

## Section I: Identification and JP Status

### Gender Equality - Social, Political and Economic in the OPT

#### Semester: 1-11

Country	Occupied Palestinian Territories
Thematic Window	Gender Equality and Women's Empowerment
MDGF Atlas Project	
Program title	Gender Equality - Social, Political and Economic in the OPT
Report Number	
Reporting Period	1-11
Programme Duration	
Official Starting Date	
Participating UN Organizations	<ul style="list-style-type: none"><li>* ILO</li><li>* UNDP</li><li>* UNESCO</li><li>* UNFPA</li><li>* UN Women</li><li>* UNRWA</li></ul>

### Implementing Partners

- \* Al Quds University
- \* Amal Coalition to Combat GBV
- \* BCRD
- \* CoC
- \* Filistinyat
- \* Forum to Combat VAW (Al Muntada)
- \* GUPW
- \* HWC
- \* MADAD
- \* MIFTAH
- \* MoEHE
- \* MoH
- \* MoI
- \* MoL
- \* MoWA
- \* NAMAA
- \* PCBS
- \* PFPPA
- \* PGFTU
- \* RWDS/PARC
- \* Sabaya Center
- \* SAWA
- \* TVET Centers
- \* WATC
- \* WAV
- \* WPCs in Gaza

### Budget Summary

#### Total Approved Budget

	ILO	\$1,649,245.00
UNDP	\$2,043,229.00	
UNESCO	\$776,525.00	
UNFPA	\$1,325,163.00	
UN Women	\$2,026,484.00	
UNRWA	\$1,179,354.00	

Total	\$9,000,000.00
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**Total Amount of Transferred To Date**

ILO	\$1,103,285.00
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UNDP	\$1,410,366.00
UNESCO	\$575,618.00
UNFPA	\$844,434.00
UN Women	\$1,589,175.00
UNRWA	\$1,094,608.00
Total	\$6,617,486.00

**Total Budget Committed To Date**

ILO	\$747,110.00
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UNDP	\$865,831.00
UNESCO	\$145,370.00
UNFPA	\$178,401.00
UN Women	\$843,316.00
UNRWA	\$346,423.00
Total	\$3,126,451.00

**Total Budget Disbursed To Date**

ILO	\$856,502.00
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UNDP	\$720,232.00
UNESCO	\$407,573.00
UNFPA	\$743,000.00
UN Women	\$932,641.00
UNRWA	\$567,665.00
Total	\$4,227,613.00

**Donors**

As you can understand, one of the Goals of the MDG-F is to generate interest and attract funding from other donors. In order to be able to report on this goal in 2010, we would require you to advise us if there has been any complementary financing provided in 2010 for each programme as per following example:

Amount in thousands of U\$

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel					
Cost Share					
Counterpart					

#### DEFINITIONS

- 1) PARALLEL FINANCING – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through Un agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.
- 2) COST SHARING – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.
- 3) COUNTERPART FUNDS - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

#### Direct Beneficiaries

#### Indirect Beneficiaries

## Section II: JP Progress

### 1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (250 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions

#### Progress in outcomes

Progress in outcome 1: Responses to GBV expanded through improved policies, frameworks, protection systems, legal enforcement and health protection and prevention services.

The following paragraphs track changes in relation to the different national and programmatic levels of interventions which are expected to contribute to expanding the response to GBV in oPt.

On the national level: According to MoWA the number of sexual assault cases reported from 2006 to 2009 increased more than seven times, while the number of attempted murder cases of women increased five times. A 2009 study published by the Palestinian Women's Information and Media Center in Gaza, 67 percent of women were reported to be subjected to verbal violence on a regular basis; 71 percent to psychological violence; 52 percent to physical violence; and 14 percent to sexual violence. In regards to the so called "Killings in the name of honor": data for 2011 will be published by Al Muntada Coalition by the end of the year. This figure was 9 in 2010. Other forms of GBV: According to the 2010 report of the Psychosocial Programme of the Working Women Association the number of violated women in 2010 reached 80. Sawt Al nisa Dec 2010 revealed that 86000 Palestinian women are living in tents and 120 women are political prisoners.

There are currently three safe-houses for victims of GBV in the West Bank - in Ramallah, Nablus and Bethlehem - but there are none in Gaza to date.

Legislation/GEWE in oPt: The status of legislation in Palestine is particular due to its political status. If the Palestinian National Authority (PNA) is to become a state as expected, and following the April 2011 reconciliation between the ruling factions Fatah in the WB and Hamas in GS, the Palestinian legislative council is expected to start functioning again; legally the PNA can ratify or sign any international convention according to the United Nations system. I.e. the rule of law is expected to be strengthened raising higher possibilities for endorsing the prepared draft laws such as the penal code.

Public Awareness on GBV: Rallies and conferences were organized to celebrate on the occasion of the Women's International Day 8-3-2011. These provided a chance and space to reflect on the achievement of Palestinian women, and the many steps still needed to attain full equality with men.

On the Programmatic level: the JP is in the process of ensuring that national mechanisms are in place to monitor and reduce GBV as follows:

1-The National statistical body PCBS formulated a national consultative committee and a technical committee consisting of relevant ministries, women NGOs, and UN organizations working in oPt. The team recommended extending the domestic violence survey to a family violence survey. As expected, the results of the survey will be available end of 2011. The committees continue to follow up the incorporation of a holistic data bank on prevalence measures on women political representation, VAW (including root causes) and family violence, Violence at the work place, perpetrator typology, relation to the victim, type, frequency of violence and if cases where reported to whom and the quality of service received), The questionnaire was finalized in Q1 2011 as a result of a series of consultation and user producer dialogue workshops. Field researchers were trained.

The JP contribution is to update and activate the VAW survey which will be adopted as a main survey that PCBS will conduct every 5 years with a monitoring report updated on quarterly basis till mid 2012.

2-The National Strategy to Combat VAW was endorsed by the Palestinian Ministers Cabinet on January 11, 2011. The official launch for the strategy took place on January 17th 2011. To start functionalizing and institutionalizing the strategy within the PA ministries in WB and GS and in line with the PA priorities. On the formulation level, MoWA has prepared a MoU for five ministries, MoJ, MoH, MoEHE, MoI, MoSA. MoWA is at present preparing to sign the MoUs with each of the ministries which will clearly state the obligation of each of the ministries in implementing the VAW strategy, based on the relevant objective related to each of the ministries. This will be accompanied by preparing concept notes for fund raising in order to ensure financial and human resources required.

3-The Hayat Multipurpose Center (shelter) for the Protection and Empowerment of Women and Families in the Gaza Strip is expected by November 2011 to start receiving and providing refuge and counselling services for GBV/VAW and accordingly the JP will be documenting the # of survivors seeking the shelter services and those who are satisfied by the quality of the provided services in GS shelter.

4-UNFPA/MoSA has not yet started to receive and providing basic set of health services within 3 days of incident. /or Qualified health-service providers providing screening, care and referrals for GBV survivors Comprehensive and appropriate psychosocial support programmes for GBV survivors

5-200 GBV survivors from refugee camps are expected to benefit from the comprehensive and appropriate psychosocial support programmes implemented through this JP, so far 115 women have been targeted.

