

## COVER PAGE

**Country:** Eritrea

**UNDAF Outcome:**

UNDAF 2002 - 2006 identified Gender as a crosscutting issue to be prioritised by each sector. UNDAF identified key priorities for Gender the most relevant of which are : (i) support the implementation of National Action Plan for the advancement of women (ii) assist in strengthening the capacity of organization that represent women's interest and promote advocacy, networking and partnership for the advancement of women

**Expected Outcome(s)** Enhanced Capacity of the National Union of Eritrean women to Implement, monitor, and update the National Gender Action.

**Expected Output(s):**

(i) 3 Operational manuals with procedures, systems and methods for the desing and delivery of gender sensitive training, lobbying and awareness raising programmes developed; (ii) 4 training programme for 397 women in leadership positions developed and delivered; (iii) decentralised training and couselling facilities established in 2 Zobas as pilot to train 40 women; (iv) Assessment and report on the nature and magnitude of existing (Nationwide) credit facilities for women (v) 80 women trained in various skills that enhance income generation and enterprise developed and conducted; (vi) National Gender Action Plan Mid Term Review and update.

**Start Year:** 1-Feb-2005

**End Year:** 31-Dec-2006

**Implementing Partner** National Union of Eritrean Women

**(Executing Agency):** National Execution

**Revision Type:** General Revision 2

### Executive Summary

The overall goal of the project is to: Enhance the cpapcity of the NUEW to implement, monitor, and update the National Gender Action Plan. In particular the project will assist NUEW TO : (i) Develop procedures, systems, and methods for the desing of gender sensitive training, lobbying and awareness raising programmes; (ii) Strengthen the leadership and communication skills of women in leadership positions; (iii) Establishing decentralised training and legal and health couselling facilities at the regions; (iv) Strengthen NUEW ability to organize and to manage gender issues.

Programme Title: Capacity Enhancement of NUEW

Programme Duration 01 Feb 2005 to 31 Dec 2006

Fund Management Option(s): Pooled  
(Parallel, pooled, Pass-through, combination)

Established budget: **USD 578,800**

Allocated resources:

Government (in kind) **20,000**  
Regular/ Other Resources

UNDP 478,800

UNFPA 100,000

Donor \_\_\_\_\_

Donor \_\_\_\_\_

Unfunded budget: NIL

## **Part I Situational Analysis**

1. After independence, Eritrea embarked upon the road to development and poverty reduction. During the 30-year struggle for independence, the economy of the country was neglected and much of the physical and institutional infrastructure was either neglected or destroyed.
2. The creation of a modern, technically advanced and internationally competitive economy within a few decades is a key national development objective. One of the strategies for achieving this objective is to develop the National Human Resources that is develop the countries intellectual and creative power, equipping every citizen with the necessary skills.
3. Generally the policy and legal environment Eritrea is conducive to promoting gender equality and women's empowerment. However, the implementation mechanisms by which policy can be implemented is not entirely in place. The National Union of Eritrean Women (NUEW) is the only women's organisation in the country and as such plays a key role in the advancement of women.
4. Eritrea 's Constitution prohibits " Any act that violates the human rights of women or limits or otherwise thwarts their role and participation" in the political, economic and social affairs of the nation. The civil and penal codes are also being reformed to protect women's rights and equality before the law, particularly the Family Law.
5. The Government of Eritrea signed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1995 and the National Union or Eritrean Women (NUEW) is the Eritrean institution responsible for preparing the CEDAW country report.
6. According to the National Gender Action Paper, the situation of women in Eritrea is as follows<sup>1</sup>:
  - a. **Women in power and decision-making.**
    - i. 1997 Constitution favours the participation of women in the political sphere;
    - ii. 30% of the assembly seats are reserved for women;
    - iii. Despite the Constitutional and legislative provisions that do not hinder the participation of women in decision making as well as running for elections, in reality there is a big gender gap in the sector.
  - b. **Women and girls in education and training**
    - i. Though over the years there has been an improvement in the participation of women and girls in education there are still some problems: (a) 52 % of women are illiterate, (b) only 27 % of women have attended primary school, (c) 8.5% of women have attended middle school; (d) 10 % of women have attended secondary school; (e) 0.9% have higher education;
    - ii. Several studies and workshops have revealed that economic and social factors are the major cause of girls/women lower participation and retention, and for their high drop out rate from education.

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<sup>1</sup> National Gender Action Plan 2003 - 2008

**c. Women and health**

- i. The 2002 Eritrean Demographic Health Survey (EDHS) identifies the key health factors affecting women as: (a) early motherhood; (b) short birth intervals; (c) too many births; as well as (d) nutrition deficiencies;
- ii. Disability from different health conditions and accidents are also a concern as women who become disabled tend to be abandoned by their partners

**d. Women, the economy, poverty**

- i. The majority of the Eritrean population are subsistence farmers;
- ii. Women dominate the subsistence farmer sector. Though legally they have equal access to land, they have limited access to the resources needed to enter the cash crop sector and for that matter any other small business activity.
- iii. Low level of education effects women's ability to enter the business sector

**e. Women and the environment**

- i. Women in Eritrea (subsistence farmers) have a critical role in the production of food for their families. In this process they are dependant on available natural resources like water and fuel- wood and are very vulnerable to factors that affect their resource base. Consequently women have a critical role in the management of the environment.
- ii. According to the National Environment Management Plan:

"In Eritrea women play a significant role in environmental issues. In the rural areas in particular, it is the women who assume primary responsibility for clean water, adequate firewood, and clean homes and compounds. Women fetch water, fuel-wood irrespective of the distance form the source.

