

**United Nations Development Programme
Country: Somalia
Annual Work Plan**

Project Title: Strengthening Gender Equality and Women's Empowerment in Somalia

PSG Outcome(s): 1,3,5.CC(CD) &CC(G)

Expected CP Outcome(s): Somali women and men attain greater gender equality and are empowered
(Those linked to the project and extracted from the CP)

Expected Output(s)
(Those that will result from the project)

Executing Entity: UNDP

Implementing Agencies: Government, LNGOs, CSOs, consultancy firms

Gender equality and the empowerment of women implemented through advocacy initiatives in partnership with civil society and public institution; Women's participation in peace building, representation, civil service and public life increased at all levels; Women are empowered in social and economic development; 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

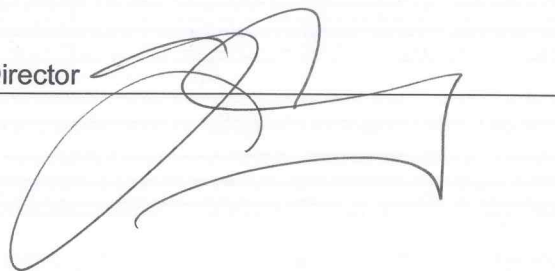
Brief Description

The Gender Equality and Women's Empowerment project is 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. UNDP will focus on addressing the following issues: (a) the persistent and increasing burden of poverty on women; (b) sexual and gender-based violence; (c) the effects of armed or other kinds of conflict on women; (d) inequality in economic structures, productive activities, assets and access to resources; (e) inequality between men and women in the sharing of power and decision-making at all levels; (f) lack of respect for and inadequate promotion and protection of women's human rights; (g) access to justice; and (h) gender inequalities within government. These initiatives will be advanced through the establishment of a conducive environment through the formulation, revision and update of relevant policies, laws, strategies and regulatory frameworks. The programme will therefore strengthen advocacy for ratification and implementation of CEDAW by the government of Somalia amongst other gender equality frameworks.

Programme Period:	2012-2015
Key Result Area (Strategic Plan)	4
Atlas Award ID:	60507
Start date:	January 2012
End Date	December 2015
PAC Meeting Date	TBC
Management Arrangements	Direct Implementation

Resources required 2014:	\$2,633,203.00
Total allocated resources:	\$2,271,631.00
Regular TRAC:	\$300,000.00
Other:	
Donor: Denmark	\$1,650,508.00
Donor: BCPR	\$300,000.00
QIF	\$21,123.00
Government	N/A
Unfunded budget:	\$361,572.00
In-kind Contributions	_____

Agreed by (UNDP): George Conway, Country Director



ANNUAL WORK PLAN

Year: 2014

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount(USD)	
<p>Output 1: Gender equality and the empowerment of women implemented through advocacy initiatives in partnership with civil society and public institutions</p> <p>Baseline:</p> <ul style="list-style-type: none"> - Low representation of women in decision-making with low capacity for leadership, technical skills and advocacy capacity; - Strict culture of patriarchy and negative perceptions of women's role and status continue to perpetuate gender inequality <p>Indicators:</p> <ul style="list-style-type: none"> - Number of women that complete leadership training programmes 	<p>1. Activity Result: Leadership, technical skills and advocacy capacity of women enhanced (incl. Public Speaking, Facilitation, leadership and organizational management) to promote gender equality.</p> <p>1.1: Activity action Transformational Leadership for Results Training for MPs (quotas) and DGs (gender coordination & mainstreaming)</p> <p>1.2: Activity action International exposure for Somali women's rights advocates to engage with broader global discourse on gender equality and women's empowerment</p> <p>1.3: Activity action Capacity Building for women CSOs and key personnel in the gender machineries on skills including :1) grant management (proposal writing, budget management, implementation and reporting), 2) Conflict sensitive gender advocacy and networking skills 3) Training - including scholarship recipients - on public speaking skills for female spokespersons.</p>									
						UNDP, Consultancy Firms	Denmark	Consultants, Training		45,000
						UNDP in collaboration with UNFPA and UNWOMEN	Denmark	Training		25,000
						UNDP, Consultancy Firms	Denmark	Consultants, Training		56,000