6-% of the targeted population is aware that VAW is wrongful behaviour and a criminal act. UNRWA: 40% (12,500 beneficiaries targeted through awareness-raising sessions, 75 women and men targeted through training on GBV.

Outcome 2: Representation of women and women's issues in decision-making bodies increased.

As of June 2009 representation of women in the political bodies is estimated at around 15% for senior positions and around 9% in the judiciary, where 5 of the 23 Ministers and 17 of 131 legislative council seats belonged to women (i.e. 12.9% oPt, 11.9%WB, 14.6%GS), and 18% at the Local Council Level (423 women council members from 204 localities). As of August 2008 -Deputy Minister 6.7% -Deputy Assistant 4.3% -General Director A4:10.4%, A3: 12.9%, Director A,B,C 18.5% -Employees from level 1-10: 31.2%, other: 24.5% -Judges WB(120m, 16 F), GS (39m, 5F), and 11% prosecutors.

Among the significant challenges in effecting positive changes are the PLC paralysis, the relative isolation of Gaza, the continued violence in oPt and restrictions on movement and access by the Gol and the current political and cultural environment. Following the reconciliation between Fatah and Hamas, the possibility for PLC elections is more visible accordingly different women organizations are asking to increase the quota for women from 20% to 30% in the coming PLC elections.

1-By mid 2012, the JP aims to increase by 10% the seats held by women in the targeted bodies i.e. in (local council members, and women organizations), for CBOs in refugee camps the JP aims to increase by 4 the number of women membership in popular camp committees' and by 16 the number of women In refugee camps who take leading role in their society. So far, the JP capacity development initiatives have resulted in 2 women became members in CBOs LACs and popular camp committees.

2- 3 gender sensitized policy papers were produced on women in education, public life and labour were produced and widely disseminated.

3-Approximately 20 gender(10 UNDP 7 from WB and 3 from GS and 10 UN Women) sensitized action plans are expected to be produced by local councils and NGOs as a result of the ongoing capacity development initiatives and based on the guidelines to be produced.

Outcome 3: Enhanced opportunities for women's equal economic participation

PCBS statistics show that the current situation in oPt compared to previous reporting didn't witness any major changes in regards to female workforce participation, unemployment rates, gender wage gap, membership in labour professional unions, employers organizations and sector work distribution which remains very low compared to that of males.

On the outcome level, the JP aims at:

1-Establishing three National mechanisms in place to monitor and increase women economic participation, these are represented by: 1- the national statistical body whereby PCBS, institutionalization of the GBV in the world of work survey is expected by mid 2012.; 2-the endorsement of the National Gender Audit team (NGAT) by MoWA and Prime Minister Salam Fayyad in March 2011, the NGAT has a role to pursue the conduction of gender audits in institutions and accordingly preparing and monitoring gender mainstreamed action plans and 3- the established National Women's Employment Committee in mid 2010 and will continue to implement its strategic action plan until 2013;

2- Following the three Participatory Gender Audits conducted and endorsed by MoL, PGFTU and FPCCIA during the course of 2010, so far 2 Labor Market institutions namely. MoL and PGFTU have national development action plans in place that are gender mainstreamed, promote gender equality and women's economic empowerment and aims at protecting them in the workplace;

3- The JP also aims at coordinating with the Minister of MoL to adopt the revised labour law from a gender perspective by mid 2012. So far the NWECC, led by the Gender unit of MoL is pursuing a leading coordinator role with MoL for the adaptation of the recommendations emerged from the revised labour law from gender perspective through conducting several consultation workshops with all stakeholders and is planning to conduct 2 meetings to discuss final results/ feedback with the minister of Labour and officially launch the MoL adoption of the revised labor law by mid 2012;

4-The JP also aims at:

A-Increasing by 10, 40 and 28 the number of women cooperatives, women micro entrepreneurs and CBOs in refugee camps respectively, with improved income through implementing gender specific skills enhancement and entrepreneurship training activities and targeting them through the IGPs/grants by end of 2011. So far 11 CBOs in WB and 9 in GS have improved income.

B- Increase 20% the number of women members in targeted cooperatives by mid 2012. results will be achieved by end of 2011.

C-increase 20% the revenue earned by women cooperatives and women entrepreneurs with micro IGP, and increase by 3 % the income earned by refugee women CBOs. So far, CBOs in refugee camps have reported a net profit of 71,849 ILS where 11 of the 12 IGPs in the WB are reporting net profits and one is breakeven

D. 30 young women graduates from TVET centers find jobs by mid of 2012 due to the JP gender responsive vocational training, on-job training and life skills activities. Results will be achieved by end of 2011.

### **Progress in outputs**

Output1.1: Knowledge produced to monitor gender equity goals and inform program development.

1-The national family violence questionnaire was developed and will be conducted; and disseminated by end of 2011 as a baseline and updated by end of JP phase mid 2012;

2-The participatory national strategy to combat VAW was developed where it incorporated all JP partners in all processes of development and is expected to be disseminated to inform public policy in the near future. The strategy which was developed in Arabic has been translated into English. MoWA is taking the lead to collect posters from GOs and NGOs to use as part of the design for the strategy. 400 copies of an Arabic/English (one document) is anticipated to be printed for dissemination by September 2011. A workshop took place in June 27, 2011 in the Gaza Strip with local NGOs in order to highlight the main priorities based on the 9 year national strategy for the next three years. The aim of the workshop was to formulate 6 technical committees for each strategic goal mentioned in the VAW strategy and work on the priorities they agreed on for the next three years. An action plan is expected to be formulated by the end of September for the NGOs in Gaza Strip. The NGOs workshop in West Bank was conducted July 18th. The main

goal is to present the priorities they (NGOs in West Bank) agreed on and to discuss the mechanisms for implementation and the role of the NGOs in the technical committees.

3-One action oriented and policy research on GBV draft was developed, 200 copies of the research final version is expected to be disseminated end of 2011, while a draft policy brief is expected mid 2012, where an advisory committee was formulated to provide technical support and ensure complementarity and avoid any possible duplication with other activities undertaken by UN sister agencies who are also conducting research and studies, to provide technical support for the development of the research.

4- Based on the study tackling Qualitative & quantitative analysis and mapping of policy papers & report forms produced by Palestinian governmental bodies on VAW/GBV that was finalized August 2010, where articles in the Palestinian law which hinder progress towards preventing VAW/GBV and protecting women from VAW/GBV were highlighted Accordingly, one report with proposed measures and lobbying mechanisms to strengthen the rule of law based on results above guarantying at least one of the followings: in order to strengthen the rule of law based on the analysis was prepared. Specifically in relation to A. undertaking legislative reform for a common Palestinian Family Law and/or for Palestinian Penal Code to criminalize all forms of VAW/GBV, adopting the Palestinian Women's Bill of Rights. The results of the study and gaps identified were the main core of the training targeting policy makers.

5- Using the participatory approach, a locally training manual on lobbying and advocacy on GBV/VAW was developed under this JP, where UN agencies UNRWA, and implementing partners for example WATC, GUPW, Miftah, and Filastinyat are using it in their trainings of 547 gender advocates so far, the manual will continue to be updated based on feedbacks from the users until end of 2011; where a final version will be disseminated for use by UN agencies and other women organizations.