When environmental sanitation is inadequate, or indoor air pollution from smoke and the like become a health hazard, it is women who are the most affected, the ones who suffer the most. Eritrean women in rural areas carry the heaviest burden in providing their households with basic environmental services."

**f. Women and human rights**

- i. Though the Constitution and other legislations guarantee equal treatment of women and in general secure the rights of women, both men and women are not fully aware of these rights. Therefore they are not exercising their rights fully.

**g. Women and violence**

- i. Though the issue of violence against women in Eritrea takes many forms the predominant forms are (a) Female Genital Mutilation (FGM); (b) virginity checks; (c) domestic violence (e) rape.
- ii. While the Government has drafted legislation to protect the rights of women there is an urgent need to educate the public on the harmful impact on both women and society of any form of violence against women.

#### **h. Women in situations of armed conflict**

- i. During the liberation struggle 30 % of the fighters were women. Following independence more women than men fighters were divorced<sup>2</sup>. This had economic implications as generally women headed households tend to be poorer.
  - ii. Another negative impact of conflict is increased violence against women and separations of families.
7. There is a need to develop capacity within NUEW on issues relating to gender and more specifically relating to mainstreaming of gender issues.
8. This project will contribute to the national goal of developing Eritrea's Human resources, by focussing on the enhancement of the role of women in development and in particular on the National Union of Eritrean Women (NUEW)
9. Through this project it is expected that the capacity of the National Union of Eritrean Women to implement its mandate will be further developed
11. In particular this project will further enhance the capacity of NUEW to:
  - Carry out an organisational needs assessment;
  - Develop work procedure manuals;
  - Undertake analytical research and policy analysis from a gender perspective.
  - Develop and implement an advocacy strategy;
  - Develop the capacity to initiate strategic dialogue with the Government and other stakeholder on gender issues;
  - Develop the capacity to monitor, evaluate and respond to Government policies, plans, programmes from the gender perspective
  - Develop and implement a resource mobilisation strategy;
  - Manage NUEW regional centres including operational and financial manual, and job descriptions.
12. The primary beneficiaries of this project are the National Union of Eritrean Women, as well as disadvantaged and vulnerable groups of women such as: internally displaced women, women returnees, women ex-fighters; female headed households; disabled women, unemployed women as well as professional women. . The project will also benefit the general public and key policy makers.
13. This project draws on the National Gender Action Plan 2003- 2009. The National Gender Action Plan describes strategies for planning, implementation and monitoring of gender related policies and activities, working towards achieving gender equality, and sustainable development in Eritrea.

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<sup>2</sup> Citizen for Peace Study

14. The National Gender Action Plan priority areas are:

- a. Women in power and decision making;
- b. Education and training of women and girls;
- c. Women and health;
- d. Women and the economy and poverty;
- e. Human rights of women, violence against women and armed conflict

**The Goal of the National Gender Action Plan is:**

*To achieve equal opportunities, rights, benefits and obligations in all sectors and areas of life in ways that enable girls and boys, women and men of different categories to have sustainable livelihoods*

**Main Strategies:**

*To mainstream gender concern in the national development process and use other sector related strategies that enable empowerment of previously disadvantaged women, men, girls and boys*

15. This project is also prepared based on the recommendations of an evaluation of the previous UNDP intervention on 'Capacity Building: Gender Issues'.

**16. Part II. STRATEGY**

17. The UNDAF (2002- 2006) for Eritrea, in line with the United Nations Millennium Declaration-2000, has identified Gender in Development as a crosscutting issue worthy of being a priority activity for UN system support.
18. Formulated with the leadership of NUEW and support from UNIFEM/UNDP/ ECA, the National Gender Action Plan for Eritrea (2003-2008), as a policy document, provides all implementing actors with workable guidelines on mainstreaming gender. It helps translate the Government's commitment and affirmative intensions into practical programs for gender mainstreaming.
19. Strengthen the capacity of NUEW to:
  - a. Undertake advocacy and lobbying with key Government and non government institutions (i.e. strengthen the leadership and communication skills of women in leadership positions);
  - b. Assist Government institutions to introduce gender sensitisation programmes (i.e. develop procedures, systems, and methods for the design and delivery of gender sensitive training, lobbying, and awareness raising programs);
  - c. Establishing Decentralized Training and Counselling Facilities in the Regions;
  - d. Strengthen NUEW's ability to organize and to manage the National Gender Action Plan

20. UN assistance will focus on strengthening the capacity of NUEW to perform its function efficiently, and where agreed will support the efforts of NUEW to mobilize resources from other donors and partners.

### **Part III – Risks**

21. The achievement of Project Outcomes and Outputs is based on the following assumptions:
  - a. Peace;
  - b. Continued support and commitment on the part of Ministry of National Development.
22. It is to be noted that the commitment and support on the part of the Eritrean Government to gender equality is high

### **Part IV - Management Arrangements**

23. The project will be executed by NUEW. The UNDP rules and procedures for National Execution (NEX) modality will apply to the execution and implementation of this project
24. The signatories of this joint programme document will each appoint a senior person with decision making authority such persons will make up the Joint Programme Steering Committee.
25. The Joint Programme Steering Committee will meet on a quarterly basis to review reports and discuss future plans
26. The Managing Agent will prepare periodic narrative and financial reports in accordance to the MOU concluded by the participants/contributors of the joint programme.
27. NUEW will be responsible for achieving the results expected from the Project, and in particular for ensuring that the outputs are produced through effective use of UN funds. Funds in this project will be managed through the pooled funding option and participating UN agencies will transfer their contributions to UNDP which will act as the Managing Agent.
28. In addition to appointing a senior person as National Project Co-ordinator to the Joint Steering Committee, NUEW will recruit a Project Manager (PM), such position will be fully funded by this project (please refer to the attached Term of Reference).
29. The Managing Agency will designate a focal point (Program Officer) that will be responsible for liaising with the NPC on matters relating to this project.

