, Parliament, as well as religious leaders, and has still not been adopted. The Minister of MoWFSa is personally making contact with religious leaders, and also trying to identify and engage the support of champions within some of the ministries; however, due to the expected political changes in 2014, little progress has been made.

The Ministry of Women's Development and Family Affairs changed their name to Ministry of Women and Social Family Affairs (MOWFSa) in May, 2013. According to the Minister, Halima Jama Hassan, the change of name was informed by her desire to reflect a more 'development-oriented' mandate for the Ministry.

Also adding to the uncertainty in Puntland is the strained relationship between the Government of Puntland and the Federal Government of Somalia. In August, Puntland authorities broke off relations with the Federal Government based in Mogadishu, citing issues with the constitution and unequal sharing of power and resources. This has left ministries without any support from the national level government and a lack of clarity with regards to policy or other related relations.

Somaliland

The only female member of the Guurti (House of Elders) resigned at the start of the year as a result of lack of support in a chamber where 81 of the full quorum of 82 are male. She reported feeling stifled. The huge imbalance in representation is evidenced by the name of the group 'Aqalka Odayaasha' – which in Somali literal translation means 'House of Male Elders.' At the same time, in the first half of 2013, the President reshuffled the cabinet appointing two more women to ministerial positions - Shukri H. Ismail Bandare, appointed as Minister of Environment, and Shukri Harir, Vice Minister of Labour and Social Affairs. Ms. Shukri Bandare is the former Vice Chair of the Somaliland National Electoral Commission

and the founder of Candlelight, a local CSO; she is a well-known and respected activist for women's rights, having received many international awards, including most recently from International Crisis Group (ICG). Shukri Harir is a former journalist and civil society activist. The nomination of the two women is important, as their support will be crucial in the work towards a quota for women's political participation.

The election of the Somaliland Parliament, which was expected to take place early in 2014, was postponed to 2015. In addition, the Somaliland parliament also removed discussion on the quota for women in the parliament from its agenda items at the start of the year. However, the President, in his annual speech, addressed the parliament and reaffirmed his commitment towards the quota and urged the parliament to have it approved by any means. The Ministry of Labour and Social Affairs (MoLSA – the body responsible for gender) and the National Women's Umbrella Association (NAGAAD) held several dialogue sessions with various groups to discuss continuing advocacy on women's right to political participation with a focus on securing majority support for and eventual passage of the quota law.

The Somaliland Gender Policy was boosted with an implementation plan, which underwent consultations with various ministries and CSOs. An inter-ministerial coordination mechanism on gender has been established, with focal points appointed from 10 ministries as well as local CSOs. In addition to supporting the implementation of the Gender Policy, their task is also to ensure coordination between the ministries on gender as well as gender mainstreaming in their individual agency's work.

Somaliland experienced an increase in reported cases of SGBV during the year. This may have been occasioned by better awareness and increased trust in the services provided, meaning that more women dare to speak out, or to an actual increase in sexual crimes committed. The regional court convicted 21 men found guilty of gang raping two women in Hargeisa; sentencing 20 of them to 10 years in jail, and the other to five years. 290 cases were reported in Hargeisa alone, compared to the figures for entire year of 2012, which was 195, according to Baahi-Koob, the sexual assault referral center in Hargeisa.

This report covers progress and achievements made towards addressing the situation highlighted above through the instrument of the Gender Strategy in 2013. It will also examine challenges and lessons and make recommendations for future programming.

Progress and achievements in implementing the gender equality strategy

The Gender Equality and Women's Empowerment Project (2012 – 2015) managed by the Gender Unit was designed to address 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 potential for success of project interventions depend on the existence of a conducive environment through transforming public perceptions about gender relations, shifting the normative framework for inequality; and formulation, revision and update of relevant policies, laws, strategies and regulatory frameworks. At the same time, the Unit has the dual task of mainstreaming gender into all other CO programming and operational components.

The Gender Strategy brings together and highlights the complementarity of the twin objectives of gender mainstreaming in the implementation of the CPD and specific interventions to promote gender equality and women's empowerment. Now in its second year of implementation, the Gender Strategy has successfully steered the CO's contributions to gender equality in Somalia recording some commendable results; as well as fostered some positive internal changes towards an improved business environment in UNDP.

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

Mainstreaming gender a cross all UNDP programmes remained a priority. UNDP Somalia's CPD includes gender-specific outputs and indicators for its outcomes 1, 2 and 3, therefore ensuring that women and girl's needs and priorities are addressed in individual projects, using as a guideline UNDP's institutional frameworks for gender mainstreaming, and building on the support provided by the Gender Unit since 2012. The Gender Unit has helped to advance this objective through providing quick gender analysis in the design and implementation of projects, highlighting entry points for contextual focus on gender issues, targeting women as beneficiaries and in many cases, developing specific interventions that aim to increase women's participation or access to sector-specific services. This support is actualized



Paralegal trained by UNDP give legal assistant to IDPS in Ajuran IDP camps, Garowe

through the gender unit's reviews of all concept notes, project documents and TORs; contributions to surveys and studies; and attending Project Review Boards. Under both the Governance and Rule of Law (GROL) and the Poverty Reduction and Environmental Protection (PREP) programmes, individual projects aim not only to build the capacities of their national stakeholders and partners, but also promote women's participation in political, economic and social spheres, including decision-making, and ensuring their rights are protected. The Gender Unit worked in close collaboration with all projects under both programmes to build the capacities of their national stakeholders and partners to mainstream gender into programme interventions.

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

In 2013, the Access to Justice (A2J) project recorded an increase in legal support provided to women; and also in women's representation in the legal profession. A total of 4,729 women (PL: 633; SL: 2,418; and FL 1678) were provided with legal aid by formal courts, lawyers and paralegals; 542 (PL: 140; SL: 402; and FL) were assisted by mobile courts; and 326 SGBV survivors were assisted by the sexual assault referral center, 'Baahikoob' in Somaliland with 171 cases going to Court (there were 54 successful prosecutions with 73 cases still pending). Some A2J activity highlights include continued scholarships and internships for law graduates, a regulatory frame work for legal aid provision including a National Legal Aid Policy, Guidelines on Legal Aid Services, Legal Aid Code of Conduct and a revised lawyer's Act were put in place. This led to an

Perception surveys conducted by the A2J Project in Burao in 2009 showed that the Courts were the least trusted justice provider with an 18.9% approval rating. The survey was repeated and published in November 2013, with 83% either fairly or very confident in the Courts. The Courts are now the most trusted justice provider (over elders and religious leaders) as decisions are fair, fast and enforced. This is due in part to several new mechanisms that have been put in place: mobile courts, case management systems, employment of new graduates with skills, better oversight as the JSC is now undertaking inspections of courts; and trainings provided to all the judges on codes of conduct. The approval rating of the courts amongst women is slightly higher!

Simon Ridley – A2J Project Manager

increase in the number of citizens receiving legal aid and improvement in the management of SGBV and other criminal cases. The formal justice system was embraced by many people reducing the number of interventions sought through the traditional justice system.

In Puntland the project supported the recruitment and training of female lawyers through scholarships and internships. At Federal Level, the project supported legal aid providers to defend individuals who could not afford legal counsel. A total of 42 female students attended the Puntland State University, Faculty of Law. Seven of them graduated in February 2013 and established the 1st Puntland Women Lawyers Association (PWLA). The project also supported 46 female law graduates to pursue their legal careers; 16 as interns and 20 provided with placements in criminal justice sector institutions, including the Attorney General's Office.

In Somaliland, the A2J the project advocated for the successful appointment of 32 women who had completed UNDP supported graduate internship programmes as Chief Registrars, Prosecutors and government advisors in Somaliland, including 5 women appointed as Prosecutors (there were also 5 female prosecutors who were promoted to Deputy Attorney Generals). 20 female law students and graduates also benefited from work experience in various legal institutions. New Women and Children Units were established in Borama and Burao by the Attorney General's Office which contributed to increasing women's access to justice.

UNDP through the civilian policing project (CPP) in collaboration with the Ministry of Interior (MOI), in Somaliland, developed an action plan on Gender Responsive Policing and Police Response to SGBV issues.

In parallel, UNDP supported the Ministry to recruit one hundred and fifty female police officers and train them in Mandheera police training academy, after which they were deployed to stations across Somaliland to ensure a multi-sectoral response to SGBV and also to ensure women police officers effective participation in delivering policing. The CPP further partnered with UNFPA to coordinate on effective referral mechanism between health and law enforcement. In Puntland the project appointed a GBV Criminal Investigation Officer to handle GBV related crimes, and religious and traditional leaders at the community level were also engaged. SGBV trainings were conducted for 20 police prosecutors (7 female). In line with the Gender response action plan, specialized SGBV trainings will be conducted for 30 police investigators (male/female), while sensitization training on SGBV management will be held for 20 senior police officers in Somaliland in the first quarter of year 2014.