<p>Targets:</p> <ul style="list-style-type: none"> - Leadership, advocacy and conflict management training programmes completed for at least 50 women and 50 men in government at all levels - 12 Community conversations on gender per region conducted with active participation of target groups. - 6 Advocacy campaigns on gender equality issues continue to reach more communities - 3 Training of media professionals and establishment of media and Women CSOs consultative forums 	<p>2.2: Activity action <i>Foster gender sensitive and media transformative programming through 1) Gender training for media professionals, 2) Establishment of media and women CSOs consultative forums; and 3) Continuing incentive for sustained reporting on women's rights through an award scheme</i></p>		<p>UNDP, Consultancy Firms, CSOs</p>	<p>Denmark</p>	<p>Consultants, Training Grants</p>	<p>60,000</p>
<p>Related CP outcome: 4</p> <p>Output 2: Women's participation in peace-building, representation, civil service and public life</p>	<p>1. Activity Result Organizational capacity of women's groups and networks strengthened to advocate for gender equality, including across zones</p>					

<p>increased at all levels</p> <p>Baseline:</p> <ul style="list-style-type: none"> - Many women's groups are involved in peace building process informally but there is low representation of women in formal peace talks and nation building. - Low representation of women in civil service and public life - Low representation of women's groups in local, district and national forums and influencing policies and practices <p>Indicators:</p> <ul style="list-style-type: none"> - Women's political and umbrella organizations develop a common analysis and agenda for women's rights in politics and provide successful leadership and advocacy on the issue - Number of women's groups actively participating in local, district and national forums and influencing policies and practices - Greater numbers of aspirant women politicians emerge and are visible in national and local government. - Political parties develop positive pro-equity policy enabling more women candidates to be nominated. 	<p>1.1: Activity action Promote women's political participation at level (to be identified) by 1) identifying women candidates for political offices and build their capacity to run election campaigns and develop public life skills, 2) building capacity for women in political offices (Women Councillors, women MPs, ministers) with networks to enhance gender equality advocacy 3) supporting/advocating political actors to implement gender sensitive internal policies/practices including quotas. 4) a post-election assessment of factors that hindered or contributed to women's ability to be elected in the local elections, 5) dissemination of information regarding gender sensitive aspects of the provisional constitution and how these can be enforced.6) Supporting advocacy to engender the constitutional review process (including adoption of a quota) and other legislations</p>		<p>UNDP, CSOs</p>	<p>Denmark, TRAC</p>	<p>Grants</p>	<p>292,625</p>
	<p>1.2:Activity action MoLSA supported to publish the database of women's rights and gender equality based NGOs, women in decision-making, including women with potential to run for political office and women achievers in SL.</p>			<p>Denmark</p>		<p>5,000</p>
	<p>1.3: Activity Action Support women CSOs to implement a quota advocacy on women's political participation</p>			<p>Denmark</p>		<p>50,000</p>

<ul style="list-style-type: none"> - % increase in women's participation at all levels of decision-making and public life. - A quota for women in the constitution is established. <p>Targets:</p> <ul style="list-style-type: none"> - Advocacy to achieve affirmative action/ 30% quota for women in the local elections - Grants provided to women's groups for gender equality and peace building advocacy - Women candidates for political office identified and trained - At least 100 young women with interest and potential for leadership identified nationwide. 						
<p>Related CP outcome: 4</p> <p>Output 3:</p> <p>Women are empowered in social and economic development</p>						
<p>Baseline:</p> <ul style="list-style-type: none"> - Women lack access to resources such as land and credit - Small business is the most important (main source) livelihood for women with a significantly higher percentage than men. - PREP Policy of 35% 						
<p>1. Activity Result</p> <p>Women's social and economic rights are legally recognized and protected</p>						
<p>1.1: Activity action</p> <p>Study on women's involvement in the private sector; incl. gender analysis of on-going UNDP programmes on poverty reduction and economic development and women's access to economic resources to inform programme interventions to promote women's economic empowerment</p>					<p>UNDP, Consultancy Firms</p>	<p>Denmark</p> <p>Consultants</p> <p>60,000</p>