## **Part V - Monitoring and Evaluation**

### **a) Monitoring**

31. Outcome monitoring: through a continuous and systematic process of collecting and analysing data to measure the performance of the interventions towards the achievement of the objectives of the Project. The focus will be on trends towards set objectives of the UN funded support as described in the attached results frameworks table. This will be monitored through Annual Project Reports (APR) progress reports and other means of verification, including field monitoring reports and surveys.
32. Project monitoring: the Project annual work plan will be the basic framework for yearly monitoring which will focus on progress towards intended outputs reported by the NUEW.

### **b) Evaluation**

33. The project will be subject to automatic evaluation. However, it is understood that in most case no one project or intervention by itself will achieve the overall outcome. The expectation is that each project/ intervention will make a substantial contribution towards the achievement of the overall outcome.
34. There are no specific Outcomes stated for Gender in the Common Country Assessment (CCA- 2001) and the United Nations Development Assistance Framework (UNDAF 2002 – 2006). Both documents, however, recognise that Gender is a cross cutting issue.
35. By the end of 2005 there will be an evaluation - such an evaluation will look at the issue of capacity of the National Union of Eritrean Women and their partners as well as the status of Gender mainstreaming in Eritrea.
36. The evaluation:
  - a. Will determine what progress (if any) has been made in:
    - i. In mainstreaming of Gender in national budgeting processes and national development programmes;
    - ii. In implementing the priorities and other activities identified in the UNDAF 2002 – 2006
  - b. What factors have contributed to the achievement or otherwise of the abovementioned priorities and activities.
  - c. Assess the contribution made by the UN and other partners;
  - d. Assess the partnership strategy
  - e. Identify lessons learnt
  - f. Make recommendations
37. The Terms of Reference for the evaluation will be prepared jointly by NUEW, UNFPA and UNDP;
38. The Evaluation Team will be selected jointly by NUEW, UNFPA and UNDP and will comprise of both National and International consultants.

### **c) Reporting**

40. In respect of the outputs described in this document, the NUEW will submit to the UNDP Annual Project Reports (APRs) and quarterly progress reports. There will be quarterly meeting between NUEW, UNDP and UNFPA to review and discuss on the progress reports.
42. The Annual Project Report (APR) will be due on 30 November of each year. All reports should be an analytical document analysing the factors that have contributed to the progress or lack of progress of the project. Reports shall provide accurate updates on the project results identify major constraints and propose future directions.

### **d) Accounting**

43. Funds will be disbursed on a quarterly basis upon presentation of quarterly work plans and requests in accordance to UNDP's financial rules and regulation.
44. The work plans are to be approved by all the joint programme partners.
45. Release of funds is subject to the receipt of reports as specified in this project document.
46. NUEW will be accountable for the use of funds advanced to it according to the agreed upon work plans.
47. NUEW is expected to professionally maintain books of accounts, in accordance with NEX accounting and reporting guidelines.
48. NUEW will, whenever required, ensure that the books of accounts are readily available for monitoring by the UNDP.
49. Reporting on the use of funds by NUEW will be in accordance with the financial and technical reporting guidelines and the activity/plan/time schedule formats.
50. Financial reporting to the UNDP by the NUEW on quarterly advances will be done through Quarterly financial reports received at UNDP by the 15<sup>th</sup> of the first month of the following quarter.
51. NUEW will open a separate bank account for this project.

### **e) Auditing**

52. This Project will be audited once after the end of each year.
53. The audit will be performed by the Audit Service Corporation or by private audit firm.
54. The audit is to be submitted to the UNDP before 31 March of each year.
55. The audit will be done in accordance with the UNDP NEX Audit guidelines, which, among others, focus on:
  - (a) The rate of delivery;
  - (b) Financial accounting, monitoring and reporting;
  - (c) Systems for recording and reporting on resources;
  - (d) Equipment use and management; and

(e) Management structure, including the adequacy of internal control and record keeping.

**f) Procurement**

56. Procurement of goods and services for the Project will be done using Government Procurement Procedures so long as these are consistent with the UNDP's procurement policies, which relate to competitiveness, transparency and multilateralism. Otherwise, the UNDP procedures will be employed.

**g) Sources of funding**

57. UNDP will fund this project from core resources. UNFPA will mobilise extra budgetary resources to fund this project. Both UNDP and UNFPA in collaboration with the NUEW will do every efforts to mobilize additional resources from other partners for this project

**Annual Work Plan**

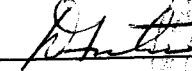
58. Annual Work Plan 2005 – Annex 1

**List of Annexure:**

- Annual Work Plan 2005 – Annex 1
- Consolidated Work Plan 2005 – 2006 – Annexe 2
- Strategic Results Framework 2005 – 2006 – Annex 3
- Terms of Reference – Programme Manager – Annex 4

