# MAPPING OF UN GENDER INITIATIVES IN THE ARAB STATE REGION

# APPENDICES

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**September 2013**

# APPENDICES

# APPENDIX I

**Mapping Gender Work in UN Agencies**

**MAPPING GENDER WORK IN UN AGENCIES**

This Appendix, which is central to the Report, maps out the women/gender work of UN agencies at country level in the last 5 years in the Arab region, putting it in the context of global and regional goals and priorities. As stated in the Introduction, this section is not an attempt to provide an inventory of all women/gender work done by these UN agencies. Rather it reflects a scanning of a sample of documentation combined with responses from the Mapping Survey. There are 4/5 sections under each agency:

- Global mission
- Approach to gender equality (GE) and women's empowerment (WE) at global level
- Approach to gender equality (GE) and women's empowerment (WE) at regional level (where appropriate)
- The treatment of women/gender in key documents at country level
- Women/gender focused interventions at country level

The UN agencies are presented in alphabetical order with the exception of UNFPA and UN Women. Given their special mandate on women/gender issues the latter are addressed slightly differently and located at the end of Appendix I.

### 1. The Economic and Social Commission for Western Asia (ESCWA)[1]

**Global mission**
"Stability and prosperity are the watchwords of the United Nations Charter. They are prerequisites for sound and cordial relations between nations, based on respect for the principle of equal rights that ensures and provides equality self-determination of opportunity to pursue a higher standard of living and employment for all through consistent economic growth and social development". [2]

The Economic and Social Commission for Western Asia (ESCWA) was created in 1973 among five five regional commissions, "…created by the United Nations in order to fulfil the economic and social goals set out in the United Nations Charter by promoting cooperation and integration between the countries in each region of the world". [3]

**Approach to GE & WE at regional level**
In recognition that a fundamental part of development is the empowerment of women, ESCWA adopted Resolution 240(XXII) of 17 April 2003, with the aim of increasing its efforts in assisting member countries in the area of empowerment of women. The Resolution called for the creation of a Committee on Women comprising the member countries, and for the establishment of a centre for Women at ESCWA. [4]

"The Centre for Women includes specialists in women and gender issues who assist member countries and the Commission in promoting the rights of women and mainstreaming a gender perspective in national policies, plans and programmes. The Centre works on two main subjects: First, Advancement of Women and second, Gender Mainstreaming".[5]

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[1] The section titles are slightly different for ESCWA as unlike other UN agencies covered by this mapping, its work is at regional and country levels
[2] http://www.escwa.un.org/about/main.asp
[3] Ibid
[4] http://www.escwa.un.org/divisions/more.asp?division=ECW
[5] Ibid

**The treatment of Women/gender in key documents at regional level**

This section with include a small sample of ESCWA regional documents with a view to examining the way that they treat women/gender issues.

The "ESCWA Annual Report"[6], 2012 states that in the last year, ESCWA supported member countries in "…economic development, food security, gender, information and communication technology, the Millennium Development Goals, national dialogue, social development, trade, transport, water and environment, and statistics".[7] The focus of the work of ESCWA, as highlighted in the Report, was to support countries in transition in their economic, political and social challenges.[8] The Report reviews and assesses ESCWA's work over 2010-11 in chapters under the titles of its main focus areas. One of these chapters is entitled "advancement of women". The latter constitutes 8% of the substantive area of work part of the ESCWA's budget.[9] Beyond the women/gender chapter there is little evidence of gender mainstreaming in other chapters. There is some mention of 'women and youth',' women and children',' gender based violence' and 'sex disaggregated statistics, in the chapters 'integrated social development', ' ICT for regional integration', and the 'statistics for evidence-based policymaking'.

The "Survey of Economic and Social Developments in the Arab Region"[10] 2012-2013 examines and analyses the oil sector development, regional economic trends and policy developments in the global context. In that context, the report shows that "Arab countries exhibited further polarization in their development paths in 2012. The polarization was not only as a result of economic factors but also partly due to political instability and social unrest amplifying serious unemployment throughout the region.[11] In one part of the report there is a mention of women's full participation and the key role they played in the social movement in Egypt, Jordan, the Syrian Arab Republic, and in Yemen.[12] While this discussion also acknowledges discrimination against women in employment in the region, a gender analysis is not taken up in any other part of the report[13].

"Population and Development Report Issue No. 5 Youth Exclusion in the ESCWA Region: Demographic, Economic, Educational and Cultural Factors"[14] 2011, is a report that covers the very important issues of the demographic perspective, educational attainment, cultural and economic factors and their contribution to youth exclusion as well as an examination of national youth policies in the region. The issues of women/gender are addressed in the data and analysis parts of the report and includes a very interesting and under-explored discussion on gender and youth culture. When it comes to recommendations, the report did not follow through with the inclusion of women/gender issues. The ESCWA recommendations build on the World Programme of Action for Youth (WPAY) guidelines without challenging them. The latter do not include women/gender issues and only mention 'young girls' as one of its sub categories of priorities.

Among its statistical reports, the 'Bulletin on Population and Vital Statistics in the Arab Region" [15], 2012, includes very important population data in the region. All the statistics are sex disaggregated.

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[6]http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_OES_13_1_E.pdf#page=5&zoom=auto,0,637
[7] Ibid p. 7
[8] Ibid, p. 8
[9] Ibid, p. 12
[10] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_EDGD_13_2_E.pdf
[11] Ibid, p. 2
[12] Ibid, p. 34
[13] The full report may include more gender issues but it was not found on the website
[14] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_SDD_11_2_e.pdf
[15] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_SD_12_2.pdf

On the other hand, the "Bulletin of Industrial Statistics for Arab countries 2004-2010", [16] does not include any sex disaggregated data. This lack is acknowledged in the report that while the percentage of women working in manufacturing and mining industries is low in Arab countries, however, the statistical units in the ESCWA countries do not collect sex disaggregated statistics. As a result "ESCWA and AIDMO will work together to encourage Arab countries to include the number of women working in the manufacturing and quarrying industries". [17]

"Promoting Participatory Democracy in the ESCWA Region", [18] 2012 is a report that highlights some key issues concerning participatory democracy in the context of transition in some parts of the Arab region. It summarises outcomes of an e-discussion on "*Participation and Democracy*" hosted on the ESCWA portal for Participatory Development in Western Asia. "The e-seminar provided an opportunity for men and women across the region to discuss and debate a number of participatory and democracy-based issues and generate dialogue on the challenges facing the region today". The document did address women's interests and needs in a variety of ways. In some parts women were addressed as social groups alongside persons with disabilities, ethnic groups, older persons and others (the latter categories are not gendered). [19] The report also acknowledged "….the rights of expression, of assembly and of voting all groups of society, including minorities, women…"[20]. In another part of the report the role of women was addressed differently, as here women were treated as central to the process of change in the Arab region. "No possible transition to democracy, no balanced political life, and no true democracy are possible if women are excluded from political participation". [21]

**Women/gender focused interventions at Country and Regional levels**
The mission of the Centre for Women"….is to assist in the process of empowering women in the ESCWA region economically, socially and politically. In order to realize its mission, the Centre provides technical assistance and training services in sectoral gender mainstreaming. It also provides policymakers and machineries for women with tools that aim to eliminate gender discrimination and empower women". [22]

Key areas of work of the Centre for Women include: to monitor, analyse and disseminate information on the situation of women in the ESCWA region; provide technical assistance for capacity-building of national machineries for women and NGOs; advocate for the rights and eliminate discrimination and reduce gender imbalance; follow-up on the implementation of the Beijing Declaration and Platform for Action and CEDAW; undertake research on the status of Arab women; formulate projects for the empowerment of women; provide advisory services in mainstreaming a gender perspective into development interventions; and serve as a forum and regional coordinator among Arab States for women and gender issues.

Examples to illustrate the areas of work on women/gender issues will be summarised in this section.

To address one of the main areas of concern in the Arab region which is women's economic participation, the Centre for Women published a study entitled "Addressing Barriers to Women's Economic Participation in the Arab Region", [23] 2012. This is a comprehensive study on this key issue

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[16] http://css.escwa.org.lb/SD/publications/IndustryBulletin7.pdf
[17] Ibid, P. 6
[18] http://pdwa.escwa.org.lb/uploads/nv4584952.pdf
[19] http://pdwa.escwa.org.lb/uploads/nv4584952.pdf, p. 5
[20] Ibid, p. 6
[21] Ibid, p.8
[22] http://www.escwa.un.org/divisions/more.asp?division=ECW
[23] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_12_1_E.pdf

of concern. Among others, the study attempts to answer the question of the reasons why improvements in women's attainment of education have not led to improvements in their economic participation.[24] The study then includes a number of policy recommendations. While challenges in collecting statistics in the field of the economic participation of women is discussed in the study, the analysis does not go far enough to raise the cultural, methodological, definitional and linguistic problems that may contribute to what may be a significant under-estimation of women's participation in the labour force.

"Social and Economic Situation of Palestinian Women", 2012[25], is a document that reviews the demographic, social and economic trends and the political participation and the rights of women, in the context of the Palestinian territories under Israeli occupation. The report focuses on developments in social, economic and political rights of women and girls in terms of achievements and challenges and the impact on their status during the period of January 2011-June 2012. Based on this holistic analysis of trends and rights the report came up with a number of recommendations. These included to expedite of the revision of criminal codes applicable in the West Bank and Gaza to bring them into compliance with CEDAW and the legislative reform of the Jordanian Personal Status Law; to establish divisions to advance gender mainstreaming and to support gender budgeting process; and to increase political representation and participation of women.[26]

"Gender Mainstreaming in the Policies, Programmes and Activities of Ministries of Labour and Social Affairs in ESCWA Member Countries: A Guide" [27], 2011 is an example of the capacity building work of the ESCWA Centre. The report documents the training process and content of a series of workshops within a training programme, on ways of carrying out gender-based analysis in institutions and on how to build on that analysis by drawing up institution-based action plans for gender mainstreaming. The training programme targeted the Ministries of Labour and Social Affairs in Bahrain, Kuwait, Lebanon, Palestine, the Sudan, Syria and Qatar, as well National Machineries for Women in those countries. The process of the preparation of the guide is described as having followed a participatory methodology in order to institutionalize the process and ensure its sustainability.

In their work on MDG monitoring in the ESCWA region, the Centre for Women, produced a report entitled "Progress in the Achievement of the Millennium Development Goals in the ESCWA Region: A Gender Lens"[28], 2011. The report explores what it seen to be the main causes and consequences of "....uneven progress in the ESCWA region by providing a detailed examination of the MDG targets and their associated indicators through the prism of a gender lens". The main premise of the argument presented in the report is "...that progress towards attaining the MDGs will not materialize if countries fail to adopt gender-responsive and rights-based national development policies and strategies". [29] The report ends with a set of recommendations to strength gender-responsive MDG-based policies and plans in ESCWA member countries.[30]

Another very important report on the MDGs is a "Literature review on engendering the MDGs and identifying barriers to gender equality in the ESCWA region".[31]

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[24] Ibid, p. viii
[25] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_12_TP-2_E.pdf
[26] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_12_TP-2_E.pdf, pp. 25-26
[27] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_11_2_e.pdf
[28] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_11_1_e.pdf
[29] Ibid, p. 5
[30] Ibid, p. 49
[31] http://www.escwa.un.org/information/publications/edit/upload/sdd-07-WP5-e.pdf

An example of their work in organising expert group meetings, is the "Second Inter-Agency and Expert Group Meeting on Gender Statistics in the Arab Region"[32] 2009. This, as the title indicates, is the second meeting on gender statistics with the objective "to discuss the revision of the Arab Gender Issues and Indicators "G Is In" framework; measurement issues; strategies for data compilation and dissemination in addition to the harmonization of statistical terms on gender in the Arabic language. The meeting also provided an opportunity to exchange information on national priorities, gender equality issues, and current challenges in the compilation of gender sensitive indicators and sex-disaggregated data including best practice".[33] The meeting was attended by 43 participants from fourteen Arab countries, and representatives from nine main UN agencies and other key agencies. [34]

"Policies to Empower Women in the Arab Region: Combating Violence Against Women and Girls",[35] 2013, with UN Women[36]. "The study aims to contribute to the evidence base for continued work on gender based violence by examining the specific scope of certain types and areas of violence within the domestic sphere, as well as the legal system that responds to these categories of violence. Together with insights gained from global research and evaluations, the study is expected to generate policy recommendations for Member States to scale up their commitment in order to end violence against women towards the achievement of gender equality in the Arab region".

## 2. Food and Agriculture Organisation (FAO)

**Global mission**
FAO has three global goals: the reduction of the absolute number of people suffering from hunger; the elimination of poverty and the driving forward of economic and social progress for all, with increased food production, enhanced rural development and sustainable livelihood; and the sustainable management of and utilization of natural resources, including land, water, air, climate and genetic resources, for the benefit of present and future generations[37].

**Approach to GE &WE at global level**
This is laid out in "FAO Policy on Gender Equality: Attaining Food Security Goals in Agriculture and Rural Development (2012)"[38] which puts in place FAO's Gender Equality objectives and strategy. The strategy is taken through in a two pronged approach: firstly, by adopting gender mainstreaming internally in all its work by systematically examining and addressing women's as well as men's needs, priorities and experiences as part of the development of policies, normative standards, programs, projects and knowledge building activities; secondly, by carrying out programs and projects specifically targeted at women in cases where the gender equality gap is so large that women cannot access opportunities that are available.

The work on women/gender is also addressed in a number of key documents. "Capacity-building, knowledge management for gender equality (2009)"[39] is a FAO/IFAD joint programme that aims at improving the effectiveness of anti-poverty operations through gender mainstreaming. The programme was designed to be tailor made according to need and regional priorities. The "Country

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[32] http://www.escwa.un.org/information/publications/edit/upload/sd-09-WG2-5.pdf
[33] Ibid, p. 1
[34] Ibid, p. 10
[35] http://www.escwa.un.org/information/pressescwaprint.asp?id_code=548
[36] With support from the Norwegian Embassy in Lebanon
[37] http://www.un.org.eg/UNInner2.aspx?pageid=21
[38] http://typo3.fao.org/fileadmin/templates/gender/docs/FAO_FinalGender_Policy_2012.pdf
[39] http://www.fao.org/gender/gender-home/gender-projects/gender-projectsdet/en/c/36773/

Programmatic Framework: Integrating Gender Issues (2010)"[40] also provides guidelines for gender mainstreaming.

Under the major annual publication of "The State of Food and Agriculture" an important study entitled "Women in Agriculture: Closing the gender gap for development (2011-2012)"[41] examines the main problems that women face especially in terms of their lack of access and control over resources that constrain their agriculture outputs and ultimately food security and economic growth. Another study entitled "Investing in agriculture for a better future",[42] 2012, under the same publication "The State of Food and Agriculture", examines this issue globally without addressing the gender/women issues raised in the above document.

FAO has also put together an exhaustive country level data base entitled "Gender and land rights data base"**[43]**. This includes information ranging from economic participation to legislation (legal status for land ownership- inheritance etc), indicators of the status of women generally, conventions signed, institutional profile and analysis from a gender perspective in terms of promotion of the rights of women; traditions and customs that have an impact on women mostly around access and control over resources.  This is a very good and holistic data base with a focus on FAO's priority areas but has a women rather than gender focus.

**The treatment of women/gender in key documents at country level**
A small sample of FAOs Plans of Actions for countries in the Arab region was examined for this mapping exercise.  In the Plan of Action 2011-2013 for West Bank and Gaza[44], FAO identified six components (food production, higher domestic food quality and nutrition, food safety and security as well as institutional capacity) with women mentioned in relation to  the higher incomes and strengthened purchasing power component.   The document mainly addresses women in two separate paragraphs in the Report and girls under one of its initiatives.   The main entity targeted by the Action Plan is the household, small farmers and herders with no sex disaggregation in any part of the report.  In the Moroccan Plan of Action, indicators to monitor achievements towards gender-mainstreaming initiatives have been developed. In addition, FAO has initiated a mid-term review of the Plan of Action as part of its commitments and accountability towards affected populations to monitor the appropriateness of interventions to specifically address the needs of women and men (Morocco).[45]

**Women/gender focused interventions at country level**
Examples of work on gender mainstreaming at country level are: In Saudi Arabia, FAO raised the point that as a Muslim country and given its customs and laws that effect the role of women, especially in the workplace, great care, consideration and caution must be taken with progression into the issues of gender equality and especially empowerment. There is progress but it is slow and oftens experiences set backs (Saudi Arabia).[46]

In concerted efforts towards strengthening gender mainstreaming, two initiatives were introduced recently by FAO in West Bank and Gaza.  One is forming a gender committee composed of members from different departments with the objective to ensure gender is mainstreamed throughout FAO's policies, programming and operations.  Another is putting in place a feedback and complaint system

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[40] http://www.fao.org/docrep/013/i1913e/i1913e00.pdf
[41] http://www.fao.org/docrep/013/i2050e/i2082e00.pdf
[42] http://www.fao.org/docrep/017/i2885e/i2885e00.pdf
[43] http://www.fao.org/gender/landrights/report/en/
[44] Action Plan, West Bank and Gaza, 2011-2013 http://unispal.un.org/pdfs/FAO_PlanofAction.pdf
[45] Mapping Survey, FAO Morocco, March-April 2013
[46] Mapping Survey, FAO Saudi Arabia, March-April 2013

in order to continue to redesign programmes to be relevant for both male and female beneficiaries (West and Gaza).[47]

FAO Morocco has undertaken a gender audit of the FAO office with the formulation of the gender committee.  It also initiated jointly with UN Women and a consultant from ILO to more actively engage with MoA staff to improve policy level initiatives.  It also participated in a number of activities with UN Women to ensure gender is mainstreamed in the MoA.  FAO is currently engaged in supporting the MoA to develop the new "Agriculture Sector Strategy" (2014-16), where gender mainstreaming would be a priority (Morocco).[48]

An example where gender was mainstreamed at project level was entitled "Promoting youth Employment and Entrepreneurship for Vulnerable Youths in West Bank and Gaza Strip (2010)"[49]. The document reflects an engagement with both young women and men in its activities such as the Junior Farmer Field and Life School (JFFLS) experience in Gaza and West Bank.  It also examines women and their central role in agriculture and the involvement of women's associations in a school nutrition project (West Bank and Gaza).

Other women/gender specific projects include a focus on women's production and processing of food. For example, in its work in West Bank and Gaza, FAO is engaged in a number of projects namely:  "Palestinian women's associations and agricultural value chains"; "Palestinian Women and Horticulture – 2010"; a "Qualitative Study on Women Participation in Agriculture Work in the West Bank and Gaza Strip (2011)"[50].   The latter is a systematic study of gender division of labour examining key areas of agriculture work from different perspectives.

Most of FAO's programme implementation seeks to actively target women in vulnerable households (in activities such as home gardens, food processing, marketing and small livestock distribution) for their economic empowerment (Palestine)[51].  Telefood projects (small-scale projects) addressed specifically women in the agriculture and food processing fields (Lebanon).[52]

"Lifting the veil on Tunisia's clam fisheries (2011)"[53] is a project that aims to strengthen the role of women in the beach clam fisheries subsector.  In this project FAO is supporting the Tunisian Government in a participatory strategy-development process to strengthen the role of women in the clam subsector with the aim of maximizing their income and sustaining clam stocks, in particular by paving the way for other development activities (Tunisia).

In Syria, FAO implements the "Empowerment of Women for Improving Household Food and Nutrition Security through food and agriculture income generating micro enterprises and home gardens" (Syria, 2011 – 2013).

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[47] Mapping Survey, FAO West Bank and Gaza, March-April 2013
[48] Mapping Survey, FAO Morocco, March-April 2013
[49] "Promoting youth Promoting employment and entrepreneurship for vulnerable youths in West Bank and Gaza Strip"[49]-2010
[50] "Qualitative Study on Women Participation in Agriculture Work in the West Bank and Gaza Strip", FAO and Al-Makaz for Development and Marketing Consultancies, 2011.[under docs with questionnaires]
[51] Mapping Survey, FAO Palestine, March-April 2013
[52] Mapping Survey, FAO Lebanon, March-April 2012
[53] http://www.fao.org/gender/gender-home/gender-projects/gender-projectsdet/en/c/74613/

### 3. International Fund for Agricultural Development (IFAD)

**Global mission**

The International Fund for Agricultural Development IFAD was established to finance agricultural development projects primarily for food production and the eradication of rural poverty in developing countries. "Working with poor rural people, governments, donors, non-governmental organizations and many other partners, IFAD focuses on country-specific solutions, which can involve increasing poor rural people's access to financial services, markets, technology, land and other natural resources". IFAD's Strategic Framework for 2011-2015 aims at "… enabling poor rural people to improve their food security and nutrition, raise their incomes and strengthen their resilience".[54]

**Approach to GE &WE at global level**

"Gender Equality and Women's Empowerment Policy: IFAD", 2012[55] examines the disparities between women and men related to access and control over resources in rural areas, including membership in agriculture decision making committees etc. Most indicators used in the policy are quantitative and while detailed and comprehensive, there is little analysis of implications of such disparities at policy, programme and project levels.

A prior evaluation entitled "Corporate Level Evaluation of IFAD's Performance with regard to Gender Equality and Women's Empowerment (2010)"[56] puts forward the following three strategies: To promote economic empowerment to enable rural women and men to have equal opportunity economic activities; to enable women and men to have equal voice and influence in rural institutions and organizations; and to achieve a more equitable balance in workloads and in the sharing of economic and social benefits between women and men.

The "Gender and Agriculture Source book"[57] 2009, is a comprehensive source book that focuses on gender issues in: food security, rural finance, rural governance, land policy and administration; gender and agriculture markets and gender mainstreaming in agriculture water management.

**The treatment of women/gender in key documents at country level**

"The Country Strategic Opportunities Programme"[58] (COSOP) is one of the key IFAD document and was therefore selected for this exercise to examine the way and extent that gender issues have been addressed in the work of IFAD. The central objective of a COSOP, as described by IFAD, "…is to ensure that IFAD country operations produce a positive impact on poverty. The document reviews the specific rural poverty situation as the basis for determining geographic sites and related thematic areas where IFAD would operate and highlights the innovation it intends to promote in the country programme".[59]

In the documents scanned for this exercise, gender is presented in COSOPs as one of the main cross cutting issues to address poverty in the work of IFAD. "Addressing poverty reduction is to reach the most vulnerable and address disparities, particularly in terms of geographic location and gender".[60]

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[54] http://www.ifad.org/governance/index_full.htm
[55] http://www.ifad.org/gender/policy/gender_e.pdf
[56] http://www.ifad.org/evaluation/public_html/eksyst/doc/corporate/gender.pdf - pp. 5-6
[57] http://www.ifad.org/gender/pub/sourcebook/gal.pdf
[58] Based on IFAD strategic Framework 2011-15 – gender is addressed as a cross cutting in the main thematic engagements of IFAD p. 6
[59] http://www.ifad.org/operations/policy/cosop.htm
[60] Ibid p. iv

"Gender equity and environmental sustainability will be pursued as cross-cutting themes in the overall programme".[61]

Some strategic objectives specifically focus on women in their various roles, for example, on women in their community politics role such as strengthening their participation in decision making through supporting them in getting management positions in grass root community organisations.[62] Other examples of women specific objectives include targeting women and young people in the area of agriculture microenterprise.[63] Others specify that both women and men are targeted by interventions such as improved access to markets, rural finance and technical advisory services; Improved and sustainable access to land and water resources; strengthening the capacities of rural poor and their organizations;[64] and the strengthening of rural on and off farm economic opportunities[65].

At various points an acknowledgement of existing gender disparities is included in some of the COSOPs examined for this exercise. The reports refer to the importance of gender mainstreaming and sex disaggregation indicators of outcomes and outputs. In some instances, the category' women' is narrowly defined as 'women who are divorced with no sons'. The fact that when it comes to objectives related to women the main national partner is the Ministry of Social Development [66]rather than for example the Ministry of Agriculture or of Labour raises the question of whether women are addressed in the economic or only the social sector. As reports progress into the Results Management Framework, there is less evidence of how the commitments to gender issues are taken further.