Output 1.2 Address VAW by increasing the capacity of gender advocates to influence policy makers and legislators resulting in increased protection for women/G.

1-An existing network between organizations in WB&GS constituting of 21 women organizations and human rights combating VAW in(16 in WB and 5 in GS) is expected to develop one joint action plan, focused in national campaigns by mid 2012 to reach out to women's grassroots organizations and influence decision-makers This is being strengthened through the several advocacy workshop held for Amal Coalition partners in the Gaza Strip (who are also members of the advisory committee for the Al Hayat Multipurpose Center for the Protection and Empowerment of Women and Families in the Gaza Strip (shelter), Video conference meetings held between Amal Coalition in Gaza and Al Muntada Forum to plan for joint national-based initiatives.

2-The development of two joint national action plans one by (MoSA, MoWA, MoEHE, MoH) and one by the PLC members mid 2012, while linking the actions plans to the national policies is expected as a result of the conducted June 2010 baseline perception survey among PLC members and to examine their awareness of and knowledge on gender discrimination in legislation and actions undertaken accordingly. A policy paper was produced based on the collected information, followed by a set of capacity building initiatives for counter parts (ministries staff, key women NGOs ,PLC members) involved in advocacy on GBV, research findings, regulatory frameworks, discrimination in legislation and advocacy). While worth mentioning that the JP is expecting to increase by 20% the PLC members who are aware of gender discrimination in legislation and by 5% the PLC members who have undertaken action in relation to discriminatory legislation by mid 2012 (action plan and budgets to enforce GBV laws)

Output 1.3 Capacity to provide refuge, security, basic services and access to justice strengthened

1.Under this output professionals from different sectors (law enforcement, Security forces personnel, judges, lawyers, health, social workers, religious leaders etc) (numbers are detailed in the JP results framework) are trained and respond to incidents of VAW/G according to an established protocol for VAW/G; where in working with security forces the development of guidelines for working with women victims/survivors of violence is in progress, same holds true in developing the protocols for the lawyers and judges final version expected end of 2011. Training of religious leaders has resulted in an agreed upon action plan of awareness raising sessions to be carried out within the coming months reaching out hundreds of citizens.

2.In refugee camps the JP is working closely with the GBV referral system project under the UNRWA Community Mental Health Programme to assess the needs for UNRWA staff, CBO members, and active members of the local community for training on provision of service to victims of GBV and VAW. A joint training programme will ensure the

sustainability of the activities, the trainings under the JP will be followed up by trainings on the internal UNRWA referral system that is underway, as well as the national referral system. WCLAC and Sawa will provide training on GBV to UNRWA counseling staff and CBOs. GBV cases are referred by MDG technical assistant to internal UNRWA counseling units, and several counseling support groups have been provided by the Community Mental Health Programme.

3. One running help line for women victims of violence has been upgraded with an extensive data base, offering 30 lines, with new staff on board well trained to provide improved services, this has resulted in increasing the number of working hours to 16 hours a day, seven days a week and number of requests for help being referred, stating Nov. 2009 until the reporting period almost 20,000 women, men, girls and boys access the helpline with referrals made and case management undertaken for some women. , the target is to reach 30,000 cases with referral services by the end of the JP. Twice a week, a medical doctor is available to answer general health questions, advise callers about psychosomatic symptoms, and direct them to volunteer counselors if need The Gaza Social worker has continued her assigned duties, conducting 78 workshops for women and 53 for youth, reaching a total of 2051 people. She has during the same time period followed up with 11 cases, visiting them at home and helping them to reach referral agencies where necessary;

4. Continued coordination and consultation between UNDP and UN Women for the final components of renovation and rehabilitation of the Hayat Multipurpose Center for the Protection and Empowerment of Women and Families in Gaza, the formulated advisory committee for the Hayat Center in Gaza meets on a systematic basis. 19 Staff of the shelter house were identified and received ongoing trainings to operate in the shelter, 10 Gaza Shelter Staff are expected to share knowledge and experiences through an exchange visits for best practices in shelters management with Batha's shelter in Morocco by September 2011.

Output 1.4: Awareness raised, amongst men and women on gender relations, women's entitlements and rights (social, political and economic).

1- Following the conduction of a needs assessment, a participatory communication and media strategy (including advocacy and outreach activities addressing key gender inequalities) was developed and disseminated with an action plan mid 2010. Currently it is being implemented jointly by the all relevant stakeholders including MoWA as lead ministry. The implemented mass media activities targets the Palestinian citizens, addressing gender equality and GBV issues including assuring the existence of a recurrent national year-on-year awareness raising campaign addressing all forms of VAW. So far, the Website is regularly updated, SMS, brochures, posters, flash memories, billboard on 1325, webpage, films on gender issues and human rights, radio & TV spots, wall calendar were produced and disseminated. PR interview conducted with a radio station, NISAA 96 FM, the media students training resulted in the productions of sketches on GBV expected to be broadcasted at local radio and TV stations across the WB and GS. The celebration on an annual basis of the International Women Day, the 16 days campaign for combating VAW in Gaza and the commemoration with program partners the 10th anniversary of UN Security Council Resolution 1325 in the WB and GS. Currently and jointly the JPs Gender and Culture are developing a concept note on a documentary film highlighting successes and stories of both JPs in order to participate in the film festival contest which will take place in Brussels December 2011.

2- The 1st draft of the schools GBV prevention guidelines/protocols were developed by MADAD using the participatory approach in cooperation with MoEHE, MoWA and local women's NGOs. The guidelines are built on the existing draft policy on eliminating violence in schools produced previously by MoEHE. Four booklets were developed to facilitate the participatory process and involve pilot schools in the production of the manual; these included the project framework, curriculum analysis and the draft modules. In addition, a DVD was produced highlighting the main concepts underlying the principles of reducing GBV in schools. Training sessions were conducted using the above mentioned materials with 205 teachers and counselors from the pilot schools. The expected target is 720 teacher and 240 counselors and integrating these guidelines in selected pilot school's curriculum, benefiting around 12000 students and 12000 parents.

3-# perpetrated and perpetrator students, teachers and parents provided with counselling, support and skills to combat VAW. So far the involved UN agencies are working in partnership to strategize for implementation of activities targeted at prevention of bullying and working with perpetrators of VAW, where the JP managed up to this reporting date to provide the services to 891 school students, 250 parents, 81 school teachers and 8 school counselors.

4-# of youth, women and men participating in awareness-raising activities on GBV/VAW. The involved UN agencies shared MoUs signed with MoWA to support their VAW

activities in order to ensure complementarity under which district workshops are currently taking place to promote MoWA's national strategy to combat VAW. 9310 women, 2051 men and 3 religious leaders from refugee camps were targeted by awareness trainings and sessions on gender, GBV/VAW and women's entitlements and rights. Another 180 rural women and 439 youth were trained in GBV who are in their turn expected to organize peers discussions and facilitating groups for another 19160 youth. Through these activities, active members of CBOs and their LACs have received knowledge on gender concepts, GBV/VAW, women's rights and are expected to utilize their acquired skills in their activities in the local community. The JP raised many topics considered taboo in the local community and in CBOs, changing concepts related to violence and gender in the refugee community at large and the CBOs in particular; also gender mainstreaming in all the CBOs work plans. The JP staff working in refugee camps reported an increase in women's voices in the home and community.