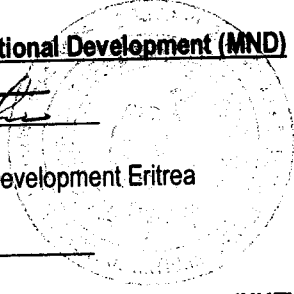
**SIGNATURES OF PARTICIPATING UN ORGANISATIONS AND NATIONAL COUNTERPART**

**Agreed on behalf of the Ministry of National Development (MND)**

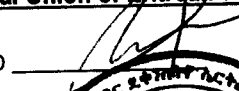
By: Dr Woldai Futur 

Title: Minister – Ministry of National Development Eritrea

Date: \_\_\_\_\_



**Agreed on behalf of the National Union of Eritrean Women (NUEW)**

By: Madame Luul Ghebreab 

Title: President NUEW

Date: 02/05/05



**Agreed on behalf of UNFPA**

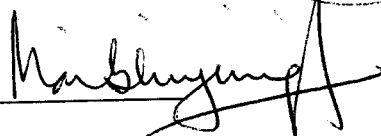
By: Dr Charlotte Gardiner 

Title: Resident Representative UNFPA

Date: 17/05/05



**Agreed on behalf of UNDP**

By: Mr Macleod Nyirongo 

Title: Resident Representative UNDP

Date: \_\_\_\_\_

**Annex 1 – Workplan / Strategic Results Framework/ Budget**

EXPECTED OUTPUTS														
<ul style="list-style-type: none"> <li>3 Operational manuals with procedures and methods for the design and delivery of gender sensitive training, lobbying and awareness raising programmes developed</li> </ul>	<ul style="list-style-type: none"> <li>Prepare guidelines on:               <ul style="list-style-type: none"> <li>Gender training;</li> <li>Advocacy training;</li> <li>Legal literacy training</li> </ul> </li> </ul>	X										<ul style="list-style-type: none"> <li>Experts/National/Gender</li> <li>Experts/National/Advocacy</li> <li>Experts/National/Legal literacy</li> </ul>	<ul style="list-style-type: none"> <li>5,000</li> <li>5,000</li> <li>5,000</li> </ul>	
	<ul style="list-style-type: none"> <li>Assess the need for professional posts and prepare job descriptions</li> </ul>	X											<ul style="list-style-type: none"> <li>Publication of material for:               <ul style="list-style-type: none"> <li>Gender;</li> <li>Advocacy;</li> <li>Legal literacy</li> </ul> </li> <li>@ USD 1,500 each</li> <li>Experts/National</li> </ul>	<ul style="list-style-type: none"> <li>2,000</li> </ul>
	<ul style="list-style-type: none"> <li>Prepare and distribute material for sensitisation</li> </ul>												<ul style="list-style-type: none"> <li>Experts/National one for each language (Tigrigna, Tigre, Arabic) @ USD 5,000 each</li> <li>Publications</li> <li>Workshops/courses</li> </ul>	<ul style="list-style-type: none"> <li>15,000</li> <li>5,000</li> <li>20,000</li> </ul>
	<ul style="list-style-type: none"> <li>M.A programme</li> </ul>	X											<ul style="list-style-type: none"> <li>M.A. Programme</li> </ul>	<ul style="list-style-type: none"> <li>40,000</li> </ul>
<ul style="list-style-type: none"> <li><b>Total this section</b></li> </ul>													<ul style="list-style-type: none"> <li>102,000</li> </ul>	

<sup>1</sup> State the outputs that the programme is expected to achieve/contribute to. Include relevant indicators/benchmarks

<ul style="list-style-type: none"> <li>• 2 Training Programmes for women in leadership positions</li> </ul>	<ul style="list-style-type: none"> <li>• Organise Training of trainers for 15 NUEW member to develop their leadership and communication skills</li> </ul>	X			NUEW	UNDP	<ul style="list-style-type: none"> <li>• National Review of training material</li> <li>• Workshop training of trainers</li> </ul>	<ul style="list-style-type: none"> <li>• 2,000</li> <li>• 15,000</li> </ul>
<ul style="list-style-type: none"> <li>• Organise Training of trainers for 397 women from the Zoba Assembly, and village administration to develop their leadership and communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct assessment on the existing micro-credit schemes and income generation activities.</li> </ul>	X	X	X	NUEW	UNDP	<ul style="list-style-type: none"> <li>• 4 Workshops @USD 10,000 each</li> </ul>	<ul style="list-style-type: none"> <li>• 40,000</li> </ul>
<ul style="list-style-type: none"> <li>• Report on nature and magnitude of existing (nationwide) credit facilities for women</li> </ul>		X			NUEW	UNDP	<ul style="list-style-type: none"> <li>• Expert /National (1month)</li> <li>• Workshop – presentation of assessment report</li> </ul>	<ul style="list-style-type: none"> <li>• 6,000</li> <li>• 1,000</li> </ul>
<ul style="list-style-type: none"> <li>• Total this section</li> </ul>								<ul style="list-style-type: none"> <li>• 64,000</li> </ul>