**Women/gender focused interventions at country level**

A gender mainstreaming example of an IFAD project that targets both women and men is **"**Conserving water, boosting incomes in Jordan (2009)"**[67]** The project provided farmers with technical and financial assistance to promote soil and water conservation and boost agricultural production. It also helped more than 800 women develop small-scale business enterprises to increase family incomes, and supported a dairy business with community benefits. "The success of the women's income-generation component of the Yarmouk project is complementing the major achievements of other components in enhancing food security, raising incomes, arresting environmental degradation, restoring soil fertility and increasing the rational use of water resources in the project area."[68] (Beekeeping enterprise sweetens family life) (Jordan)

Two examples of women/gender specific projects came out of the Mapping Survey. One was the "Sanduq: A rural microfinance innovation in Syria"[69](2003-2009) which used local microfinance institution to provide small loans for poor rural people, with particular attention to women. (Syria) The second was the "Zaghouan Integrated Agricultural Development Project (1998-2009)" **[70]** targeted poor farmers, especially women in Tunisia. This project brought women together in groups

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[61] Arab Republic of Egypt Country strategic opportunities programme- 2012
(Under Agency Country sent by Johanna)
[62] IFAD's Country Strategic Opportunities Programme : Morocco 2008
[63] Ibid- morocco
[64] Hashemite Kingdom of Jordan Country strategic opportunities programme: 2008-2012
http://www.ifad.org/gbdocs/eb/92/e/EB-2007-92-R-16.pdf
[65] OPCIT, Egypt
[66] Jordan
[67] http://www.ruralpovertyportal.org/country/voice/tags/jordan/yarmouk
[68] Ibid
[69] http://www.ruralpovertyportal.org/country/voice/tags/syria/syria_sanduq
[70] http://www.ruralpovertyportal.org/country/voice/tags/tunisia/livelihood

to plan activities which best met their needs and provided them with training in new skills and helped in building their confidence to be able to earn more and to transform their lives. (Tunisia)

### 4. International Labour Organisation (ILO)

**Global mission**

The overall vision of the International Labour Organization (ILO) is to promote social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Its tripartite structure of working with workers, employers and governments, provides a unique platform to promote its 4 strategic aims: to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.[71]

**Approach to GE & WE at global level**

"The ILO vision of gender equality …recognizes this goal not only as a basic human right, but intrinsic to the global aim of Decent Work for All Women and Men… The ILO Policy on Gender Equality and Mainstreaming, which is made operational through the ILO Gender Equality Action Plan 2010-15, supports a two-pronged approach of gender mainstreaming: systematically analysing and addressing in all initiatives the specific needs of both women and men, and targeted interventions to enable women and men to participate in – and benefit equally from – development efforts."[72]

The work on gender equality in the ILO is prolific, with strong gender policy and strategies translated into coherent action plans. Some key interventions are used here to illustrate the different kinds of documents produced by the ILO.

Such an intervention is the "Strategy for Gender Mainstreaming in the Employment Sector (2010-2015)" [73], which is aligned with ILO Action Plan for Gender Equality 2010-2015, Phase I: Programme and Budget 2010-2011.    This Strategy was developed as the Employment Sector's continued commitment to implementing the ILO "Gender Equality and Mainstreaming" Policy and the 2010-2015 Action Plan for Gender Equality. The main objectives of the Strategy are: to better integrate gender concerns into all the substantive work of the Employment Sector; to enable and empower all the Employment Sector staff to take on the responsibility to mainstream gender concerns in to their daily work; and create an enabling environment for promoting gender equality.

This initiative was followed by the "ILO Action Plan for Gender Equality 2010–15- Phase II: Aligned with the Programme and Budget for 2012–13"[74].  The ILO Action Plan uses a gender-mainstreaming strategy and a results-based management approach. It is aligned with the ILO Strategic Policy Framework 2010–15 comprising its three corresponding biennial programmes and budgets.

Another key document is the "Gender Equality at the Heart of Decent Work, Campaign"[75] (2008-2009).  The campaign's objectives included increasing general awareness and understanding of gender equality issues in the world of work; and highlighting the specific linkages between gender equality and securing decent work for all women and men.  This is an example where a gender document is parallel to a central programme priority area – in this case addressing decent work.

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[71] http://www.ilo.org/global/about-the-ilo/mission-and-objectives/lang--en/index.htm

[72] http://www.ilo.org/global/topics/equality-and-discrimination/gender-equality/lang--en/index.htm

[73] http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_154351.pdf

[74] http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_179106.pdf

[75] http://www.ilo.org/gender/Events/Campaign2008-2009/lang--en/index.htm

"Promoting Gender Equity: A step-by-step guide" [76](Second Edition 2012), is also one among a number of guides to promote gender equality in the work of the ILO.

**Approach to GE & WE at regional level**

The ILO Regional Office for Arab States [77] has also produced a large number of important publications on gender equality and the empowerment of women in the world of work. For example, it produced eleven 'policy briefs' covering various aspects of women and gender issues in a number of countries including Lebanon, Yemen and the West Bank and Gaza under the title "Gender Equality at the Heart of Decent work Campaign in the Arab States - Selected Publications"[78](2008). Other publications include "Equality and Non-discrimination Employment Outcomes in Arab States"[79] (2012); "Gender-based violence in the world of work: Overview and selected annotated bibliography"[80](2012), is a tool that aims to contribute to policy development at national level, especially with entry points for responses to and prevention of gender-based violence in the world of work. While GBV has become a priority for many UN agencies, there is still a gap when it comes to the manifestation of this phenomenon in the work place which this document can contribute to filling.

"Informal Employment in Arab States: A Gender Equality and Workers' Rights Perspective"[81](2008) is a report on an Expert Meeting that focused on the importance of a knowledge base on informal employment in the Arab region. The report includes a gender perspective on informality and calls for the use of sex-disaggregated data and inclusion of gender-responsive indicators in order to understand the nuances of the high rates of economic inactivity of women in the region.

Participatory gender audits have been carried out through the ILO Regional office in a number of Arab countries. The implementation of this initiative is viewed by the ILO Regional office as one of its most effective mainstreaming work in the Arab Region.[82]

**The treatment of women/gender in key documents at country level**

As one of ILO's key documents, a sample of "Decent Work Country Programmes" (DWCP) was examined for this mapping exercise. It was found that women/gender issues are addressed in quite an uneven way across countries with some emerging patterns. Women are addressed as a separate target group in all parts of the DWCP: as one of the national priorities, as one of the development goals, the outcomes and/or in the overall strategy of the programme. [83] In one of the documents scanned, there appears to be little gender mainstreaming in the rest of the other priorities and outcomes. In another case gender equality is considered as one of the cross-cutting issues in the Programme. In this case some of the statistics used in the report are disaggregated by sex, a gender analysis is included in wage gap and recruitment methods, and women organisations are included as partners in the programme. Young women in rural areas are explicitly addressed when discussing youth and employment, but only in the small and medium enterprises sector[84]. Another DWCP,

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[76] http://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/ publication/wcms_195171.pdf

[77] The ILO Regional Office for Arab States covers Bahrain, Iraq, Jordan, Kuwait, Lebanon, the occupied Palestinian territory, Oman, Qatar, Saudi Arabia, Syria, the UAE and Yemen. Two area offices are located in Kuwait and Jerusalem.

[78] http://www.ilo.org/gender/Events/Campaign2008-2009/WCMS_104914/lang--en/index.htm

[79] http://www.ilo.org/public/english/region/arpro/beirut/areas/equality.htm

[80] http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_155763.pdf

[81] -Report of the Regional Meeting of Experts, Carthage, 15-17 July 2008
http://www.ilo.org/gender/Informationresources/WCMS_114374/lang--en/index.htm

[82] Mapping Survey, ILO Regional Office, March-April 2013,

[83] For example in Bahrain http://www.ilo.org/public/english/bureau/program/dwcp/download/bahrain.pdf

[84] Jordan, 2012- 2015
http://www.ilo.org/public/english/region/arpro/beirut/downloads/decent/dw_jordan_2012_2015.pdf

deals with women as a cross cutting issue by addressing women/gender in all the different parts of the report, from the situation analysis to the outcome indicators.[85]

Following on the 2008-2011 "Decent Work Country Programme" (DWCP) in Yemen, discussions for the next DWCP have taken place. In line with Yemen's priorities for the transitional period, the next DWCP objectives are: (i) Labour market governance to support the transition; (ii) Supporting economic recovery and the inclusion of youth and women in the labour market; (iii) Social protection with a focus on child labour. [86]

As for IPEC's work in the region, "Working Children in the Republic of Yemen: The Results of the 2010 National Child Labour Survey" [87](2012) was designed to provide indicators on three main aspects of children's lives: economic activity, schooling and unpaid household services. The survey covered 9,571 households containing 67,617 individuals, 23,535 of whom were children between 5 and 17 years of age. The document shows the distribution of boys and girls by age group and labour status and the prevalence of unpaid household services (UHS) by age and sex.  The employment rate of boys (21.7%) is only slightly higher than that of girls (20.1%) (p. 11) In fact, the employment rate of girls (12.3%) surpasses that of boys (9.8%) among younger children aged 5-11. Among older children aged 15-17, the employment rate of boys (44.8%) is higher than that of girls (32.3%).  These are important statistics that strongly challenge ingrained assumptions about child labour as being mostly boys. (Yemen)

Another IPEC example is "Combating Worst Forms of Child Labour by Reinforcing Policy Response and Promoting Sustainable Livelihoods and Educational Opportunities in Egypt (2011-2015)"[88] which aims at combating child labour, with special attention to the worst forms of child labour in agriculture.   It is unclear in the description of this project how gender issues will be addressed and the extent that 'children' are disaggregated by sex. (Egypt)

**Women/gender focused interventions at country level**

Examples of women/gender specific interventions at country level show a variety of focus areas.  In Algeria "Implementing the common agenda for gender equality and empowerment of women"[89] (2009 – 2013) focuses on improving women's access to work.  The programme was designed in a participatory process that involved several government ministries and organizations of civil society, and is supported by seven other UN entities.[90]  ILO Algeria seeks to support women workers to contribute to the attainment of Goal 3 of the MDGs.  This is seen as one of its most effective gender specific work.[91] Youth (women and men) employment is seen as a main current priority area for both ILO and the government of Algeria.[92]  Regionally, the main current priority areas are defined as: women's economic empowerment through the formation of co-ops; business groups and enterpreneurship development; non-discrimination in the workplace through pay equity and childcare solutions in the workplace; maternity protection and combating gender-based violence in the workplace;  gender equality and workers' rights in the informal sector.[93](Algeria)

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[85] Oman: 2010-13
[86] Overview of ILO Initiatives in Yemen 2005-2013, Annex 1
[87] http://www.ilo.org/ipecinfo/product/download.do?type=document&id=21355
[88] http://www.ilo.org/public/english/region/afpro/cairo/projects/cwclp.htm
[89] http://www.ilo.org/gender/Projects/WCMS_143324/lang--en/index.htm
[90] Including UNDP, UNFPA and UNIFEM.
[91] Mapping Survey, ILO Algeria, March–April 2013
[92] Mapping Survey, ILO Algeria, March–April 2013
[93] Mapping Survey, ILO Regional Office, March-April 2013

Another example is the "Palestinian Women Economic Empowerment Initiative (2010-2012)" [94] the main objective of which is to address decent work deficits in selected refugee camps in Lebanon by promoting economic empowerment and cooperation among women entrepreneurs. It also works on institutional support to minimise constraints and promote conditions for decent work. The "Gender Equality and Women's Empowerment in the Occupied Palestinian Territory" (2009-11) takes a women specific but holistic approach to dealing with Violence Against Women, and includes the representation of women in decision making bodies, as well as enhances opportunities for women's equal economic participation. (West Bank and Gaza)

"Promoting fundamental principles and rights at work through social dialogue and gender equality: Morocco (2012-13)"[95], is a project that builds on the adoption of a social charter to promote social dialogue, social democracy, and collective bargaining. The main objectives of the project are: to improve capacities about fundamental labour rights especially regarding gender equality; and to support constituents to engage in effective social dialogue and collective bargaining that promote gender equality in the work place. (Morocco)

"Strengthening The National Machinery For Advancing Women's Employment In Yemen)"[96](2004-2010) included the training of 12,000 workers in public and private establishments[97]. In addition, based on the recent gender equality assessments of selected Arab countries, UN Women identified "…the opportunity to invest in women's election to municipal councils, where they do not face the same constraints on physical mobility, funding, and recognition as in the national sphere". The report also pointed to the fact that "… professional bodies and trade unions also represent an untapped area for women's political engagement and the evolution of an empowered citizenry".[98](Yemen)

ILO has also produced documentary material on women's issues in work, for example, "Maid in Lebanon" which highlights the plight of women domestic migrants in Lebanon. [99](Lebanon) and "Voices from Yemen (2008)," which examines the lives of working women and societal perceptions about them. (Yemen)


## 5. Joint United Nations Programme on HIV/AIDS (UNAIDS)

**Global mission**
"UNAIDS, the Joint United Nations Programme on HIV/AIDS, is an innovative partnership bringing together 10 UN system organisations to address universal access to HIV prevention, treatment, care and support." UNAIDS fulfils its mission through 5 strategic objectives: "Uniting the efforts of the United Nations system, civil society, national governments, the private sector, global institutions and people living with and most affected by HIV; Speaking out in solidarity with the people most affected by HIV in defence of human dignity, human rights and gender equality; Mobilizing political, technical, scientific and financial resources and holding ourselves and others accountable for results; Empowering agents of change with strategic information and evidence to influence and ensure that resources are targeted where they deliver the greatest impact and bring about a prevention

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[94] http://www.ilo.org/public/english/region/arpro/beirut/what/projects/lebanon/leb_10_03_sdc.htm
[95] http://www.ilo.org/public/english/region/afpro/cairo/projects/socialdialogue-mor.htm
[96] Strengthening The National Machinery For Advancing Women's Employment In Yemen
[97] Mapping Survey, ILO Regional Office, March-April 2013
[98] UN Women Arab States Strategy and Regional Work Plan, 2012-2013
[99] http://www.ilo.org/beirut/Whatsnew/lang--en/index.htm

revolution; and supporting inclusive country leadership for sustainable responses that are integral to and integrated with national health and development efforts."[100]

**Approach to GE & WE at global level**

One of the 10 targets of UNAIDs is to "eliminate gender inequalities and gender-based abuse and violence and increase the capacity of women and girls to protect themselves from HIV". [101] Key documents guiding the achievement of this target include: "Agenda for Accelerated Country Action for Women, Girls, Gender Equality and HIV Operational Plan for the UNAIDS Action Framework: Addressing Women, Girls, Gender Equality and HIV" (2010-14).[102] This document acknowledges the pressing need to address the persistent gender inequalities and human rights violations that put women and girls at a greater risk of, and more vulnerable to HIV.   It also highlights the imperative necessity for change in the attitudes and behaviours of men and boys, and the unequal power between women and men, both essential factors to prevent HIV in women and girls.   This is a comprehensive and holistic framework to address these key issues.

"Getting to Zero: 2011-2015 Strategy" has a strategic focus on zero new infections, zero AIDS-related deaths and zero discrimination, the latter focusing on human rights and gender equality. [103]

**Approach to GE & WE at regional level**

UNAIDS notes the absence of reliable data in the Middle East and North Africa. "Nonetheless, according to available evidence, the number of new HIV infections in the region increased from 36 000 in 2001 to 75 000 in 2009 bringing the number of people living with HIV in the region to an estimated 460 000 at the end of 2009. Epidemics in the region are typically concentrated among injecting drug users, men who have sex with men, and sex workers and their clients."[104]

A document at regional level that addresses this issue is "HIV vulnerabilities faced by women migrants: from Bangladesh to the Arab states" [105]  examines the experience of Bangladeshi women migrants to Asia and Arab countries, most of whom went to Saudi Arabia and Dubai, but also to Kuwait, Jordan, Malaysia, and Bahrain.

**The treatment of women/gender in key documents at country level**

"Country Progress Narrative Report" is the key programmatic report used for this mapping exercise. The reports are based on the guidelines provided in "Global AIDS Response Progress Reporting 2013: Construction of Core Indicators for Monitoring the 2011 UN Political Declaration on HIV/AIDS"[106]. While, comprehensive statistics on HIV/AIDS are included in the country level reports, not all statistics are disaggregated by sex.

For example, in Lebanon all data on the distribution of HIV/AIDS population is disaggregated first by sex and then by age. Cases of the distribution of HIV/AIDS by modes of transmission, by sexual behaviour (Homo, bi, hetero) and by region, are not. [107] The main categories of the population that

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[100] http://www.unaids.org/en/aboutunaids/

[101] http://www.unaids.org/en/targetsandcommitments/eliminatinggenderinequalities/

[102] http://www.unaids.org/en/media/unaids/contentassets/documents/unaidspublication/2010/20100226_jc1794_agenda_for_accelerated_country_action_en.pdf- p. 11.

[103] http://www.unaids.org/en/media/unaids/contentassets/documents/unaidspublication/2010/jc2034_unaids_strategy_en.pdf

[104] http://www.unaids.org/en/regionscountries/regions/middleeastandnorthafrica/

[105] http://www.unaids.org/en/media/unaids/contentassets/dataimport/pub/report/2009/200911_undp_bangladesh_en.pdf

[106] http://www.unaids.org/en/media/unaids/contentassets/documents/document/2013/GARPR_2013_guidelines_en.pdf

[107] Country Progress Report Lebanon Narrative Report- 2012

the Progress Reports address are: adults, youth (not disaggregated by sex in every table, sex workers (without specifying their sex), men who have sex with men, people who inject drugs (sex not specified), pregnant and lactating women, babies. Vulnerable groups are identified as: Men who have Sex with Men (MSMs), Female Sex workers (FSWs), Intravenous Drug Users (IDUs) and Prisoners[108], the latter two with no sex disaggregation. (Lebanon)

Where there is sex-disaggregated data, there is an absence of any gendered analysis of power relations between and among women and men. There is also no further analysis of implications of the data or how this analysis is translated into action. The link may be made between HIV/AIDS and VAW (eg statistics of sexual violence against women[109]) but this is not taken further in the analysis.

However, there are examples, like that of Algeria where the Progress Report closely examines the main pillars of national strategic plan, that is, advocacy, human rights and coordination; prevention, treatment, care and support; monitoring, surveillance, and evaluation[110] at country level.[111] Incidents of the disease are disaggregated by sex and age but not the statistics on those who seek treatment for the disease. UNAIDS Algeria stated that its main mainstreaming work supports the integration of the gender component in the national AIDS strategy.[112] It conducted a review in 2010 on gender mainstreaming in the national AIDS response which allowed thereafter to have a specific focus on gender in the new national strategic plan to fight against AIDS in 2012 – 2016. It developed a UN Joint Support Plan to the national AIDS response. The third outcome of this plan is related to gender issues and human rights. (Algeria)

In accordance with the global strategy on GE and WE, UNAIDs Morocco also supports specific national and regional projects based on these issues with its different partners (national NGOs, international organisations, and key ministries). (Morocco)

**Women/gender focused interventions at country level**
Examples of women/gender specific interventions include activities and projects in Morocco that target women in particular by encompassing combating VAW as part of the work on the protection against HIV; a thematic network of women associations linking VAW with HIV; and training of trainers and implementers project for the Ministry of Health workers;.[113] UNAIDS Morocco sees its present priority area in the legal protection of women victims of violence through ensuring their access to prevention and care.[114] Examples of interventions seen as most effective by UNAIDS Morocco include: the 'Tamkine program' (Multisectoral program for combating GBV through the empowerment of women and girls in Morocco); a programme with the Ministry of Health and NGOs of awareness raising activities on sexual violence risks and HIV / AIDS, targeting boys and girls in several regions; support to women rights NGOs by strengthening their basic knowledge about HIV

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http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_LB_Narrative_Report%5B1%5D.pdf

[108] Ibid p. 9

[109] Egypt- global aids response progress report 2012
http://www.UNAIDS.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_EG_Narrative_Report%5B1%5D.pdf

[110] Ibid. p. 5

[111] Alegria Rapport d'activité sure la riposte national au SIDA – Algérie (2012)
http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_DZ_Narrative_Report%5B1%5D.pdf

[112] Mapping Survey, UNAIDS Algeria, March-April 2013

[113] Country Progress Report Morocco Narrative Report- 2012, p. 23
http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_MA_Narrative_Report%5B1%5D.pdf

[114] Mapping Survey, UNAIDS Morocco, March-April 2013

and their strategic skills in negotiation, advocacy and the evaluation of the progress made in gender equality and human rights; and training workshops with the 'oulema' on GBV. [115] (Morocco)

UNAIDS Algeria carried out advocacy and technical support for the development of gender-sensitive projects, and identfed the "Economic Empowerment of Women living with HIV" as one of the examples of most effective gender specific projects by UNAIDS Algeria.[116] Its current priroity areas as identified by UNAIDS Algeria include approval of actions for a better mobilization of resources, sustained financing and accountability vis-à-vis the cause of women, girls, gender inequality and the integration of HIV.

### 6. United Nations Development Programme (UNDP)

**Global mission**
UNDP is an organisation that "…has been partnering with people at all levels of society to help build nations that can withstand crisis and drive and sustain the kind of growth that improves the quality of live for everyone. "[117] The focus of UNDP is on " helping countries build and share solutions to achieve Poverty Reduction and the Millennium Development Goals, Democratic Governance, Crisis Prevention and Recovery, Environment and Energy for Sustainable Development. UNDP helps developing countries attract and use aid effectively. In all our activities, we encourage the protection of human rights, capacity development and the empowerment of women."[118]

**Approach to GE & WE at global level**
UNDP "coordinates global and national efforts to integrate gender equality and women's empowerment into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development. Through our global network, we work to ensure that women have a real voice in all governance institutions, from the judiciary to the civil service, as well as in the private sector and civil society, so they can participate equally with men in public dialogue and decision-making and influence the decisions that will determine the future of their families and countries".[119]

UNDP has done substantial work towards gender mainstreaming. The following are a selection of key documents.

"Empowered and Equal: Gender Equality Strategy 2008-11"[120] discusses UNDP mandate on gender equality and lessons learned from past experience, and then examines the integration of Gender Equality in UNDP Focus Areas. It also lays out frameworks for ensuring results namely: accountability, community of practice and knowledge management, and communication and advocacy.

"Powerful synergies Gender Equality, Economic Development and Environmental Sustainability"[121] (2012) is an important publication that includes a number of chapters covering key areas related to gender, economic development and sustainable development. The publication is divided into 4 parts

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[115] Mapping Survey, UNAIDS Morocco, March-April 2013
[116] Mapping Survey, UNAIDS Algeria, March-April 2013
[117] http://www.undp.org/content/undp/en/home/operations/about_us.html
[118] http://www.undp.org/content/undp/en/home/operations/about_us.html
[119] http://www.undp.org/content/undp/en/home/ourwork/womenempowerment/overview.html
[120]http://www.undp.org/content/dam/aplaws/publication/en/publications/womens-empowerment/gender-equality-strategy-2008-2011/0601.pdf
[121] http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/Powerful-Synergies.pdf

on gender equality and the areas of sustainable development; sustainable consumption and the green Economy; energy and climate change; and other selected issues.

"Leading Resilient Development - Grassroots Practices & Innovations" (2011) reviews "a set of grassroots women's development innovations that build community resilience. The women's groups and collectives described in this publication are grassroots women's groups, whose survival and everyday lives are directly affected by natural hazards and climate change".[122]

Policy Brief on "Gender Equality and Poverty reduction: Unpaid Care Work"[123] (2009) provides a very important contribution to the somewhat neglected issue of care work. It gives an "...insight into to the importance of addressing issues of gender equality and unpaid care work in national development policies and strategies

The Gender Thematic Trust Fund (GTTF) "was established to meet the challenges of attaining gender equality and achieving the MDGs. The fund provides donors with an efficient way to channel funds towards achieving gender quality results. Since it's inception, the GTTF has enabled programme countries to achieve impressive development results, breaking new ground in areas where gender issues are often unaddressed -- such as climate change".[124]

**Approach to GE & WE at regional level**
The Regional Bureau for Arab States (RBAS)[125] is the headquarters for UNDP regional programmes and country offices in 17 Arab countries, with the 18th located in the occupied Palestinian territory. [126] In 2008, the Regional Bureau for Arab States established the Regional Centre in Cairo (RCC). [127] With a focus on the 4 main UNDP goals, UNDP in the Arab region "also emphasizes the priority concerns of HIV/AIDS, gender equality, and the protection of human rights, as well as water governance, climate change and fighting corruption, while addressing as well the human development deficits identified by the series of the Arab Human Development Report — in knowledge, freedom, and women's empowerment."[128]

**The treatment of women/gender in key documents at country level**
In UNDP's Country Programme Action Plan Reports (CPAP), there are slight variations in terms of priorities at country level but in general they include: poverty reduction and human development; diversified economic growth; governance; energy and environment; natural disaster prevention; crisis management and recovery. In the situation analysis of the CPAPs, the extent that women/gender issues are dealt with varies from one country to another. When addressed in the situation analysis it is often to point to high unemployment rates of women, their marginalisation in the political sphere and in decision-making. Women are often included among the list of the most vulnerable alongside youth, persons with disability and internally displaced persons. Some sex-disaggregated data is also included in the situation analysis.