Output 2.1: Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development.

1-One study on legislations introduced on the basis of knowledge and baseline on women political representation, rights in legislations, gender gaps and effect on regulatory frameworks in relation to MDGs has been prepared April 2011. This will also be linked to output 1.1 where the results of the policy and action oriented research on VAW to be finalized and disseminated in February 2011 will result in a policy format to be endorsed by the official bodies and translated into action plans with a monitoring system;

2-The JP aims at monitoring the role of women in decision making against MDG3 through building an online database "expected to be finalized by end of 2011" on women in different decision-making positions with the purpose of networking and sharing knowledge with other organizations.

3-National counterparts are continuously informed on research findings above through the training of 50 PLC members expected to be finalized by end 2011.

Output 2.2: Increased capacity of local government authorities and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs.

1-Through conducting several capacity development interventions the JP expected result is to increase the number of national counterparts trained to develop women leaders on MDG and gender sensitive services.

So far it managed to reach 75 PCBS members, 524 local council member, 524 women from CBOs.

It was shown by WATC February 2011 progress report that 90% of the participants confirmed not getting any training on gender and/or Women Bill of Rights before. Ahlam Abu Thahir from Gaza noted "it is very important to know about women's rights and we have benefited a lot from the training, but we need to apply this knowledge in the community through campaigns and other ways." One participant (Nuha) from Taqou'- Bethlehem said "This is my first training on gender, I heard about this concept but I did not understand it, but now I can participate in trainings and discussions on this topic".

The capacity building intervention under this outcome has started to show results, one of which is the 2 women who became members in CBOs LACs and popular camp committees as stated above, also a call for community initiatives where 7 innovative community initiatives were selected to receive support for implementation from the Women Programme and the Disability Program. The next step is to follow up on the implementation of the activities set forth in the initiatives.

Another result was the formation of the Graduates Association in Hizma for male and female graduates who participated in the project, which was a result of training on gender issues and women's rights.

Three trainings of rural women resulted in innovative ideas of sensitization sessions to be carried out during the coming months. The targeted women clubs were chosen based on a needs assessment and are new within needy geographical areas. Moreover, an exchange visit took place where previously targeted rural women in Jenin and Tulkarem met with the new trained women in Ramallah and West Bank.

2- The JP also aims to establish and disseminate a list of standards and guidelines to monitor the extent of integration of women's rights and issues in the institutional policies and programs) by end of 2011, through establishing a technical committee with members from local councils to be involved in developing the list of standards and guidelines;

3-So far 1080 women have transferred the knowledge gained above to other women, bodies etc...

4-So far 1200 individuals in eighteen rural areas in the West Bank and Gaza, including women, youth and members of the local councils were reached out through awareness session on women's equal political participation as a result of the ToT in 1 above.

Output 3.1: Influence of gender advocates, workers and employers organisations in decision-making and planning is increased particularly in relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities.

The JP aims at:

1-Sex-disaggregated data and gender relevant indicators on women's economic participation, and GBV in the work place identified by constituents, incorporated in national and sub-national databases i.e. "PCBS labour force survey, MoL etc.." for use as evidence based decision making and national development plan monitoring. So far, needs assessment was finalized by developing the statistical user and producer survey questionnaire from a gender perspective.

2- As reported previously, in accordance with the assessment report recommendations, a training using ILO tool on "Gender and STAT: Users/ Producers Dialogue" was conducted in cooperation with ILO SATA Department in Geneva targeting MoL, NWECC, sister UN agencies, researchers from senior and/or middle management staff, who have the influence and decision to better develop and produce gender sensitized data that addresses the users' needs, and on the users level being the most frequent user of PCBS statistics. Accordingly, 1 user producer workshop from an agreed upon series of workshops on quarterly bases with PCBS has been conducted to incorporate all identified sex disaggregated indicators into the quarterly PCBS labor force survey and review data before dissemination.

For the 1st time, the results of a national survey on GBV in the world of work is expected by mid 2012, The study on "The Gender Dimensions of Violence in the World of Work: Situation Analysis in the oPt" was initiated in partnership with the Institute of Women's Studies – Birzeit University and PCBS. Accordingly 2 fact sheets on women's participation in the labor force will be produced, the results of the survey will also be used for advocacy and promotion of gender equality purposes in the world of work.

3-The JP aims at increasing the number of cases in which tripartite constituents are actively involved in social dialogue processes in regards to gender sensitive policymaking, labour law reform and implementation. This is taking place through ILO constituents being represented in the NWECC and other tripartite social dialogue committees established by the ministry of labor such as the employment Fund and the tripartite committee. The official launching of NWECC took place in February 2011 During the reporting period, the NWECC members held four meetings during which the NWECC action plan was formed and a document on the rules of procedures was drafted. In addition, training on decent work and gender equality was implemented targeting members of NWECC and tripartite constituents, and finally a gender specialist was appointed at the women's dept. of PGFTU was recruited to support the gender mainstreaming work of the union;

4-So far a number of constituents' members are using ILO knowledge, technical assistance, training and tools to develop new or modify existing labor policies and laws focusing on work-related gender discrimination. This is taking place through the PGA training which was followed by applying the ILO PGA tool in 3 labour market governance institutions, namely MoL, PGFTU and PCCIA. Also the finalization of the ILO "Gender Equality and International Labour Standards" training that targeted gender advocates and legal experts is expected to promote gender equality and implement improved policies and legislation in practical terms in the world of work;

5- On the level of identifying laws that impede women's labour force participation, changes drafted and actions for response including policy briefs designed by gender advocates. So far, a study on laws that impede women's labour participation was finalized accordingly training for 50 persons from NGOs and unions will take place in the coming months. Another study on the revision of the Labour law from a gender perspective was conducted and NWECC has participated effectively in the review process. Currently the study is being reviewed and finalized by the ILO NORMS department in Geneva in order to ensure its alignment to the ILS. The recommendations for revisions to the Labour Law were presented to the Minister of Labour. A formal launch for the recommendations for revisions and adoption by MoL is expected by the end of 2011.

Output 3.2: increase the capacity of the MoL, workers' and employers' organizations to implement specific measures that promote women's employment and protect them in the workplace,

1-The JP aims at producing a number of qualitative and quantitative analysis of national action plans development frameworks, policies and Programmes for mainstreaming gender within labor market institutions. As reported previously 3 PGAs for MoL, PGFTU and FPCCIA were accomplished and endorsed by the Minister of Labour, Secretary General of PGFTU and President of FPCCIA and accordingly national action plans to mainstream gender equality concerns at MoL and PGFTU departments, plans, programmes and policy frameworks were developed;

2- Currently a number of constituent members are applying knowledge gained through ILO technical assistance, training and tools to strengthen the application of standards, policies, action plans and training programmes related to GBV, gender mainstreaming and decent work. Two gender training workshops were conducted one targeting 182 (61f, 121m) from tripartite constituents on "gender concepts, decent work and GBV" and the other one targeting 36(23f, 13m) on "Mainstreaming Gender Equality in the world of work";

3- As a result of the training above 2 monitoring bodies were established to ensure sustainability, promote women's employments and protect them in the workplace the first was the National Women Employment Committee established mid 2010 and the second was the National Gender Audit team endorsed by PM and MoWA in March 2011;4-The JP also aims at having a Gender Unit at MoL that's is more visible, well capacitated and proactive. This is taking place through the appointment of Gender Unit by the Minister of Labour to present MoL in NWECC, PGA, cooperatives PSC and other bodies. Currently, the JP is in the process of supporting the Gender Unit at MoL in producing a gender sensitized Jan-Dec 2012 action plan and delivery of gender specific training on topics of need to the staff of the unit.