The Gender Unit has provided invaluable support to the Police Project. The Gender Unit helped us to integrate gender and SGBV related issues into our trainings over the last year - training specifically for the Criminal Investigation Department (CID) and Prosecutors was provided on gender mainstreaming in December 2012, for the CID on SGBV investigative tactics in April 2013, basic police election training in July 2013 and commanders training in November 2013. Other activities that the Gender Unit supported the Police Project include; establishment of a SGBV unit at the CID in the Puntland Police and looking at ways of recruiting more women into the police force. The Gender Unit also helped to facilitate a partnership this year with UNFPA to strengthen multi-sector referral mechanisms for SGBV victims.

Andrey Mamatov (Area Project Manager – Civilian Police Project)

Increasing women's economic opportunities

UNDP's Local Economic Development (LED) project in collaboration with the Private Sector Development Project (PSD) and the Gender Unit supported the partial rehabilitation of the Burao Vocational Training Institute in Somaliland and adopted the complete rehabilitation and furnishing of other departments and workshops. 43% of the beneficiaries of the vocational training were girls. Two sub projects were initiated to provide alternative livelihood to piracy; rehabilitation of an existing market and construction of a new market in Adado; and the rehabilitation and furnishing of a vocational training school in Abudawak. The project achieved on average 40% women direct beneficiaries (against 30% targeted). In long and medium term employment, the achievement is much higher e.g. 100% of beneficiaries of the markets



Female law students

in Galkayo and Adado are women, while 60% of the beneficiaries in the Bossaso market rehabilitation project will be women.

The PSD project initiatives in the three zones of Somalia targeted both men and women beneficiaries. However, over 60% of beneficiaries were women. Through the project, over 120 People living with HIV/AIDs (PLHIVs) benefited from the income generating activities in Hargeisa. 96 beneficiaries from the joint project of People Living with HIV AIDS (PLHIV) received livelihood grants. In addition, 30 PLHIVs who were also potential micro-entrepreneurs were provided with business management training; 67% were women. In Puntland, out of the 500 graduates from Business Development Centers (BDCs) in Bossaso, Garowe and Galakayo 37% were women.

The *'Empowering Women of Eyl and Improving their Resilience'* Project in Eyl was deliberately developed by UNDP's Sustainable Livelihoods project to enhance the lives of 150 women who have been victimized by piracy activities off the coast of Somalia. The 150 Women were provided with training in Literacy and numeracy; basic computation; basic business skills; enterprise development and saving schemes; developing feasibility study for businesses as well as developing business plans. They were subsequently provided, each, with \$250 to establish a new micro-enterprise or enhance an existing one.

The charcoal use reduction program benefits the women in the Charcoal Value Chain to receive support for shifting to alternative livelihoods and alternative sources of energy. This is in alignment with the recently approved

Strategic Plan of UNDP (2014-17) which considers natural resources management, access to energy, energy efficiency, climate change adaptation & mitigation and disaster risks reduction as key to promote sustainable development.

Mainstreaming gender into HIV/AIDS awareness

Gender equality and women's empowerment are closely linked to HIV vulnerability. Noting this close overlap, the HIV & Gender programmes jointly arranged training on Community Capacity Enhancement, Community Conversations (CCE-CC) for approximately 50 participants in Somalia in June. The training involved equipping participants with the skills necessary to address key issues linked to Gender and HIV. This will support communities to explore, identify and discuss issues that make women particularly vulnerable to HIV infection. This included addressing some of the barriers women face that make them particularly vulnerable to HIV infection such as women's lack of control over their own bodies, lack of access to resources as well as limited decision-making power. To address some of these issues the HIV and Gender programmes also supported Leadership Training earlier in the year (March 2013).

A gender lens on civil service reforms

With support from the Somali Institutional Development Project (SIDP) the Somaliland Civil Service Commission has integrated a gender mainstreaming element into their civil service reform action plan. It has 5 key objectives:

- Mainstream gender equity in Civil Service
- Create and implement a Civil Service-wide Sexual harassment policy
- Devise and implement an affirmative action program
- Deploy a Gender Officer in each Ministry, Agency and Commission (MAC)
- Ensure that female employees are given special attention in training and mentoring.

Each objective has a number of key deliverables associated with it, although timelines are still to be developed and further resources required implementing these objectives.

The Federal Government's National Civil Service Commission payroll verification data collection was completed and the report reflects gender analysis with related recommendations.

Improved gender mainstreaming capacity for government counterparts through training

The Joint Program on Local Governance (JPLG) project in collaboration with the Gender unit showed dividends in the area of gender mainstreaming into the project management cycle. The Gender Unit reviewed the new JPLG project documents and offered gender analysis which was incorporated into its final revision.

Through JPLG support, three national consultants (Centre for Research and Dialogue (CRD), Conflict Dynamics International (CDI), and DfID) came on board to help the Federal Government of Somalia (FGS) produce the Ministry of Interior and National Security (MINS) local government programme; including establishing local governance structures and decentralization. The Gender Unit also reviewed the MINS programme document. Throughout these processes the participation and contributions of women were ensured. 18 women out of 40 local government staff participated in a three day decentralization workshop with an additional 11 women out of 25 attending follow-up strategic planning training sessions led by the Ministry of Interior and National Security (MINS). Bolstering this effort, UNDP supported the MINS' programme "Stabilization through establishment of Local Councils and Administrations" Furthermore, a gender review of the Local Governance (LG) bill was provided to the parliament.

In Puntland, 32 women out of 196 participants were trained on Public Expenditure Management (PEM) Modules 1-3 in 6 districts (Jariban-8; Beyla-4; Eyl-5; Bosaso-8; Gardo-2; Garowe-5). Copies of the training modules were distributed to participants; the Districts prepared/reviewed their respective District Development Frameworks and finalized their Annual Work Plans and Budgets for 2014. The training significantly boosted the interest of women to become involved in the LG planning & budgeting processes. The female participants recognized the importance of promoting the interest of the sector by their inclusion into the planning and budgeting of the local government and in Somaliland, the Ministry of Interior (MOI) conducted PEM training for 27 women in 7 LGs (Gabiley, Hargeisa, Berbera, Shiekh, Burao, Borama & Odwiene). UNDP seconded 7 local government experts to further enhance female district staffs' PEM skills and capacities throughout the final quarter of the year, through one-on-one mentorship.

Other GROL Projects have included gender modules in their trainings that targeted MPs, paralegals, Police and defense lawyers.

Strengthening women's roles in securing community peace and security

The Community Security Project (CSP) continued to carry out interventions through a gender sensitive lens. The CSP project has seen a total of 937 adults (219 females) (SL 150, PL 69) benefiting from the Youth for Change (Y4C) Joint Initiative's social rehabilitation and handed over to ILO for the economic reintegration. 240 female Community Volunteer mentors in Mogadishu and 60 female mentors in Baidoa were provided with Trauma healing and Mentorship trainings. In the joint mid-term review carried out by UNDP, ILO and UNICEF in September 2013, it was noted that females also are personally affected and are both exponents and enablers of criminal activity and violence and therefore their inclusion in peace building process was prioritized as key to stabilization.

Promoting women's political participation

The JPLG project further collaborated with Puntland's Ministry of Women and Family Social Affairs from March to June 2013 and achieved the following outputs: a) identified 500 potential women-candidates in 37 districts, w/ 150 who could most likely obtain the respective party nomination; b) 106 women orientated on electoral processes, and on how they could actively participate in the local elections. Challenges confronting women's active involvement in the local elections were discussed. Incumbent District Council women-members shared their experiences to encourage other women to get involved & vote for women candidates; c) conducted 2 radio talk shows for 60 continuous days & 2 TV talk shows for 30 continuous days to promote the cause of women. The unfortunate cancellation of the district council elections in July meant that these gains could not be taken forward to the polls.

The Parliamentary Support Project (PSP) supported the participation of women in capacity building workshops for MPs and encouraged the National Federal Parliament (NFP) to be more inclusive and equitable. Women MPs were also supported to participate in a regional seminar on Parliament and civil society relations and engaging women organizations in the work of Parliament. After a recruitment process of 40 young graduates had yielded only male recruits, the project supported the hiring of an additional 5 young female graduates. The project also budgeted for the recruitment of a Consultant on Gender issues to Support the training and constructive engagement of women MPs in all legislative processes. Assessments have also been conducted in Somaliland during the strategic planning process for the Parliament, which included the situation of women participation.

The Gender Unit collaborates with the PSP in building the capacity of female MPs' to understand legislative process and spearhead gender advocacy from within.