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[122] http://www.undp.org/content/dam/aplaws/publication/en/publications/womens-empowerment/leading-resilient-development---grassroots-women-priorities-practices-and-innovations/f2_GROOTS_Web.pdf
[123]http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Poverty%20Reduction/Policy%20Brief%20on%20Unpaid%20Care%20work.pdf
[124] http://www.undp.org/content/undp/en/home/ourwork/womenempowerment/ttf/
[125] Located in New York
[126] http://arabstates.undp.org/content/rbas/en/home/operations/about_undp/
[127] http://arabstates.undp.org/content/rbas/en/home/operations/UNDP_RCC/UNDP_RCC0.html
[128] http://arabstates.undp.org/rbas/en/home.html; The Arab Human development Report 2005 was entitled "owards the Rise of Women in the Arab World "(30 September 2005 - see http://www.arab-hdr.org/publications/other/ahdr/ahdr2005e.pdf

Gender equality is always mentioned in the CPAPs as a cross cutting issue, mainly in a statement that indicates that gender issues will be integrated into the planning cycle (eg Algeria, Iraq); as a guiding principle of its programmatic focus areas (Yemen[129] [130]); as an outcome (Iraq); and/or as one of its key outputs. (Bahrain)

In the majority of the CPAPs scanned for this mapping exercise, women/gender issues appear under one of two of the outcomes. In most cases, it is addressed under the Democratic Governance programme outcome, with women as one target group with other "vulnerable groups" (Iraq[131]) or more explicitly through gender budgeting projects aiming at "…strengthening the capacity to formulate effective plans and policies more efficiently, fairly and transparently" (Bahrain), or as one it outcomes (eg UAE[132]).

As an example of inclusion in programmatic focus, under the Environment and Energy Programme[133] some indicate that gender aspects are taken into consideration to ensure that equal opportunities are provided to both men and women. For example, some projects work specifically with rural women cooperatives and active women organizations in different geographical areas of the country. (eg Lebanon[134]). Others under human development when women are included in education, health and economic empowerment interventions (eg Kuwait- Algeria). At least in one CPAP there was no mention of women or gender in the document. (eg Saudi Arabia)[135]

In general while women/gender are presented as a cross cutting issue, this is addressed explicitly under one programmatic area and not under the others. For example, while they appear under governance, discussions of other UNDP programmatic areas such as poverty reduction, environment, and crisis prevention remain 'ungendered'. Also in general, gender/women issues do not get addressed in the log frame and indicators are rarely disaggregated by sex.

**The MDGs at country level**: With the obvious exception of MDG 3, as well as MDG 2 and 5, a scanning of the MDGs in a number of Arab countries (and others) showed that in general, gender issues or even sex disaggregated data, were mostly absent in all the other MDGs (even MDG 3 does not have comparative indicators with men's situation). There are some exceptions to this finding. Under Goal 1 (Poverty reduction), while the analysis and implications might not be clear, some of the reports used sex disaggregated data and a mention of women and unemployment (Algeria[136]). In at least one case all the indicators were disaggregated both by sex and by region (Rural/urban) (Morocco[137]). Under Goal 2 (Education), some of the statistics are disaggregated by sex but there is no discussion or analysis of how the results will be translated into strategies (Algeria; Bahrain[138]). Only in one case among the sample examined, the data used for Goal 4 (Child Mortality) was disaggregated by sex (Morocco[139]). When it came to Goal 3 (Gender Equality), there were few cases that went beyond the original narrow indicators to include indicators such as VAW and services

[129] http://www.undp.org.ye/reports/1474c00de53bb6CPAP%20between%20rep%20of%20Yemen%20and%20UNDP%202020 07%20-%202011.pdf
[130] http://www.undp.org.ye/project_database.php
[131] http://www.iq.undp.org/Items/Uploads/125/CPAP_English.pdf
[132] http://www.undp.org.ae/documents/CPD_UAE_2007-2011.pdf
[133] http://www.undp.org.lb/WhatWeDo/energy.cfm
[134] http://www.undp.org.lb/WhatWeDo/energy.cfm
[135] http://www.undp.org.sa/sa/documents/home/cpd_2012.pdf
[136] http://www.dz.undp.org/OMD/nat_OMD.html
National report: 2010- http://www.dz.undp.org/publications/national/RNODM_2010/RNODM_2010_part_1.pdf
[137] MDGs Morocco
[138] Ibid
[139] http://www.pnud.org.ma/pdf/rapports/omd2009Fr.pdf

related to the victims of violence, penal reform and gender budgeting (Morocco[140]). In another report, a discussion about challenges included pushing the boundaries of MDG 3 through continued efforts towards women's economic participation and institutional and legal reform to ensure that women are treated equally under the law and enjoy equal opportunities alongside men.[141] (Morocco)

**The Human Development Reports at country level:** The UNDP Human Development Reports (HDR) are considered major sources of data for all countries. The scanning of a small sample of country level human development reports produced recently shows that women/gender issues often continue to be dealt with in separate chapters and/or paragraphs in chapters. However, there are exceptions where gender issues have been mainstreamed in the HDR. In at least one such example, in addition to the separate chapters and paragraphs, sex disaggregated data is used in most chapters. Though unevenly, gender issues are discussed in most areas of concern and attempts are made to discussion how programmatic interventions can address 'culturally rooted sources of discrimination'.[142]

**The United Nations Development Action Framework (UNDAF) at country level**: A sample of UNDAF documents, were also scanned to examine the way in which women/gender issues are dealt with. As in the case of the CPAPs, in some cases, gender issues are addressed as a priority area in the UNDAF, with objectives such as promoting women in politics, education and training, access to employment and combat VAW (Algeria[143]). In the cases examined where gender equality is a priority area, the work on gender issues is not mainstreamed in the other priority areas (eg Algeria, Yemen)[144]. Where gender/women issues are addressed under another priority area, often under Governance, women are seen as one of the target groups of the intervention. In one case it was highlighted that "the link between the wider conflict and violence directed towards women is poorly documented and needs more systematic reporting, combined with incentives to encourage women to report incidents"[145]. In at least one case where gender was chosen as a 'stand alone' UNDAF outcome, it was seen as important to also mainstream gender in the other outcomes based on the argument that this is the most effective approach to strengthen development efforts at all levels (Lebanon)[146].

**Women/gender focused interventions at country level**
Gender mainstreaming Initiatives mentioned in the responses to the Mapping Survey include:
- Gender mainstreaming in the Social Fund for Development; the Egypt Network for Integrated Development; the SIWA Community Development through ICT Project; the Enhancement of the political participation of women through the Elections Project[147] Egypt);
- Mainstreaming gender in youth empowerment projects[148] (Jordan);
- "Promoting Legal Empowerment of Women in the State of Kuwait" (WRACATI)[149] (2009-2013) (Kuwait);
- Mainstreaming gender in the human rights action plan[150] (Lebanon):

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[140] http://www.pnud.org.ma/pdf/rapports/omd2009Fr.pdf

[141] http://www.undp.ps/en/newsroom/publications/pdf/other/mdg10.pdf

[142] Egypt Human Development Report: Youth in Egypt: Building our Future" 2010
http://hdr.undp.org/en/reports/nationalreports/arabstates/egypt/Egypt_2010_en.pdf

[143] http://www.dz.undp.org/publications/national/UNDAF_Algeria2007-2011.pdf

[144] http://www.undp.org.ye/reports/UNDAF_English.pdf Yemen 2007-11

[145] UNDAF Iraq 2011-14 – p. 33

[146] UNDAF Lebanon - 2010-2014 http://www.un.org.lb/Library/Files/UNDAF/UNDAF%20%282010-2014%29EN.pdf

[147] Mapping Survey, UNDP Egypt, March-April 2013

[148] Mapping Survey, UNDP Jordan, March-April 2013

[149] http://www.kw.undp.org/content/kuwait/en/home/operations/projects/human_development/promoting-legal-empowerment-of-women-in-the-state-of--kuwait--wr.html

- Mainstreaming gender in the local commuties development plans in Morocco;[151] (Morocco);
- Support to female headed household economic empowerement in the WB and Gaza strip[152] (West Bank and Gaza);
- The National Youth Strategy in Saudi Arabia[153] (Saudi Arabia).
- The current priority areas in UNDP Palestine are economic and political empowerement.[154] In conjunction with UN Women, UNDP/PAPP is working closely with the Ministries of Planning and Women's Affairs to build their capacity to secure gender-equality across government ministries and services. At community level, specific focus is given to women and other socially marginalized groups. Through the Rule of Law and Access to Justice Programme, legal aid services are provided to women subjected to gender-based violence. Through the economic empowerment/DEEP, female-headed households are given priority (West Bank and Gaza)

The scanning also identified the following gender mainstreaming initiatives:
-"Support to the Implementation of the National Strategy for the Advancement of Bahraini Women" (2009-12) (Bahrain);
-"Gender and Economic Policy Management Initiative: 2012-2014"implemented by the University of Bahrain, which comprises a Masters Degree in Gender-aware Economics (addressing evolving Arab state policies), a 3 week training course at policy level, and tailored made courses for individual countries. (Bahrain)

Besides for its gender mainstreaming work, UNDP also supports women/gender specific projects. For example, in the area of women's economic empowerment, the "Women empowerment: Integrating women in the Iraq economy", 2011 [155] report starts with a strong situation analysis which is based on field research to carry out an analysis of gender division of labour and the constraints and social control mechanisms (including VAW) that characterise the lives of some women. The interventions fall into four programme categories namely, Vocational Training, Awareness-Raising, Income-Generation, Food and Non-Food Distribution. Despite a good gendered analysis which is based on research - relations to men in the family and cultural barriers, the legal system etc – the work still is focused on empowering women to deal with it and not with addressing the hostile environment in the they may face at home and/or at work. (Iraq)

On the topic of political empowerment there are studies such as: "Palestinian women's organization in East Jerusalem (2010)"[156] and "A Review of Palestinian Legislation from a Women's Rights Perspective (2011)"[157]; Women in Elections as candidates and voters (Manual)[158] (c. 2009) and Women in decision making (Lebanon)

In Egypt examples of gender specific interventions also include the following projects: the FGM-free village model Projects; women citizenship rights and civic education (ID cards for women) with UN Women; safe cities working towards the prevention of violence against women and girls in public spaces.[159]

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[150] Mapping Survey, UNDP Lebanon, March-April 2013
[151] Mapping Survey, UNDP Morocco, March-April 2013
[152] Mapping Survey, UNDP WB and Gaza, March-April 2013
[153] Mapping Survey, UNDP SA, March-April 2013
[154] Mapping Survey, UNDP Palestine, March-April 2013
[155] http://www.iq.undp.org/Items/Uploads/121/IQ%20Women%20EE%20-%20Final.pdf
[156] In partnership with the international NGO Kvinna til Kvinna,
[157] http://www.undp.ps/en/newsroom/publications/pdf/other/womenrreview.pdf
[158] Arabichttp://www.undp.org.lb/WhatWeDo/Docs/induction%20manual.pdf
[159] Mapping Survey, UNDP Egypt, March-April 2013

Mapping Survey also gave an indication of the current and future priority areas within UNDP countries in the region. In Egypt, priority areas are seen as women rights, job creation and economic empowerment, women's political participation and civic engagement.[160] New priorities continue to focus on women rights in general, job creation and economic empowerment, enhancing the civic and political participation of women, capacity-building of women NGOs, and capacity-building of research institutions to generate gender-specific data. While UNDP Egypt has been working in these areas, new initiatives were launched during the transition period to respond to these needs more efficiently. In addition, activities were introduced to existing projects to respond to new realities on the ground.[161] (Egypt)

In Jordan the current priority area is poverty reduction and employment generation. A new prioirty area in the context of changes in the region consist of specific interventions related to women empowerment. (Jordan)

For Morocco, priority areas are Parliamentary support (women's political participation), women's access to public services, gender and environmental issues, mainly climate change adaptation. [162] Women's political participation, in reprentative politial structures, especially at the local level, and in Parliament, is seen as a continuing priorty for the future. Other projects include gender manuals and a glossary on gender and the informal sector and Women's economic empowerment projects in the Programme in the South Oasis and in the Tafilalet Oasis, in Morocco.[163] (Morocco)

In Saudi Arabia the current priority area is Economic and social empowerment. An example of such a project is the Women economic empowerment in Saudi Arabia. The future priority is seen as women's political involvement. [164]


## 7. United Nations Educational, Scientific and Cultural Organization (UNESCO)

**Global mission**

"The United Nations Educational, Scientific and Cultural Organization (UNESCO) seeks to encourage the identification, protection and preservation of cultural and natural heritage around the world considered to be of outstanding value to humanity. This is embodied in an international treaty called the Convention concerning the Protection of the World Cultural and Natural Heritage , adopted by UNESCO in 1972." [165]

UNESCO's mission is to contribute to the building of peace, the eradication of poverty, sustainable development and intercultural dialogue through its main programmatic areas of education, the sciences (natural, social and human sciences), culture, communication and information.


**Approach to GE & WE at global level**

UNESCO's Medium Term Strategy, 2008-2013 "..gives priority to gender equality along with Africa, with priority interventions being targeted at youth, least developed countries (LDCs) and small island developing States". [166] In its document "Priority Gender Equality: Action Plan 2008-2013"[167],

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[160] Mapping Survey, UNDP Egypt, March-April 2013
[161] Ibid.
[162] Mapping Survey, UNDP Morocco, March-April 2103
[163] Mapping Survey, UNDP Morocco, March-April 2013
[164] Mapping Survey, UNDP SA, March-April 2013
[165] http://whc.unesco.org/en/about/
[166] http://unesdoc.unesco.org/images/0014/001499/149999e.pdf
[167] http://unesdoc.unesco.org/images/0018/001858/185856m.pdf

UNESCO commits to a series of actions to support women's empowerment, women's rights and gender equality in Member States by: mainstreaming gender equality issues throughout the programming cycle at all programme levels; and by building commitment, competence and capacity for gender mainstreaming.

The "Priority Gender Equality Guidelines" (2011)[168] includes comprehensive guidelines with general and specific questions to be used to evaluate UNESCO's work on gender (under UNESCO Commission/UK). Other available guidelines do not include a women/gender perspective.

As a follow up on the Action Plan, UNESCO also produced a report entitled "Review of UNESCO's Priority Gender Equality 2013"[169]. The purpose of this report was to assess the progress achieved so far with regard to UNESCO's work on gender equality in its main areas of work (education, the sciences, and culture) and to provide conclusions and recommendations on the way forward.

The "World Atlas in Gender and Education" [170] 2012, provides an invaluable source of information for gender and education, with sex disaggregated data throughout. The Atlas includes school enrolment, trends in school-life expectancy; adult and youth literacy as well policy level review and impact on gender equality in education.

Other examples of gender mainstreaming in UNESCO Women in Science programme included "A pioneering programme for the promotion of women in science: 15th Annual L'ORÉAL-UNESCO Awards for Women in Science, 2013[171]; and a Workshop on "Women in Engineering: Importance and Challenges" - for International Women's Day 2012

**The Treatment of women/gender at regional and country level**
A sample of regional and country level was examined including: "Education For All: Regional Report for the Arab States (2011)" [172] . The report includes two chapters on gender disparities in the region and the remainder of the report addresses gender issues in education, though not systematically.

Another programme is the "Entrepreneurship Education in the Arab States (EPE) (2010)" and Case Studies on the Arab States (Jordan, Tunisia, Oman, and Egypt) [173] In the executive summary, the report briefly mentions that gender issues are key in the promotion of EPE in the education systems in the region, which include involving women policy makers in EPE programmes and cooperating with business women association in the implementation EPE teaching and learning experiences.[174] The report also includes a sub section on Women and Entrepreneurship highlighting that there " …is consensus among development specialists that Egyptian women could better contribute to the economic development of their country". The report also discusses problematic issues regarding statistics on women's employment and puts an emphasis on the issue of women entrepreneurship

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[168]http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/BSP/GENDER/GE%20Guidelines%20December%202_FINAL.pdf

[169] http://unesdoc.unesco.org/images/0022/002200/220029E.pdf

[170] http://www.unesco.org/new/en/education/themes/leading-the-international-agenda/gender-and-education/resources/the-world-atlas-of-gender-equality-in-education/

[171] http://www.unesco.org/new/en/natural-sciences/priority-areas/gender-and-science/for-women-in-science-programme/

[172] http://www.unesco.org/new/fileadmin/MULTIMEDIA/FIELD/Beirut/pdf/
Report%20EFA%20%28English%29.pdf

[173] A Joint Project between UNESCO and StratREAL Foundation, U.K. Case Studies on the Arab States" (Jordan, Tunisia, Oman, and Egypt) and Regional Synthesis Report 2010
http://www.unesco.org/new/fileadmin/MULTIMEDIA/FIELD/Beirut/pdf/EPE_Component_One_English_14_May_2010_01.pdf

[174] Ibid p. 9.

as a UNESCO priority for research.[175] The rest of the report does mention women and girls but only sparingly.

**Women/ gender focused interventions at country level**
Examples of gender mainstreaming initatives at country level that were listed in the Mapping Survey including the  Integration of a  gender perspectives into media organizations' policies and strategies in Morocco[176]; the integration of the gender in the youth and citizenship programme in Tunisia; [177] Gender mainstreaming through education (e.g. inclusive education projects), culture and communication sectors (e.g. communication and freedom of expression projects), as well as through the support to the Palestinian Research and Documentation Center (PWRDC) (e.g. gender research and documentation, capacity development training to the gender advocates). [178]

The Mapping Survey also included some women/gender specific interventions such as projects that aim to strengthen capacities on the protection of human rights and combatting GBV (including working with Moroccan women journalists on the treatment of GBV in the media); as well as project on the participaton of young women in politics (Morocco[179]-Tunisia[180]). In addition to the media programme on GBV, UNESCO Morocco considers its most effective projects to be the TAMKINE Project in Morocco (with UNAIDS) and their research on the family code. [181]

Other current projects identified were capacity development focusing on awaress-raising; institutional capacities;  relevant studies/analysis to inform policy level; sustaining the presence of the PWRDC as one of its kind in the region promoting women's rights and supporting Palestinian women to play an active role in the economic, political, and cultural domains,  conducting gender research, and supporting the Palestinian Ministry of Women's Affairs; supporting the EFA agenda (with special emphasis on EFA goals 1 & 2; supporting the establishment of inclusive and child-friendly education systems). (West Bank and Gaza)[182]

## 8. UNHabitat

**Global mission**
UNHabitat is mandated by the UN General Assembly to promote socially and environmentally sustainable towns and cities with the goal of providing adequate shelter for all. The main documents outlining the mandate of the organization are the Vancouver Declaration on Human Settlements, Habitat Agenda, Istanbul Declaration on Human Settlements, the Declaration on Cities and Other Human Settlements in the New Millennium, and Resolution 56/206. [183]

UNHabitat is working to its "Medium-Term Strategic and Institutional Plan: Focus Area Policy and Strategy Papers, 2008-2013". The overall aim of the plan is to promote sustainable urbanization in cities and regions that provide all citizens with adequate shelter, basic services, security, and employment opportunities, regardless of age, sex, and social strata   The Plan has 6 focus areas: effective advocacy monitoring and partnership; participatory planning, management and

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[175] Ibid p. 181
[176] Mapping Survey, UNESCO Morocco, March-April 2013
[177] Mapping Survey, UNESCO Tunisia, March-April 2013
[178] Mapping Survey, Palestine, March-April 2013.
[179] Mapping Survey, UNESCO Morocco, March-April 2013
[180] Mapping Survey, UNESCO Tunisia, March-April 2013
[181] Mapping Survey, UNESCO Morocco, March-April 2013
[182] Mapping Survey, UNESCO Palestine, March-April 2013
[183] http://www.unhabitat.org/categories.asp?catid=10

governance; access to land and housing for all; environmentally sound urban infrastructure; strengthened human settlements finance systems; excellence in management.[184]

**Approach to GE & WE at global level**

In its global mission, UNHabitat addresses gender as a key crosscutting issue along with youth and response to human settlements in crisis.[185]

"Gender Equality for a Better Urban Future:  An Overview of UNHabitat's Gender Equality Action Plan (2008-2013)"[186] is a key document guiding actions for gender equality UNHabitat. The Action Plan contributes to MDGs around water and sanitation, environmental sustainability, and improving living conditions in slums while addressing Goal 3 (promote gender equality and empower women). The main priorities of the Action Plan reflect those in UNHabitat's Medium Strategic and Institutional Plan (above).

There are a number of other key gender equality related documents.  "The Global Assessment on Women's Safety (2008)"[187] is part of the work on Safe Cities Programme in which gender-based violence and women's safety are recognized as key health, development and human rights issues. The report highlights the importance of sharing and promoting successful approaches to making effective use of scarce resources to achieve women's safety.  It notes the current lack of information sharing between organizations, institutions, local authorities and grassroots initiatives working on women's safety.

Other examples of documents include:
"Gender Equality for Smarter Cities: Challenges and Progress (2010)" which highlights the key gender issues in the context of urbanization and given an overview of UNHabitat's efforts to promote gender equality.[188]

"Gendering Land Tools: Achieving secure tenure for women and men – 2008" is a framework of methodologies and strategies for systematically developing gender responsive land tools that promote equal tenure security for women and men.  This work is based on the recognition of the centrality of equal property rights of women and men to gender equality.[189]

"Gender in Local Government: A Sourcebook for Trainers (2008)" aims to provide local governments with the tools to better understand the importance of gender in the decision-making process and to reach better solutions for the communities they serve.

**Approach to GE & WE at regional level**

The Regional Office for Africa and the Arab States (ROAAS) supports Africa and the Arab States region in implementing the Habitat Agenda, emphasizing its two main themes: "Adequate shelter for all" and "Sustainable urban development". Its mission is to promote the Habitat Agenda at the regional level through the implementation of the two Global Campaigns on Secure Tenure and Urban Governance[190].

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[184] http://www.unhabitat.org/downloads/docs/IntroFA.pdf

[185] http://www.unhabitat.org/content.asp?typeid=19&catid=10&cid=929

[186] http://www.unhabitat.org/downloads/docs/6821_6041_GEAP_BrochureFinal.pdf

[187] http://www.unhabitat.org/pmss/getElectronicVersion.aspx?nr=2848&alt=1

[188] http://www.unhabitat.org/pmss/getElectronicVersion.aspx?nr=2887&alt=1

[189] http://www.unhabitat.org/pmss/getElectronicVersion.aspx?nr=2837&alt=1

[190] http://www.unhabitat.org/categories.asp?catid=334

"The State of Arab Cities: Challenges of Urban Transition 2012-2013"[191] is a key substantive regional report. It includes some sex-disaggregated data on participation in the workforce and national politics by women/men in the Mashreq[192] and unemployment rates in Algeria at the end of 2010[193].

Among the technical recommendations out of the regional conference on "Initiatives and Development Innovation in the Arab Cities"[194], Amman 14-17 January 2008 was recommendation 4. "Emphasis on activating the role and participation of women in decision making positions, and to prove their role in the development of Arab cities."[195]

"Capacity Building for Local Participatory Planning, Budgeting and Gender Mainstreaming Programme in the Arab Region, 2012". **[196]** The expected results of this programme are: Processes established for participatory planning, budgeting and gender mainstreaming; Capacities of training institutions built in participatory planning, budgeting and gender mainstreaming to replicate on a large scale; and Legislative and institutional capacities built in seven municipalities for participatory planning, budgeting and gender mainstreaming.

**The treatment of women/gender in key documents at country level**
Information on project and programmed initiatives at country level in the Arab region is limited. One example of these is the "Baltim Urban Sector Profile Study"[197]. The main objective of this programme is to contribute to urban poverty reduction and policy development in Egypt. Gender is seen in this as one of the main areas to address along with governance, HIV/AIDS, slums and environment. (Egypt).

A major initiative the "Strategic Urban Development Plan for Greater Cairo Region (2012)"[198] does not recognise gender as a cross cutting issue in the plan.