Output 3.3 Employment opportunities for low-income women and female graduates including in refugee camps are increased.

Within the framework of the JP activities to promote and support the development of women cooperatives, women CBOs in refugee camps and Labour market demand for women in TVET sector including BDS providers, the JP will specifically aim at:

1- Increasing the number of constituents and financial institutions that apply ILO technical assistance, training tools, methodologies and products. So far, 3 needs assessments in labour market growth and demand in TVET, women Cooperatives and capacities of BDS providers were finalized and used in informing a number of subsequent activities to enhance these bodies and foster their impact on livelihoods and employment potential. Gender and Entrepreneurship ToT (GET Ahead TOT) workshop took place in 2-6 May 2010 for WB 18 participants (11f, 7m) and 9-13 May 2010 for GS 23 participants.

2 ToT TVET training module in photography using GIZ curriculum targeting 4 trainers was achieved in July 2010 and August 2010. 1 ToT conducted in March 2010 for 27 cooperative extension workers and women cooperative leaders (21f, 6m) on using the ILO training tools (MATCOM) for cooperatives marketing;

2- Developing gender sensitized and better mainstreamed policies focused on increasing access to financing among women, promoting small enterprises /women entrepreneurs and cooperatives,(based on sex disaggregated data and gender-sensitive analyses) Based on the needs assessments above 2 policy briefs: 1-Mainstreaming Gender Equality Concerns in the Palestinian Cooperatives, and 2-Mainstreaming Gender Equality Concerns in TVET System were finalized with an official launch and national consensus to the policy recommendations;

3-Increasing the numbers of girls/women accessing/enrolling and graduating from vocational training/by type of training and relevance to skills required by labour market. So far, 17 TVET women enrolled and graduated in June 2011 from the jointly ILO, UNRWA and GIZ 9 months photography training course. The JP will also target these women in IGP/Grants activities;

4- Increasing the number of women entrepreneurs and women cooperatives who acquire skills (entrepreneurial skills, business management, marketing and negotiations, etc)

and use these skills. Progress is expected by the end of 2011, whereby BDS providers have been selected to implement gender specific women entrepreneurship and skills training... Training is currently being implemented targeting 300 women followed by financial assistance using micro-credit schemes and grants will be provided for selected women who are most vulnerable and impoverished and are in dire need for financial assistance to start their business;

5- The JP aims at increasing the number of women in cooperatives who acquire skills in cooperative management and leadership. Between 15-22/March 2010 27 (21f, 6m) of extension workers were trained on the first material of cooperative management. In addition, and by building on previous training, new curricula for women cooperatives and cooperatives extension workers is currently being developing using ILO MATCOM material and training will be implemented by September 2011;

6- As a result of the trainings in 4 and 5 a number of gender equality opportunities and better mainstreamed employment programmes micro start up business/IGPOs/services for refugee women, low income women, women entrepreneurs are expected. Results are expected by Jan 2012.

7-Increasing the number of refugee women, men and refugee students benefiting from CBOs' income-generating activities. The refugees IGPs are continuously using ILO training tools. The JP conducted several capacity building initiatives where managerial skills were acquired by CBO staff, customers were made aware of CBO activities besides benefiting from other activities such as awareness raising sessions, workshops on gender and MDG etc, the Training/vocational education provided by some of the IGPs is expected to increase women's chances in the job market.

Grants for 27 (18 in WB and 9 in GS) income-generating projects were distributed based on a sound criteria through women centres CBOs and rehabilitation centres CBOs in 15 refugee camps. The IGPs are providing employment opportunities for 17 women and 4 men in WB and 29 women in GS, and volunteer opportunities for 35 women and 3 men from the local community in the WB, serving 5363 (3344f, 2019m) customers as per June 2011 in WB, accumulating a net profit of 71,849 ILS as per June 2011 in WB, where 11 of the 12 IGPs in the WB are reporting net profits and one is breakeven. Another important impact is the type of service delivered and its' effect on improving people's life especially children. For example one of the IGPs is the development of Artificial Limbs Unit which through purchasing raw materials develop artificial limbs and cover a much needed local demand at lower prices, considering the limited access people face to such services due to travel limitations imposed by the Israelis, the quality of the units was perceived to be good besides the availability of maintenance services. This kind of service was reported to reduce the psychological stress on the person in need and his/her family, enhance self dependency and confidence and assisting in re-integrating them within the society.

The JP is currently in the process of developing improvement plans for IGPs in refugee camps that are in the yellow zone on the colour scoring model. Some IGPs might receive additional funding from the UNRWA Women Programme. The main challenge so far has been the running costs of the IGPs, and efforts to raise the net income will be a part of the improvement plans.

### **Measures taken for the sustainability of the joint programme**

The JP with all relevant stakeholders is in the process of finalizing its' exit strategy, where measures are jointly and continuously taken and updated building on the already existing national and institutional mechanisms to ensure sustainability of its outcomes, including scaling up of activities and introduction of new activities. The main pillars of the strategy will be as follows:

Knowledge and curriculums produced and institutionalized:

1-The Data Bank: The developed and adopted questionnaire on Family Violence is being institutionalized at the PCBS. Any future Surveys will rely on the developed one. In 2012, the PCBS on quarterly basis will publish a report about gender equality status and each 5 years they will repeat the survey. Also Sex Disaggregated data will be reflected in the Annual MDG reports;

2-Using video conferencing equipment, Amal Coalition in Gaza and Al Muntada in the West Bank continue to plan for national actions/campaigns to combat VAW;

3- The curricula to be developed one for judges and one for lawyers will be embedded at the Higher Judicial Council, and at the Faculty of Law (the 4th year students of Law)

respectively;

4-The plans to be developed by the local authorities will tackle gender equality and will be part of their existing and future plans, also it will be shared with the permanent staff at the municipalities and village councils, so as to assure that they share the knowledge gained with the newly elected members once the elections take place;

5-As reported by the General Union for Palestinian Women (GUPW), the training manual to combat VAW/ GBV produced under the JP is being used widely by major women and other NGOs in the training workshops they conduct in oPt for example the GUPW, WATC etc...