<ul style="list-style-type: none"> <li>3 Operational manuals with procedures and methods for the design and delivery of gender sensitive training, lobbying and awareness raising programmes developed</li> </ul>	<ul style="list-style-type: none"> <li>Train 10 NUEW's member on gender budgeting -</li> </ul>	X	X	NUEW	UNFPA	<ul style="list-style-type: none"> <li>Expert/International</li> </ul>	<ul style="list-style-type: none"> <li>10,000</li> </ul>
	<ul style="list-style-type: none"> <li>Train 120 people at zoba level on gender budgeting</li> </ul>	X	X	NUEW	UNFPA	<ul style="list-style-type: none"> <li>Workshop – training of trainers</li> <li>6 Workshops</li> </ul>	<ul style="list-style-type: none"> <li>8,000</li> <li>10,000</li> </ul>
<ul style="list-style-type: none"> <li>2 Decentralised training and counselling - facilities established in 2 Zobas (Debub, Gash Barka)</li> </ul>	<ul style="list-style-type: none"> <li>Identify and train 20 Zoba office women as legal counsellors</li> </ul>	X		NUEW	UNDP	<ul style="list-style-type: none"> <li>Expert/National</li> <li>Workshop</li> </ul>	<ul style="list-style-type: none"> <li>1,000</li> <li>10,000</li> </ul>
	<ul style="list-style-type: none"> <li>Identify and train 2 women from each sub-zoba office as legal counsellors total 108 women</li> </ul>		X	NUEW	UNDP	<ul style="list-style-type: none"> <li>Expert/National</li> <li>Workshop</li> </ul>	<ul style="list-style-type: none"> <li>1,000</li> <li>10,000</li> </ul>
<ul style="list-style-type: none"> <li>2 Decentralised training and counselling - facilities established in 2 Zobas (Debub, Gash Barka)</li> </ul>	<ul style="list-style-type: none"> <li>Develop training programme and train women in 2 zobas to develop their skills in training and counselling Income generating Activities (IGA), Reproductive Health (RH) issues</li> </ul>		X	NUEW	UNFPA UNDP	<ul style="list-style-type: none"> <li>Workshop/course</li> <li>National expert</li> <li>Gender Analysis;</li> <li>Micro credit;</li> <li>RH</li> </ul>	<ul style="list-style-type: none"> <li>10,000</li> <li>10,000</li> </ul>
	<ul style="list-style-type: none"> <li>Provide supporting and necessary equipment<sup>3</sup> to training centres</li> </ul>	X	X	NUEW	UNDP	<ul style="list-style-type: none"> <li>10 Computers, printers, and other accessories</li> <li>Furniture</li> </ul>	<ul style="list-style-type: none"> <li>40,000</li> <li>30,000</li> </ul>
<ul style="list-style-type: none"> <li>Total this section</li> </ul>							<ul style="list-style-type: none"> <li>140,000</li> </ul>

Report on nature and magnitude of existing (nationwide) credit facilities for women		Design courses on micro credit, and income generating activities		National Gender Action Plan review and update		Conduct annual stakeholder meeting to review and update the: <ul style="list-style-type: none"> <li>National Gender Policy and the National Gender Action Plan;</li> <li>CEDAW report</li> </ul> Such meeting to include the NSEO and sectoral and zoba planners		Total this section	
		X	X	X	X	UNDP	<ul style="list-style-type: none"> <li>Expert/design course/National</li> <li>Translation and publication of training materials/manuals- e languages (tigre, Tigrigna, Arabic) @ USD 5,000</li> </ul>		<ul style="list-style-type: none"> <li>10,000</li> <li>15,000</li> </ul>
		X	X	X	X	UNFPA	<ul style="list-style-type: none"> <li>Experts/International (1)</li> <li>Experts/National – (2)</li> <li>Workshop</li> <li>Co-ordination</li> <li>Stationary/Sundries</li> <li>Publications – National Gender Action Plan, CEDAW</li> </ul>		<ul style="list-style-type: none"> <li>25,000</li> <li>12,000</li> <li>5,000</li> <li>1,000</li> <li>3,000</li> <li>20,000</li> </ul>
									91,000

		Identify indicatory, data sources, reporting formats and reporting schedules	X	X	X	X	NUEW	UNFPA	<ul style="list-style-type: none"> <li>• Expert/International</li> <li>• Workshop (1 day)</li> </ul>	<ul style="list-style-type: none"> <li>• 10,000</li> <li>• 1,000</li> </ul>	
<ul style="list-style-type: none"> <li>• Establishment of Project Management Unit</li> </ul>	<ul style="list-style-type: none"> <li>• Attend International conferences - on Gender - 2 in 2005 and 3 in 2006</li> <li>• Appoint Project Manager</li> </ul>		X	X	X		UNFPA	<ul style="list-style-type: none"> <li>• Tickets, DSA, travel costs</li> </ul>	<ul style="list-style-type: none"> <li>• 20,000</li> </ul>		
		X	X	X	X	NUES	UNDP UNFPA	<ul style="list-style-type: none"> <li>• Salary</li> <li>• DSA</li> <li>• Furniture</li> <li>• Computer/printer</li> <li>• Operating costs</li> </ul>	<ul style="list-style-type: none"> <li>• 4,000</li> <li>• 2,000</li> <li>• 3,000</li> <li>• 4,000</li> <li>• 5,000</li> </ul>		
		<b>Total this section</b>									
		<b>Total for 2005</b>									
		<b>49,000</b>									

EXPECTED OUTPUTS <sup>1</sup>	KEY ACTIVITIES	RESPONSIBLE PARTY	SOURCE OF FUNDS	PLANNED BUDGET
<ul style="list-style-type: none"> <li>3 Operational manuals with procedures and methods for the design and delivery of gender sensitive training, lobbying and awareness raising programmes developed</li> </ul>	<ul style="list-style-type: none"> <li>Prepare guidelines on law advocacy and lobbying activities</li> </ul>	<ul style="list-style-type: none"> <li>NUEW</li> </ul>	<ul style="list-style-type: none"> <li>UNDP</li> </ul>	<ul style="list-style-type: none"> <li>Expert/National/Gender</li> <li>Expert/National/Advocacy</li> <li>Expert/National/Legal literacy</li> <li>Publication of material for :                             <ul style="list-style-type: none"> <li>Gender</li> <li>Advocacy</li> <li>Legal literacy</li> <li>@USD1,500 each</li> </ul> </li> <li>Experts/National</li> </ul>
<ul style="list-style-type: none"> <li>Total this section</li> </ul>	<ul style="list-style-type: none"> <li>Assess the need for professional posts and prepare job descriptions</li> <li>Prepare and distribute material for sensitisation</li> </ul>	<ul style="list-style-type: none"> <li>NUEW</li> </ul>	<ul style="list-style-type: none"> <li>UNDP</li> </ul>	<ul style="list-style-type: none"> <li>Experts/Nationals one for each language group (Tigrigna, Tigre, Arabic) @USD 5,000 each</li> <li>Publications</li> <li>Workshop/course</li> </ul>
				<ul style="list-style-type: none"> <li>15,000</li> </ul>