"Strengthening the Capacity of the Housing Sector in Iraq"[199] was the initial phase of a sub-programme "Shelter Policy Formulation" part of UN-HABITAT's Urban and Housing Rehabilitation Programme (UHRP) for Iraq. The key objectives of the project are: to build the capacity of the key Ministries, local and regional agencies; to strengthen the role of civil society in the housing sector by enhancing the capacity of NGOs, women's groups and community organisations in managing housing delivery, self-help housing programme and housing finance systems; contribute to the establishment of a housing fund for vulnerable families; to revise the institutional framework of the housing sector.

"Safe Cities for Women and Men "[200] is a project recognises the different urban and housing needs of women and men (Morocco, 2012-16).

**Women/ gender focused interventions at country level**
UN-HABITAT working jointly with Plan International and Women In Cities International (WICI), launched a new programme entitled "Because I'm a Girl: Urban Programme" (BIAAG UP) which is

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[191] http://www.unhabitat.org.jo/en/inp/Upload/134359_OptiENGLISH_StateofArabCities_Edited_25_12_2012.pdf
[192] Ibid., p. 83
[193] Ibid., Table 37
[194] http://www.unhabitat.org.jo/en/inp/view.asp?ID=47;
[195] http://www.unhabitat.org.jo/pdf/Recommendation_English.pdf
[196] http://www.unhabitat.org/content.asp?cid=7081&catid=303&typeid=13
[197] http://www.unhabitat.org/list.asp?typeid=13&catid=192
[198] http://www.unhabitat.org/content.asp?cid=7120&catid=192&typeid=13
[199] http://www.unhabitat.org/content.asp?cid=692&catid=203&typeid=13&subMenuId=0 2004
[200] Projet *Villes sûres et Amies de Toutes et Tous* 2012-2016

part of a programme which seeks to engage girls in cities around the world to explore questions around gender inclusion, right to the city and safe cities. BIAAGE will be carried out in five cities globally including Cairo, New Delhi, Hanoi; Kampala, and Lima.[201]

## 9. United Nations High Commissionaire for Refugees (UNHCR)

**Global mission**

UNHCR "is mandated to lead and coordinate international action to protect refugees and resolve refugee problems worldwide. Its primary purpose is to safeguard the rights and well-being of refugees. It strives to ensure that everyone can exercise the right to seek asylum and find safe refuge in another State, with the option to return home voluntarily, integrate locally or to resettle in a third country. It also has a mandate to help stateless people."[202]

**Approach to GE & WE at global level**

"UNHCR Policy on Refugee Women" (undated)[203] recognises that becoming a refugee affects women and men differently, and that to encourage dignity and self-sufficiency, refugee women should participate in the planning and implementation of projects. The policy is committed to mainstreaming, but highlights that this does not mean that separate women's project may not be necessary in their own right or added to an existing programme.

A part of the implementation of the policy, "UNHCR Handbook for the Protection of Women and Girls (2008)" [204] was produced "…to help UNHCR staff fulfil their responsibilities to protect these women and girls more effectively".[205]

"The State of the World's Refugees: In Search of Solidarity (2012)" is an overview of the current situation of people who lack the full protection of their state, the current international refugee system, UNHCR's practices and the need for solidarity.[206] The importance of gender discrimination is recognised in the discussions of statelessness[207], and of displacement and urbanization.[208]

"Survivors, Protectors, Providers: Refugee Women Speak Out (November 2011)" [209] documents a series of dialogues which provided participants with a platform to share problems and develop solutions during several days of situational analysis workshops. A parallel workshop enabled men and adolescent boys to engage in the process and suggest ways to improve the protection of women and girls in their communities. Discussions focused on ten core protection areas: women in leadership, sexual and gender-based violence (SGBV), other forms of violence, legal issues, education, economic self-reliance, individual documentation, health, sanitary materials, and shelter. These were explored across the life cycle of women and girls as well as men and boys, with a focus on vulnerable groups such as unaccompanied minors, persons with disabilities and elderly persons. After an in-depth analysis of their protection problems, Dialogue participants worked together to develop practical solutions. They presented their recommendations to governments, UNHCR, UN

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[201] http://www.unhabitat.org/content.asp?cid=11765&catid=7&typeid=6
[202] http://www.unhcr.org/pages/49c3646c2.html
[203] http://www.unhcr.org/3ba6186810.html
[204] http://www.un.org/en/pseataskforce/docs/unhcr_handbook_for_the_protection_of_women_and_girls.pdf
[205] Ibid, p. 1
[206] http://www.unhcr.org/4fc5ceca9.html
[207] Ibid, p. 16
[208] Ibid, p. 24
[209] http://www.unhcr.org/511d160d9.html

and NGO partners, and – crucially – their own communities.[210] This document is a very good example of a clear and systematic approach to gender mainstreaming methodology.

"Survivors, Protectors, Providers UNHCR Dialogue with Refugee Women: Progress Report Implementation of Recommendations (2013)" [211] focuses on reporting on progress of women in leadership, sexual and gender-based violence (SGBV), other forms of violence, legal issues, education, economic self-reliance, individual documentation, health, sanitary materials, and shelter.[212] This represents a good practice where follow up on progress is a way of consolidating of the dialogue.

**The treatment of women/gender in key documents at regional and country levels:**
The multiple new humanitarian crises in the Middle East and North Africa in 2011 and 2012 have led to significant displacement across the region, which UNHCR identified as a current priority for its work.[213] Ongoing unrest in the Syrian Arab Republic (Syria) has forced hundreds of thousands of refugees to flee to neighbouring countries (Jordan, Iraq, Lebanon and Turkey). Yemen too witnessed significant displacement, with around half a million people internally displaced as a result of civil conflict and natural disasters. The country also hosts some 230,000 registered refugees, mainly from Somalia but also from Ethiopia and Eritrea. In Egypt, UNHCR has registered a growing number of asylum- seekers from Syria, South Sudan and Sudan. The country now hosts more than 50,000 refugees and asylum-seekers. [214]

Strategic objectives in 2013 include to ensure protection and humanitarian assistance for all people of concern in the region; deliver protection and assistance, and achieve comprehensive solutions for people of concern for the Iraq situation; Reach people of concern in mixed migratory movements in order to bridge protection gaps and ensure asylum space, particularly in Israel, Yemen and North Africa, including Egypt; and continue humanitarian activities for Sahrawi refugees, and contribute to the international community's efforts to resolve the long-standing conflict.[215] With some exceptions, these interventions are not gendered even where sexual violence is recognised as an issue. For example, the "2013 UNHCR country operations profile – Yemen" reviews the situation of IDPs in Yemen with a focus on fair protection processes and documentation, security from violence and exploitation, basic needs and essential services, community empowerment and self-reliance. [216] This project document, while it mentions sexual violence, it does not address women or gender issues explicitly (Yemen).

Another example of UNCR on research entitled "A responsibility to protect: UNHCR and statelessness in Egypt" includes no gender analysis. [217]

An example where efforts were made to include women's voices can be seen the project entitled "IDPs Voices and Views: Yemen National Dialogue (March 2013)"[218]. This is a very important initiative that aims to ensure the participation of internally Displaced Persons (IDPs) in the Yemen and was inclusive of women. A National Dialogue, it sought to include critical stakeholder groups in the transition process. Conscious efforts were made to be inclusive of women's views through

[210] Clarified in http://www.unhcr.org/511d160d9.html
[211] http://www.unhcr.org/511d160d9.html
[212] Ibid, p. 8
[213] http://www.unhcr.org/pages/4a02db416.html
[214] http://www.unhcr.org/pages/4a02db416.html
[215] http://www.unhcr.org/pages/4a02db416.html
[216] http://www.unhcr.org/cgi-bin/texis/vtx/page?page=49e486ba6&submit=GO
[217] Research Paper No. 250 - Eirwen-Jane Pierrot - http://www.unhcr.org/510938469.html
[218] http://www.unhcr.org/516fe10a9.html

consultation and ensuring their effective participation in focus group discussion (a third were women). While the project promises to summarize the views that the IDP women, men and youth consulted expressed as their priority concerns to bring to the attention of the National Dialogue Conference, this is not carried through in the recommendations.

**Women/gender focused interventions at country level**
The recent crisis in some Arab Countries and the dire consequences on women, has led UNHCR to carry out some women/gender focused interventions in the last two years. Security from violence and exploitation, which is one of UNHCRs global objective, aims to reduce the risk of sexual and gender based violence and to improve the quality of the response to such violence. In Syria, a strategy was to put in place including building national capacity in the prevention and response to sexual and gender based violence and to provide psychosocial mental health support to victims of violence. [219]

Similarly, combating, reducing and treating victims of sexual GBV is one of the main objectives of UNHCR in Algeria, Egypt, Tunisia, Libya and Yemen amongst others. Examples of such initiatives (2011-2013) include advocacy work on legal protection (eg Tunisia and Egypt); the protection of victims of both sexual violence (all targeted countries) and sexism (eg Tunisia); training and awareness raising programmes on sexual and gender-based violence, and support of women organizations (Libya); Access to health care and addressing sexual and gender-based violence (eg Morocco).

Women specific initiatives by UNHCR also include closely working with women in situations where they constitute the majority of IDP or refugees. An example of this is working with the Sharawi refugees in Algeria. Women headed household are another category of women that are identified and targeted by UNHCR interventions.

## 10. United Nations Children's Fund (UNICEF)

**Global mission**
"UNICEF is mandated by the United Nations General Assembly to advocate for the protection of children's rights, to help meet their basic needs and to expand their opportunities to reach their full potential"[220]. Within the framework of its Medium-Term Strategic Plan (MTSP) (2006-2013), "The next plan for the period 2014-2017 synchronised with UNDP, UNFPA and UN-Women strategic planning cycles will be discussed in draft form during the annual session of the UNICEF Executive Board and adopted at the Second Regular Session in September, 2013."[221] UNICEF works on five priority areas namely Child Survival and Development, Basic Education and Gender equality, Children and HIV/AIDS, Child Protection, Policy Advocacy and Partnership. [222]

**Approach to GE & WE at global level**
Currently gender equality in UNICEF is guided by "Working For An Equal Future: UNICEF Policy on Gender Equality and the Empowerment of Girls and Women (2010)"[223]. The policy was developed after a major evaluation in 2006-2008 and its goal is for UNICEF to work "… in pursuit of gender equality and the equal rights of girls and boys is to contribute - through partnerships, advocacy and

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[219] http://www.unhcr.org/4ec23102b.html
[220] http://www.unicef.org/about/who/index_mission.html
[221] http://www.unicef.org/strategicplan/index.html
[222] http://www.unicef.org/about/who/index_introduction.html
[223] http://www.unicef.org/gender/files/UNICEF_Gender_Policy_2010.pdf

programmes of cooperation in the framework of its MTSP - to poverty reduction and the achievement of the MDGs through result-oriented, effective and well-coordinated action that achieves the protection, survival and development of girls and boys on an equal basis".[224] This is among the most explicit examples of work on gender equality in UNICEF's priority area of Basic Education.

Following the implementation in all regions of the 2009 one-year Action Plan, which was designed as a response to the 2008 Gender Evaluation, UNICEF staff from around the world came together to draw up the "UNICEF Strategic Priority Action Plan for Gender Equality: 2010-2012"[225]   The Action Plan lays out eight main areas of change to "…transform UNICEF into an organisation of excellence in promoting gender equality, based on its new 2010 Gender Policy, and which achieves its ambitions in the pursuit of gender equality and the empowerment of women and girls".[226]

With gender mainstreaming as a strategy, UNECEF provides a range of documents to its staff and partners to implement its Policy and the Action Plan, including an operational guideline, with detailed coverage of each of the Focus Areas of the MTSP.[227]

**Approach to GE & WE at the regional level**
The "MENA Regional Strategy to Achieve Gender Equality and Empowerment of Girls and Women, 2009", [228] examines the UNICEF Country Programmes from a gender perspective and identifies key areas that need strengthening.  For example under 'Young Child Survival and Development', the report points to absence of a life cycle approach to female nutrition.  Under 'Basic Education' the report argues that there is little evidence-based knowledge in the region about gender differentials in child rearing.  This is a very good document which covers key gender issues. However, it is unclear how the analysis and findings are translated in key programmatic documents in the region.

UNICEF also provides a rich data bases on women/gender profiles in the region.  For example, the "Regional Overview for the Middle East and North Africa (MENA) Gender Equality Profile Status of Girls and Women in the Middle East and North Africa (2011)"[229] provides country level disaggregated data.  The report brings together a number of indicators on women status (economic, political and reproductive).  The reports largely focuses on women (not on girls) and with no comparative data on men and boys (eg Kuwait[230]and Libya[231]).

According to the response of the Mapping Survey, UNICEF GAO's commitment to gender equality is reflected in its Area Programme Document (APD) 2010-2013. Gender mainstreaming is one of the cross cutting strategies in the APD.[232]

**The treatment of women/ gender in key documents at country level**
A sample of Country Programme documents and the Annual Reports, two key sources for the programmatic work of UNICEF, were examined for this exercise.  These reports start with a situation analysis reviewing key indicators of the status of children, adolescents and women.  The use of gender-disaggregated data is variable.

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[224] Ibid., p. 4
[225] PDF file under UNICEF regional
[226] Ibid
[227] Operational Guidance on Gender Equality in UNICEF
[228] http://www.unicef.org/about/annualreport/files/2010_MENA_RAR_for_the_Web.pdf-
[229] http://www.unicef.org/gender/gender_62215.html
[230] http://www.unicef.org/gender/files/Kuwait-Gender-Eqaulity-Profile-2011.pdf
[231] http://www.unicef.org/gender/files/Libya-Gender-Eqaulity-Profile-2011.pdf
[232] Mapping Survey, UNICEF UAE, Bahrain and GAO March-April 2013

The 'Quality Education Programme' includes some clear activities that explicitly target gender disparities through interventions such as children and especially 'girl friendly' schools.[233] Under the 'Child Protection Programme'[234] children were not disaggregated by sex and were not addressed in the discussion of this component (whereas in some other countries they were).

One of UNICEF's main components, 'Child Survival and Development', includes neonatal and maternal health, nutrition, and water and sanitation. The most disadvantaged children and adolescents under this component are defined as "girls or children in rural, peri-urban or remote areas with special needs (handicapped, street, imprisoned or abandoned children, children of nomads or migrants)" (Morocco).[235] "Local Development and the Rights of Children and Youth' is included in one of the UNICEF reports reviewed, it focused on providing support for scaling up community-level participatory and gender-sensitive planning; and implementing the "child-and youth-friendly community' initiatives (Morocco). [236] Under the 'Child Protection Programme' the special vulnerability of girls as compared to boys is recognised (eg. targeting both girls and boys among street children according to their gender needs)[237] (Egypt).

One of the Annual Reports makes the point that based on the new policy on Gender Equality and Empowerment of Girls and Women in UNICEF, "…equality needs to take further root in the country programme, which will be an area of focus in 2011".[238]

**Women/gender focused interventions at country level:**
From a gender mainstreaming perspective, GAO addresses gender issues with its partners in many ways at joint programs to ensure the rights of both girls and boys were met. UAE and Bahrain, GAO undertook a gender and age disaggregated country-focused situation analyses. In Saudi Arabia, to ensure equal training of male/female education specialists, 50 participants were prepared for ToT (25 men; 25 women) and the focus groups discussions were given on equal terms; one for the men and one for the women. In UAE & Bahrain, the preparation process for the situation analysis relied on gender sensitive consultations with children and adolescents to engage them and hear their voices on various issues that impact on their education, health and protection. The KAP Survey collected information from 2,408 female and 860 male university students[239].

Other examples of UNICEF's gender mainstreaming include the engagement of UNICEF Algeria in the national gender equality and women's empowerment[240].

Examples of UNICEF girls/women/gender specific projects include a project entitled "Women religious leaders in Algeria spread the word about maternal and child health in Algeria (2009)". This was a training project by UNICEF and the Algerian Ministries of Religious Affairs and Health who launched a series of training sessions for *mourchidates*, or women preachers, on promoting and protecting the health of women and children. The main aim of these sessions was to address maternal mortality (180 per 100,000 live births) and what is considered a small percentage of breastfed infants " Only 7 per cent of children are exclusively breastfed during the first six months of

[233] http://www.unicef.org/about/annualreport/files/Egypt_COAR_2010.pdf
[234] http://www.unicef.org/about/execboard/files/Morocco_final_approved_2012-2016_English_20_Oct_2011.pdf-http://www.un.org.lb/Subpage.aspx?pageid=63
[235] http://www.unicef.org/about/execboard/files/Morocco_final_approved_2012-2016_English_20_Oct_2011.pdf- P. 8
[236] http://www.unicef.org/about/execboard/files/Morocco_final_approved_2012-2016_English_20_Oct_2011.pdf-
[237] http://www.unicef.org/about/annualreport/files/Egypt_COAR_2010.pdf
[238] http://www.unicef.org/about/annualreport/files/Oman_COAR_2010.pdf
[239] Mapping Survey, UNICEF GAO, March-April 2013
[240] Mapping Survey, UNICEF Algeria, March-April 2013

life and 11 per cent of children under the age of five suffer from stunting"[241]. The focus on the reproductive role of women here may reflect an assumption that women have no productive roles.

According to the Mapping Survey, other examples of women/girls specific projects include "Female Genital Mutilation: Issues and Impact"[242], a community level awareness raising project with a legal, health and religion perspectives.  This project, which is under the Child Protection Programmatic area, is implemented in 42 communities in Assuit, Sohag, Qena and Minya (Egypt).  CEDAW reporting  and sports for development for girls, are two gender specific examples from Jordan[243].

In terms of its current priority areas, UNICEF Jordan focuses on gender equality before the law, legislative change, adolescent participation focusing on girls and protection from GBV.  UNICEF UAE & Bahrain see their main present priorities as strengthening the skills and knowledge of UNICEF's staff and partners in gender equality and its translation in mainstreaming gender in all aspects of their work as well as focusing on the capacities of rights holders to claim their rights. [244]


## 11.  United Nations Industrial Development Organisation (UNIDO)

**Global mission**
"UNIDO aspires to reduce poverty through sustainable industrial development".[245] UNIDO has 4 focus areas:  poverty reduction through productive activities; trade capacity-building; energy and environment; and the cross cutting issues of gender equality and the empowerment of women, south-south cooperation, and least developed countries.[246]

**Approach to GE & WE at global level**
As indicated above, gender equality and women's empowerment is treated as a cross cutting issue, women (along with youth) are also explicitly identified as main target groups in the poverty reduction and productive activities priority area. The "Policy on Gender Equality and the Empowerment of Women (2009)"[247] "provides the overall guidelines for establishing a gender mainstreaming strategy that:  Ensures that a gender perspective is reflected in its programmes, policies and organizational practices; advances the overall goal of gender equality and the empowerment of women, particularly the economic empowerment of women;  benefits from the diversity of experiences and expertise within the United Nations system to advance the internationally agreed development goals related to gender equality; accelerates the organization's efforts to achieve the goal of gender balance, in particular at decision-making levels."[248].

According to UNIDO-Egypt[249], UNIDO recognizes that gender equality and the empowerment of women has a significant positive impact on sustained economic growth and sustainable industrial development, which are drivers of poverty reduction and social integration. UNIDO headquarters has appointed for each technical division a focal point for gender equality and women economic empowerment, coordinated by a Gender Equality Steering Committee. "The focal points as part of

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[241] http://www.unicef.org/infobycountry/media_50229.html
[242] http://www.unicef.org/egypt/protection_148.html- date unavailable
[243] Mapping Survey, UNICEF Jordan, March-April 2013
[244] Mapping Survey, UNICEF UAE, Bahrain March-April 2013
[245] http://www.unido.org/mission.html
[246] http://www.unido.org/what-we-do.html
[247] http://www.unido.org/fileadmin/media/documents/pdf/UNIDO_Gender_Policy_20130130.pdf
[248] Ibid., p. 1
[249] Mapping Survey, UNIDO Egypt, March-April 2013

the Technical Cooperation Division in UNIDO headquarters, actively participates in the design, monitoring and evaluation of projects to ensure the achievement of gender equality targets".[250]

"Promote Gender Equality and Empower Women UNIDO's Contribution: Women Economic Empowerment (2008)" highlights the importance of "… enhancing women's opportunities, and hence their position in the productive sector and the economy, is to provide them with access to know-how, technologies and credit. Training to upgrade women's technological capabilities and to enhance their entrepreneurial and business skills, whether in simple artisanal production or in high technology industries, is at the heart of enabling women to advance in more rewarding positions".[251] "UNIDO promotes economic empowerment of women through removing barriers to women participation in enterprise, improving women's control over economic resources and strengthening women's economic security. It promotes a 'bottom-up growth strategy' that focuses on the transformation and diversification of micro- and small scale enterprises to growth-oriented activities and on increasing the productive capacity in order to enable them to participate in the mainstream economy of the nation". [252]

**The treatment of women/gender in key documents at country level**
There was limited access to UNIDO documents on the website and those that could be accessed contained no references to gender issues.  For example:  "Trace me Back -2004-2009" [253] (Egypt); "South Mediterranean Region - Greening Industries Along the Mediterranean Sea (2009-2011)"[254] constitutes part of UNIDO's interventions in  assisting Egypt, Morocco and Tunisia to adopt environmentally sound technology, tackling highly polluted sea water as a result of land-based activities.

**Women/gender focused interventions at country level**
An example of such work includes, "Women Entrepreneurs (2011)"[255]  a project that aims at enhancing the competitiveness of small-scale olive oil producing, textile and fruits and vegetable drying groups managed by women.  The project focused the improvement of the production processes through the provision of new equipment to make production faster, better and safer for the women entrepreneurs. UNIDO also trained over 400 women in management, good manufacturing, traceability systems and food safety. All of this ensured that the women business complied with stringent market standards and regulations, overcoming barriers to trade as well as ensure continuity of exports. The training of the women entrepreneurs included how to diversify the production to more value added products, while training them on finances, marketing and promotion (Morocco). This is a very good example of addressing the whole production cycle in an economic project, going through the whole process from the improvement of the production of raw material, to manufacturing, to export.

According to the mapping survey, when it comes to women/gender interventions, UNIDO sees it focus to be on entrepreneurship  development and Income generating activity[256]. UNIDO addresses gender equality and woman empowerment through projects  that help to improve and sustain the

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[250] Ibid

[251] "Promote Gender Equality and Empower Women UNIDO's Contribution: Women Economic Empowerment (2008)", p. 2
[252] Ibid (p. 6)

[253] http://www.unido.org/fileadmin/media/images/worldwide/Fact_sheets_new/EGY_TCB_ETRACE_2011.pdf
[254]http://www.unido.org/fileadmin/media/images/worldwide/Fact_sheets_new/REG_EE_GreenIndustry_2011.pdf
[255] http://www.unido.org/fileadmin/media/images/worldwide/Fact_sheets_new/
MOR_PR_WomenEntrepreneurs_2011.pdf
[256] Mapping Survey, UNIDO Jordan, March-April 2013

livelihoods of small-scale producers and the competitiveness of selected agro-enterprises through community empowerment.[257] Another related area of work is support rural woman by regrouping them in the form of associations and cooperatives which will lead to empowering woman locally and regionally.[258] More specific examples of UNIDO projects focusing on women's economic empowerment include: "Strengthening economic security in vulnerable Upper Egypt villages", working with local authorities of Minya Governorate, civil society partners and community structures to support women, to become more economically active and self-sufficient. The "Pro-poor horticulture value chains in Upper Egypt" also supports the creation of productive activities and safer work conditions for women employed in the agribusiness sector (e.g. Post harvest facility managed by a woman and with 80% of workforce are women) (Egypt).[259]

## 12. The United Nations Relief and Works Agency (UNRWA)

**Global mission**
UNRWA for Palestine Refugees in the Near East provides assistance, protection and advocacy for some 5 million registered as Palestinian refugees in Jordan, Lebanon, Syria and the occupied Palestinian territory, pending a solution to their plight. UNRWA is funded almost entirely by voluntary contributions from UN member states. It is the main provider of basic services (education, health, relief and social services) to the refugees. UNRWA's programmatic areas also include microfinance, infrastructure and camp improvement and emergency programmes[260].