6 -Building on the draft policy to eliminate violence in schools which was produced by MoEHE, and as an accumulative step is the work between Madad and MoEHE in this JP where Violence prevention guidelines are developed and will be integrated into a pilot of selected school's which will be used as a reference for teachers and counselors at schools;

7- The study on the analysis of all laws that impede women's participation in the labor market is being reviewed by the National Women's Economic Council (NWECC) and members of PLC, it is expected to be used as a reference for coming trainings, and expected to result in the production of draft laws that are gender sensitive and used to influence gender advocates, workers and employers organizations in decision-making and planning; with recommendations to integrate ILS within the Palestinian labor law;

8- The National Strategy on VAW has been endorsed by the Palestinian Cabinet and therefore incorporated on the PA agenda as a priority area of work. All ministries and civil society organizations involved are expected to incorporate relevant priority areas and objectives within their organizational framework and sustain the work identified by them in the coming three years strategy and consequently two additional three year strategies to combat VAW, in addition various donors have contacted UN Women to inform them that they are building their work on VAW based on the VAW strategy. Besides the incorporation of many activities into UN Women's three year country strategy;

9- Miftah a sub national partner has reported that they will use four documents which were prepared through the JP as a reference when conducting future trainings 1. The training manual on campaigns to combat VAW/GBV produced by PWRDC, 2. The Study and the analysis of policies draft laws and government reports hindering progress towards decreasing VAW/GBV, 3. PLC KAP Survey on VAW/GBV 4. PLC policy paper on "Suggested Policy Interventions for PLC members for Decreasing GBV in the oPt" 10- The Action-oriented research on VAW, which looks at the causes and prevalence of VAW in Palestinian society, will be used to advocate for policy development for the protection of women from VAW.

11-Shelter: AMAL coalition will secure the needed funds to maintain the shelter operational beyond mid 2012, either by: each NGO member in the coalition contribute a percent and/or include the shelter functionality in their future fund raising activities from donors. Moreover, UN Women agreed to work with the Coalition and managing organization to fundraise for the sustainability of the shelter and its activities.

The selection criteria of the Sub National partners by the JP:

The criteria is set in advance to insure sustainability of the duty barriers commitments towards the targeted population in this JP i.e.:

-Those that have cross cutting strategic goals, interests and plans with the MoWA and the JP-GEWE in order keep the sustainability of the project as the case with PWRDC, PFPPA, PARC/RWDS, MIFTAH where part of their strategy is to empower women, building capacity of the national partners, CBOs etc and influence decision makers to implement legislations and policies in order to achieve justice and equality;

-Those who already provide and will continue to provide capacity building interventions on issues related to GBV/VAW for the different target groups the JP is targeting i.e. Ministries, NGOs ,PLC religious leaders , media students etc in order to make changes in the ministries policies.

-Those partners who have different media activities utilized to promote provision of services to victims of violence, and used to publicize the MDGs;

-Those that are committed to M&E activities and are part of their strategic pillars for success and lessons learnt.

Capacity building interventions:

Training impact: The JP is targeting a wide spectrum of the Palestinian society, as a threshold the JP continuously tracks the number of training packages related "to provision of assistance to victims of GBV/VAW leadership and gender sensitive services, and specific trainings for economic empowerment", it also tracks the number of females and males trained from the different sectors shown above. On an output and outcome levels reporting on training impact as collected from the pre/post evaluation tests, the participatory monitoring workshops and field visits, revealed that all beneficiaries confirm an increased knowledge on gender after the training, high level of satisfaction in relation to the training material, training tools and the trainer, also beneficiaries reveal good intentions and in some cases have started to use this knowledge to transfer it to other and/or

advocate and lobby for women social, political and economical empowerment. Most beneficiaries confirm it is a new and useful training. However, all beneficiaries ask for extra training hours.

1-Through the upcoming training on GBV/VAW and on research findings on political representation and regulatory frameworks, Miftah will develop a mechanism to work with service committee instead of working with official committee (part of the PLC) since the PLC is inactive at the present time. Miftah has requested from PLC members to change articles of the laws which discriminate against women instead of changing the legislations since this is due to the temporary inactivity of the PLC

2-Provision of technical assistance to MoWA - capacity building for staff who will continue ensuring the implementation of consecutive action plans of the VAW strategy

3-Incorporation of procedural guidelines on MoI security forces personnel procedures and capacity building for 80 personnel to sustain know-how and transfer knowledge to colleagues

4-Capacity building interventions in refugee camps on provision of assistance to victims of GBV and VAW is not only targeting active members of CBOs and local community but also targets UNRWA counselors through the ToT replication in order to include all UNRWA counseling staff in GBV trainings. The Collaboration with the UNRWA Community Mental Health Programme and the Referral system project helps building strong foundations for psycho-social support for victims of GBV and VAW.

In addition, targeting women and men leaders in the leadership and gender sensitive services training is a mean to ensure the continuation of activities that employ a gender sensitive perspective, and target women.

5-Young people appear more open to changing their views about the acceptability of violence than older adults. Thus, youth-oriented education programs represent an important strategy for preventing violence in the long run.

Income Generation Projects:

The JP continuously ensures self-sustainable IGPs providing continuous employment opportunities for low-income women and female graduates through: a- the development of several monitoring tools i.e. field visits, IGP tracking reports (customers, net profit, employees, volunteers), monthly narrative reports based on IGP and SWOT assessment tools, and a colour scoring model based on five criteria: Sustainability, Suitability as MDG project, Progress, Training provided, Overall efficiency; b- accordingly, prepare improvement plans jointly with LACs, IGP employees and volunteers, and with the help and support of the MDG Technical Assistants and Community Development Social Workers besides benefiting and coordinating with it's already existing resources -the Micro-credit Community Support Programme- where the programme will continue to follow up the IGPs and provide technical assistance as needed to guarantee the sustainability of this successful experience following the end of the JP phase . Also, some projects will receive additional cash assistance from the Women Programme in order to make their projects more efficient.

### **Are there difficulties in the implementation?**

UN agency Coordination

Coordination with Government

Coordination within the Government (s)

Administrative / Financial

Management: 1. Activity and output management. 2. Governance/Decision Making 4.Accountability

Joint Programme design

### **What are the causes of these difficulties?**

External to the Joint Programme

### **Briefly describe the current difficulties the Joint Programme is facing**

UN agency Coordination

The last May 2011 participatory monitoring workshops revealed a need to strengthen coordination between the UN agencies specifically when sharing similar interventions for example the study on Gender in the labour law, the gender audit interventions and the intervention targeting students, teachers and parents at schools

Coordination with the government

The implementation of the activity with security forces personnel took longer than anticipated due to new procedures introduced by the MoI. These procedures, although positive, delayed progress to further this activity.

MoEHE withdrawal from the intervention targeting GBV at schools under its supervision caused some delays and the shift of some interventions to schools in refugee camps.

Weak cooperation with some of the constituents to facilitate the conduction and/or participation in the workshops, besides weak commitments of some members of PGA national team

FPCCIA didn't allocate time to finalize their report and their action plan which was expected few months ago.

Coordination within the PA

•Pa Commitment

MoWA is continuously encouraged to exert more influence over the Gender Units of other ministries, to ensure the proper integration and implementation of the Gender sectoral strategy and the strategy to combat VAW within the relevant national strategies of the involved ministries;

besides playing the major role in monitoring and coordinating the mechanisms that were established under this JP to monitor and improve women political, social and economic situations such as the National Gender Audit team and the National Women Employment Committee.