<sup>1</sup> State the outputs that the programme is expected to achieve/contribute to. Include relevant indicators/benchmarks

EXPECTED OUTPUTS?	KEY INDICATORS	RESPONSIBLE AGENCIES	BUDGET DESCRIPTION	
<ul style="list-style-type: none"> <li>2 Decentralise training and counselling – facilities established in 2 Zobas (Debud and Gash Barka)</li> </ul>	<ul style="list-style-type: none"> <li>Train 10 parliamentarians and 10 journalists on gender budgeting initiatives</li> <li>Develop training programme and train women in 2 zobas to develop their skills in training and counselling IGA, micro-credit, RH issues</li> <li>Provide supporting and necessary equipment to training centres?</li> </ul>	<ul style="list-style-type: none"> <li>NUEW</li> <li>NUEW</li> <li>NUEW</li> </ul>	<ul style="list-style-type: none"> <li>UNFPA</li> <li>UNFPA</li> <li>UNDP</li> </ul>	<ul style="list-style-type: none"> <li>Awareness Workshops</li> <li>Workshop/course</li> <li>Experts/International:</li> <li>Gender Analysis</li> <li>Microcredit;</li> <li>RH</li> <li>Computers, printers and other accessories</li> <li>Furniture</li> <li>National Review of training material</li> <li>Workshop training of trainers</li> </ul>
<ul style="list-style-type: none"> <li>2 Training programmes for women in leadership positions</li> </ul>	<ul style="list-style-type: none"> <li>Organise training of trainers for 15 NUEW members to develop their leadership and communication skills</li> <li>Organise training of trainers for 397 women from the Zoba Assembly, and village administration to develop their leadership and communication skills</li> </ul>	<ul style="list-style-type: none"> <li>NUEW</li> <li>NUEW</li> </ul>	<ul style="list-style-type: none"> <li>UNDP</li> <li>UNDP</li> </ul>	<ul style="list-style-type: none"> <li>4 Workshops@USD 10,000 each</li> </ul>
<ul style="list-style-type: none"> <li>Total this section</li> </ul>				<ul style="list-style-type: none"> <li>27,000</li> </ul>

<sup>2</sup> State the outputs that the programme is expected to achieve/contribute to. Include relevant indicators/benchmarks

EXPECTED OUTPUTS <sup>4</sup>	Key Activities	RESPONSIBLE PARTY	Source of Fund	PLANNED BUDGET	Budget Description
<ul style="list-style-type: none"> <li>Report on nature and magnitude of existing (nationwide) credit facilities fro women</li> </ul>	<ul style="list-style-type: none"> <li>Conduct assessment on the existing micro-credit schemes and income generation activities and design appropriate courses on income generating activities</li> </ul>	NUEW	UNDP	<ul style="list-style-type: none"> <li>Experts/National (1month)</li> </ul>	<ul style="list-style-type: none"> <li>Workshop presentation of assessment</li> </ul>
				<ul style="list-style-type: none"> <li>Design courses on micro credit and income generating activities</li> </ul>	
<ul style="list-style-type: none"> <li>Report on nature and magnitude of existing (nationwide) credit facilities fro women</li> </ul>	<ul style="list-style-type: none"> <li>Organise training for 30 of credit officers</li> </ul>	NUEW	UNDP	<ul style="list-style-type: none"> <li>Translation and publication of training materials, manuals 3 languages ( Tigre, Tigrigna, Arabic) @USD 5,000 each</li> <li>Materials</li> </ul>	<ul style="list-style-type: none"> <li>Expert/National (each training session 2 weeks 40 at at time)</li> <li>Workshop costs</li> <li>Coordination</li> </ul>
				<ul style="list-style-type: none"> <li>Train women in business skills and management</li> </ul>	
<ul style="list-style-type: none"> <li>80Women trained in skills that enhance income generation and enterprise development.</li> </ul>	<ul style="list-style-type: none"> <li>Link women trained to existing credit schemes</li> </ul>	NUEW	NUEW		
<ul style="list-style-type: none"> <li><b>Total this section</b></li> </ul>					<ul style="list-style-type: none"> <li><b>26,000</b></li> </ul>

<sup>4</sup> State the outputs that the programme is expected to achieve/contribute to. Include relevant indicators/benchmarks

EXPECTED OUTPUTS <sup>5</sup>	KEY ACTIVITIES	UNIT	PLANNED BUDGET	
<ul style="list-style-type: none"> <li>National Gender Action Plan review and update</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual stakeholder meeting to review and update the :               <ul style="list-style-type: none"> <li>National Gender Policy and the National Gender Action Plan</li> <li>CEDAW report – such meeting to include the NSEO and sectoral and zoba planners</li> </ul> </li> <li>Identify indicators, data sources, reporting formats and reporting schedules</li> <li>Attend International conferences on Gender - 2 in 2005, 3 in 2006</li> <li>Appoint Project Manager</li> </ul>	<ul style="list-style-type: none"> <li>NUEW</li> <li>NUEW</li> <li>NUEW</li> </ul>	<ul style="list-style-type: none"> <li>UNFPA</li> <li>UNFPA</li> <li>UNFPA</li> <li>UNDP</li> <li>UNFPA</li> </ul>	<ul style="list-style-type: none"> <li>Expert/International (1)</li> <li>Experts/National (2) @ USD 6,000 each</li> <li>Workshop</li> <li>Co-ordination</li> <li>Stationary/sundries</li> <li>Publications               <ul style="list-style-type: none"> <li>National Gender Action Plan,</li> <li>CEDAW</li> </ul> </li> <li>Expert/International</li> <li>Workshop ( 1 day)</li> <li>Tickets, DSA, travel costs</li> <li>Salary</li> <li>DSA</li> <li>Furniture</li> <li>Computer/Printer</li> <li>Operating costs</li> </ul>
<ul style="list-style-type: none"> <li>Total this section</li> </ul>				
<ul style="list-style-type: none"> <li>Total 2006</li> </ul>				