<p>women beneficiaries of all livelihood programmes</p> <p>Women's socio-economic rights not guaranteed in the formal or traditional justice mechanisms</p>	<p>1.2: Activity action</p> <p>-Follow up and empowerment to women Khat sellers in PL through formalizing their association, establishing leadership structure, training on advocacy and creating access to legal aid through links with Puntland Legal Aid Center (PLAC) and creating media awareness on women's khat sellers rights</p>		<p>UNDP, MOWDAFA</p>	<p>Denmark</p>	<p>Grants</p>	<p>10,000</p>
<p>Indicators:</p> <ul style="list-style-type: none"> - Number of women that have access to economic assets (property, land and inheritance) - Number of cases brought to courts to protect women's economic assets - Number of cases that women win in courts or traditional mechanisms to protect their economic assets 	<p>1.3: Activity action</p> <p>-MoLSA to follow up and empower women Khat sellers in SL through strengthening their association, training on advocacy and creating media awareness on women khat seller's rights, and continuing engagement with local government</p>		<p>UNDP, MOLSA</p>	<p>Denmark</p>	<p>Grants</p>	<p>15,000</p>
<ul style="list-style-type: none"> - Research on women's access to resources and khat issues conducted - No of women khat sellers reached and participating in consultations. - No. of young women taking advantage of scholarship and completing tertiary education <p>Targets:</p> <ul style="list-style-type: none"> - Conduct research on 	<p>1.4: Activity action</p> <p>Promote women's participation in tertiary education through 1) continued payment of scholarships for 90 young women 2) networking, mentoring and leadership training skills development for the scholarship recipients, 3) establishment of counselling and networking office in the MOE and provision of counselling support during studies for mentoring, guidance and to prevent drop-out. 4) capacity building through training and mentorship for the counsellors</p>		<p>UNDP, MOE, CSOs</p>	<p>Denmark</p>	<p>Grants</p>	<p>183,130</p>

<p>women's social and economic rights to inform policy, advocacy and programming</p> <p>Conduct 2 consultations with women sellers of Khat.</p> <p>Establishment of a Women's Multipurpose Centre by MoWDADA to provide counseling and referrals for victims of SGBV, information sharing and dialogue venue for women's associations and training facility for women.</p> <p>Scholarships provided to 30 young women (per region) to tertiary institutions.</p>	<p>1.5: Activity action</p> <p>Support the establishment of a Women's multi-purpose Centre by MOWDAFA</p>		<p>UNDP, MOWDAFA</p>	<p>Denmark</p>	<p>Grants</p>	<p>30,000</p>
<p>Related CP outcome: 4</p> <p>Output : 4</p> <p>Women supported by appropriately designed, implemented and enforced legal and policy frameworks in line with CEDAW and Security</p>	<p>1. Activity Result</p> <p>Existing gender policies and legislation reviewed to identify gaps and improve government implementation</p>					

<p>Council Resolutions 1325 (2000), 1888 (2009), 1889 (2009) and 1820</p>	<p>1.1: Activity action MoLSA supported to implement the Gender Policy and Policy Implementation Plan through: 1) Reformulation and continued support to inter-agency gender coordination mechanism (made up of senior level gender focal points from govt. Ministries and agencies) to enhance effectiveness in gender mainstreaming in all govt policies and programmes across all sectors and enhance implementation of the National Gender Policy 2) Technical capacity of inter-agency gender coordination mechanism enhanced through training workshop on gender mainstreaming for members</p>		<p>UNDP, MOLSA</p>	<p>Denmark</p>	<p>Grants</p>	<p>40,000</p>
<p>- CEDAW not ratified - No framework for implementation of UNSCRs 1325 – 1889 nationwide - National Gender Policies developed in Somaliland and Puntland but as yet unimplemented; No Gender Policy in South Central - Lack of coordination mechanism for gender mainstreaming in government programmes and policies - SGBV remains rife with relative impunity - FGM rate is 98% among women aged 14 – 44</p>	<p>1.2: Activity action Support to MOWDAFA to 1) continue advocacy on the Puntland Gender Policy, and 2) to develop a Strategic Plan for the MOWDAFA.</p>		<p>UNDP, MOWDAFA</p>	<p>Denmark</p>	<p>Grants</p>	<p>15,000</p>
<p>Indicators: - Level of progress in revising and implementing existing gender policies and laws is “high”, “medium” or “low” - Number of reported</p>	<p>1.3: Activity action Support to MoHDPS 1) to develop the national gender policy and action plan on UNSCR 1325 2) to develop a gender strategic plan for the ministry.</p>		<p>UNDP, MOHDPS</p>	<p>Denmark</p>	<p>Grants</p>	<p>30,000</p>