•MoL is also encouraged to influence the sustainability and commitment of the extension workers as well as spreading the ILO tools;

•MoI is committed to sustain work on VAW through the incorporation of a section guideline.

Management: Activity and output

•Two UN agencies reported delays in the implementation of some activities due to the unavailability and late request of the 3rd tranche of money which consequently causes rushing partners to spend huge amount of money in a very short time;

•The centralization in decision making and releasing contracts as the case of ILO-Beirut, UN WOMEN –Amman;

•In line with the mid-term evaluation report, there is a need to revisit and improve the management, governance structure, the advocacy strategy and the results framework of the JP including its' 3 outcomes that are too ambitious to be achieved within the time frame assigned;

•One UN agency reported that the late start-up of the project, as well as the inconsistency in project management has led to an inconsistency in reporting on activities, and a lack of baseline for proper M&E. Different perceptions of the planned activities have also been a challenge, as staff who was involved in the planning process have not been part of the implementation of the project.

•In building an online database on women in different decision-making positions, difficulties were faced in collecting the data from decision makers.

•Training activities the issues reported in February 2010 still holds true for some UN agencies. There was a difficulty in forming groups within university students and institutions' employees. Who couldn't commit to long training hours. In addition, the inability of the local members' councils to attend the training due to the clash between their official working hours and the time of the training and in some cases the lack of interest among local councils' members of the topic and objectives of the project.

### **Briefly describe the current external difficulties that delay implementation**

•The geographical distance of targeted locations from major cities, including the fact that the JP is targeting refugee camps, where activities in 15 refugee camps in the West Bank are ongoing at the same time, this vast geographical area is proving a challenge in terms of follow-up on activities, reporting and M&E;

•The conservative nature of the Palestinian community and the general opposition to concepts around gender and women empowerment has been a challenge in terms of reaching out to men, as well as religious leaders in refugee camps. It has also proved an obstacle to targeting women in certain areas;

•Miftah faced difficulties in coordinating for PLC members' sessions due to the emerging political situation and the tension between Fateh and Hamas, especially in Gaza.

•In the IGP's a decline in demand of services in certain areas (# of customers) was reported due to access limitations,. Slow registration and license process for some of the CBOs, as well as difficulties with obtaining items/equipment required for start-up of projects has led to a delay in start-up for some of the IGP;

- MoH stated the lack of a well established referral system “including in refugee camps” among a network of health, social & mental health services for women/G affected by violence; and the lack of a unified protocol for assisting female victims of violence & encourage their cooperation & collaboration among medical & psychosocial professionals , the same holds true for MoSA psychosocial professionals & social workers;
- In WATC training activity under Output 2.2, a difficulty was reported in reaching the marginalized rural communities in Jerusalem area that suffer constant negligence from Israeli authorities and the inability of Palestinian fellow institutions in WB to implement joint activities inside Jerusalem area besides the traditional male dominated culture;
- This JP is designed to provide complete coverage, therefore it is impossible to have a control or comparison group. An additional challenge is that there is often a climate of urgency around results, whereas gender norms and GBV trends take a relatively long time to change.

### **Explain the actions that are or will be taken to eliminate or mitigate the difficulties**

- It was agreed that UN agencies will meet and cooperate more efficiently in finalizing the studies and similar activities to make sure there is no work duplication;
- Continued meetings with ministries personnel and decision-makers in all planning , monitoring and capacity building interventions in order to ensure timely progress and encourage a more effective PA commitment and ownership the MDG-GEWE JP;
- The JP asked the executive director of FPCCIA to arrange for urgent meeting to finalize the PGA report and action plan.
- It is planned to conduct a ToT for the national PGA team to build their capacity. All donors and partners of the constituents showed interest in the PGA process and some of them provided fund to address some gender gaps identified.
- While it is recommended that MoWA plays the leading role in allocating more time pre production of future PGAs and to distribute expected roles among the PGA team;
- The JP applies ILO tools in providing capacity building interventions for MoL staff and extension workers and UNRWA team to support and sustain women cooperatives and women in TVET, including CBOs in refugee camps ;
- In regards to the establishment of the database, the JP contracted PCBS to gather the data;
- A JP improvement plan following the midterm review was prepared, accordingly the JP conducted a full revision of its results framework with an updated monitoring plan has been done by the PMT and endorsed by the PMC. The revised results framework is perceived to be more realistic given the current socio-economic and political situation and mandates of the Palestinian Authority in oPt. M&E and advocacy capacity development interventions targeting UN agencies and partner institutions will Be arranging in the near future utilizing in house expertise. One of the UN agencies hired a reporting assistant to ensure timely and accurate reporting on activities; an internal evaluation has been conducted in order to identify gaps, and a contingency plan has been developed.
- Meetings with Technical Assistance in refugee camps will be carried out in order to work out a strategy on how to reach out to more men, as well as religious leaders; field visits will be carried out in order to carry out effective M&E of activities in the refugee camps;
- Miftah replaced the target group of PLC members and provided training for political parties’ representatives in Gaza.
- In regards to the IGPs, extra effort from staff has been exercised in order to accelerate registration process, meetings with LACs to identify problems have been and will be carried out; implementation of yearly LAC elections is encouraged, intervention/improvement plans have been and will be worked out through SWOT analysis. Some projects will receive additional cash assistance from the Women Programme in order to make their projects more efficient ;
- Currently protocols for a PA national referral system is being established where UN agencies are participating in;
- Training activities: training hours were rescheduled according to the interest of some groups. Trainings were held during weekends and/or later hours of the day. Only the most interested local council members and those in decision-making positions were targeted. Joint local councils provided logistical support. Also, women individuals provided hospitality. The leadership training methodology in refugee camps was perceived positively by the relevant stakeholders involved where specific selection criteria of participants was set, a needs assessment conducted, the expectation of participants was considered, a key factor for the success of the training is the Follow-up training by doing, Providing forms, templates, case studies ,Experiential learning, Active and participatory training and in attempt to use the knowledge gained the trainer conducted 4 training follow-ups in four locations Ramallah, Bethlehem, Jenin & Nablus . In addition to telephone calls as a result initiatives were developed, giving the participants a chance to practice what they learned.

## 2 Inter-Agency Coordination and Delivering as One

### Is the joint programme still in line with the UNDAF?

Yes false  
No true

### If not, does the joint programme fit the national strategies?

Yes true  
No false

### What types of coordination mechanisms

In order to ensure joint implementation, participatory monitoring and consultative decision-making,

- the JP-GEWE is constituted of three major governance bodies: 1-The PMT represented by the MoWA and UN Women as technical lead agency, the programme secretariat and the 6 UN agencies coordinators that meet regularly for monitoring activities, updating the results framework and monitoring plan, review progress, and discuss implementation challenges and solutions, 2-the PMC co-chaired by MoWA, with representatives from MoPAD, PS and the 6 UN agencies meet on quarterly basis to discuss and endorse decisions proposed at the PMT level, 3- the National Steering Committee (NSC) attended by representatives from MoPAD, the UN Resident Coordinator and the Spanish Government provides strategic oversight and meets twice a year.

-A coordination mechanism was formed to back stop the PS work, where UNSOC, UN Women as the technical lead agency and UNDP the administrative lead agency convey monthly meeting with the Programme manager, sometimes including the JP M&E and MoWA liaison officers.