Efforts from the gender unit to ensure a more coherent and systematic approach to mainstreaming and promoting GEWE

While gender mainstreaming remains the responsibility of all programmes, the Gender unit leads these efforts by providing technical assistance for greater efficiency; and coordination to ensure synergies between projects. To facilitate this, a number of processes were continued and/or improved during 2013 such as dedicated support to the two main Programme units of the CO (GROL & PREP) through division of responsibility for supporting each team within the Gender Unit. Further, the gender unit continued to review project documents, work plans, reports, concept notes, TORs and other project outputs. Other support included Support included training on GBV for law enforcement officers, students and paralegals and training for the Core Technical Team responsible for the development of sectoral strategic papers and the overall Five-Year Development Plan for Puntland. This was further facilitated by adjusting the membership of the Implementation Steering Committee (ISC) to always include a member of the gender unit and appointment of the Gender Specialist to the Contracts, Assets and Procurement Committee (CAP) in her personal capacity.

The work plan format for 2014 (revised in 2013) continued to include the gender marker for rating investments at the activity level.

National and regional Gender Focal Teams (GFT)

The (GFT) at the national level; consisting of all project and programme managers; and chaired by the DCD-P met just once during the year on 9th May. Challenges occasioned by the attack on the UNCC in Mogadishu meant that the GFT could not convene again in 2013. As in the previous year, the meeting doubled as a learning event for programme staff. The theme for the meeting was, '*Overcoming Resistance to Gender*'. Guided by a presentation from the Gender Unit, the meeting discussed how UNDP has experienced both concealed and direct resistance to efforts to mainstream gender and empower women in Somalia and examined various approaches to counter such resistance. New gender mainstreaming tools (the Gender brief and the Handbook for programme staff on Mainstreaming Gender) were presented at the meeting.

Following the training for programme staff on gender mainstreaming in 2012, Sub-Office Gender Action Plans were developed, and project and programme Gender Focal Points (GFPs) were appointed in each region. With clear TORs the GFPs are primarily responsible the implementation of the Sub-Office Gender Action Plans; under the leadership of the Heads of Sub-Offices. The Sub-Office Gender Action Plans seek systematic gender mainstreaming across UNDP work with emphasis in the Programming, Planning and Coordination, reporting, Monitoring & Evaluation, Information and Communication, and Operational dimensions including Human Resources Management. The Gender Unit in each region serves as the secretariat for the GFPs and leads in terms of coordination. In tandem with efforts at the national level, the Gender units in the regions provided technical support to mainstreaming in projects through reviewing work plans, policies, TORs and reports. Each of the regions held three GFP meetings during the year with agenda items ranging from effective implementation of the Sub-office Gender Action Plans, challenges and the progress of gender mainstreaming work across all projects and systematic tracking of upcoming events/documents to ensure that they are gender sensitive. The turnout of the GFPs for meetings was positive; although delays and postponements were common due to competing priorities emanating from the respective projects. The GFPs have called for reinforcement of responsibilities and further capacity building for the through specialized gender mainstreaming trainings.

Knowledge products

Gender in Somalia Brief

The complex conflict situation in Somalia means that reliable data and statistics are hard to come by. Furthermore, the country is essentially split into three main regions, each with their own administration, policies and legislation, resulting in distinct conditions for women and civil society in general in each of the regions. To assist programmes in making informed gender analysis in this context, the gender unit developed a Gender in Somalia Brief where relevant data and statistics are compiled into one document with specific information for each of the three regions in Somalia.

Developed by the Gender unit based on a desk review of existing reports and other materials covering the PESTLE model of contextual analysis, and going beyond publications focusing specifically on women, the brief was first disseminated to all UNDP staff and then to the GTG, donors and consultants from other agencies. The Gender Brief has been quoted as a valuable source

for quantitative data on women's situation in Somalia by other international partners, such as the EU Gender Profile for Somalia 2013.

The gender unit plans to update the brief annually with new information, particularly following local elections and other socio-political/economic developments.

Gender Mainstreaming Handbook for Programme Staff

The content of training on gender mainstreaming held for all programme staff in October-November 2012, was developed into a handbook; "Gender Mainstreaming Made Easy" which was presented at the GFT meeting in May and distributed to all programme staff as well as globally through the UNDP online forum, Gender Net. The handbook which functions as a reference document involved significant revision of the initial training materials and inclusion of practical examples to make the descriptions of the tools self-explanatory. It contains six tools to help programme staff ensure gender mainstreaming throughout the project cycle. Demand for the handbook and a high turnover of programme staff necessitated a re-print of 100 copies towards year end.

Gender Progress Report 2012

In May, the Gender unit completed a Progress Report tracking progress in implementing specific interventions under the Gender Project as well as gender mainstreaming across the country office based on the goals set out in the GES (2011 – 2015). This document has been used for reporting to the ROAR as well as communicating with donors.

Improved reporting through tracking of gender indicator across all CPD outcomes

In October 2013, the CO's online system for quarterly reports was upgraded to enable generation of an overview of gender sensitive indicators across all projects to allow for a comprehensive picture of progress on gender across the CO's activities. The system, which was developed in 2012, also contains a section where all projects have to provide a narrative account on gender-related results. The CPD includes gender-sensitive indicators for all outcomes and sub-outcomes, and in addition each project may develop additional gender-indicators to respond to changes in the programmes since the CPD was developed.

2. Specific Interventions to Support GEWE - Outcome 4: Somali Women and Men Attain Greater Gender Equality and are Empowered

The Gender Equality and Women's Empowerment Project

Within the CO, the gender unit carries the main responsibility for achieving Outcome 4 of the UNDP Somalia CPD, "Somali women and men attain greater gender equality and are empowered." In 2013, with the full team on board, the unit saw great progress in contributing to the achievement of this outcome and its four sub-outcomes. The section below will specify achievements under each sub-outcome.

Sub-outcome 4.1: Gender equality and the empowerment of women implemented through advocacy initiatives in partnership with civil society and public institutions

Trainings and South-south exchange opportunities for Somali women's rights activists

During the year, the Project provided opportunities for Somali women's rights activists to enhance their understanding on gender concepts and their manifestations in different contexts; build their advocacy capacities and foster strong ties with regional and international debates on women's rights as inspiration for formulation of effective gender advocacy messages and strategies.

In October, the Project organized two 3-day training for women's rights activists and staff from the gender ministries on international frameworks for gender and women's rights. The training provided a basic understanding of the purpose and contents of CEDAW and its optional protocol, UNSCR 1325 and subsequent related resolutions and regional frameworks including the Cairo Declaration on Human Rights in Islam and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa ("Maputo" Protocol). This was combined with practical approaches for applying these frameworks in Somalia and discussions on non-legal applicability in a context where e.g. the CEDAW has not been ratified. An interactive session of a mock-presentation of a government report to the CEDAW committee succeeded in engaging all participants in formulating (within the language of international standards) challenges and suggested solutions for improving women's status in Somalia. The two trainings

were conducted in Garowe and Hargeisa and gathered a total of 62 participants (17 men and 45 women).

In the same month, the Project supported Ms. Asha Gelle, former MP, former Minister for Gender in Puntland and founder of The Asha Gelle Foundation, to participate in a regional training on women, peace and security in Amman, Jordan, held from 26 to 29 October.⁶ In November, Ms. Amina Mohamed Rodol, women's activist from Somaliland and Mr. Mohammed Omar, Director General of the Ministry for Human Development and Public Services, Somalia were supported to attend a training on 'Gendering Human Security, Conflict Transformation & Peacebuilding' in Nairobi, Kenya from 25th to 29th November 2013.

Creating incentives for improved media focus on gender issues

The media plays a significant role in shaping social attitudes; including on gender issues. For this reason, the gender unit entered into cooperation with UNIG, UNFPA, UNESCO and two national journalist associations to present a media award that rewards excellence in journalism and highlights relevant social and developmental issues. The awards reward "best reporting on gender issues" as one out of four categories. The winners of the Somali Media Award 2014 will be announced in the three zones in February 2014.⁷ To further boost capacity for gender-sensitive reporting and programming, the Project is in the final stages of recruiting an international consultant to develop a curriculum for training journalists on gender sensitivity in the media. The curriculum will be deployed to train a broad selection of Somali journalists from all three regions in 2014.

Support to influence social change on gender issues through awareness raising, community dialogues and advocacy

In 2013, the gender unit, through Micro-Capital Grants (MCGs) provided a total of \$308,000 to seven Civil Society Organizations (CSOs) across the Somali region.⁸

6 Further information about the training can be found here: <http://awid.org/News-Analysis/Women-s-Rights-in-the-News2/Landmark-Arab-Regional-Training-on-Women-Peace-and-Security-held-in-Jordan> and here: <http://www.el-karama.org/content/arab-women-leaders-and-activists-tackle-the-role-of-women-in-peace-and-security>.