**Approach to GE & WE at regional level**
UNRWA Gender Policy (2007) adopts the twin track strategy [261]of gender mainstreaming as well as targeted interventions for women and girls "as tool to bridge the historical gaps in empowerment, participation and access to services'[262]. Sectoral gender mainstreaming strategies were defined within all programmes and these frame the biennial Gender Action Plans defined by each of UNRWA fields of operations.[263]

The aim of the "UNRWA Gender Mainstreaming Strategy Report", 2013 (UNWRA GMS) is "that gender equality goals are fully integrated in Agency wide prioritisation and planning processes. Therefore in 2011, and in parallel to UNRWA Strategic Planning, UNRWA gender taskforce developed the third biannual Gender Action Plans (GAPs) for 2012-13".

Key interventions listed in this document include a multi-sectoral approach to Gender Based Violence including building referral systems (eg Jordan, WB and Gaza); and raising awareness to ensure acceptance of the referral and addressing GBV involving youth (including boys and men) to 'join forces to end GBV'. Another initiative is "Including Men in Pre-conception Care" (PCC) and family planning counselling (FPC) and Addressing gender stereotypes in the curricula (eg Jordan). Women economic empowerment, which includes a Microfinance Programme with continued efforts towards equality in women access to loans; work placement scheme, accessing placements in private sector companies and civil society organisations in Gaza. "Empowerment Programme for Female Heads of Households" gives financial literacy training, household management, budgeting, saving and planning and how to start your own business training. "Women and Leadership" gives

[257] Mapping Survey, UNIDO Lebanon, March-April 2013
[258] Ibid- Lebanon
[259] Mapping Survey, UNIDO Egypt, March-April 2013
[260] http://www.unrwa.org/etemplate.php?id=18
[261] Mapping Survey, UNRWA Jordan, March- April 2013
[262] "UNRWA's Policy on gender Equality", 2007, p. 2
[263] Mapping Survey, UNRWA Jordan, March- April 2013

awareness raising on women's rights, decision-making and communication and teamwork.   In addition the gender taskforce and the response to the crisis in Syria built the capacity of 135 men and 603 women on leadership skills networking and negotiation, legal counselling to gender based violence survivors[264].

"Working with Gender Based Violence Survivors: Reference Training Manual for Frontline Staff (2012)" [265] is part of the programmatic area of supporting the survivors of domestic violence and empowering communities.   This manual examines all the facets of support that women who are survivors of violence need.   There is little in the manual that addresses men as perpetuators of violence.   Also the terms "gender based violence" and "violence against women" are often used interchangeably.

Other examples of work on gender at regional level include, the "Young, Female and Entrepreneurial: Empowering Women through Enterprise" [266] project which is part of UNRWA's 'Get Ahead' Programme providing women with leadership training for the working world.   This is combined with training in project management and financial administration.

Some of the current  priorities, as identied in the mapping survey, is raising awareness on effects of early marriage; increasing employment opportunities to women graduates of technical vocational education and training, improving gender balance in senior management positions. Currently the priorities are to ensure that addressing Gender Based Violence include Palestine Refugees from Syria and building the capacity of the staff to address gender issues in emergency context[267]

**The treatment of women/gender in key documents at regional and country levels**
In the UNRWA "Mid Term Strategy (2010-2015)"[268] it is stated that gender is addressed as a key theme alongside "Prioritising Quality, Vulnerability, Protection and the Environment".    Some gender analysis is included in the assessment of needs  (for example, boys' under achievement in education and the neglect of men's health needs are identified as problems).   The remaining chapters of the document (the strategic objectives, programme strategies including field operations with field priorities per country Jordan, Lebanon, Syria, West Bank and Gaza) show  little evidence of gender mainstreaming.

In its programmatic work at regional level, UNRWA tends to use sex disaggregated data.  It targets girls and women more specifically in its health and in micro finance and protection projects.  It also works 'to break the silence' surrounding domestic violence, promote career development for its female staff and ensure women's needs are equally considered in its services[269].   In its work in "…promoting the rights of the most vulnerable, UNRWA works with community-based organisations specifically targeting women, children, young people, orphans and people with disabilities to promote the rights of the most vulnerable". [270]

**Women/gender focused interventions at country level**
Women economic empowerment through micro finance and GBV are the two main areas that UNRWA has recently focused on most recently.  For example the "Empowering Women who Head

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[264] UNRWA Gender Mainstreaming Strategy Report", 2013
[265] http://www.unrwa.org/userfiles/2012061162152.pdf
[266] http://www.unrwa.org/etemplate.php?id=1313
[267] Mapping Survey, UNRWA Jordan, March-April 2013
[268] http://www.unrwa.org/userfiles/201003317746.pdf
[269] http://www.unrwa.org/etemplate.php?id=64
[270] http://www.unrwa.org/etemplate.php?id=64

Households in the Gaza Strip", 2011"[271], project, provides training for single mother and other women who are heads of household in the Gaza Strip.   A project entitled "Women in Gaza Take Aim at Domestic Violence" 2012[272], aims at the prevention of domestic violence and at supporting the survivors of violence through UNRWA's relief and social services programme.

As mentioned above, UNRWA has also undertaken a number or initiatives and projects to address gender-based violence.  In November 2011, UNRWA launched its 16-day campaign to end gender-based violence in West Bank refugee camps through ongoing activities in its schools, centres and clinics. This two-week campaign is organised with community-based organisations and women's centres, with the assistance of UN Volunteers, the police, and other institutions that advocate for women's rights and protection.  The campaign included a bicycle race in Aida Camp to highlight the issue of GBV[273].

UNRWA and the Centre for Resources for Gender Equality, *Abaad*, launched a new feature documentary film, 2013, which tells the story of a young Palestinian refugee woman who overcomes GBV.  The film was produced with the goal of increasing awareness within Palestine refugee camps of the issue of gender-based violence (Lebanon).[274]


## 13.  World Food Programme (WFP)

**Global mission**
WFP is the world's largest humanitarian agency.  WFP's strategic plan 2008-2013 lays out the following five objectives: Save lives and protect livelihoods in emergencies; prepare for emergencies; restore and rebuild lives after emergencies; reduce chronic hunger and under-nutrition; strengthen the capacity of countries to reduce hunger[275].

**Approach to GE & WE at global level**
"WFP Gender Policy: Corporate Action Plan (2010-2011)" covers the main priorities for gender equality and the empowerment of women in the context of food and nutrition security, including the engagement of men and boys through gender mainstreaming at all levels.[276]  The overall goal of the gender policy is to promote the integration of a gender perspective into the food and nutrition policies, programmes and projects, countries and cooperating partners.[277]   This was updates by "Update on the Implementation of the WFP Gender Policy: Corporate Action Plan (2010-2011)". [278] In a key document entitled "10 Facts About Women And Hunger" [279] two are about women themselves, the remainder focusing on poverty and families/households and children.

**The treatment of women/gender in key documents at country level**
 The Strategic Objective of the WFP's Strategic Plan 2008-2013"[280] "reflect the changing nature of food aid and hunger, and WFP's history, experience and comparative advantages. They also reflect

[271]  http://www.unrwa.org/etemplate.php?id=1199
[272] http://www.unrwa.org/etemplate.php?id=1333
[273] http://www.unrwa.org/etemplate.php?id=1172
[274] http://www.unrwa.org/etemplate.php?id=1711
[275] http://www.wfp.org/our-work
[276] http://documents.wfp.org/stellent/groups/public/documents/eb/wfp208231.pdf
[277] Mapping Survey, WFP Palestine, March-April 2013
[278] http://documents.wfp.org/stellent/groups/public/documents/eb/wfpdoc061865.pdf; ratified by the Executive Board Annual Session, Rome 4-8 June 2012: Policy Issues Agenda Item 5.
[279] http://www.wfp.org/stories/10-facts-about-women-and-hunger
[280] http://documents.wfp.org/stellent/groups/public/documents/communications/wfp228800.pdf

the continued importance of coherence in United Nations delivery at the country level. This 2008-2013 Strategic Plan marks a historical shift from WFP as a food aid agency to WFP as a food assistance agency, with a more nuanced and robust set of tools to respond to critical hunger needs. Its overarching goal is to reduce dependency and to support governmental and global efforts to ensure long-term solutions to the hunger challenge".[281]

One of the nine core principles is to be: "Mindful of the powerful link between gender and hunger: WFP will continue working at programme, institutional and inter-agency levels to ensure gender sensitivity and equality in all its efforts."[282]   Other than some references to women and children as vulnerable groups, in the discussion of hunger and nutrition, the remainder of the Plan does not incorporate a gender analysis.

'Food security analysis' is a critical step in the 5 areas of WFP interventions.  This includes GIS information, baseline surveys and food security monitoring systems.[283] References to the need for a gender perspective in the guidelines to carry out a 'food security analysis' are limited, with more references to 'food insecure and vulnerable people', individuals and households.[284]   For example, "Libyan refugees in Tunisia: Rapid Food Security Assessment (2011)[285] contains some sex disaggregation and involved women in consultation, but a gender perspective is not reflected in the recommendations.

**Women/gender focused interventions at country level**
An example of gender mainstreaming interventions the current WFP programme in Palestine include addressing gender related protection challenges through "…preventing violence against women, girls and children in its operations and in complex emergency situations will seek to reduce the burden on and improve the safety of women and girls in camps; it will promote the involvement of men and boys in MCHN programmes; and use its school feeding programme and its food assistance as an entry point to promote gender equality.[286] (Palestine)

"Promoting Gender Equality While Fighting Hunger (Palestine, 2013)"[287], which according to the Project Document aims to focus on gender equality as a key component of recent WFP's programmes.  The project's main activity is to issue electronic food voucher, 'sahtein', in the name of women whenever possible `if not conflicting with cultural habits'.  In order to further encourage women's participation in WFP's programmes, women are also 'permitted' to collect household rations using their husbands' ration cards. (Palestine)

According to the Mapping Survey, WFP Egypt states that the gender dimesnion is mainstreamed in all WFP programs, from program conceptualization, design, implementation and evaluation.  The identification of the gender activities is made from the preliminary assessements conducted at the design phase, baselines and situation analysis studies.[288]   In Palestine there is no specific gender policy at the Country office level , however there is a global gender policy for WFP. [289]

[281] http://www.wfp.org/content/wfp-strategic-plan-2008-2013
[282] http://documents.wfp.org/stellent/groups/public/documents/communications/wfp228800.pdf; page 7.
[283] http://www.wfp.org/food-security
[284] http://www.wfp.org/food-security
[285] http://documents.wfp.org/stellent/groups/public/documents/ena/wfp237620.pdf
[286] Mapping Survey, UNRWA Palestine, March-April 2013
[287] http://www.wfp.org/node/375891
[288] Mapping Survey, WFP Egypt, March-April 2013
[289] Mapping Survey, WFP Palestine, March-April 2013

Women/gender specific examples of WFP work at country elvel include the following:

In Egypt, girls education and girl's/child nutrition; mother and child health, nutrition and well being; combatting all forms of girl child labour; building resilience in livestock production for women through training and access to micro-credit.[290] (Egypt)

A Pilot Project of "Nutrition Awareness Campaigns" was implemented in Gaza in cooperation with Ard El Insan (AEI) over an eight months period from October 2011 – June 2012. The project engaged female beneficiaries of the current Value Based Voucher programme in a series of nutrition sessions as a way to raise their on knowledge on appropriate nutritional practices and food utilisation and to empower them through using the framework of neighbourhood based group meetings. The project also enabled WFP CO to invest time and resources in capacity development of gender towards improved nutrition and food security.[291] (Palestine)

A "Life Skills Project" was implemented in the West Bank (2008-09) addressing the priorty areas of the Palestinal Authority National Nutrition policy statement. The main activities of this project was to training women in key health and nutrition issues related to children including breastfeeding and nutrition during pregnancy. The target groups for the training were the following groups of mothers: Pregnant and/or nursing mothers and/or mothers of children under five; Women heading a household; Women from big families with a very low income; women from families where the head of the household is seriously ill; women who have one or more handicap family members in need for special care.[292] (Palestine)

## 14. World Health Organisation (WHO)

**Global mission**

"WHO is the directing and coordinating authority for health within the United Nations system. It is responsible for providing leadership on global health matters, shaping the health research agenda, setting norms and standards, articulating evidence-based policy options, providing technical support to countries and monitoring and assessing health trends."[293]

WHO has a 6 point agenda: promoting development; to fostering health security; strengthening health systems; harnessing research, information and evidence; enhancing partnerships; and improving performance.[294] WHO's leadership priorities for 2014-2019 are: advancing universal health coverage; addressing health-related Millennium Development Goals (including completing the eradication of polio and selected neglected tropical diseases); addressing the challenge of non-communicable diseases and mental health, violence and injuries and disabilities; Implementing the provisions of the International Health Regulations; increasing access to essential, high-quality and affordable medical products (medicines, vaccines, diagnostics and other health technologies); addressing the social, economic and environmental determinants of health as a means of reducing health inequities within and between countries.[295]

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[290] Mapping Survey, WFP Egypt, March-April 2013
[291] Mapping Survey, WFP Palestine, March-April 2013
[292] Mapping Survey, WFP Palestine, March-April 2013
[293] http://www.who.int/about/en/
[294] http://www.who.int/about/agenda/en/index.html
[295] http://www.who.int/about/resources_planning/A66_6_en.pdf

**Approach to GE & WE at global level**

WHO has produced documents at different levels that show a level of political commitment to gender issues at global level. These include a Gender Mainstreaming Strategy 2007 and "Gender mainstreaming in WHO: what is next? Report of the mid-term review of the WHO Gender Strategy" 2011; guides such as "Gender mainstreaming for health managers: a practical approach to Facilitators' 2011[296]; and Publications on VAW, and sexual and reproductive health.


**Approach to GE & WE at regional level**

Gender/women work undertaken at regional and country level focuses on Reproductive and Sexual Health of women as well as reproductive and sexual health research. The WHO global strategy on reproductive health was introduced to the Member States of the Region at an inter-country meeting in 2007. Follow up activities were put in place to ensure that in-country reproductive health strategies are upgraded in line with the strategy. As a result of these efforts, a number of countries, including Egypt, Jordan, and Yemen developed their national strategies and programmes with the aim of achieving universal access to reproductive health[297]. Here the focus is on women with little discussion about men and reproductive health; there is no analysis of reproductive health in the context of gender relations or the intersectionality of age, class and regions.

A key activity to support this process, is the "Framework for monitoring and evaluation of reproductive health programmes in the Eastern Mediterranean Region" – 2010. This framework follows a holistic and cross sectoral approach (eg it examines legislation related to reproductive and sexual rights). However, overwhelmingly the indicators focus on women, with the exception of sex disaggregated indicators on HIV/AIDS giving comparing incidence between women and men.[298]

**The treatment of women/gender in key documents at country level**

WHO's website includes a very important data base (fact sheets) on the health statistics and health profile at country level. Most of the statistics are disaggregated by sex.

The key document, "WHO Country cooperation strategies" (CCS)[299], lays out WHO priority areas which include health system governance, human resources for health, health information and research, health financing, healthy lifestyle, promotion and risk factor management, and emergency preparedness (Jordan). WHO's main work on women at country level, is in its reproductive health policy, programmes and projects.

Scanning a sample of strategies in the Arab region, show that WHO sees gender as a cross cutting issues "Special emphasis is given to cross-cutting issues interlinking environment, poverty and gender as they influence the strategic directions and areas of priority".

In the strategies, there is some sex disaggregation in the situation analysis but not systematically. Gender discrimination is often acknowledged, but it is not followed through in the strategy. Under strategic direction for cooperation little appears under goals or objectives that demonstrate gender mainstreaming. [300]

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[296] http://whqlibdoc.who.int/publications/2011/9789241501064_eng.pdf
[297] http://www.emro.who.int/reproductive-health-network/countries/
[298] http://applications.emro.who.int/dsaf/dsa1069.pdf
[299] Bahrain, Lebanon, Egypt, Jordan, Yemen, Libya, Morocco,
http://www.who.int/countryfocus/cooperation_strategy/listofccs/en/index.html
[300] http://www.who.int/countryfocus/cooperation_strategy/ccs_jor_en.pdf;

The" WHO Country Cooperation Strategies- Guide", 2010 does not include gender or women in its guidelines until the section on 'Macroeconomic, political and social context'. Under the sub section on 'Other major determinants of health' it is stated that 'this subsection reflects other major determinants of the health situation especially the environmental, cultural and behavioural factors. They include income distribution and poverty level, socio-cultural determinants (e.g. those related to education, gender, violence, food and nutrition behaviours or practices and other lifestyle-related risk factors).[301] In the stakeholder analysis, community groups are included, but with no mention of women or gender issues.

An evaluation of WHO came up with the conclusion that "It can be seen from the table that 80% of WHO resolutions have low or no adherence to the gender mainstreaming strategy, suggesting there is considerable room for improvement".[302]

**Women/gender focused interventions at country level**
An example of a women specific project is the "Empowering Women; Changing Lives: Vocational training aims to develop the skills of mental health service users" in Jordan. The project is a 3 months course that target women in the Istishariah and Al Hashmi community mental health centres by developing their skills in knitting, weaving, computer skills and other abilities. The project also provided them with the tools needed to support their integration as active and productive members of society.[303] Other example focuses on women's Health activities implemented in the south of Jordan, under the Healthy Villages Programme, Social Determinants of Health. (Jordan)[304], and all areas of work related to the healthy life of women.[305] (Morocco)

Future priorities in the changing context were identified in the Mapping Survey as: gender and human rights[306] (Jordan); more attention to sexual violence[307] (Lebanon); and strengthening and more supporting countries to share experiences and documenting them.[308] (Morocco)

## 15. United Nations Population Fund (UNFPA)

UNFPA will be treated in a different manner in this mapping exercise as the majority of its work focuses on women/gender issues and part of its mandate is related to gender mainstreaming itself.

**Global mission**
"UNFPA delivers a world where every pregnancy is wanted, every birth is safe, every young person's potential is fulfilled"[309] …"and every girl and woman is treated with dignity and respect".[310]

The goals of UNFPA are: "achieving universal access to sexual and reproductive health (including family planning), promoting reproductive rights, reducing maternal mortality and accelerating

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[301] Ibid, see p. 24
[302] Gender mainstreaming in WHO: what is next? Report of the mid-term review of the WHO Gender Strategy 2011
[303] http://www.emro.who.int/jor/jordan-news/empowering-women.html
[304] Mapping Survey, WHO Jordan, March-April 2013
[305] Mapping Survey, WHO Morocco, March-April 2013
[306] Mapping Survey, WHO Jordan, March-April 2013
[307] Mapping Survey, WHO Lebanon, March-April 2013
[308] Mapping Survey, WHO Morocco, March-April 2013
[309] http://www.unfpa.org/public/about
[310] Annual Report (2010) http://www.unfpa.org/webdav/site/global/shared/documents/publications/2011/AR_2010.pdf

progress on the International Conference on Population and Development (ICPD) agenda and MDG 5". [311]

The main programmatic areas of UNFPA (at global level) are: <u>Population and development strategies</u>, which include supporting government to gather adequate information about population dynamics and trends to create and manage sound policies and generate the political will to address both current and future human needs. Key areas of focus include migration, ageing, climate change and urbanization. Its second programmatic area is Sexual and reproductive health. This programmatic area consists of working with governments in delivering sexual and reproductive health care throughout the life cycle of women and youth in areas including voluntary family planning; antenatal, safe delivery and post-natal care; prevention and treatment of sexually transmitted diseases, including HIV; and prevention of GBV.

The third area of UNFPA work is Gender equality and women's empowerment and incorporates four key strategies considered critical factors behind inequalities and rights violations, namely: girls' education, women's economic empowerment, women's political participation and balancing reproductive and productive roles. "UNFPA also brings gender issues to wider attention and promotes legal and policy reforms and gender-sensitive data collection. It works to end gender-based violence, including traditional practices that harm women, such as child marriage and female genital mutilation/cutting as well as pre-natal sex selection. UNFPA also raises awareness of women's strengths, vulnerabilities and needs in a variety of situations and issues, such as humanitarian emergencies, climate change and migration. It recognizes the rights, perspectives and influences of men and boys and seeks to involve them in promoting gender equality and improving reproductive health".

These programmatic areas are replicated at both regional and country levels, as shown below.

Global documents reflect a gendered approach to UNFPA work, such as for example "State of World Population: By choice, Not by Chance: family Planning, Human rights and Development (2012)"[312]. This report analyzes data and trends to understand the challenges to expanding access to family planning in a holistic way, analysing gender issues and gender relations. It examines closely the involvement of boys and men in issues related to UNFPAs priority areas. It recognizes that "men and boys are pivotal to realizing women's right to family planning and their own rights as well"[313]. Another document entitled "Mobilising Men in Practice Challenging Sexual and Gender-based Violence in Institutional Settings: Tools, Stories, Lessons (2012)" [314], examines ways of engaging with men in efforts to prevent sexual and gender-based violence (SGBV) and promote sexual health. While there is much discussion and interventions addressing GBV, it remains an area that is dominated by a women focus with little examination of men and boys as perpetrators of violence or a gender analysis of violence. Nevertheless, this work by UNFPA fills an important gap.

**UNFPA at regional level**
Most of UNFPA documents found on the website were at global and country level. One example of a regional programme is entitled: "Women's Need for Family Planning in Arab Countries (2012)"[315] . This is a policy brief that deals with addressing unmet needs for family planning focusing mostly on problems with services and accessibility to them. It is a women-focused document seeing challenges

[311] http://www.unfpa.org/public/about
[312] http://www.unfpa.org/webdav/site/global/shared/swp/2012/EN_SWOP2012_Report.pdf
[313] Ibid, p.99
[314] http://www.unfpa.org/webdav/site/global/shared/documents/publications/2012/Mobilsing_Men_in_Practice.pdf
[315] http://www.unfpa.org/worldwide/family-planning-arab-countries-2.pdf

to family planning primarily as a 'woman's problem' and one of its main solutions is to raise women's awareness about contraception (for women) as well as improving services.

"Youth in the Arab States: Catalysts for Change (2011)", is a programme that included a number of initiatives in the Arab Region (eg in Tunisia, Morocco, Libya and Egypt) in collaboration with the Y-PEER network, raising awareness about reproductive health challenges, especially in times of crisis. While these initiatives engage both young women and men, it is unclear how gender issues are addressed in the programme.

**UNFPA at country level**

A key document examined at country level was the UNFPA "Country Programme Document, which reflects the work on the three programmatic areas highlighted above: Population and Development (PDs), Reproductive Health (RH), and Gender. Below are examples of the focus within these different programme areas in the country level documents.

The Population and Development component of the programme states that its population policies are revised to take on a human rights approach to programme implementation to address poverty reduction, HIV prevention, youth reproductive health and needs of vulnerable groups (eg Egypt[316]); and gender sensitive policies and strategies (Jordan). The Population and Development component includes activities around institutional strengthening strategies incorporating SRH, RH maternal systems (Lebanon[317]). Poverty reduction strategies are monitored to ensure progress and the integration of a gender perspective by developing gender analysis and gender disaggregated indicators to use in policy dialogue. (Egypt[318], Jordan[319]) It also strengthens national capacity to formulate, coordinate and monitor gender sensitive strategies and plans on population, poverty alleviation, and food security (Jordan[320]), as well as strengthens national capacity for analysis and policy response for population, social and regional development needs (migrants, elderly, youth-delay age of marriage). Finally it seeks enhanced stakeholder involvement in regional partnerships, using disaggregated population- and gender-related data for planning (Tunisia[321]).

The Reproductive Health and Rights component aims to improve the sustainability and quality of reproductive health services at the national level and at service delivery points through strengthening capacity of the government and non-governmental health organizations in management, planning and monitoring; and to strengthen capacity of health care providers to provide high-quality reproductive and health services, including voluntary counselling and testing and youth friendly services, especially to vulnerable groups (Egypt). It also focuses on detection and counselling services and the increase the utilization of integrated reproductive health services with a focus on underprivileged communities in rural areas (Upper Egypt). It targets reproductive rights in underprivileged areas and works to address regional disparities (Tunisia[322]). It also provides youth friendly services (Jordan[323]) and addressing GBV (Jordan).

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[316] UNFPA Country Programme – 2007-11
http://egypt.unfpa.org/english/Staticpage/8e243ff3-81fa-40bb-8fdd-28b3cc4fcad4/Country_Program.aspx
[317] http://www.unfpa.org.lb/Documents/CPD-2010-2014.aspx
[318] UNFPA Country Programme – 2007-11
http://egypt.unfpa.org/english/Staticpage/8e243ff3-81fa-40bb-8fdd-28b3cc4fcad4/Country_Program.aspx
[319] http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012
[320] Ibid - http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012
[321] http://www.unfpa-tunisie.org/index.php/en/program/population-and-development.html
[322] http://www.unfpa-tunisie.org/index.php/en/program/reproductive-health.html - p. 8
[323] Ibid- http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012

Adolescents and youth sexual reproductive health component reflects a focus on the reinforcement of adolescents and youth participation through the integration of the peer education approach (in the domain of reproductive health, STI/HIV, human rights, citizenship, gender equality, fight against GBV, prevention from drugs, and alcoholism…) in the socio cultural activities and programmes of animation in schools and universities life, as well as youth cultural spaces (Tunisia) [324].