<sup>5</sup> State the outputs that the programme is expected to achieve/contribute to. Include relevant indicators/benchmarks

**Annex 3 - STRATEGIC RESULTS FRAMEWORK BLE**

Intended Outcome: Capacity/ Building of the National Union of Educators/ Women's Complement, Monitor and upgrade the National Gender Action Plan									
Applicable Strategic Area of Support from SRF and the Support Indicators Application									
Programme Objectives: To improve the participation of women in national, social and economic development of a sustainable basis									
Project Title and Number: Capacity/ Building the National Union of Educators/ Women									
Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD			
<ul style="list-style-type: none"> <li>Strengthening the capacity in Advocacy and Lobbying</li> </ul>	<ul style="list-style-type: none"> <li>3 Operational manuals with Procedures, systems, and methods for the design and delivery of gender sensitive training, lobbying, and awareness raising programs developed.</li> </ul>	<ul style="list-style-type: none"> <li>Set-up legal counselling and training facilities at the disposal of the vulnerable at regional level</li> </ul>	<ul style="list-style-type: none"> <li>Legal counselling and training facilities established in 2 zobas</li> </ul>	<ul style="list-style-type: none"> <li>Prepare guidelines on advocacy and lobbying activities</li> </ul>	<ul style="list-style-type: none"> <li>Experts/National /Gender</li> <li>Expert/National/ Advocacy</li> <li>Expert/National/ Legal Literacy</li> <li>Publication of material for :                             <ul style="list-style-type: none"> <li>Gender</li> <li>Advocacy</li> <li>Legal literacy</li> </ul> </li> <li>@USD1,500 each</li> </ul>	<ul style="list-style-type: none"> <li>Experts/National</li> </ul>	<ul style="list-style-type: none"> <li>Experts/National s one for each language group (Tigrigna, Tigre, Arabic) @USD 5,000 each</li> <li>Publications</li> <li>Workshop/courses</li> </ul>	<ul style="list-style-type: none"> <li>62,000</li> </ul>	<ul style="list-style-type: none"> <li>15,000</li> </ul>
				<ul style="list-style-type: none"> <li>Assess the need for professional posts and prepare job descriptions</li> <li>Prepare and disseminated materials for sensitisation</li> </ul>					
<ul style="list-style-type: none"> <li><b>TOTAL FOR THIS SECTION</b></li> </ul>					<ul style="list-style-type: none"> <li><b>62,000</b></li> <li><b>15,000</b></li> </ul>				

**Annex 3 - STRATEGIC RESULTS FRAMEWORK TABLE**

Intended Outcome: Capacity Building of the National Union of Educators to Implement Monitor, Measure and Report on National Gender Action Plan						
Applicable Strategic Area: Support from SRE and other donors for the implementation of the National Gender Action Plan						
Programme Objectives: To improve the leadership of women in the National Gender Council and the National Gender Commission						
Project Title and Number: Capacity Building for National Gender Commission						
Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD
•	•	•	•	• Select and train 4 of NUEW members on gender analysis	• Professional correspondence courses @USD 10,000 each	• 90,000
				• Train 10 NUEW member on gender budgeting -	• Expert/inter national • Workshop training of trainers	
				• Train 10 parliamentarians and 10 journalists on gender budgeting initiatives	• Awareness Workshops	
				• Train 120 people at zoba level on gender budgeting	• 6 Workshop	
•	•	•	•	• Identify and train 20 Zoba office women as legal counsellors	• Expert/National Workshop	• 2,000
				• Identify and train 2 women from each sub-zoba office as legal counsellors - total 108	• Expert/National	
				• Workshop		
<b>TOTAL FOR THIS SECTION</b>						• 90,000 • 2,000

**Annex 3 - STRATEGIC RESULTS FRAMEWORK TABLE**

Intended Outcome: Capacity Building of the National Union of Ethical Women to Implement, Monitor and Evaluate the National Gender Action Plan						
Applicable Strategic Pillar: Support from SIDA						
Programme Objectives: Enhance the representation of women in social and economic decision-making						
Project Title and Number: Capacity Building for the National Union of Ethical Women						
Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD
<ul style="list-style-type: none"> <li>Strengthening the capacity in advocacy and lobbying</li> </ul>	<ul style="list-style-type: none"> <li>2 Decentralise training and counselling facilities established in 2 zobas (Dehub and Gash Barka)</li> </ul>	<ul style="list-style-type: none"> <li>Capacity of NUEW members at the region to organise training and manage the training centres developed</li> </ul>	<ul style="list-style-type: none"> <li>20 of NUEW members trained</li> <li>20 of NUEW staff trained and retained for a period greater than 1 year</li> </ul>	<ul style="list-style-type: none"> <li>Develop training programme and train women in 2 zobas to develop their skills in training and counselling</li> <li>Income Generating Activities (IGA), Reproductive Health (RH) issues</li> <li>Provide supporting and necessary equipment to training centres'</li> </ul>	<ul style="list-style-type: none"> <li>Workshops/course</li> <li>Experts/International:                             <ul style="list-style-type: none"> <li>Gender Analysis;</li> <li>Microcredit;</li> <li>RH</li> </ul> </li> <li>Computers, printers, server, and other accessories</li> <li>Furniture</li> </ul>	<ul style="list-style-type: none"> <li>90,000</li> <li>15,000</li> </ul>
<p><b>TOTAL FOR THIS SECTION</b></p>						<ul style="list-style-type: none"> <li>90,000</li> <li>15,000</li> </ul>