7 Further information about the media award and future information about the winning submissions can be followed here http://countryoffice.unfpa.org/somalia/2013/10/19/8214/somali_media_award_2013/

8 The seven NGOs are (We are women Activists (WAWA))- PL; SAMOFAL' relief and development organization (SAMOFAL)- PL, Relief and development initiative (RDI) - PL, Horn of Africa Voluntary Youth Committee (HAVOYOCO)- SL National Women's Umbrella Association (NAGAAD)- SL, TANAAD Relief and Development Organization (TARDO)- SC, IIDA Women's Organization (IIDA)- SC).



My participation was a good decision, the training was really amazing and the best I have ever attended in terms of its contents. The trainers and the participants from across 14 Arab countries shared wonderful experiences. I acquired practical experience that I wish to share with the Somali Women and CSOs to strengthen their work on gender.

Ms. Asha Gelle (center top row), Former MP, and former Minister for Women Development, Puntland

The grants ranged in amount from \$35,000 to \$150,000 and supported organizations to conduct advocacy and awareness-raising on issues ranging from SGBV, livelihoods, gender justice, FGM and women's political participation. Whilst the organizations previously supported in 2012/2013 will continue their agreements with the Project eight, more CSOs were identified for funding in 2014 through a new competitive selection process. To enhance their capacity for deeper community engagement and advocacy on topics often perceived as 'difficult' social issues (e.g. FGM, HIV/AIDS, child/forced marriages) representatives from 6 NGOs, women politicians, local government officials, religious leaders and local community representatives were trained on the Community Capacity Enhancement – Community Conversations (CCE-CC). The CCE-CC is a methodology that has been proven to engage communities in identifying their own problems and reaching consensus on solutions; thus ensuring adherence and sustainability.

Illustratively, SAMOFAL, a Puntland based CSO which focuses on young women's empowerment conducted advocacy workshops on gender equality and women's empowerment, women's political participation and SGBV in Galkayo, Galdogob, Eyl, Garowe, Baran and Buhoodle districts, reaching a total of 245 people (136 female and 109 males). These events resulted in the creation of community action plans on gender advocacy that clearly spell out roles and responsibility of different groups in the

community (youth, elders, local leaders, women activists, religious and cultural leaders, councilors), attached to existing municipal plans. The initiative saw the formation of committees for complaints and conflict resolution, consisting of women and elderly men who move from house to house settling domestic related problems in their communities. Working in four IDP Camps (Siliga, Marka, Shabelle and Hiran) around Garowe, as well as within the host community of Garowe, RDI, another local Puntland organization, conducted a series of workshops involving key community members, social workers and village chiefs, who were chosen because of their ability to pass on these messages and mobilize community members to abandon FGM. They reached a total of 200 people (110 female and 90 male. RDI also facilitated channels for communication between IDP communities and local government authorities to ensure the sustainability of these community level initiatives. Working in the Adado and Guri'al districts of Galgadud region in the South Central Somalia, TARDO has trained 50 selected women's rights advocates from different sectors on human rights, women in Islam, leadership and women's participation in politics to strengthen their capacity to advocate for women's participation in leadership and decision making processes as well as carry out advocacy on engendering the Provisional Constitution. This has resulted in formation of 50 women local leaders group; who maintain regular meetings and information sharing through the region. In efforts to promote women's participation in public life, TARDO trained 30 young women on public life skills and gender equality. Upon completion of the training, the 30 young women were placed on 2-month internships with local women NGOs to gain practical experience as gender equality advocates.

In Somaliland, the Project supported MOLSA in collaboration with the Ministry of Youth and Sports to raise awareness of 30,000-40,000 youth attending the Somaliland National Sports Tournament on SGBV and more specifically on rape by using behavioral change communication materials such as stickers carrying SGBV prevention messages, and 10 billboards hoisted in the stadium.

Capacity building for leadership on gender transformation

A second phase of the leadership training was provided to a total of 77 participants (from the government, civil society, and sectors such as media, education and health; with a total of 36 women) from all three Somali regions in March 2013. The second training was more targeted at

gender issues in addition to the Leadership for Change concepts. Participants reported on the breakthrough Initiatives they had carried out in 2012, following the first phase of the leadership training – awareness programmes generated and funded by the participants in both locations were estimated to have reached over 5,888 people (in Somaliland, 2,513 people and in Puntland 3,375 people).

Sub-outcome 4.2: Women's participation in peace building, representation, civil service and public life increased at all levels

MOWDAFA and MOLSA database on civil society organizational capacity and women's rights activists

The Ministries responsible for gender and women's issues in Puntland (MoWFSa) and Somaliland (MOLSA) undertook a mapping of women involved in decision-making structures, women's rights activists and NGOs focusing on gender equality. There are an estimated 500 NGOs registered in Puntland. The mapping includes organizational details and profiles of 'women achievers' providing valuable data such as 45 local organizations focused specifically on women's empowerment and gender equality in Puntland and 40 in Somaliland. A List of achievers was also compiled and roughly 15 women found to have extensive backgrounds in working towards gender equality were identified and their profiles written up. The data is available for the Ministries and stakeholders to call on when carrying out initiatives related to gender – to widen their network of coverage and call on expertise when needed.



A women's empowerment workshop

Promote women's political participation

Efforts to promote women's political participation were increased nationwide through the conduct of workshops, consultative and advocacy forums, and awareness rising on women's rights to participate in decision-making. In Puntland the gender unit supported MoWFSa and CSOs to - in the lead up to the planned district elections – conduct a series of workshops and consultations to engage potential women candidates in the nomination/ election process; working with MoWFSa, the Transitional Puntland Election Commission (TPEC), civil society, political associations and other stakeholders, bringing together diverse groups to advocate for women's increased participation in the elections. These efforts culminated in a pledge from the political associations present to uphold the 30% quota for female district councilors as decreed by the President in 2007 and restated in the Garowe II Principles. A post-election study on women's participation in the district council elections was commissioned in December and MOLSA has already embarked the data collection across six regions of Somaliland. The final report is expected to be received at the end of the first quarter in 2014 in order to inform the women's political participations programmes.

At the federal level, a dedicated project to support women MP's to become effective members of the legislature is being implemented through a national NGO, IIDA Women's Development Organization. The project provides women MPs and CSOs with training on gender sensitive legislation and how to effectively influence the legislative process. A legal analysis of the Provisional Constitution from a gender perspective and a guide for women MP's and CSO's on how to maximize the influence in the legislative process are being developed to provide the basis for these trainings. The project will also facilitate connections between women MPs and CSO's to ensure that women in parliament are linked to and can represent the wider women's rights movement. Finally, the project provides easily accessible information on women's rights in the Provisional Federal Constitution through an illustrated guide to be distributed widely.

Sub-outcome 4.3: Women are empowered in social and economic development

Tertiary scholarships for young women

In 2013, the gender unit continued provision of tertiary scholarships to 60 young women from disadvantaged backgrounds, in both Somaliland and Puntland. The scholarship recipients are now entering their second year of studies in a range of programmes (including medicine, business administration, nursing, shariah law

and economics, IT, nutrition, etc.). A monitoring mission conducted in April, 2013 by the relevant Ministries of Education revealed that one scholarship recipient in Puntland was forced to drop out of school due to health issues, but the other 29 girls are performing well (a replacement has been found and will be included in the second year); whilst in Somaliland, 29 of the women are still studying (one received a scholarship from another institution, to study abroad – she will be replaced through consensus with the scholarship committee). A career and social counselling component has been introduced to the initiative and is set to commence in 2014. The aim is to ensure that the scholarship recipients receive the personal, academic and professional support they require for longer term development.

Empowering women khat sellers for collective organizing and to claim their rights

During the year, consultative forums on women and khat were held in Puntland (with 62 participants) and Somaliland (with 40 participants), with khat sellers and representatives from civil society participating in the event organized by ministries responsible for gender issues in both regions. The forums provided opportunities to the participants to discuss the socio-economic impacts of the khat industry on women. The participants identified thematic areas, approaches and communication channels to be employed in awareness raising campaigns against khat. They also proposed that difficulties faced by women khat sellers should be included in the agendas of the government and development partners, because they are among the most economically marginalized women groups in Somaliland. Provision of training skills and economic assistance in the form of grants or loans were identified as feasible strategies in uplifting the socio-economic positions of women. In Somaliland, the information gained helped lay the foundation for follow up interventions such as the formation of a representative committee for women khat sellers with by-laws. As a result of these engagements and the small capacity building they have received, the representative committee for women Khat sellers has taken precisely taken the kind of a bold action and courageous type of thinking that is needed in order to air their views and claim their rights through a consultation with MOLSA on the challenges of their trade and their needs, and supported to meet and discuss their needs with the Social Department of Hargeisa Municipality. The Hargeisa Municipality was receptive of this move and during the meeting, promised a continued engagement with them and also creating a link with the district councilors. Building on the findings

of these consultations and the efforts by the women khat sellers, the Project in 2014 will expand consultations to seek commonalities in the situation of other market women and look to develop an advocacy campaign for promoting the rights of women in markets in general.