Gender Equality component focuses on the rights of girls and women to access or information and services through Increased effective advocacy strategies in promoting sexual & reproductive health and gender equity, addressing men, women & youth (Egypt); reducing incidence of all forms of violence against women focusing on the sensitisation of community, religious leaders and media forming active alliances to combat gender based violence (Egypt); strengthening capacity to monitor progress towards the national agenda, MDGs, and international instruments (Jordan). Lebanon refers to this area as Women Empowerment and gender equality - enhancing national capacities to ensure that institutions are capable of promoting policies and laws and implementing programmes that are gender-sensitive and gender-responsive in the political, social, and economic spheres. The two components here are gender mainstreaming, mostly through capacity building, and GBV (see details below). Palestine[325] refers to "all kinds of gender inequalities including citizenship" and GBV in Iraq, this component also focuses on engendering data collection and analysis, policies, programmes and services to maximize efficiency and effectiveness of interventions, including strengthened efforts to engage men and boys as partners to advance and promote gender equality (Iraq[326]).

The scanning of this sample of UNFPA Programme documents shows that that UNFPA's approach to women/gender issues varies from one programmatic area to another. While under Sexual and reproductive health the focus is mostly on women, under Gender equality and women's empowerment UNFPA programmes and projects are predominantly women/gender specific, but is also about gender mainstreaming in national level programmes and plans. In the programmatic area Population and development strategies, while women are identified as a target group, other target groups are not systematically disaggregated by sex nor is there a clear gendered approach to the issues. There are generally overlaps between the work undertaken under each component, which in itself may not be problematic; however the lack of conceptual and methodological clarity, can be confusing.

As mentioned above, there are exceptions to these trends. In some instances boys and men are included and a gendered analysis is undertaken. However, youth is a key target group but is not gendered. In the documents scanned it appeared that while all of UNFPA's work is meant to address women/gender issues, in fact the Population and Development component addresses population and poverty issues with little gender analysis.

**Women/gender focused interventions at country level**
Examples of gender mainstreaming at country level highlighted in the Mapping Survey include the following:

An example of a programme under the 'gender equality' programmatic area which deals with gender mainstreaming in UNFPA Lebanon, advocates for gender equality and women's empowerment with the Lebanese government and promoting commitment to ICPD /MDG goals and CEDAW. UNFPAs gender mainstreaming in Lebanon focuses on enhancing national capacities (both

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[324] http://www.unfpa-tunisie.org/index.php/en/program/youth-sexual-reproductive-health.html
[325] "Final country programme document for the Occupied Palestinian Territory" 2011-2013
[326] http://iraq.unfpa.org/programmes/gender-equality-and-women-empowerment

governmental and civil society organizations) to ensure that institutions are capable of promoting policies and laws and programmes that are gender-sensitive and gender-responsive in the political, social, and economic spheres.  Gender mainstreamed in UNFPA priority areas such as Reproductive health and youth programmes.[327](Lebanon) Other examples of work on gender mainstreaming focuses on the health sector through  budget support initiative with other donors.[328] (Morocco)

Examples of women/gender specific interventions at country level included in the Mapping Survey include:

Combating GBV /VAW through a life cycle approach, with particular emphasis on humanitarian/conflict and post-conflict situations, constitutes one of UNFPA Lebanon's gender/women specific work.  The project aimed at supporting the development of normative tools, standards, systems and mechanisms, strengthening of coordination, generation of evidence and knowledge, undertaking of advocacy and awareness-raising as well as capacity development.  UNFPA also contributed to the inclusion of GBV/VAW as a priority in the national women strategy.[329] It supported a project on GBV implemented by KAFA (Enough), a national NGO.  This project works with Internal Security Forces to prepare them to enforce the Domestic Violence Law once it is passed by Parliament. Other examples of projects include: Enhancing  the National Commission for Lebanese Women (NCLW) capacities in advocating for the mainstreaming of gender concepts in sector plans and programs at national level; developing the capacity of selected NGOs in gender mainstreaming in strategic planning, development of tools and guides, advocacy, etc. [330] (Lebanon) UNFPA Morocco also works on GBV through the development of an institutional and legal framework for the prevention of violence and a comprehensive service to support victims of violence.[331] (Morocco)  "UNFPA Strategy and Framework for Action to addressing GBV" in Egypt, 2008-2011, is another project addressing GBV.[332] (Egypt)

UNFPA in Syria (prior the current crisis) was working on a number of projects including: strengthened institutional mechanisms and policies for improving the legal status of women; eliminating gender based violence; and promoting women's and girls' rights and increasing gender equality.[333] Other examples of projects were: Increased availability of reproductive and sexual health information and counseling services for young people, with a special focus on the prevention of HIV/AIDS and STIs among population at risk;[334]  and ensuring psychological support services and reproductive health related care for SGBV victims.[335] (Syria)

Responses to the Mapping Survey also gave some indications of future priorities at country level. Future priorities for UNFPA Lebanon in the context of change is to re-assess approaches for confronting and absorbing conservative and extremist islamic groups challenging women equality and empowerment of women efforts; to engage infuencial supporters and coalitions such as parliamentarians, moderate religious groups, activists, youth groups, etc as allies; build a stronger partnership with the media.[336]  (Lebanon)  UNFPA Morocco, identified challenges in the region and therefore pirorities, on similar lines.  "GBV which is our priority seems to be a crucial priority in the

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[327] Mapping Survey, UNFPA Lebanon, March-April 2013
[328] Mapping Survey, UNFPA Morocco, March-April 2013
[329] Mapping Survey, UNFPA Lebanon, March-April 2013
[330] Mapping Survey, UNFPA Lebanon, March-April 2013
[331] Mapping Survey, UNFPA Morocco, March-April 2013
[332] http://egypt.unfpa.org/english/Staticpage/e3032389-5611-4245-8c03-235904757f83/Gender_based_violence.aspx
[333] http://www.unfpa.org.sy/en/projectsd.aspx?p=9
[334] http://www.unfpa.org.sy/en/projectsd.aspx?p=3
[335] http://www.unfpa.org.sy/en/projectsd.aspx?p=5
[336] Mapping Survey, UNFPA Lebanon, March-April 2013

region especially in humanitarian conditions. The Arab Spring exacerbated violence against women and brought more threats to their safety. So this remain a major priority. We are also involving religious leaders which seems to be very crucial in our specific regional political environment".[337](Morocco)

## 16. UN Women

This section on UN Women, as the lead agency in the UN for GE & WE, will also be structured in a different manner in this mapping exercise.

**UN Women Mission**
The United Nations General Assembly created UN Women in July 2010 to be the United Nations entity for gender equality and the empowerment of women.  The main roles of UN Women are:

- "To support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms;
- to help Member States to implement these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society;
- and to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress."[338]

"UN Women sets its priorities at global level focusing on violence against women as a fundamental violation of women's rights; peace and security; leadership and participation and economic empowerment.  In planning for the post 2015 Development Agenda, UN Women proposes a stand-alone goal to achieve gender equality, women's rights and women's empowerment that is grounded in human rights and tackles unequal power relations. "Any new development agenda must be grounded in human rights agreements that governments have already signed onto. This includes the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the 1995 Beijing Platform for Action, and UN resolutions, including the recent agreement of the Commission on the Status of Women on eliminating and preventing all forms of violence against women and girls".[339]

**UN Women at regional level**
UN Women Arab States has a direct presence in 8 countries: Algeria, Egypt, Iraq, Jordan, Morocco, the occupied Palestinian Territory (oPt), Tunisia and Syria. UN Women also manages programmes or supports activities in the rest of the Arab World.[340]  In the key document of "UN Women Arab States Strategy and Regional Work Plan - 2012-2013", its programmatic priorities and coordination role in 2010-11 is summarised along the four thematic areas of expanding women's leadership and participation, ending VAW, enhancing women's economic empowerment and institutionalising gender through gender responsive budgeting and planning.[341]  Examples of 2012-13 programmatic areas at country level will be summarised in the section below.

"UN WOMEN For Arab States & The Committee on Elimination of Discrimination Against Women

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[337] Mapping Survey, UNFPA Morocco, March-April 2013
[338] http://www.unwomen.org/about-us/about-un-women/
[339] *Lakshmi Puri, UN Women Acting Head and Assistant Secretary-General of the UN*
http://www.unwomen.org/2013/05/op-ed-a-global-goal-on-gender-equality-womens-rights-and-womens-empowerment/
[340] UN Women Arab States Strategy and Regional Work Plan- 2012-2013, p. 6
[341] UN Women Arab States Strategy and Regional Work Plan 2012-13, p. 6

(CEDAW Committee): Regional Consultation for the Proposed General Recommendation on Women Human Rights in Situations of Conflict and Post Conflict contexts - Arab States Region State of Art (2013)"[342] is a review of the region in the context of the Arab Spring.  This report is the outcome of a regional consultation meeting held in Amman in January 2013, and is based on a wide regional consultation with CSOs and a situation analysis of the situation of Arab women in conflict and post conflict contexts.  The meeting was attended by country, regional and international level CSOs, UN agencies (including UN Women from HQs, regional and country offices, OHCHR, the CEDAW Committee, UNFPA, FAO and Oxfam).  Structured around UN Women's priority areas, the Report comes out with key conclusion and a series of recommendations for State action.  The recommendations argue for the "necessity to pay special attention to the specific context of women in rural and urban communities, IDP and refugee camps, and those forced into captivity by armed/paramilitary groups or by official army and government, giving to the concept of conflict a larger meaning than armed due to the diversity of conflicts and dangers the region is passing through with an evident impact on women and girls."[343]

At sub regional level, "Regional Programme for the Economic and Political Empowerment of Women in the Southern Mediterranean Region (2012)" is an example of a programme with the overall objective of promoting the access and effective participation of marginalised women in economic and public life, by addressing the barriers that have impeded their access and engagement. The programme provides a mechanism to advance the economic empowerment of women living in the region and to support them to "…reposition themselves in the political and decision making spaces so that they may have greater influence in shaping the future of their countries in the ongoing democratic transition while protecting their previous gains".[344] The programme works at multiple levels to respond to specific needs at both the regional and country level.  "The work at the regional level will focus on capacity building and advocacy targeting all Southern Mediterranean countries including Algeria, Lebanon, and Morocco parallel to programmatic action in several priority countries in the region undergoing: transition and reforms, such as Libya, Tunisia, Jordan and Egypt; experiencing unrest such as Syria; and in protracted conflict, such as the Occupied Palestinian Territories and Israel".[345]

Over the past two years, UN Women has also positioned itself more clearly as the lead UN agency pushing for greater gender equality and the empowerment of women in four of the region's priority countries: oPt, Egypt, Iraq and Morocco. "Within the structure of the regional UNDG RDT and RCM coordination mechanisms UN Women has supported regional programming frameworks. The UN Country Teams in Morocco, Algeria, Tunisia, Egypt, Yemen, Syria, Iraq, and Jordan have undertaken UNDAF planning processes, and the UN's Medium Term Response Plan in the oPt (temporary UNDAF)". [346]

**UN Women at country level**
The key document that will be used here to illustrate the work of UN Women at national level is the "Strategic Note & Annual Work Plan (AWP)(2012-2013)".  This document lays down the strategy and work plans in each of the Arab states covered by UN Women in line with UN Women's Strategic Plan 2011-2013.  Each plan includes four or five goals (the goals may be in a different order in each country):

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[342] RegionalConsultationAmmanJan2013.pdf
[343] Ibid, p. 50.
[344] "Regional Programme for the Economic and Political Empowerment of Women in the Southern Mediterranean Region" 2012, p. 7
[345] Ibid, p. 7
[346] UN Women Arab States Strategy and Regional Work Plan, 2012-2013, p. 8

Goal 1 – Political Empowerment of Women:  This goal focuses on "…women's increased leadership and participation in the decision that affect their lives"[347] covering a range of issues such as a gender responsive agenda reflected in constitutional, legal and institutional frameworks; and developing the capacity of women (especially young women) to engage in politics as voters and candidates (Egypt)[348]; supporting of women in local and regional elections and advocating political parties, service delivery organizations, and local governments to promote gender equality in leadership and participation (Morocco); strengthening capacity of newly elected women (Algeria);  in its support  to the transition in Tunisia UN Women will assist in establishing gender-sensitive assessments and investigations into violations of human rights of women during the revolution (Tunisia). In addition, based on the recent gender equality assessments of selected Arab countries, UN Women identified "…the opportunity to invest in women's election to municipal councils, where they do not face the same constraints on physical mobility, funding, and recognition as in the national sphere".  The fact that "… professional bodies and trade unions also represent an untapped area for women's political engagement and the evolution of an empowered citizenry" was also highlighted.[349]

Goal 2 – Economic Empowerment of Women: "Increased economic empowerment of women, especially of those who are most excluded"[350] included areas of work such as:  advocating for women's equal rights in participating both in the formal and informal sectors focusing on those who are most vulnerable such as domestic workers and women in squatter areas in upper and lower Egypt and Greater Cairo and supporting micro finance and income generation (Egypt); focusing on strategies to increase participation in the private sector and working on legislation, policies and planning to support women's employment (Iraq); strengthening the data base of key ministries to inform public policy on gender issues to promote self employment and entrepreneurship of women (Algeria) ; engaging in national dialogue on the issue of women's economic participation, implementation of affirmative actions towards instituting state budget support for women in connection with national labour laws and the development of strategies to enforce labour law standards in family businesses, informal businesses and agriculture (oPT).

Goal 3 – Violence Against Women: this goal aims at "The prevention of violence against women and girls and expanded access to victim/survivor services", and works at different levels:  capacity building on legal issues and strengthening policies and strategies that address VAW as well as undertaking research and establish a strong monitoring system (Iraq); special attention to domestic violence and trafficking (Algeria); the prevention and response to violence against women in public spaces (through engaging with the 'Cairo Safe Cities Free of VAW and Girls Initiative) and violence in the domestic sphere (such as FGM and violence against domestic workers) (Egypt); work on prevention of VAW also include a focus on use of multimedia communication campaigns to promote a culture of equality and human rights, particularly at the local level (Tunisia).

Goal 4 – Gender Responsive Budgeting: This goals focuses on "The promotion of stronger institutional accountability to gender equality within national planning and budgeting processes" [351] - this programmatic area is mainly to provide technical support to strengthen the gender-responsiveness of its Socio-Economic National Plans and National and Local budgets working with developing tools and capacities for the implementation of Gender Responsive Budgeting (Egypt); working with government institutions and civil society in promoting gender consideration/inclusion and women human rights in planning around economic recovery and development and setting up

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[347] Algeria, Egypt, Iraq, Jordan, Morocco, Palestine, Tunisia
[348] Strategic Note & Annual Work Plan (AWP")- 2012-2013, Egypt
[349] UN Women Arab States Strategy and Regional Work Plan, 2012-2013
[350] Egypt,  Iraq,  Jordan, Tunisia, (Algeria , Morocco, Palestine)
[351] Algeria, Egypt , Jordan, Palestine, Tunisia

monitoring indicators of gender inclusion in public policies (formulation and implementation), programmes and budgets (Tunisia).

Goal 5 – Women in Peace and Security: "Women's leadership enhanced in peace, security and humanitarian response" [352] applies to Iraq and oPt. It focuses on the contribution of UN Women to the implementation of UNSCR 1325 in the oPt including "…the generation of knowledge and facilitation of consensus among the Palestinian women's movement and gender advocates on statehood, state building and peace processes, including voicing the experiences of Palestinian women living under internal and cross-border conflict"[353]; the goal also translates into work towards advocating for the inclusion of women and women's experiences in on-going reconciliation and peace-building processes in Iraq.

UN Women has implemented projects and produced a number of publications and brochures in line with its goals. Some examples of such projects are as follows:

Examples of projects on political participation and citizenship include "Women Election Watch: Beyond the Numbers (2012)", (Morocco); "Standard Operating Principles for Women's Participation in Democratic Transitions" [354](Egypt); "Women Citizenship initiative: 2011-2014" [355](Egypt);

Projects working on constitutional and legislative issues include "Equal Rights and Freedoms for Women (2012)" (Egypt); "Supporting the Family Code through Better Access to the Justice System by Women (2010-13)" (Morocco);[356]

Under planning and gender responsive budgeting projects include the project entitled "Public Governance and Accountability for Gender Equality in Morocco (2011)". (Morocco)

A sample of projects on economic empowerment: "Income generation project in Yemen (2012)" (Yemen); "Mainstreaming Gender in Programmes And Policy: Women's Access to Employment and Women's Rights (2012)" (Algeria); "Socially Responsible Women-Run School Canteens Project (2012)"[357](oPt).

Examples of projects addressing VAW are: "Strengthening Local Capacity to Protect Women's physical integrity and human rights (2009)" (Jordan); "Violence Against Women: Tamkine (2008-12)"[358] (Morocco).

A number of key projects have also been recently implemented directly in response to the Syrian crisis, these include: "Economic Empowerment and Protection of Syrian Refugees Women in Jordan (2012)";[359] "Leadership, Empowerment, Assistance, and Durable Solutions for Syrian Women Refugees in Zaatari Camp (2012)"[360](Jordan); "VAW and Child Protection with Focus on Early/Forced Marriage among Syrian Refugees in Jordan (2012)"[361] (Jordan).

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[352] Iraq, Palestine
[353] Strategic Note & Annual Work Plan (AWP")- 2012-2013, oPT, p. 11
[354] A brochure
[355] With UNDP
[356] Appui à l'application du code la famille par la facilitation de l'accès des femmes aux services de la justice -Genre et Gouvernance Démocratique -2010-2013
[357] With MA'AN Development Centre
[358] Programme multisectoriel de lutte contre les violences fondees sur le genre par l'autonomisation des femmes et des filles au Maroc – tamkine – 2008-2012
[359] With INTERSOS
[360] With the Jordanian Women Union
[361] With *QUEEN ZAIN ALSHARAF INSTITUTE FOR DEVELOPMENT*

**APPENDIX II**

**The Matrices**

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| FAO | | **Telefood projects** (small-scale projects) addressed specifically to women in the agriculture and food processing fields,[363] Lebanon<br><br>Supporting women's associations to increase productivity, to better access markets, and to increase social benefits through cooperatives & collective work, oPt (with ILO)<br><br>Women's associations and agricultural value chains, oPt (case study)<br><br>Women and Horticulture, oPt<br><br>**Lifting the veil on Tunisia's clam fisheries**[364], 2011, Tunisia | | | | Morocco: Gender audit (initiated jointly with UN Women with a consultant from ILO)[366] |

[362] This matrix includes more examples of UN agency documents than the smaller selection of documents in Part I
[363] Mapping Survey, FAO Lebanon, March-April 2012
[364] http://www.fao.org/gender/gender-home/gender-projects/gender-projectsdet/en/c/74613/

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | Qualitative Study on Women Participation in Agriculture Work in the West Bank and Gaza Strip[365]<br><br>Empowerment of Women for Improving Household Food and Nutrition Security through food & agriculture income generating micro enterprises & home gardens. 2011 – 2013, Syria<br><br>Local women and men key to Syrian fire prevention, 2010, Syria | | | | |

[366] Mapping Survey, FAO Morocco, March-April 2013

[365] "Qualitative Study on Women Participation in Agriculture Work in the West Bank and Gaza Strip", FAO and Al-Makaz for Development and Marketing Consultancies, 2011.[under docs with questionnaires]

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| IFAD | | **The Sanduq: A rural microfinance innovation in Syria**[367] (2003-2009):<br><br>**Zaghouan Integrated Agricultural Development Project**[368] (1998-2009),Tunisia | | | | |
| ILO | | **Action programme for protecting the rights of women migrant domestic workers** (2011-14) Lebanon<br><br>**Maid in Lebanon I** (2005) **and II** (2008) Lebanon (documentary)<br><br>**Migrant Domestic Workers Guide**[369] Lebanon<br><br>**Role of women in the development process,** Oman<br><br>**Palestinian Women** | | **Promoting fundamental principles and rights at work through social dialogue and gender equality** (2012-13), Morocco | | **Implementing the common agenda for gender equality and empowerment of women**[371] (2009-2013), Algeria<br><br>**Gender Equality and Women's Empowerment in the Occupied Palestinian Territory** (2009-11)<br><br>**Building Safe Passage for Women's Employment in the West Bank and Gaza** |

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[367] http://www.ruralpovertyportal.org/country/voice/tags/syria/syria_sanduq
[368] http://www.ruralpovertyportal.org/country/voice/tags/tunisia/livelihood
[369] http://www.mdwguide.com/aboutGuide.aspx

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | **Economic Empowerment Initiative**[370] (2010-2012), Palestine *[1 of 11 projects]*<br><br>**Policy Brief 8: Gender, Employment and the Informal Economy in Syria** (2009)<br><br>**Voices from Yemen** (documentary) (2008), Yemen<br><br>**Palestinian Women Economic Empowerment Initiative** (2010-2012) | | | | **Strip**, (2008)<br><br>**Implementing the common agenda for gender equality and empowerment of women**[372] (2009 – 2013), Algeria<br><br>**Gender Equality and Women's Empowerment in the Occupied Palestinian Territory** (2009-11)<br><br>**Promoting fundamental principles and rights at work through social dialogue and gender equality:  Morocco** (2012-13)"[373]<br><br>**Strengthening The National Machinery For** |

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[371] http://www.ilo.org/gender/Projects/WCMS_143324/lang--en/index.htm

[370] LEB/10/03/SDC)

[372] http://www.ilo.org/gender/Projects/WCMS_143324/lang--en/index.htm

[373] http://www.ilo.org/public/english/region/afpro/cairo/projects/socialdialogue-mor.htm

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | | | | **Advancing Women's Employment In Yemen**[374] (2004-2010) |
| **UNAIDS** | | **Economic Empowerment of women living with HIV** Algeria.[375] | **Prevention of mother-to-child transmission** Algeria | | Training workshops with the 'Oulema' on GBV. [376] | Fighting VAW & protection against HIV; training of trainers and implementers project for the Ministry of Health workers; and a thematic network of women associations linking VAW with HIV,[377] Morocco *[examples of gender mainstreaming]*<br><br>**Tamkine program** - Multisectoral program for combating GBV through the empowerment of women and girls in Morocco[378] |
| **UNDP** | **Citizenship rights and civic education** (ID cards for | **Women empowerment: Integrating women in the** | | **Promoting Legal Empowerment of** | **FGM-free village model Projects**[390] | Emancipation of Women (public sector |

[374] Strengthening The National Machinery For Advancing Women's Employment In Yemen

[375] Mapping Survey, UNAIDS Algeria, March-April 2013

[376] Mapping Survey, UNAIDS Morocco, March-April 2013

[377] Country Progress Report Morocco Narrative Report- 2012, p. 23
http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_MA_Narrative_Report%5B1%5D.pdf

[378] Mapping Survey, UNAIDS Morocco, March-April 2013

| UN Agency | Political/Citizenship | Economic/Employment/Finance | Social including health/education/nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | women) with UN Women, (2007-2012): Egypt[379]<br><br>**Women in Elections as candidates and voters** (2009), [380] (Manual), Lebanon<br><br>**the Enhancement of the political participation of women through the Elections Project**[381]**,** Egypt<br><br>Priority areas are Parliamentary support (women's political participation), women's access to public services, gender and environmental issues. Morocco [382]<br><br>Palestinian women's organization in East Jerusalem (2010)"[383] | **Iraq economy,** 2012<br><br>**Glossary on gender and the informal sector** Morocco[384]<br><br>**Women's economic empowerment projects in the Programme in the South Oasis and in the Tafilalet Oasis**, in Morocco.[385]<br><br>**Gender mainstreaming and Youth and Women empowerment** (economic – Income generation/small enterprise) Palestine<br><br>**Women economic empowerment in Saudi Arabia.** [386]<br>**Women's economic empowerment and gender equality in Sa'ada,** Yemen | | **Women in the State of Kuwait** (2009-2013)<br><br>**A Review of Palestinian Legislation from a Women's Rights Perspective** (2011)[388]<br><br>Mainstreaming gender in the human rights action plan[389] Lebanon | **Safe cities working towards the prevention of violence against women and girls in public spaces** (with UN Women and UN HABITAT).[391] | employment, political, legal, health and education<br><br>**Support to the Implementation of the National Strategy for the Advancement of Bahraini Women** (2009-12)<br><br>capacity building of Ministries of Planning and Women's Affairs to secure gender equality across government ministries and services (UNDP/PAPP with UN Women) [392]<br><br>Mainstreaming gender in youth empowerment projects[393] (Jordan)<br><br>Gender mainstreaming in |

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[390] Mapping Survey, UNDP Egypt, March-April 2013
[379] Mapping Survey, UNDP Egypt, March-April 2013
[380] Arabichttp://www.undp.org.lb/WhatWeDo/Docs/induction%20manual.pdf
[381] Mapping Survey, UNDP Egypt, March-April 2013
[382] Mapping Survey, UNDP Morocco, March-April 2103
[383] In partnership with the international NGO Kvinna til Kvinna,

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | **Gender and Economic Policy Management Initiative** (MA and tailor made courses- University of Bahrain (2012-2014)<br><br>Support to female headed household economic empowerement in the WB and Gaza strip[387] | | | | the Social Fund for Development (Egypt)[394]<br><br>Mainstreaming gender in the local commuties development plans in Morocco[395] |
| **UNESCO** | The Participation Young Women in Politics[396] Morocco & Tunisia<br><br>The integration of gender in the youth and | | | TAMKINE Project research on the family code (with UNAIDS) [398] Morocco | Capacity buidling in human rights and GBV to the media and victims of violence centres in Morocco[399] | strengthen capacities of Moroccan women journalists [401]<br><br>Integratation of a gender perspectives into media |

[384] Mapping Survey, UNDP Morocco, March-April 2013
[385] Mapping Survey, UNDP Morocco, March-April 2013
[386] Mapping Survey, UNDP SA, March-April 2013

[388]

[389] Mapping Survey, UNDP Lebanon, March-April 2013
[391] Mapping Survey, UNDP Egypt, March-April 2013
[392] Mapping Survey, UNDP Palestine, March-April 2013
[393] Mapping Survey, UNDP Jordan, March-April 2013
[387] Mapping Survey, UNDP WB and Gaza, March-April 2013

[394] Mapping Survey, UNDP Egypt, March-April 2013
[395] Mapping Survey, UNDP Morocco, March-April 2013
[396] Mapping Survey, UNESCO Morocco, March-April 2013

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | citizenship programme in Tunisia.[397] | | | | Combatting GBV [400] Morocco & Tunisia | organizations' policies and strategies in Morocco.[402]<br><br>Research and Documentation Center (PWRDC) (e.g. gender research and documentation, capacity development training to the gender advocates), Morocco [403]<br><br>Gender mainstreaming through education, culture & communication sectors[404], Palestine<br><br>Pormoting women's economic and political rights through capacity building,  studies & |

[398] Mapping Survey, UNESCO Morocco, March-April 2013
[399] Mapping Survey, UNESCO Morocco, March-April 2013
[401] Mapping Survey, UNESCO Morocco, March-April 2013
[397] Mapping Survey, UNESCO Tunisia, March-April 2013
[400] Mapping Survey, UNESCO Tunisia, March-April 2013
[402] Mapping Survey, UNESCO Morocco, March-April 2013
[403] Mapping Survey, Palestine, March-April 2013.
[404] Mapping Survey, Palestine, March-April 2013.