**Annex 3 - STRATEGIC RESULTS FRAMEWORK TABLE**

Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD
	<ul style="list-style-type: none"> <li>2 Training programme for women in leadership position</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and communication skills of women in leadership position strengthened</li> </ul>	<ul style="list-style-type: none"> <li>397 of women trained in leadership and communication skills.</li> <li>15 of women in NUEW trained as Trainers and retained for a period greater than 1 year</li> </ul>	<ul style="list-style-type: none"> <li>Organize training of trainers for 15 NUEW members to develop their leadership and communications skills</li> </ul>	<ul style="list-style-type: none"> <li>National Review of training material</li> <li>Workshop training of trainers</li> </ul>	
	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>Organize training of trainers for 396 women form the Zoba Assembly, and village administration to develop their leadership and communications skills</li> </ul>	<ul style="list-style-type: none"> <li>4 Workshops @USD 10,000 each</li> </ul>	
<p><b>TOTAL FOR THIS SECTION</b></p>						<ul style="list-style-type: none"> <li>57,000</li> <li>10,000</li> </ul>

**Annex 3 - STRATEGIC RESULTS FRAMEWORK TABLE**

Intended Outcome: Capacity/Building of the National Union of Syrian Women to implement, monitor, manage and evaluate national gender action plan						
Applicable Strategic Objective: Support the development of the national gender action plan						
Project Objective: Support the development of the national gender action plan						
Project Title and Number	Capacity	Support from SRF	Project Title and Number	Capacity	Support from SRF	Budget USD
Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD
<ul style="list-style-type: none"> <li>Enhancing women's access to productive assets</li> </ul>	<ul style="list-style-type: none"> <li>Report on nature and magnitude of existing (nationwide) credit facilities for women</li> </ul>	<ul style="list-style-type: none"> <li>NUEW's ability to organise, to manage, and lobby/advocate for gender sensitive micro-credit schemes strengthened</li> </ul>	<ul style="list-style-type: none"> <li>Gender focused delivery procedures formulated and used in credit institutions including NUEW</li> <li>10% increase in the number of women who use credit arrangements</li> </ul>	<ul style="list-style-type: none"> <li>Conduct assessment on the existing micro-credit schemes and income generation activities and design appropriate courses on income generation activities</li> <li>Design training courses on micro credit and income generating activities</li> </ul>	<ul style="list-style-type: none"> <li>Experts/National (1 month)</li> <li>Workshop presentation of assessment</li> <li>Expert/design/course /National</li> <li>Translation and publication of training materials, manuals- 3 language ( Tigre, Tigrigna, Arabic) @ USD 5,000 each</li> </ul>	<ul style="list-style-type: none"> <li>32,000</li> <li>5,000</li> </ul>
<p><b>TOTAL FOR THIS SECTION</b></p>						<ul style="list-style-type: none"> <li>32,000</li> <li>5,000</li> </ul>

**Annex 3 - STRATEGIC RESULTS FRAMEWORK TABLE**

Intended Outcome: Capacity Building of the National Union of Entrepreneurs to Implement Monitor and Evaluate the National Gender Action Plan								
Applicable Strategic Area of Support: from STI to ...								
Programme Objective: ...								
Project ID/Name/Number: Capacity Building in National Union of Entrepreneurs								
Objective	Outputs	Output T targets	Output Indicators	Activities	Inputs	Budget USD		
•	Women trained in skills that enhance income generation and enterprise developed	NUEW capacity to support business skill training for women strengthened	10% increase in the number of women and girls who make use of their entrepreneurship skills	Organise training for 30 credit officers	Materials	•	•	
				Train 80 women in business skills and management				Expert/National/ 2 training sessions – each session 2 weeks- 40 at a time
				Link women trained to existing credit schemes	Workshop costs			•
<b>TOTAL FOR THIS SECTION</b>							•	• 21,000

Annex 3 - STRATEGIC RESULTS FRAMEWORK 3LE

Objective	Outputs	Output Targets	Output Indicators	Activities	Inputs	Budget USD	
<ul style="list-style-type: none"> <li>National Gender Action Plan review and update</li> </ul>	<ul style="list-style-type: none"> <li>Nationalisation of the National Gender Action Plan and Policy</li> </ul>	<ul style="list-style-type: none"> <li>Yearly stakeholder review and update to the National Gender Policy and Action plan</li> </ul>	<ul style="list-style-type: none"> <li>National Gender Policy and Action Plan developed and implemented with the support of all social and economic sectors</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual stakeholders meeting to review and update the National Gender Action Plan – such meeting to include the NSEO sectoral and zoba planners</li> </ul>	<ul style="list-style-type: none"> <li>Expert/International (1)</li> <li>Experts/National (2) @USD 6,000 each</li> <li>workshop</li> <li>Co-ordination</li> <li>Stationary/sundries</li> <li>Publications</li> <li>National Gender Action Plan</li> <li>CEDAW</li> </ul>	<ul style="list-style-type: none"> <li>115,000</li> <li>64,800</li> </ul>	
							<ul style="list-style-type: none"> <li>Project monitoring and evaluation</li> </ul>
<ul style="list-style-type: none"> <li>TOTAL FOR THIS SECTION</li> </ul>						<ul style="list-style-type: none"> <li>115,000</li> <li>64,800</li> </ul>	
<ul style="list-style-type: none"> <li>TOTAL FOR THE PERIOD 2005 TO 2006</li> </ul>						<ul style="list-style-type: none"> <li>446,000</li> <li>132,800</li> </ul>	<ul style="list-style-type: none"> <li>578,800</li> </ul>