The Puntland women's multi-purpose centre

In Puntland, the project continued efforts towards the establishment of the Punt land Women's Multipurpose Center with the procurement of equipment, furniture and children's play materials worth \$76,000. Full establishment of the center is pending completion of construction by UN-Habitat. When operational the Center will be managed by MOWFSA and serve as a one-stop center for information, mobilization, advocacy and coordination on gender issues in Puntland.

Sub-outcome 4.4: Women supported by appropriately designed, implemented and enforced legal and policy frameworks in line with CEDAW, the Maputo Protocol and Security Council Resolutions 1325 (2000), 1888 (2009), 1889 (2009) and 1820

Development of national gender policies and implementation frameworks

UNDP is supporting the gender machineries in all three regions with capacity building aimed at enabling them to effectively coordinate gender mainstreaming within all government work. This includes support for strategic planning in the ministry, developing gender policies and establishing gender coordination mechanisms with focal points from all ministries and relevant CSOs.

At the federal level, progress has been slow during 2013 due to security concerns that meant limited access for UNDP staff on the ground. However, through cooperation with other international partners, UNDP was able to sustain the support for a national gender policy. The support has resulted in a road map for consultations and re-drafting of the draft gender policy developed in May 2013. The road map rests with the government and is endorsed by UNDP, UNSOM, UN Women, UNFPA, the donor gender group including the EU, the World Bank and a key national women's rights organization, IIDA. Development of the gender policy is expected to run from December 2013 to June 2014 and all partners will align their support around the process defined in the road map. To avoid duplication of efforts in overlapping processes, the NGP and its accompanying action plan will also serve as a National Action Plan for UNSCR 1325. A comprehensive review of international standards early in the process will ensure compliance with 1325, CEDAW and other relevant international standards.



Somaliland National Gender Policy Implementation Plan leads to improved gender coordination by MOLSA

Ms. Luul Adem Gedi, head of the Gender Unit, MOLSA explains some of the results of GEWE project. Among other things, she narrates that the project capacitated the Gender Unit to strategize its interventions regarding the gender mainstreaming. Taking as an example, Ms. Luul says: 'The Gender Action Plan, which was developed during the project, is a great achievement. Before the gender action plan, planning, implementation and coordination of gender interventions were not any easy task. However, gender action plan makes it easier for the Ministry generally and the Gender Unit particularly to help mainstream gender issues through national programs and plans and to coordinate gender focused interventions by non-governmental local and international agencies'. Additionally, she states: 'thanks to the gender action plan, the Gender Unit embarked to map on all stakeholders to find out what each of them is doing in policy thematic areas. Moreover, Ms. Luul went on to underscore that gender focal points were appointed by thirteen relevant ministries and an Inter-agency Gender Coordination mechanism was established as national gender machinery tasked with the responsibility for gender mainstreaming and implementation of the gender action plan. Finally, Unit she concludes 'before the development of Gender Action, the work of the Gender Unit was characterized by haphazard planning. In contrast, the Gender Action Plan provides basis for well-articulated direction and interventions guiding gender-mainstreaming under the leadership and coordination of the Ministry.

Following the adoption of the Somaliland National Gender Policy in 2012, the Project supported the Ministry of Labour and Social Affairs (MOLSA) and stakeholders to develop an implementation plan in 2013. The document is comprehensive and sets the Policy implementation frameworks and blueprints until 2017. Broader stakeholders from government line ministries, UN agencies, INGOs and other civil society partners validated the plan in August 2013. With support from

the gender unit, MOLSA took the lead in engaging with relevant government ministries to enhance coordination and strengthen gender mainstreaming within their activities. To achieve this MOLSA conducted an inter-ministerial consultation and requested each ministry to appoint a gender focal point. So far, 13 out of 25 ministries appointed their gender focal points and two inter-ministerial coordination meetings were held within the year. In addition, an Inter-Agency Gender Committee as a higher tier was created, in November 2013 with members from Ministerial, Civil society and representatives from UN Agencies Gender Focal Points, in an effort to promote linkages and effective participation of all key actors in the implementation of the National Gender Policy at all levels. A TOR for the committee has been developed. Furthermore, a gender mainstreaming training was held for all the Inter-agency gender committee members.

In Puntland, advocacy for a Gender Policy continued to meet with stiff resistance from influential members of the cabinet with extreme religious views. The low capacity of MOWFSA leadership further made it difficult to attain substantial results. While the ministry did produce a strategic plan in February 2013, the quality was so poor that UNDP decided to hire an international consultant to support the ministry to revise and upgrade the plan. It is hoped that the change of government in 2014 will pave the way for renewed efforts by MOWFSA to achieve the adoption of a Gender Policy for Puntlands.



women participate in a parade raising awareness to end FGM

Strengthening women's access to justice through judicial monitoring and capacity building

In search of effective response to SGBV and service provision to victims, the gender unit supported the Somaliland Women's Network, NAGAAD to enhance capacities of NGOs, service providers and other stakeholders through trainings, sensitization workshops and the development of a paralegal manual for 60 selected community paralegals (33 F and 27 M). In addition, 180 traditional and religious leaders were sensitized and their capacity on SGBV improved via conducting six sensitization workshops across the six regions of Somaliland. NAGAAD further developed a Judicial Monitoring Tool (JMT) to collect, monitor, follow up and evaluate GBV case proceedings. The JMT and the corresponding data collection form (a more simplified one) will be particularly used by the 46 NAGAAD Network member organizations and other interested SGBV stakeholders and case workers across Somaliland. The tool has been developed based on the Criminal Procedure Code. Three JMT trainings have been conducted in order to adopt the Tool and 114 participants (72 F & 42 M) from women NGOs and other SGBV stakeholders have been trained on the Judicial Monitoring Tool and enhanced their understanding on SGBV. Among those training, 46 participants (17 male and 29 female) were from NAGAAD member NGOs involved in SGBV and aims to increase SGBV incident reporting across Somaliland. Copies of the Judicial Monitoring Tool were disseminated to all monitors and NAGAAD Network members; the training has increased participants' knowledge on SGBV in general and the implementation of judicial monitoring tool and data collection in particular. The tool is designed to help the systematic and consistent data collection on SGBV cases for the use of all SGBV stakeholders. SGBV Standard Operating Procedure (SOP) was translated into Somali and then validated. 500 copies were disseminated to more than 90 participants from different stakeholders involved in SGBV work.

FGM prevention through dialogue, advocacy and alternative livelihoods

As part of a wider collective strategy towards the abandonment of FGM in Puntland, the Project supported MoWFSAs, to implement a pilot initiative targeting FGM practitioners across the state in June, 2013. A total of 60 FGM practitioners from the eight regions of Puntland benefited from the pilot project. The first component of the activity was business development skills training, which also included some awareness-raising on the religious aspects of FGM, as well as discussion on the current policy

discussions taking place on FGM by the government. The second component included the disbursement of small grants (\$300 each) to practitioners, so that steps towards alternative livelihoods could be undertaken by the women, with the understanding that they would abandon the practice. 16 out of the 60 beneficiaries were from the Madhibaan clan, which is a minority and generally considered to be of a lower social class.

In partnership with HAVOYOCO intergenerational dialogues on FGM were conducted in Hargeisa, Somaliland involving female and male youth. Two workshops on FGM were held for this purpose to target youth and mothers in IDP camps. The workshops brought together 129 (56 male and 73 female) participants (12 elected local councils, 5 MPs, 34 district community committees, 34 IDP mothers and 44 youth members) to share the different generational perspectives to the practice with a view to creating empathy and finding areas of convergence. Both workshops achieved consensus on the fact that FGM had no basis in Islam, meanwhile their harmful effects on women who have undergone the practice continue to pose a challenge to their total well-being. There was lack of consensus as to whether the practice was dying out in the cities or shifting from one form (Pharaonic) to another (Sunna). However, FGM was not perceived as acceptable amongst the youth; and there was agreement on the need to spread awareness to local communities to abandon the practice. Furthermore, 14 general debates and discussions on gender equality issues including FGM, reached 640 participants (396 male and 244 female) from the five districts and IDPs in Hargeisa. 500 posters and IEC materials on FGM prevention messages were developed and distributed in these gatherings.