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | | | | analysis; support PWRDC, Palestinian Ministry of Women's Affairs; EFA agenda[405] Support Palestinian women to play an active role in the economic, political, and cultural domains[406] Conducting gender research, and supporting the Palestinian Ministry of Women's Affairs[407] |
| UN Habitat | Unavailable Women/Gender Focused Interventions at Country Level on the website and no questionnaire returns | | | | | |
| UNHCR | | | | Advocacy work on legal protection (eg Tunisia and Egypt) The protection of victims of both sexual violence (eg Algeria, Egypt, | **Training and awareness programmes on sexual and gender-based violence**, Libya Access to health care, and addressing sexual | Vocational skills training, refugee women community centre, social counselling, assistance in accessing public education, HIV/AIDS awareness and |

[405] Mapping Survey, UNESCO Palestine, March-April 2013

[406] Ibid

[407] Ibid

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | | Tunisia, Libya and Yemen) and sexism (eg Tunisia) | and gender-based violence, Morocco The main objectives and targets for UNHCR in 2012: Security from violence and exploitation- reducing the risk of and addressing sexual and gender-based violence Syria, (2012)<br><br>Training and awareness raising programmes on sexual and gender-based violence, and support of women organizations, Libya | prevention, Morocco (fact sheet) |
| **UNICEF** | | | Women religious leaders in Algeria spread the word about maternal and child health, 2009<br><br>**Female genital mutilation: issues and impact**, Egypt<br><br>Programmes focus on health and nutrition, | | | |

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | water and sanitation, education, protection and participation, by targeting women and girls in particular, Palestine[408]<br><br>Sex and age disaggregated situation analysis - GAO, Saudi Arabia, UAE & Bahrain strengthening the skills and knowledge of UNICEF's staff and partners in gender equality and its translation in mainstreaming gender in all aspects of their work as well as focusing on the capacities of rights holders to claim their rights UAE & Bahrain[409]<br><br>Gender equality before the law; legislative change and girls protection from GBV, and | | | |

[408] Mapping Survey, UNICEF Palestine, March-April 2013
[409] Mapping Survey, UNICEF UAE, Bahrain March-April 2013

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | sports for development for girls, Jordan[410]. | | | |
| **UNIDO** | | **Women Entrepreneurs Support,** Morocco, 2011<br><br>**Strengthening economic security in vulnerable Upper Egypt villages** *[with a focus on women]*<br><br>**Pro-poor horticulture value chains in Upper Egypt** *[same as above]* | | | | |
| **UNRWA** | | | | | **Women in Gaza take aim at Domestic Violence,** 2012<br><br>16-day campaign to end gender-based violence in West Bank refugee camps, 2011<br><br>Documentary film on GBV in a Palestinian refugee camp in Lebanon, 2013 | **Empowering women who head households in the Gaza Strip,** 2011[411] |

[410] Mapping Survey, UNICEF Jordan, March-April 2013

[411] http://www.unrwa.org/etemplate.php?id=1199

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| WFP | | | **Promoting Gender Equality while Fighting Hunger**, 2013, Palestine<br><br>**Nutrition Awareness Campaigns**, 2011-12, Gaza. The project engaged female beneficiaries of the current Value based Voucher programme in a series of nutrition sessions.<br><br>A Life Skills Project in WB 2008-09, trained women in key health and nutrition issues related to children including breastfeeding and nutrition during pregnancy.<br><br>Girls education and girl's/child nutrition; Mother and child health and nutrition well being; Combatting forms of child labour against Girls child; Building resilience in livestock production | | | |

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| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | for women through training and access to micro-credit [412] Egypt | | | |
| WHO | | **Empowering Women-Changing Lives**, Jordan 2012 A vocational training aiming to develop the skills of mental health service users | Women Reproductive health FGM Reproductive health and research Family & reproductive health

Women's Health activities implemented in the south of Jordan, under the **Healthy Villages Programme**[413]

All areas of work related to the healthy life of women, Morocco[414] | | | |
| UNFPA | Increased supportive environment for the representation of women and their active | | UNFPA **Country Programme Document** Under the **Population and Development** | | Programme to address violence against women Algeria , 2007[422] | |

[412] Mapping Survey, WFP Egypt, March-April 2013
[413] Mapping Survey, WHO Jordan, March-April 2013
[414] Mapping Survey, WHO Morocco, March-April 2013
[422] http://www.unfpa.org/webdav/site/global/shared/documents/publications/2009/violence.pdf  (Vol. 2, 8 case studies)

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | participation at all levels, especially in non-traditional sectors and in management and policymaking, Tunisia | | component women/gender is addressed at the level of gender sensitive policies and strategies (eg Jordan); strengthening SRH and RH maternal systems (eg Lebanon); gender analysis and gender disaggregated indicators to use in policy dialogue, (eg Egypt[415], Jordan[416]); national capacity for gender sensitive strategies and plans on population, poverty alleviation, and food security, Jordan[417]<br><br>Under the **Reproductive and heath Rights** component: integrated reproductive health | | **Abandonment of Female Genital Mutilation/Cutting**[423], with UNICEF, 2008-2013, Egypt<br><br>**Campaign against sexual harassment: "Making Our Streets Safe for Everyone**[424] 2011, Egypt<br><br>**Combating gender based violence and promoting women's empowerment through support of government and NGO efforts and evidence-based advocacy**, Syria<br><br>GBV interventions are also implemented in Lebanon and Morocco amongst others | |

[415] UNFPA Country Programme – 2007-11
http://egypt.unfpa.org/english/Staticpage/8e243ff3-81fa-40bb-8fdd-28b3cc4fcad4/Country_Program.aspx
[416] http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012
[417] Ibid - http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012
[423] http://www.eldis.org/go/topics/resource-guides/health-systems/gender&id=59331&type=Document#.UbdUwfb70Vk
[424] http://egypt.unfpa.org/english/Project/219738df-3db2-4d12-9e92-5e1a7a3ce114

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | services with a focus on underprivileged communities in rural areas (eg Upper Egypt). It targets reproductive rights in underprivileged areas and working to address regional disparities (eg Tunisia[418]). It also provides youth friendly services (eg Jordan[419])<br><br>Under the **Gender equality** component: Strengthening capacity to monitor progress towards the national agenda, MDGs, and international instruments (eg Jordan); enhancing national capacities to ensure that institutions are capable of promoting policies and laws and implementing programmes that are | | | |

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[418] http://www.unfpa-tunisie.org/index.php/en/program/reproductive-health.html - p. 8

[419] Ibid- http://countryoffice.unfpa.org/jordan/drive/UNFPAJordanCPAP0812final.pdf- 2008-2012

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | gender-sensitive and gender-responsive in the political, social, and economic spheres (eg Lebanon); engender data collection and analysis, policies, programmes and services to maximize efficiency and effectiveness of interventions, including strengthened efforts to engage men and boys as partners to advance and promote gender equality (eg Iraq[420]); gender mainstreaming focusing on the health sector through budget support initiative with other donors, Morocco[421] | | | |
| UN Women | **Strategic Note & Annual Work Plan** (AWP) (2012-2013), (eg Algeria, Egypt, Iraq, Jordan, Morocco, oPt, Tunisia) | **Strategic Note & Annual Work Plan** (AWP) (2012-2013), (eg Algeria, Egypt, Iraq, Jordan, Morocco, oPt, Tunisia) | | **Laws and policies that promote and protect the human rights of women** 2008-13, (SubRegional) | **Strategic Note & Annual Work Plan** (AWP)- 2012-2013 (eg Algeria, Egypt, Iraq, Jordan, Morocco, oPt, Tunisia) | **Strategic Note & Annual Work Plan** (AWP)- 2012-2013 (eg Algeria, Egypt, Iraq, Jordan, Morocco, oPt, Tunisia) |

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[420] http://iraq.unfpa.org/programmes/gender-equality-and-women-empowerment
[421] Mapping Survey, UNFPA Morocco, March-April 2013

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | Under the **Political Empowerment of Women** component: developing the capacity of women (especially young women) to engage in politics as voters and candidates (Egypt)[425]; supporting of women in local and regional elections and advocating to promote gender equality in leadership and participation (Morocco); strengthening capacity of newly elected women (Algeria); establishing gender-sensitive assessments and investigations into violations of human rights of women during the revolution, with UN Women (Tunisia).<br><br>Specific interventions also include: | Under the **Increased Economic Empowerment of women** component: advocating for women's equal rights in participating both in the formal and informal sectors (Egypt); increase participation in the private sector, policies and planning to support women's employment (Iraq); strengthening the data base of key ministries to inform public policy to promote self employment of women (Algeria) ; engaging in national dialogue on the issue of women's economic participation, affirmative action strategies and to enforce labour law standards in family businesses, informal businesses and agriculture (oPT).<br><br>Specific interventions also include: | | **Supporting the Family Code through Better Access to the Justice System by Women**, 2010-13, Morocco<br><br>**Gender, Constitutional Reform and Gender Equality**, 2011-2012, Morocco (with UNFPA)<br><br>**Equal Rights and Freedoms for Women** (2012), Egypt | Under the GBV component: capacity building on legal issues and strengthening policies and strategies that address VAW as well as undertaking research and establish a strong monitoring system (Iraq); special attention to domestic violence and trafficking (Algeria); focus on use of multimedia communication campaigns to promote a culture of equality and human rights, particularly at the local level (Tunisia).<br><br>Specific interventions also include:<br><br>**Strengthening Local Capacity to Protect Women's physical integrity and human** | Under the **Gender Responsive** component: technical support to strengthen the gender-responsiveness of its Socio-Economic National Plans and National and Local budgets (Egypt); working with government institutions and civil society in promoting gender consideration/inclusion and women human rights in planning around economic recovery and development and setting up monitoring indicators of gender inclusion in public policies (formulation and implementation), programmes and budgets (Tunisia).<br><br>Specific interventions also include: |

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[425] Strategic Note & Annual Work Plan (AWP")- 2012-2013, Egypt

| UN Agency | Political/Citizenship | Economic/Employment/Finance | Social including health/education/nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | **Women Citizenship Initiative**- promoting women citizenship rights- ID cards, 2007-12, Egypt: (with UNDP) <br><br> **Equal Rights and Freedoms For Women**, 2012, Egypt (Publication) <br><br> Standard Operating Principles for Women's Participation in Democratic Transitions Egypt, (Brochure) <br><br> **Supporting the Family Code through Better Access to the Justice System by Women**, 2010-13, Morocco[426] <br><br> **Women Election Watch: Beyond the Numbers, 2012**, Morocco | **Micro Projects for Women with HIV**, Algeria with UNDP <br><br> **Economic Empowerment and Protection of Syrian Refugees Women in Jordan,** 2012 <br><br> **Socially Responsible Women-Run School Canteens**, 2012, oPt <br> **Livelihood security and economic opportunities for women** (rural), oPt <br><br> **Income generation for Women**, 2012, Yemen <br><br> **Mainstreaming Gender in Programmes And Policy: Women's Access to Employment and Women's Rights**, 2012, Algeria | | | **rights**, 2009, Jordan, <br><br> **Penal code for women protection against violence**, 2008, Morocco <br><br> **Safe cities from VAW and Girls in public spaces,** 2007-2012, Egypt, (with UNDP/ UNHABITAT/UNFPA) <br><br> **GBV and child protection with focus on early/ forced marriage among Syrian refugees in Jordan**, 2012 <br><br> **Multi-sectoral Programme Combating Violence against Women and Girls in Morocco,** 2008-2012 | National planning and budgeting processes to promote stronger institutional accountability to gender equality commitments [Algeria, 2012-13; <br><br> The promotion of stronger institutional accountability to gender equality within national planning and budgeting processes Egypt 2012-13; <br><br> Country strategy for the kingdom of Morocco Mainstreaming gender in policy, programmes, legal system, budgets and rights [Morocco, *2010-2011* <br><br> Mainstreaming gender in programmes and policy, women's access to employment and |

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[426] Appui à l'application du code la famille par la facilitation de l'accès des femmes aux services de la justice -Genre et Gouvernance Démocratique -2010-2013

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | **Leadership, Empowerment, Assistance, and Durable Solutions for Syrian Women Refugees in Zaatari Camp**, 2012, Jordan<br><br>**Never a Democracy in Tunisia with no women** 30 Oct 2012 [427](Conference)<br><br>**Women's leadership enhanced in peace, security and humanitarian response** component (Iraq; Palestine) | | | | | women's rights, 2011, Algeria<br><br>**Public Governance And accountability for gender equality in Morocco**-2011 (governance)<br><br>**Strengthening Local Capacity to Protect Women's physical integrity and human rights,** Jordan<br>**Economic Empowerment and Protection of Syrian Refugees Women in Jordan,** 2012<br><br>**Leadership, Empowerment, Assistance, and Durable Solutions for Syrian Women Refugees in Zaatari Camp**, 2012<br><br>**Results and Impact On the Lives of Egyptian** |

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[427] La démocratie en Tunisie, jamais sans les femmes

| UN Agency | Political/Citizenship | Economic/Employment/ Finance | Social including health/education/ nutrition (services) | Legal/Human Rights/Protection | GBV/VAW and Trafficking | Multi-Sectoral |
|---|---|---|---|---|---|---|
| | | | | | | **Women,** 2012<br><br>**Annual Review on Gender/Women interventions**, 2012, Algeria<br><br>**In the Shadow of a Man**, 2013[428],  with AUC (film) |

[428] http://www.un.org.eg/View.aspx?Post=285

## Matrix 2: The Treatment of Women/gender in Key Documents at Country Level

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| ESCWA (Regional Level) | | **Promoting Participatory Democracy in the ESCWA Region**, (2012) | | **Bulletin on Population and Vital Statistics in The Arab Region** Issue 15 - UN New York[429], 2012<br><br>**Transition to Democracy in the Arab Region: Regional Cooperation Mechanism** **Perspective** (2013)<br><br>**Population and Development Report Issue No. 5 Youth Exclusion in the ESCWA** **Demographic, Economic, Educational and Cultural Factors** (2011)<br><br>**Survey of Economic and Social Developments in The Arab Region** ( 2012-2013)<br><br>**Summary of the Survey of Economic and Social Developments in Western Asia**, 2011-2012 | **ESCWA Annual Report** (2012)[430] |
| FAO | **Food security & MDGs (Plan of Action** 2011-2013: -Good Governance and Public Administration -Employment and entrepreneurship -Gender equality | | **Promoting employment and entrepreneurship for vulnerable youth WB and Gaza Strip** (2010) [*gendered-agriculture skills but also address gender issues during capacity building*] | **Joint Rapid Food Security Needs Assessment** (JRFSNA): Syria 2012 (FAO and WFP)- [*Some mention of women*] | |

[429] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_SD_12_2.pdf
[430]http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_OES_13_1_E.pdf#page=5&zoom=auto,0,637

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | (Palestine)<br><br>Agriculture Sector Strategy with gender mainstreaming as a priority[431]<br>Morocco (2014-2016) | | | | |
| IFAD | | **Results-based Country Strategic Opportunities Programme (COSOP)** (Implemented at country level) Examples (Jordan 2008-12; Egypt 2012-15; Sudan 2009-13 Morocco- 2008-12; Yemen-2007-11; Syria- 2009-13 [*gender seen as cross cutting theme but not done systematically*]<br><br>Promoting the development of rural microenterprises through sustainable access to local financial services, especially by women and unemployed youth Algeria-Morocco [priority area]<br><br>New programme places | **Conserving water, boosting incomes in Jordan** (2009)[432]<br>*{focus on women and* small-scale business enterprises) | | |

[431] Mapping Survey, FAO Morocco, March-April 2013
[432] http://www.ruralpovertyportal.org/country/voice/tags/jordan/yarmouk

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | | stronger emphasis on gender aspects of poverty and supports a stronger empowerment agenda for rural women, Egypt (2012):<br><br>Agricultural development; Poverty; Gender and Youth empowerment (focus areas), Palestine<br><br>One of four objectives of IFAD's is: Improving gender equity by bettering conditions for women (Palestine)<br><br>One of its 3 priorities is Gender and Youth Empowerment; Improving gender equity by bettering conditions for women, Palestine, 2006-2015: (one of its priorities) | | | |

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| ILO | **Decent Work Country Programme: 2010-13 [** *Includes one priority/outcome on women* (Algeria, Bahrain, Egypt, Jordan, Lebanon, Syria, Yemen) *or is mainstreamed (*Oman, Bahrain) *one of the 3 priority areas and its outcome focuses on women*<br><br>**Promoting fundamental principles and rights at work in Jordan: 2007-10**- [*No gender mainstreaming]*<br><br>**IPEC: "Combating Worst Forms of Child Labour by Reinforcing Policy Response and Promoting Sustainable Livelihoods and Educational Opportunities in Egypt,** 2011-2015"[433]<br>**Moving towards a Child Labour Free Jordan,** 2010-14 [Unclear gender mainstreaming]<br>**Strengthening National Action to Combat the Worst Forms of Child Labour in Lebanon** | | **Youth @ Work: Partnership for The Employment Of Young Women And Men** (Morocco 2012-2015)<br><br>**Pro-Poor Horticulture Value Chains in Upper Egypt:** under capacity building and Gender Equity Seal (GES) *[GES is 1 out of 9 projects- the other projects with no gender mainstreaming]* | **Labour Force Survey in Qatar-2008** *Disaggregated by sex but no analysis*<br><br>IPEC**: Working Children in the Republic of Yemen: The Results of the 2010 National Child Labour Survey**, 2012" [434] (Yemen) *[Gender mainstreamed]* | |

[433] http://www.ilo.org/public/english/region/afpro/cairo/projects/cwclp.htm
[434] http://www.ilo.org/ipecinfo/product/download.do?type=document&id=21355

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | (2009-11) [disaggregation of girls/boys] | | | | |
| UNAIDS | | A programme with the Ministry of Health and NGOs of awareness raising activities on sexual violence risks and HIV / AIDS, targeting boys and girls in several regions[435], Morocco [sex disaggregation of children] | Raising HIV awareness among internally displaced populations[436] 2013, *[some sex disaggregation of trainers and target groups]* | | **Country Progress Report: Narrative Report,** Algeria (2011), Lebanon (2012)[437], Morocco-2012 Egypt, Yemen, Saudi Arabia, Syria, Oman *[unsystematic sex disaggregation and treatment of gender issues]* |
| UNDP | **MDGs** (eg Algeria[438]; Bahrain[439]; Morocco[440]) [Most | **UNDAF (eg** Algeria[441]; Lebanon[442]. Yemen[443]) [Some | | **Human Development Reports** *[most treat gender/women as* | |

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[435] Mapping Survey, UNAIDS Morocco, March-April 2013

[436] http://www.unaids.org/en/resources/presscentre/featurestories/2013/february/20130207yemenidp/

[437] Country Progress Report Lebanon Narrative Report- 2012, p. 5
http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_LB_Narrative_Report%5B1%5D.pdf

[438] http://www.dz.undp.org/OMD/nat_OMD.html
National report: 2010- http://www.dz.undp.org/publications/national/RNODM_2010/RNODM_2010_part_1.pdf

[439] Bahrain

[440] Morocco

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | do not disaggregate data in non-women specific goals/indicators- most do not add to original indicators to MDG 3] | treat gender as a priority area with little gender mainstreaming in other priority areas]<br><br>**UNDP's Country Programme Action Plan Reports (CPAP)** (eg Algeria; Bahrain;  Iraq; Lebanon[444]; Iraq; SA[445];UAE[446]; Yemen[447];[448]) [*gender treated as a cross cutting issue*] | | *a separate paragraph or chapter and sex disaggregation not always systematic]* | |
| UNESCO | | | | **Entrepreneurship Education in the Arab States,** 2010[449], (Case Studies on Jordan, Tunisia, Oman, and Egypt) with StratREAL Foundation, U.K. [Some gender issues were identified as part of promoting EPE in the education systems, including involving women | |

[441] http://www.dz.undp.org/publications/national/UNDAF_Algeria2007-2011.pdf

[442] UNDAF  Lebanon - 2010-2014 http://www.un.org.lb/Library/Files/UNDAF/UNDAF%20%282010-2014%29EN.pdf

[443] http://www.undp.org.ye/reports/UNDAF_English.pdf Yemen 2007-11

[444] http://www.undp.org.lb/WhatWeDo/energy.cfm

[445] http://www.undp.org.sa/sa/documents/home/cpd_2012.pdf

[446] http://www.undp.org.ae/documents/CPD_UAE_2007-2011.pdf

[447] http://www.undp.org.ye/project_database.php

[448] http://www.undp.org.ye/reports/1474c00de53bb6CPAP%20between%20rep%20of%20Yemen%20and%20UNDP%202007%20-%202011.pdf

[449] http://www.unesco.org/new/fileadmin/MULTIMEDIA/FIELD/Beirut/pdf/EPE_Component_One_English_14_May_2010_01.pdf