<p>incidences of sexual and gender-based violence</p> <p>% reduction in SGBV and FGM prevalence</p> <p>Targets:</p> <ul style="list-style-type: none"> - Gender Policies of South Central, Puntland and Somaliland revised, extended and implemented - Gender coordination mechanisms established under the leaderships of the Gender Machineries in South Central, Puntland and Somaliland - Gender mainstreaming training conducted for gender coordination mechanisms - Gender mainstreaming toolkit for government institutions developed and disseminated - National Gender machinery in South Central supported to develop a national gender policy and national action plan on implementation of UNSCRs 1325 - 1889 - Agreements on plan for ending FGM reached with custodians of the practice and community leaders. - Assessment of the prevalence levels of 	<p>1.4: Activity action</p> <p>MOWDAFA empowered to play effective coordination, oversight and leadership role on gender issues in Puntland through: 1. Establish inter-agency gender coordination mechanism (to be made up of senior level gender focal points from govt. Ministries and agencies) to enhance effectiveness in gender mainstreaming in all govt policies and programmes across all sectors.</p> <p>1.5: Activity action</p> <p>MoHDPS supported to initiate coordination on Gender through: 1. Inter-ministerial consultation on establishment of an inter-agency gender coordination mechanism; 2. Establish inter-agency gender coordination mechanism (to be made up of gender focal points from govt. Ministries and agencies) to enhance effectiveness in gender mainstreaming in all govt policies and programmes across all sectors.</p> <p>1.6: Activity action</p> <p>Gender mainstreaming toolkit for government institutions developed and disseminated</p> <p>1. Activity Result</p> <p>Gender based violence, including FGM, reduced through preventative measures</p>	<p>UNDP, MOWDAFA</p> <p>Denmark</p> <p>Denmark</p> <p>UNDP, MOHDPS</p> <p>Denmark</p> <p>UNDP, Consultancy Firms</p> <p>Denmark</p>	<p>Grants</p> <p>Grants</p> <p>Consultant</p>	<p>5,000</p> <p>10,000</p> <p>15,000</p>
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SGBV and FGM

Related CP outcome: 4

<p>2.1: Activity action Preventing FGM through support to CSOs to 1) expand community level awareness raising on FGM 2) building capacities of FGM practitioners and creating alternative livelihood opportunities 3) conduct a study on FGM prevalence</p>	UNDP, CSOs	Denmark, TRAC	Grants	90,786
<p>2.2: Activity action Preventing FGM through support to MOWDAFA and CSOs to 1) expand community level awareness raising on FGM to outlying regions 2) provide business skill trainings, alternative livelihood and follow up to women FGM practitioners.</p>	UNDP, CSOs, MOWDAFA	TRAC	Grants	60,000
<p>2.3: Activity action Sensitizing male and female youth on prevention of GBV and behavioral change through 1) supporting CSOs to facilitate dialogue between male and female youth 2) creating spaces for social interaction for male and female youth through sports and other social activities 3) awareness rising among male youth at sports events</p>	UNDP, CSOs	Denmark, TRAC	Grants	109,550
<p>2.4: Activity action Support to MOHDPS on awareness raising and advocacy on SGBV and FGM from a preventative perspective</p>	UNDP, MOHDPS	Denmark	Grants	30,000
<p>2.5 Activity action Sexual Offences Bill Drafted</p>	UNDP, Gender Machineryes, Consultancy firm	TRAC	Grants	100,000
<p>2.6 Activity action Exchange programme for Justice sector actors on mainstreaming gender and human rights into the justice and security sector interventions</p>	UNDP, University	TRAC	Training	30,000

Mainstreaming Costs	Support										
Project staff costs											
Common Premises											
Communications											
M&E											
GMS											
SC											
ISS											
TOTAL											
										Denmark, TRAC	55,000
										Denmark, BCPR	609,550
										Denmark	30,000
											19,805
											19,609
											164,824
											60,009
											102,226
											2,716,196

SUMMARY OF RESOURCES BY REGION:

ALL														1,061,021	
<i>(Project staff costs, Mainstreaming Support Costs, Common Premises, Communications, M&E, GMS, SC, ISS)</i>															
FL															
PL															404,865
SL															626,981
TOTAL															623,329
															2,716,196