3. Mainstreaming Gender Equality Considerations in All Institutional and Organizational Practices

The beginning of 2013 was marked by preparations for the country office relocation to Mogadishu. The gender unit contributed to ensuring that gender concerns were mainstreamed in this process. In cooperation with HR and operations, the gender unit developed a document with commitments for gender mainstreaming in the onboarding process for new staff in Mogadishu. In response to these commitments, a brochure was developed to encourage more women to apply for jobs with the UNDP. The brochure has since been distributed through partner organizations in Somalia.

The gender unit also conducted a gender review of the physical facilities in all four major compounds run by UNDP Somalia. Minor gaps were identified and rectified by operations (e.g. maintenance of separate toilet facilities).

In June, the country office applied for the UNDP Gender Equality Seal. The Seal is a corporate tool developed to certify the level of gender mainstreaming across all programmatic and operational aspects of the country office's work. Through this tool, the gender unit was able to engage all departments including senior management, programme, HR, and operations towards considering the status of gender mainstreaming in the office. After the initial assessment completed by the Gender Equality Seal team in October, the country office will be given time to develop and implement an action plan for improving gender mainstreaming, and after this a certificate of either gold, silver or bronze will be awarded by the UNDP Gender Equality Seal team. In the initial self-assessment, UNDP Somalia fulfilled 25 of the 44 set criteria. Notably the CO scored well on Programmes/Projects (5/7), Partnerships (5/5) and Gender Equality results/impact (3/4). The CO is currently developing the action plan for improvements based on recommendations from the Gender Equality Seal team. Implementation will run until June 2014.

A number of adjustments have already been made as a result of the Gender Seal assessments. Staff members were encouraged to complete the online training on Sexual Harassment and Exploitation and several staff members did. The gender unit organized sessions for staff in Garowe and Hargeisa to complete the online Gender Journey course in a joint setting that allowed for additional learning and exchange of experiences. Over 40 staff members participated in the two sessions and completed the trainings.

The membership of the Implementation Steering Committee (ISC), which is a key decision making body in the CO, has been adjusted so there will not always be a member of the gender unit present when assessing new projects. On the other hand, the Gender Specialist sits on the CAP in her personal capacity.

It has been a set-back for gender parity that personnel changes over the year have led to an all-male senior management group. However, the new country director and his two deputies have all expressed their commitment to promoting gender mainstreaming within all aspects of the country office's work over the next years.

4. Strategic Partnerships in Implementing Gender-responsive Interventions

Collaboration with the ministries responsible for gender, as well as ministries of education throughout the region continued through Letters of Agreement (LOAs); and with CSOs through Micro-Capital Grants (MCGs). Quarterly Project Review Board meetings during the year brought together key government, UNDP, CSOs and donor counterparts to review on a regular basis the results and delivery of the project and make appropriate decisions.

The Gender Unit represents UNDP in various gender related coordination forums to ensure alignment and synergies are achieved with programming from other UN agencies, donor countries and NGO's.

The Gender Unit participates in monthly meetings of the UN-GTG⁹ and has been instrumental in promoting the adoption of a gender strategy for the UNCT/HCT, which is currently under development. To improve coordination with donors also, since May 2013, the GTG has been extended on a quarterly basis to a Joint GTG (JGTG) which includes all members of the GTG plus gender focal points from donor embassies. The JGTG has also taken steps towards encouraging the Ministry of Human Development and Public Services (MHDPS) to establish a government-led coordination mechanism in Mogadishu bringing together gender focal points from the government, donor embassies, UN agencies, AU/AMISOM and relevant NGO's. UNDP and EU were taking the lead on organizing the first meeting towards establishing this mechanism, when the attack on the UNCC happened.

Through the GTG, UNDP has been instrumental in coordinating consolidated input from all UN gender focal points for the National Gender Policy (at the Federal level) and provided input for high-level political processes under the New Deal implementation arrangements. At the beginning of 2013, several international partners expressed interest in supporting development of policies to promote women's status in Somalia including a National Gender Policy and a National Action Plan for UNSCR 1325. However, due to the limited human resources in the Directorate for Women, Children and Social affairs, the government was not able to effectively

coordinate contributions from the various partners, particularly those based primarily in Nairobi. In May, AMISOM facilitated a workshop in Kampala to develop a draft National Gender Policy, which was based on limited consultations with key national stakeholders and absence of technical assistance from relevant international actors. To support the government in developing a national gender policy that reflects input from all relevant stakeholders, UNDP and UNSOM therefore took the lead on coordinating support from interested partners. This resulted in a road map for consultations and re-drafting of the gender policy.

The gender unit's representation of UNDP in coordination forums such as the GBV working group is much appreciated. For the first time, UNDP's areas of work such as access to justice and civilian police are visible in the working group's strategy with specific activities. This is of course possible because of the availability of full time participation through the gender unit as opposed to a focal point with other responsibilities. The gender focal team is good forum and their activities should be reflected in everyday work. The training offered by the gender unit was good and should be organized for new staff.

Fatuma Abdi (UNDP GROL Programme)

The Humanitarian Country Team under the leadership of the new Humanitarian Coordinator/Resident Coordinator (HC/RC) has decided to make GBV one of two focus areas for UN assistance in Somalia. The Gender Unit contributed to drafting a 3-year GBV strategy for the GBV Working Group (GBV-WG)¹⁰ through desk reviews of security and legal status of GBV in Somalia and facilitating a half-day technical meeting with the GBV-WG and project managers for UNDP Civilian Police and Access to Justice projects) to exchange knowledge on the gaps in legal response to GBV in Somalia. With these efforts, UNDP helped ensure that the strategy included a focus area on Access to Justice and Rule of Law to provide a comprehensive reflection of activities within this sector.

In Puntland, UNDP entered into an agreement with UNFPA, supporting the local Sexual Assault Referral Centre (Maato Kaal) to establish a two-way GBV referral mechanism, involving police forces and health entities offering clinical management. The project will collaborate with NGOs and CSOs to establish effective

⁹ An inter-agency forum to provide overall coordination on gender issues across the 21 agencies under the UNCT

¹⁰ Set up by the Protection Cluster for Somalia to address the high prevalence of SGBV in Somalia through coordination by UN Agencies, government institutions, NGOs and international development organizations. The Group is chaired by UNFPA and INTERSOS (an international NGO)

referral mechanisms for GBV victims with regards to police and health services and will run from March, 2013 to December, 2013.

Cooperation with national journalist associations and the communications specialists of several UN agencies as well as close communication during the design phase with key media sector players such as BBC Media Action meant that the media awards received wide media attention in national media in Somalia.

With support from UNDP Civilian Police Project (CPP), Women and Children's Desks (W&C'desks') were introduced to the Somaliland Police Force in 2006 in order to deal with violence against women and children. In line with this, CPP mandated the International Security Sector Advisory Team (ISSAT), which is an integral part of the Geneva Centre for the Democratic Control of Armed Forces (DCAF), to commission an assessment on Somaliland Police Response Mechanisms to Sexual Gender-based Violence. The ISSAT report provided an analysis of gender-responsive policing in the Somali context with the aim of providing a summary of the challenges and opportunities that exist in Somaliland for improvements in this area. In response to ISSAT's recommendations and in accordance with the Somaliland National Gender Policy and the Ministry of Interior's Strategic Document on Policing and SGBV, UNDP supported the development of an Action Plan towards a Gender-Responsive Police 2013-2014 in a participatory process which has taken weeks of consultations and collaborations with broader stakeholders including - but not limited to - meetings and workshops with Ministry

of Labour and Social Affairs (MOLSA), Ministry of Interior, Ministry of Justice, CSOs and women's umbrella, Women Lawyer's Association and Baahi-Koob previously known as The Sexual Assault Referral Centre (SARC). The Action Plan captures main priorities for enhancing the Police response to GBV, as well as, rendering the Police institution and services more gender-responsive. It aspires to ascertain that Somaliland National Police is capable to effectively respond to and prevent all forms of GBV forms and have the knowledge and ability to effectively expand their services to all community. Subsequently, a Gender Responsive Police Steering Committee was established in April 2013 to lead on taking forward the Action Plan in close coordination with the Police Commissioner. The committee comprises 11 members from diverse stakeholders and chaired by Deputy Director CID Commander. The Police Commissioner and the Ministry of Interior have hailed the Action Plan and the Steering Committee as very crucial move in preventing and responding to increasing GBV incidents. However, both initiatives need funding and multi-stakeholder engagement to ensure implementation.