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | | | | policy makers in EPE programmes and cooperating with business women association in the implementation EPE teaching and learning experiences][450] | |
| UNFPA | | | | | |
| UNHabitat | | "The State of Arab Cities: Challenges of Urban Transition 2012-2013" | **Baltim Urban Sector Profile Study**[451]**,** Egypt *[gender is mentioned as one of the main areas of the Project]*<br><br>**Strategic Urban Development Plan for Greater Cairo Region** 2012[452] *[No gender mainstreaming]*<br><br>**Strengthening the Capacity of the Housing Sector in Iraq** *[Women organisations are included but otherwise no gender mainstreaming]*<br><br>**Safe Cities for both Women and Men**[453] 2012-16 *[Recognises gender issues and* | | |

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[450] Ibid, p. 9

[451] http://www.unhabitat.org/list.asp?typeid=13&catid=192

[452] http://www.unhabitat.org/content.asp?cid=7120&catid=192&typeid=13

[453] Projet *Villes sûres et Amies de Toutes et Tous* 2012-2016

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | | | *safety in urban areas]* | | |
| UNCHR | | | **IDPs Voices and Views: Yemen National Dialogue**"[454] March 2013, *[Women included in the process and the document up to the recommendations]* | UNHCR and statelessness in Egypt- 2012<br><br>**UNHCR country Operations Profile** – Yemen, 2013 *[has no gender mainstreaming]*<br><br>**A responsibility to protect: UNHCR and statelessness in** Egypt, 2013, *[Includes no gender analysis]* | |
| UNICEF | | **UNICEF Annual Reports** - samples<br>*[the use of sex disaggregated data is variable, only a few instances of gender analysis]*<br><br>**UNICEF Country Programme document s** – samples<br>*[Same as above]*<br><br>The **Quality Education Programme** [*includes some clear activities that explicitly target gender disparities through interventions such as* | | | |

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[454] http://www.unhcr.org/516fe10a9.html

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | | *children and especially 'girl friendly' schools].*[455]<br><br>**The Child Survival and Development component** (the example of Morocco 2012-2016) [456]; includes neonatal and maternal health, nutrition, and water and sanitation. The most disadvantaged are defined as girls and children in rural areas, peri-urban or living in remote areas.<br><br>***The Child Protection Programme**, Egypt, 2010* [457] *[the special vulnerability of girls as compared to boys is recognised targeting both girls and boys among street children according to their gender needs]* | | | |
| UNIDO | | | **South Mediterranean region - Greening industries along the Mediterranean Sea,** 2009-11, Eg Egypt, Morocco and Tunisia [no reference to gender/women] | | |

[455] http://www.unicef.org/about/annualreport/files/Egypt_COAR_2010.pdf
[456] http://www.unicef.org/about/execboard/files/Morocco_final_approved_2012-2016_English_20_Oct_2011.pdf- P. 8
[457] http://www.unicef.org/about/annualreport/files/Egypt_COAR_2010.pdf

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | | | **Trace me Back**, Egypt 2004-2009, *[same as above]* | | |
| UNRWA | **Mid Term Strategy,** 2010-2015[458] *[it is stated that gender is addressed as a key theme- while the situation analysis includes a gender analysis the rest of the document show little evidence of gender mainstreaming]* | *At programmatic level, women and girls are targeted specifically in health, micro finance and social protection projects* | | | |
| WFP | | Under the **WFP's Strategic Plan** 2008-13, one of its 9 principles is to ensure gender sensitivity and equality in all its work at country level.  Under its **Food security analysis,** there is reference to a need for a gender perspective. The **Libyan Refugees in Tunisia: Rapid food assessment,** 2011 *[includes some sex disaggregation of the refugees and consultation with women but gender issues not carried through to recommendations]* | | | |
| WHO | **WHO Country Cooperation** | 11 Programme areas *[non on* | | **Fact sheets – statistics –** | |

[458] http://www.unrwa.org/userfiles/201003317746.pdf

| UN Agency | Policy/Strategy | Programmatic | Project | Research/data | Monitoring/ Progress Reports/ Evaluation |
|---|---|---|---|---|---|
| | **Strategy**- (eg Bahrain, Egypt, Iraq, Lebanon, Yemen, Jordan, Sudan, Libya and Morocco) mostly 2010-2014) *[mostly women explicitly targeted by reproductive health intervention]* | *gender or women]* | | **profiles per country** *[mostly disaggregated by sex]* | |

UNFPA and UN Women are not included in this matrix as all their work focuses on women/gender interventions

# Matrix 3: Approach to GE & WE at Global Level

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| **FAO** | **FAO Policy on Gender Equality: Attaining Food Security Goals in Agriculture and Rural Development ,** 2012<br><br>**Strategic Framework 2010-2019** | **Country Programmatic Framework: Integrating Gender Issues,** 2010 | | **Capacity-building, knowledge management for gender equality,** 2009 (with IFAD) | **Women In Agriculture Closing The Gender Gap for Development,** 2011-2012<br><br>**Gender And Land Rights Data Base** (covering all FAO Countries )<br><br>**Women in Agriculture: Closing the gender gap for development,** 2011-2012 |
| **IFAD** | **IFAD Policy on Gender Equality and Women's Empowerment** | | | **Capacity-Building, Knowledge Management For Gender Equality,** 2009, (with FAO) | **Corporate level Evaluation of IFAD's Performance with regard to Gender Equality and Women's Empowerment,** 2010<br><br>**Review of Gender and Knowledge Management at IFAD,** 2012<br><br>**Gender and Agriculture:** **Source Book,** 2009<br><br>**Strengthening Women's Access to Land into IFAD projects:** Experiences from the field |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | | | | | 2011 |
| ILO | | ILO Action Plan for Gender Equality, Phases I & II, 2010-2015 | | **Promoting Gender Equity: A step-by-step guide (Second Edition),** 2012 <br><br> **Gender Equality at the Heart of Decent Work- International Labour Conference**, 98th Session, 2009 <br><br> **ABC of Women Workers' Rights and Gender Equality,** 2007 | **Domestic Workers Across The World: Global and Regional Statistics and the Extent of Legal Protection,** 2013 <br><br> **Domestic Workers Across The World: Global And Regional Statistics And The Extent Of Legal Protection,** 2013 <br><br> **Gender-Based Violence in The World Of Work: Overview And Selected Annotated Bibliography** <br><br> **Global Employment Trends For Women,** 2012 <br><br> **Labour Market Gender Gap: Two Steps Forward, One Step Back** |
| UNAIDS | **Agenda for Accelerated Country Action for Women, Girls, Gender Equality and HIV Operational plan for the UNAIDS action framework: addressing women, girls,** | | | Guidance Note on HIV and Sex Work (2009) | |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | **gender equality and HIV** (2010-14) **Getting to Zero: 2011-2015 Strategy** | | | | |
| **UNDP** | **Empowered and Equal: Gender Equality Strategy**, 2008-11 | | | **Managing GBV Programmes in Emergencies: E learning Guide** 2012 | **Powerful synergies Gender Equality, Economic Development and Environmental Sustainability,** 2012<br><br>**Leading Resilient Development - Grassroots Practices & Innovations**, 2011<br><br>**Gender Equality and Poverty reduction: Unpaid Care Work,** 2009 |
| **UNESCO** | | **Priority Gender Equality Action Plan,** 2012 | | **Workshop on "Women in Engineering: Importance and Challenges", for International Women's Day 2012** | **Priority Gender Equality Guidelines,** 2012<br><br>**Review of UNESCO's Priority Gender Equality Revised,** 2013 (Draft Report 14 March)<br><br>**World Atlas in gender and education,** 2012<br><br>**Women, disaster reduction and sustainable development** |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | | | | | **Gender Perspectives: Integrating Disaster Risk Reduction into Climate Change Adaptation**<br><br>**Women, disaster reduction and sustainable development** |
| **UNHabitat** | | **Gender Equality for a Better Urban Future:  An Overview of UNHabitat's Gender Equality Action Plan,** (2008-2013).<br><br>**Making Urbanisation Work Equally for Women and Men** | | **Gender in Local Government A Sourcebook for Trainers**, 2008 | **The Global Assessment on Women's Safety,** 2008<br><br>**Gender Equality for Smarter Cities: Challenges and Progress**, 2011<br><br>**Gendering Land Tools Achieving secure tenure for women and men**, 2008 |
| **UNCHR** | **UNHCR Policy on Refugee Women** | | | **UNHCR Handbook for the Protection of Women and Girls Women, 2008**<br><br>**Survivors, Protectors, Providers: UNHCR Dialogue with Refugee Women**, 2013 | |
| **UNICEF** | **Working For An Equal Future: UNICEF Policy on Gender Equality and the Empowerment of Girls and Women,** 2010 | UNICEF Strategic Priority Action Plan for Gender Equality: 2010-2012 | | | |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| UNIDO | **Policy on Gender Equality and the Empowerment of Women,** 2009<br><br>**Promote gender equality and empower women UNIDO's Contribution: Women Economic Empowerment,** 2008 | | | | |
| UNRWA | See Regional level | | | | |
| WFP | **WFP Gender Policy,** 2009 | **Gender Policy: Corporate Action Plan,** 2010-2011 | **Reducing the Gender Gap through School Meals** | **10 Facts About Women And Hunger** | **Agricultural Learning and Impacts Network (ALINe) P4P and Gender: Literature Review and Fieldwork Report (WFP and ALINe),** 2011 |
| WHO | | | | **Gender, equity and human rights at the core of the health response,** 2012<br><br>**Gender mainstreaming for health managers: a practical approach to Facilitators,** 2011 | **Gender mainstreaming in WHO: where are we now? Report of the Baseline Assessment of the WHO Gender Strategy,** 2011<br><br>**Adolescent sexual and reproductive health** (a series of studies) |
| UNFPA | | | | **How to Design and Conduct a Country Program Evaluation at UNFPA,** 2012 | **Managing GBV Programmes in Emergencies: E learning guide** |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | | | | **Mobilising Men in Practice Challenging sexual and gender-based violence in institutional settings,** 2012 | **State of World Population: By Choice, Not By Chance: Family Planning, Human Rights and Development,** 2012 |
| **UN Women** | All documents are of relevance - See regional level | | | | |

## Matrix 4: Approach to GE & WE at Regional Level

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| ESCWA | | **Protecting the Rights of Women In The ESCWA Region through the Proper Use of UN Resolutions and International Protocols on War and Armed Conflict** [459] | **Workshop on the Design of National Strategies for the Development of Statistics: Mainstreaming Gender in Sectoral Statistics"**[460], Istanbul, 24-26 March 2008 | **Gender Mainstreaming in the Policies, Programmes and Activities of Ministries of Labour and Social Affairs in ESCWA Member Countries** [461]2011, Guide | Second Inter-Agency and Expert Group Meeting on **Gender Statistics in the Arab Region** [462], Beirut, 12-14 October 2009 <br><br> **Review of the Performance Assessment of the NMs for the Advancement of Women in the Mainstreaming: A Gender Perspective from the Arab World**, 2010[463] <br><br> **Progress in the Achievement of the Millennium Development Goals in the ESCWA Region:  A Gender Lens**[464] **,** 2011 <br><br> **Best Practices and Successful experiences**[465] |

[459] http://www.escwa.un.org/information/publications/edit/upload/ecw-09-1.pdf

[460] http://www.escwa.un.org/information/publications/edit/upload/sd-08-1-e.pdf

[461] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_11_2_e.pdf

[462] http://www.escwa.un.org/information/publications/edit/upload/sd-09-WG2-5.pdf

[463] http://www.escwa.un.org/information/publications/edit/upload/ECW-10-1-a.pdf

[464] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_11_1_e.pdf

[465] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_11_3_e.pdf

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | | | | | **Social And Economic Situation of Palestinian Women** January, 2011-June 2012[466] |
| | | | | | **Addressing Barriers to Women's Economic Participation in the Arab Region,**[467] 2012 |
| FAO | None found | | | | |
| IFAD | None found | | | | |
| ILO | **Gender equality at the heart of decent work campaign in the Arab States,** 2008 Selected publications | | | **ILO tools available for gender equality in the world of work in Arab countries,** 2102 | **Informal Employment in Arab States: A Gender Equality and Workers' Rights Perspective,** Report of the Regional Meeting of Experts, Carthage, 15-17 July 2008

**Domestic Workers Across the World: Global and regional statistics and the extent of legal protection,** 2013

**Gender-based violence in the world of work: Overview and Selected Annotated Bibliography** |

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[466] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_12_TP-2_E.pdf
[467] http://www.escwa.un.org/information/publications/edit/upload/E_ESCWA_ECW_12_1_E.pdf

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | | | | | **Women in Business and Management**, 2011 Regional Workshop<br><br>**Equality and non-discrimination: Employment outcomes in the Arab States**,2012 |
| **UNAIDS** | | | | | **HIV vulnerabilities faced by women migrants: from Bangladesh to the Arab states** |
| **UNDP** | To be re-visited | | | | |
| **UNESCO** | **Gender Equality Action Plan,** 2008-13, (At regional level, UNESCO- Beirut) | **Education For All: Regional Report for the Arab States,** 2011 | | | |
| **UNHabitat** | | | | **Capacity Building for Local Participatory Planning, Budgeting and Gender Mainstreaming Programme in the Arab Region** | |
| **UNCHR** | | | | | |
| **UNICEF** | **MENA Regional Strategy to Achieve Gender Equality and** | | | | **MENA Gender Equality Profile Status of Girls and** |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| | **Empowerment of Girls and Women,** 2012 | | | | **Women in the Middle East and North Africa,** 2011 |
| **UNIDO** | **South Mediterranean region: Greening industries along the Mediterranean Sea,** 2009-2011 | | | | |
| **UNRWA** | **UNRWA Gender Policy**, 2007 <br><br> **UNRWA Gender Mainstreaming Strategy Report**, 2013 | **Gender Action Plans,** 2012-13 | | | **Working with Gender Based Violence Survivors: Reference Training Manual for Frontline Staff,** 2012 |
| **WFP** | WFP Gender Policy - 2009 WFP Gender Policy: Corporate Action Plan (2010-2011) Update on the Implementation of the WFP Gender Policy: Corporate Action Plan (2010-2011) | | Reducing the Gender Gap through School Meals | | Gender Assessment - 2010 (Bangladesh) <br><br> Agricultural Learning and Impacts Network (ALINe) P4P and Gender: Literature Review and Fieldwork Report (WFP and ALINe) - 2011 |
| **WHO** | | | | **Framework For Monitoring And Evaluation of Reproductive Health Programmes in the Eastern Mediterranean Region,** 2010 | |
| **UNFPA** | | | | | **Women's Need for Family Planning in Arab Countries,** 2012 <br><br> **Youth in the Arab States: Catalysts for Change,** 2011 |

| UN Agency | Policy/Strategy | Programmatic | Project | Manuals/Guides/ Capacity Building | Studies/Research/ Evaluation |
|---|---|---|---|---|---|
| **UN Women** | **UN Women Arab States Strategy and Regional Work Plan,** 2012-2013<br><br>**UN WOMEN For Arab States & The Committee on Elimination of Discrimination Against Women** (CEDAW Committee), Regional Consultation for the Proposed General Recommendation on Women Human Rights in Situations of Conflict and Post Conflict contexts, 2013 | **Budget processes that incorporate gender equality**, (Sub-Regional)<br><br>**Regional Programme for the Economic and Political Empowerment of Women** (the Southern Mediterranean Region), 2012 | | | |

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**APPENDIX III**

**The Questionnaire for the Mapping Survey**

# Mapping of UN Gender Initiatives in the Arab states region

*Thank you for taking the time to respond to this questionnaire. The information will go towards a mapping of gender equality and women's empowerment initiatives by UN agencies in the Arab region.*

*Please feel free to write as much as you like in the spaces provided!*

*If you have any queries about filling this questionnaire out, please contact Nadia Taher on nadtaher25@gmail.com or at the following Skype address: Nadat25*

**Name:**
**Position:**
**Agency:**
**Country:**
**Email:**
**Skype address:**


**Approach to addressing gender equality and women's empowerment at country level**

1. **Does your agency at country level address gender equality and women's empowerment through**

   Gender mainstreaming
   Gender/women specific projects
   Both

**Please elaborate:**


2. **What is the entry point for gender issues in your agency at country level? (possible multiple answers)**

   Policy
   Strategy
   Programme
   Project
   Other

   **Please specify:**


**Women's empowerment and gender equality priorities in strategic planning**

3. **What are the priority areas concerning gender equality and women's empowerment that your agency at country level aims to address?**

   **Please specify:**

4. **How does your agency decide on these priorities in the strategic planning process?**

   Through a situation analysis
   Through research
   Through consultation with government entities
   Through consultation with civil society
   Through consultation with women and men at community level
   Through advice from international or national experts
   Based on the agency's previous experience
   Other, please specify:


**Political commitment to gender equality and women's empowerment**

5. **In your opinion, what is the level and degree of political commitment to gender equality and women's empowerment in your agency?**

|  | globally | regionally | nationally | Programmatically |
|---|---|---|---|---|
| Very strong |  |  |  |  |
| Strong |  |  |  |  |
| Weak |  |  |  |  |
| Other, please specify |  |  |  |  |


**Financial resources for gender issues**

6. **Does your agency have clear budgetary lines/allocations for gender equality and women's empowerment interventions?**

   Yes
   No

   **If available, please specify the percentage of this allocation in relation to the overall programmatic budget of the agency:**

7. **Does your agency adopt any financial monitoring systems on gender equality and women's empowerment (for example, gender markers, gender scoreboard etc)?**

   Yes
   No

**If yes, please specify:**

**Coordination and cooperation with other organisations and groups**

8.  **Which ministries, and/or government and political bodies do you cooperate most with when it comes to gender equality and women's empowerment?**

9.  **Do you cooperate with women/gender/human rights activists and NGOs when it comes to issues around gender equality?**
    Yes
    No

    **Please specify which groups and how:**

10. **Do you cooperate with other UN agency in your work on women's empowerment and gender equality?**
    Yes
    No

    **Please specify which agency(ies) you work most productively with and why:**

11. **Who are the three main donors supporting gender equality and women's empowerment in your agency at country level?**

    **Please specify.**

**Reflections on your agency's gender equality and women's empowerment work**

12. **What would you consider to be the most effective <u>gender mainstreaming</u> intervention/s that your agency has undertaken in the last 5 years?**

    **Please specify:**

13. **What would you consider to be the most effective gender <u>specific interventions</u> that your agency has undertaken in the last 5 years?**

    **Please specify.**

14. **Given the different transitions which parts of the Arab region are currently undergoing, do you think that your agency's priorities to address gender equality and women's empowerment need to be re-assessed?**

    Yes
    No

**Please specify what the new priorities might be:**

15. **What suggestions would you give to UNWomen in its current and future work in supporting your and/or other UN agencies in advancing gender equality and women's empowerment?**

    **Please elaborate:**

## Additional key information

➢ **If available, please attach the following documents (at your agency at country level over the last five years):**
   Gender mainstreaming strategy/ies
   Gender evaluation(s)
   Any gender research

➢ **Please attach any documents (other than those currently on your website) that you consider important in supporting or supplementing the questions above. This would be most useful.**

➢ **Please feel free to add any information, comments or suggestions to help advance this mapping exercise**

**THANK YOU FOR YOUR TIME**

# APPENDIX IV
## UN Agency Respondents to the Questionnaire

ESCWA Lebanon
FAO Morocco
FAO Palestine
FAO Lebanon
FAO Saudi Arabia
ILO Algeria
ILO Regional
IOM Jordan
IOM Morocco
UNAIDS Algeria
UNAIDS Morocco
UNDP Egypt
UNDP Jordan
UNDP Kuwait
UNDP Lebanon
UNDP Morocco
UNDP Palestine
UNDP Saudi Arabia
UNDP Tunisia
UNEP Regional
UNESCO Jordan
UNESCO Morocco
UNESCO Palestine
UNESCO Tunisia
UNFPA Lebanon
UNFPA Morocco
UNHCR Yemen
UNICEF Algeria
UNICEG Jordan
UNICEF UAE
UNIC Egypt
UNIC Lebanon
 UNIDO Egypt
UNIDO Jordan
UNIDO Lebanon
UN Women Jordan
UNMAS Palestine
UNRWA Jordan
UNRWA Palestine
WFP Egypt
WFP Palestine
WHO Jordan
WHO Lebanon
WHO Morocco
WHO Tunisia

**ANNEX I**

**The TORs**

**ANNEX I**

**The TORs**

**Call for Applications: Consultant to conduct a mapping of all UN gender initiatives in the Arab states region**

**Starting date:** October 2012
**Duration of Contract:** 3 months
**Duty Station:** Home based, with possible travel to Cairo, Egypt
**Compensation:** Commensurate with experience
**Type of Contract:** Special Service Agreement (SSA)

**I. BACKGROUND**

UN WOMEN and UNFPA Arab States Regional offices, with the support and input from other UN regional offices, will conduct a mapping exercise of the gender equality and women's empowerment interventions at national and regional levels in the Arab region (present, recent past i.e. during the last project cycle and future programmatic ideas).
The prime objective of this exercise is to strengthen the synergies and coordination between UN agencies and to narrow the programmatic overlapping on gender equality and women's empowerment interventions in the Arab region.

The exercise will also help UN WOMEN as the lead agency on gender to identify needs for interventions and advise on where and how other UN agencies could intervene. This exercise will strengthen the notion of "working as one" among the UN agencies in the region.
The exercise will take into account the rapid political developments in the Arab states, which have resulted in the emergence of new political and social powers that pose both challenges and create opportunities for Arab women's rights attainment in general. The prevailing and fluid political environment makes this mapping exercise timely and relevant. These new political realities have also facilitated a power shift within the gender and women´s movement that needs to be documented. Therefore, UN interventions in the region have to be strategic and take into account the challenges in this changing political and security environment. Mapping the current and former gender initiatives in the Arab region will create a data bank that will inform future programs in the region.

**II. OVERALL GOAL OF THE CONSULTANCY**

The consultant will be tasked with providing an overview/mapping of all gender related programmatic interventions in the region. The final mapping will identify ***who does what, when, where, how and with whom***.

**III. SUMMARY OF DUTIES AND RESPONSIBILITIES**

The objective of this consultancy is to create an information gathering tool to be shared with UN country teams in the region, and to follow up with the respective offices to input into the tool. Finally, the consultant will be expected to do an analysis of all information in an end product that is clear and well organized.

**Specific responsibilities will include:**

- Produce an account of the gender equality and women's empowerment interventions in the region both at the regional and country levels (present, past and for the last five years) particularly those implemented by the UN agencies and other major donors and stakeholders
- Document new programmatic interventions on gender equality and women's empowerment that will be in the next program cycle.
- Identify entry points for gender interventions (both at regional and at country level)
- Identify the existing expertise and capacities of UN agencies – where are UN agencies present
- Identify potential challenges in programming
- Identify new stakeholders and counterparts
- Capture main lessons learned and best practices on gender programming across the region
- Map women & gender machineries in the region (pre & post Arab spring)
- Identify gaps in gender interventions, and in particular why there is a gap
- Highlight successful interventions pertaining to gender equality and women's empowerment
- Identify emerging and potential opportunities

**IV. DELIVERABLES**

- Tool/questionnaire for gathering information from the country offices to be developed
- A detailed final report that includes identifying gaps, challenges & opportunities in gender programming as well as a comprehensive mapping of all UN gender programming in the region and women and gender machineries at the national levels
- A work plan to be developed in consultation with UN WOMEN, to include a timeline and way forward, including deadlines for the draft report for comments and inputs by UN agencies before finalizing

**V. DURATION**

The consultancy will start in October 2012 and end in December 2012, after submission of the final mapping. During this period the consultant is expected to exert the relevant level of effort to submit the above deliverables.

## VI. QUALIFICATIONS

**Academic expertise**: University degree in gender, social sciences, statistics, or another related field
**Technical expertise**: Experience working with the UN system, experience in developing research tools & data analysis
**Work experience:** Minimum 7 years experience in the area of gender, research, and statistics
Experience from working in the Arab states, and specifically on UN programs highly desirable
Demonstrated ability to work in an independent manner; ability to organize, work efficiently and deal with multiple tasks.

**Skills necessary**:
- Excellent planning and organizational skills and ability to work under pressure
- Result oriented, self-motivated, ability to work with minimum supervision
- Strong interpersonal and communication skills
- Excellent command of the English language
- Excellent writing and editing skills
- Excellent networking skills
- Demonstrated analytical and report writing skills
- Strong computer literacy

**Languages:** Fluency in English required, Arabic & French is an asset
- Please send the P11 Form and CV to **vacancy.asro@unwomen.org and NOT later than October 16 2012).**
- The post title should be placed in the email subject.