Challenges

The CO expected to achieve considerable momentum in implementing the Gender Strategy in 2013 and elaborate plans were put in place towards this. However, some unforeseen challenges provided serious drawbacks to achieving the anticipated progress in the year. At the same time pre-existing challenges continued to necessitate specific attention of the Gender Project staff as well as innovative alternatives to ensure we stayed on track.

Security

In May, the Gender Specialist relocated to Mogadishu as part of the office-wide relocation process and was positioned to facilitate closer support to partners in the region, as well as foster closer coordination with stakeholder in Mogadishu. However, the 19th June attack by Al-Shabaab on the UNCC in Mogadishu, which left four CO staff dead, including one UNDP staff member, meant a setback for UNDP activities in Mogadishu overall as the compound remained un-operational until the end of 2013 and missions were limited to only essential missions within the Mogadishu International Airport throughout most of the period. These operational challenges further caused major delays to implementation of activities or even suspension of a number of projects in the region; including the GEWE project (such as commencement of an LOA agreement with the Ministry and recruitment of a National Gender Officer for the region). However



The registry at women and children's desk, central police station Hargesia

through email, telephone and coordination with other partners in Mogadishu, the project was able to sustain support to the MHDPS in Mogadishu. The continued volatility of security in Mogadishu meant that the Gender Unit could not sustain full presence on the ground. Frequent security incidents throughout the year also saw the Gender programme being relegated in terms of programming criticality thereby creating challenges with access to Mogadishu even though we had new projects there to monitor and partnerships to support.

Effect of political developments on programming

The constantly changing political landscape during the year continued to impact on our work. In Puntland for instance, Local (district) government elections initially scheduled for July 15, 2013 were eventually postponed indefinitely following outbreak of violence in the region in July which led to several deaths. The planned elections had created an opportunity to engage women in promoting and encouraging women's political participation. Different institutions, including the Transitional Puntland Electoral Commission (TPEC), the Puntland Development Research Centre (PDRC), the Puntland Women Councilors Network, MoWFSa, as well as women activists, CSOs and political associations had proven to be keen participants in preparing for the elections and promoting women's participation thereof. The indefinite postponement of the elections meant that gains which women had secured (for example, a commitment by political associations to implement a quota for women in their candidate nominations) could not be taken forward to the polls.

The situation however, also means that the serving women District Councilors will retain their positions for the time-being so the Project will continue to provide capacity building support to them. In Mogadishu, political tensions within the government culminated when the President requested the Prime Minister to resign on 11 November, this took up focus among government staff and elected officials and contributed to delays in the legislative process. Furthermore, the Federal Parliament's focus for the year has been on developing working procedures for parliament and its committees, leaving little time for MPs to focus on personal trainings and outreach. Though the parliamentary calendar set aside time slots for trainings for MPs, these were only communicated very late, which did not leave time to prepare training modules to be delivered. These factors all contributed to delays in implementation of the capacity building project for women MPs and gender sensitive implementation of the Constitution.



Sheikh Muse Religious leader, thanking the participants and started explaining FGM in the context of Islam, The Sheikh said "circumcision is permitted in Islamic religion but it is not the way by many people believe which is cutting or mutilation of women's genital areas. This is bad culture which our society received from their predecessors", the Sheikh again added "it is Haraam to cut part of somebody's organs by means of culture and other perceptions". The sheikh also said "that anyone who remove/cut women's organs must pay the price of it"

By year end, rumors of an impending cabinet re-shuffle in Mogadishu meant that the focus of government staff was distracted by the uncertainty of the outcomes; and so the project could not secure concrete commitments from partners to carry forward anticipated activities. In Puntland, the selection of a new Parliament and the resultant election of a new President (along with a new Cabinet to be appointed by him) anticipated in the New Year created similar challenges.

Resistance/lack of commitment to gender equality

Resistance to the notion of gender equality continued to manifest in diverse ways throughout the year and across all regions. In Somaliland for example, the only female member of the Guurti stepped down from the position in favour of her son as she felt incapable of making a tangible influence as a woman in the midst of 81 men. Meanwhile, the Parliament had de-listed the quota bill from its agenda for the year.

In Puntland, the new Minister for MoWFSa continued to struggle to gain any meaningful support for a Gender Policy in cabinet; and in the end abandoned her efforts altogether. By year end, the Minister had not managed to secure commitment from her fellow ministers to convene an inter-ministerial consultation on gender; and thereby

appoint gender focal points from the different ministries in order to establish a gender coordination mechanism.

Weak technical capacity for programming and gender mainstreaming

The selection process for new CSOs (to partner with in implementing certain aspects of the GEWE Project) still revealed immense capacity gaps as most applicant organizations are not able to produce a project proposal that fulfills UNDP requirements. This calls for training to overcome this gap, on fund-raising, grant management, financial and narrative reporting and basic monitoring and reporting. The project is planning such training for CSOs in 2014.

The Ministry of Human Development and Public Service (MoHDPS) holds the mandate on promoting gender mainstreaming under the auspices of the Directorate for Women, Children and Social Affairs. However, capacity is low in the ministry, and demands from high-level visits and political processes are stretching the human resources thin. The project is supporting the Ministry through the recruitment of a consultant to oversee implementation of the LOA. In collaboration with other UN agencies more technical support will be provided to the Ministry through engaging consultants to facilitate the development of the National Gender Policy and 1325 Action Plan.

In Puntland, under the new MoWFSa leadership, implementation continued to be a challenge, as the Minister did not completely understand her mandate, and continued to try to steer UNDP in the direction of implementing activities outside of her mandate. The LOA was not understood by the Minister, despite regular meetings to thoroughly discuss and explain the LOA contents and work plan. The necessitated constant postponement/adjustment of activities; further resulted in extension of the LOA twice beyond its original date. Tasks such as writing contracts, reports, planning and implementing meaningful activities which make an impact – remained challenging.

In Somaliland, the baseline report/situational analysis on GBV originally submitted by NAGAAD was of such poor quality that it has had to be re-done. However, finding a qualified consultant, with both the expertise in GBV as well as data collection and analysis proved to be extremely difficult. The Gender Unit worked closely with NAGAAD to find a new consultant, and also reviewed their new action plan and methodology to ensure that the new report was of sufficient quality.

The PREP's *'Empowering Women of Eyl and Improving their Resilience'* Project in Eyl was faced with the challenge of high costs of training facilities and the fact that there were more beneficiaries than the project could absorb and hence the selection criteria was quite difficult to develop, given the similarities in the social conditions of the women in Eyl.

Gender relegated in the face of competing priorities

During the year, the national GFT only managed to meet once and further efforts to convene a meeting were relegated in the face of competing programme delivery priorities. This was further exacerbated by the difficulties created with dispersal of key members of the national GFT following the attack on the compound. The GFTs in the regions however, continued to meet regularly.

Operational challenges

Finally, tedious, repetitive and often unclear operational procedures and requirements (in relation to procurement, recruitment and logistics) hampered efficient programme implementation. The new CO management has now instituted an initiative to improve the CO's business process by developing tools and guides that will overall reduce transaction burdens involved in operational processes.

Lessons learned

The Gender Strategy implementation in 2013, threw up some important lessons which have helped to re-focus our approach for more effective results. Below are some of the most salient lessons:

Securing the buy-in of top-government officials/political will is central to a successful gender mainstreaming. Through the experience of establishing the inter-ministerial gender coordination mechanisms in Puntland and Somaliland, it was learnt that prior engagement with top officials in the form of gender training or orientation on gender would have been important in identifying the most relevant ministerial gender focal points and ensure consistency in representation.

All the Gender Project Board meetings were convened and co-chaired by the counterpart Minister and UNDP Heads of sub-offices. This co-chairing of Project Board meetings has proved to be more productive and crucial in demonstrating ownership, accountability and drawing more clear recommendation to address issues and challenges in project implementation.

Gender Scholarship Management Committee (GSMC) - A successful model

Tertiary Scholarships for Young Women Students is part of GEWE in partnership with Ministry of Education and Higher Education (MOE&HE). The Ministry of Education, Somaliland receives huge applications from young girls who are unable to continue their tertiary education due to poverty, amongst other concerns. This presents great challenges in selecting the right applicants for meagre scholarship schemes available to the Ministry. According to the Mr. Khader Dirie, DG, of MOE&HE, 'the fact that the application for scholarships requests outnumbers the available opportunities of education supports, the selection process of getting the right applicants has never been smooth'. It has been very difficult process eclipsed with suspicions and speculations about the fairness and the transparency of the selection process by the applicants and the communities, sometimes the media can negative scrutinize it which MOE&HE had to defend the allegation from the unsuccessful applicants. Thanks to the GEWE Project which has brought very brilliant idea of establishment of Gender Scholarship Management Committee (GSMC) - a committee that comprise diverse stakeholders from both governmental and non-governmental institutions, funding agencies as well as respected prominent individuals. It was this committee that has set the criteria of selection, rigorously conducted the screening, intervening and finally selecting the right applicants. It has been transparent process and successful approach as no complaint what so ever is hear from the applicants and the public; the success of UNDP tertiary scholarship project is founded on this experience. The UNDP project will last one day or the other, but will leave everlasting experience which will glitter in MOE&HE.

According to the DG, the approach has not only helped the Ministry to engage a fair and transparent selection process, but also to effectively manage their scholarships throughout and it has now become a model for each and every scholarship that the ministry is managing. "Even the other agencies are using it and regard it as a fair, participatory, and democratic model for Scholarship management. It worth noting that EU funded Somali-Wide Education Synergies (SWES)-ELMIWAGAAD has already adopted this strategy in its entirety and found it very relevant"

The CCE-CC methodology rests on skillfully facilitated community conversations on 'difficult/sensitive' issues and draws strength from innate community wisdom, history and resources to foster change. This experience is relevant to Somalia as cultural beliefs are strongly held and custodians of culture elders are revered as the first choice of reference in social matters. The CCE-CC training that took place at the end of the second quarter involved CSO staff, religious leaders, district level government officials and community members from 6 communities where the

initiative will be piloted. The training methodology, to dig deep about individual, personal beliefs and practices, has already proved that it will be worthwhile in its community level implementation as participants underwent subtle shifts in thinking regarding a range of topics, including child marriage, FGM and SGBV, which were reflected in group discussions and facilitated exercises. Going by their feedback at the training, it is clear that they will help foster more effective and long lasting social change on gender issues.

Capacity building for all partners, government and civil society alike, remains an ongoing concern, and requires strategic intervention into key areas. Public speaking, for example, so that people in decision-making positions are able to communicate clear and convincing messages, is one such need that has been identified, and the Gender Unit will follow this up in the coming year.

When women engage in economic activity they are often forced by continued male suppression to hold menial or degrading positions. One group that is generally looked down upon in Somali society is women khat sellers. UNDP's consultations with women khat sellers in Hargeisa and Garowe allowed these women to come together and define what would improve their conditions. In their own opinion, these consultations gave them confidence as it was the first time any organisation had found them relevant to talk to. In the same vein, the engagement with FGM practitioners in Puntland has proved to be extremely insightful. The 60 women that participated in skills building training opined that they had not been expressly consulted in other work being done on FGM awareness raising, which, given their roles and the respect they receive from communities, seems to be an oversight.

Somaliland in particular has seen an increase in the number of female legal professionals from less than 5 in 2008 to over 75 working today. 37 women including the first deputy Attorney Generals, Prosecutors and senior registrars have been hired in the last 2 years and are now employed in senior positions in the justice sector thanks to UNDP supported graduate internships as well as scholarship programmes. There was initial resistance from both court users and male senior judicial staff at the start of the programme. Criticisms included that women legal professionals would not be accepted by the general public or have the requisite skills and competencies to deal with the pressures of prosecuting, defending and adjudicating cases at the court. Over a short space of time those women legal professionals working at Courts

either as defense lawyers, registrars or prosecutors were able to silence those criticisms through the quality of their work & expertise. There were also important champions including university Law Faculties and Women's Lawyers Association as well as key government figures that provided initial support/advocacy to women legal professionals. It is important to note that the debate has also moved on from whether women could defend or prosecute cases as happened in 2008 to one where their appointment as Judges is now being seriously considered in Somaliland. The lesson from this success story is that, when women excel in public office, their performance influences an opening up of spaces for more women to enter the system.

Stronger coordination with and between gender actors can multiply efforts and increase potential for positive impact overall. The establishment of UNSOM as an integrated mission since June 2013 has meant that steps are being taken to improve internal coordination within the UN. In August, UNSOM hired a Senior Gender Advisor based in Mogadishu. The gender unit established a good working relationship with her on issues where the mandates overlap. This helped to facilitate continuous technical support on gender issues to the MHDPS when the gender unit could not sustain presence on the ground.

Future priorities and ways forward

Building a stronger base of evidence and data in support of gender results

The Gender Strategy and the GEWE Project both enter their third year of implementation in 2014. Whilst the GEWE project responds directly to the CPD Outcome 4 (Somali women and men attain greater gender equality and are empowered), gender indicators across other CPD outcomes ensures that sufficient focus is placed on realizing gender results; either within broader programme areas or as specific initiatives targeted at women's empowerment. At the level of periodic reporting there are positive indications that the CO's gender interventions are showing good results. The Gender Seal initial assessment found that the CO has solid management systems and mechanisms for gender mainstreaming in place as well as strong capacity within the gender team for Gender Equality. However, there is need to conduct gender impact assessments across the board to build a stronger evidence base for UNDP's contributions to gender equality in Somalia. To this end, the CO will commission a gender outcome evaluation early in 2014.

Promoting GEWE through innovative interventions

The GEWE project will scale up support for women's political participation; especially in the face of recent political developments and absence of a quota system for women's representation. Efforts are underway to develop a common approach with select members of the GTG and UNSOM to identify key entry points for women's participation in formal and active politics in the ongoing process of state building. The CCE-CC based community sensitization and social change initiatives on gender will commence implementation in January 2014. The project is piloting the initiative through sub-projects with CSO partners and will closely engage with the process to ensure technical oversight and support to achieve anticipated outcomes. The scholarships for tertiary education for young women will continue in 2014, and the counselling component will be kicked off during the New Year.

Sustained capacity building for gender programming

The project will continue to build in a capacity development into all partnership arrangements with government and CSOs; and sustain trusting relationships with continuous communication and support.

Mainstreaming gender equality considerations in all institutional and organizational practices

The Gender Seal initial assessment exercise presented the CO with a number of salient recommendations to improve performance on gender not only within the context of the Seal but also to ensure long term gains and improvement of the overall business environment. To facilitate the needed changes, the Gender Seal team provided a tool box of resources and guides on gender mainstreaming in different areas (HR, Communications, completing Performance assessments etc.) for the CO to adapt. The Gender Unit has developed a plan of action for implementation of the core Gender Seal recommendations. The action plan will be discussed and adopted by CO Senior Management early in 2014 and serve as the compass for making the needed improvements in the course of the year.

Gender training will be held for all operations staff in 2014. Precedent on gender mainstreaming in day-to-day operational tasks (except HR) are difficult to find. The proposed training will focus on sensitization around gender norms, power and relations in the workplace but will also be delivered as a consultative activity, calling on operations colleagues to identify the challenges and knowledge gaps that they are facing in terms of promoting/mainstreaming gender in their day

UNDP/PREP programme has direct interface to communities and the policy makers in Somalia. As such, the beneficiaries of UNDP/PREP interventions are fairly diverse – this provides opportunity to UNDP/PREP for practically addressing the gender issues in Somalia. Most important for UNDP/PREP programme is to ensure that all the interventions help in bringing gender equality and gender empowerment. This is only possible if we (as UNDP staff) and our implementing partners have the in-depth understanding of ways and means of mainstreaming gender dimensions in all our interventions. We should have enough knowledge and understanding to be able to take on different roles in different situations. At times, it should be to convincingly advocate for the cause of gender mainstreaming and at others having the balanced representation among the beneficiaries to benefit for any development related intervention. We need to continuously work towards capacity building of our own and our partners to be able to identify / advocate for gender mainstreaming throughout the project cycle (formulation to completion to impacts monitoring). This cannot be done through one off training but through a series of trainings that keeps on the building towards right level of expertise on gender. The toolkit and trainings organized by this office has been very useful. It is important to repeat these trainings and also adding new elements to these trainings. Since the office is undergoing through staff turnover, it would be timely to hold these trainings for the entire office and extend these trainings to our external implementing partners. Addressing the gender issues require attitudinal shift, this can only happen with persistent efforts.

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to day routines and on this basis build a set of shared standards and resources for the CO. At the same time, a refresher gender mainstreaming training will be held for programme staff. The training will not only target old staff but also new staff that have joined the CO since the last gender training was conducted. Following the trainings, support will continue to be provided to ensure appropriate application of gender mainstreaming tools to their project/programme implementation processes.

Following the Gender Seal recommendations and guidelines, the CO will continue to include gender related results in all staff performance appraisals.

The Gender Unit will continue to support the HR unit to ensure that gender skills are included in all postings and TORs; and that all new staff is 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 for the relevant tools.

Enhanced coordination for gender

UNDP Gender Unit and relevant programme staff will continue to participate regularly in relevant coordination forums.

The new JGTG (involving donors) has the potential to elevate advocacy on gender issues beyond the UNCT. The expanded gender coordination forum with government counterparts could not take off in 2013 due to the security challenges. It is now a priority for 2014.

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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