-All stakeholders, i.e. representatives from all implementing partners, the 6 UN agencies and all line ministries hold regular participatory monitoring workshops (minimum of three per year) where progress towards achieving the expected result, review, challenges and areas of future collaboration of the joint programme are discussed.

-The JP-GEWE seeks synergies and has worked with the staff from the JP-Culture to share information on programme management, advocacy and monitoring procedures to facilitate smooth implementation.

-The GEWE went through an independent midterm evaluation in November 2010. The evaluation report provided a set of recommendations for enhancing the effectiveness of the JP, lessons learned and good practices.

### Please provide the values for each category of the indicator table below

Indicators	Baseline	Current Value	Means of verification	Collection methods
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Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-F JPs

0 4

1. A Staff on board, procurement documents, purchase orders, bills and the existing machines.

B. The master presentation, a document of the monthly shared activities, the advocacy strategy document, the action plan document, flash memories, brochure.  
MoM

June 1st meeting between JPs culture and Gender

The interview held on March 2nd, 2011 @ NISAA FM.

MoU

1.A Field visit to MoWA and MoL  
-Interview with programme manager.

B. The presentation circulated by the Programme manager, email of the calendar to all,  
For the advocacy strategy and action plan: desk review, need assessment study conducted, and set of meetings, and focus groups.

Emails

<p>Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs</p>	<p>0 34</p>	<p>1. AA set of gender JP relevant indicators developed, PCBS ToR developed and PCBS technical &amp; financial offer submitted. The signed contract between UNDP and PCBS.</p> <p>1. B MoM of the consultative committee</p> <p>2. A Report on rapid market assessment prepared in March 2010. 2. B UN WOMEN MoM PMT MoM September 21st, 2010</p> <p>2.c ToR for the project, signed MoU dated November 23, 2010, list of Young Women who graduated, photos, project reports, ... Photos launch with media coverage on 11/01/2011 signing ceremony</p> <p>Technical and financial proposal</p> <p>Training reports</p> <p>D. Confirmation email by all members ,</p> <p>Project Proposal</p> <p>E. Draft MoU, Programme proposal, TORs</p> <p>3. A. ILO summary reports, Photos</p> <p>3.B ILO training reports, photos</p>	<p>1. A List of participants, Field visits between UN agencies and PCBS, Emails, meetings update with UNDP M&amp;E officer. 1. B participant list.</p> <p>2. A Interviews focus groups, and questionnaire.</p> <p>2. B Call by email for the meetings on June 2nd and August 5th 2010. Participants list</p> <p>2.c Participants list, IGPs list</p> <p>Field visits between UNRWA and ILO,</p> <p>Emails, meetings update and Reports</p> <p>3. A-Field visit to the training site, registration forms, participants list, Pre-post tests, and the training manual.</p> <p>3. B Photos, participant lists, monitoring field visits, and monthly monitoring meetings with the relevant M&amp;E UN agency officer.</p> <p>3.C,D, and E: training agenda, invitation participant list, training materials, evaluation forms, M&amp;E officer filed visit and photos</p> <p>3.F PCBS/UNFPA Photos, participant lists, pre &amp; post test, training material, monitoring field visits</p>
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Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0    6	1-Documentation of visits through emails  2-A MIFTAH/UNFPA Media strategy MoM, emails , Law thematic group MoM , PCBS ToR, technical and financial proposal and indicators list, as a result of the meetings  B-MoM  C-MoU  D- The revised results framework document; The monitoring plan document	1-Field visits.  2.A MoM of thematic groups interview with the Programme Manager B. Meeting agenda, participants list, Joint field mission May 11-12th 2010, as ascertained by UNDP Covi and UN WOMEN Siham.  D- Participatory workshops June 15th, 20th and 22nd 2011. Participants list Emails, PPTs
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### 3 Development Effectiveness: Paris Declaration and Accra Agenda for Action

#### Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?

Not Involved        false  
 Slightly involved    false  
 Fairly involved      false  
 Fully involved        true

#### In what kind of decisions and activities is the government involved?

Policy/decision making  
 Management: budget  
 Management: procurement

#### Who leads and/or chair the PMC?

Institution leading and/or chairing the PMC: \_MoWA and UN Women\_

#### Number of meetings with PMC chair

Number of meeting: 6 meetings since July 2009 as follows: 7/2009, 11/2009, 3/2010, 5/2010, 10/2010, 5/2011

**Is civil society involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities is the civil society involved?**

Policy/decision making  
Management: service provision

**Are the citizens involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities are the citizens involved?**

Policy/decision making  
Management: service provision

**Where is the joint programme management unit seated?**

National Government

**Current situation**

-The civil society partners are responsible for the implementation of JP activities; they are selected based on their capabilities and the evaluation of their proposals in terms of its logic and the thematic convergence with the JP activities. Accordingly, these institutions participate in the definition of the service provision to our indirect beneficiary population. In parallel to this and in coordination with the PS each UN agency coordinates the implementations of monitoring activities/plans with certain responsibilities and time frequency on a participatory ground with the implementing partners from the civil society and line ministries, applying different monitoring tools including participatory monitoring workshops and field visits to share knowledge, discuss and report on activities, results, challenges, risks and lessons learnt and accordingly ways ahead.

-On the national level the Minister's Cabinet decision on May 17th 2011 to establish "The monitoring statistical System", where MoWA has started working with PCBS and the relevant stakeholders on making sure that this system is established with a gender lens, this comes in parallel with the currently Ongoing establishment of a national referral system in line with the multi-sectoral approach and call of governmental bodies and NGOs from all sectors agreeing on the need for collaboration between law enforcement, legal aid, health care organizations, public health programs, educational institutions and agencies devoted to social services and economic development-for the purposes of both prevention and ensuring an integrated response to survivors,

- The JP works on ensuring continued input and decision-making with government and civil society. The development of the VAW strategy ensured inclusion of government representatives through the National Committee to Combat VAW, participation in all workshops and lobbying within the PA which resulted in the endorsement of the strategy by

the Palestinian Cabinet on Jan. 11, 2011. Based on feedback from various donors, it has come to our attention that NGOs and CBOs are referring to the VAW strategy in proposals submitted. The mid-term evaluation for the Program was presented to the UNCT in order to share progress and areas in need of development, ensure mutual accountability and lessons learnt in joint programming.

- The Palestinian President issued a presidential decree to amend the Palestinian Penal Code to prevent honour killings in May 2011. This came after the killing of a young Palestinian woman by her uncle;

-The PA ownership is observed especially among PA representatives from MoPAD and MoWA who are closely involved in the JP as part of the NSC, PMC and PMT. They actively participate and share information in preparing for JP implementation, monitoring and in ensuring that JP activities are in alignment with the governments development frameworks;

-The national implementing partners including the private sector play an important role in integrating JP products into national policy development processes as the case with NEWEC, ASALA, PGFTU; besides the involvement of the private sector in activities related to gender and entrepreneurship development, where MAC was established to play the key role in monitoring the grants;

-Citizens are continuously benefiting from different interventions via mass media, including the several capacity development initiatives for example the leadership and gender training conducted among women in refugee camps encouraged the community to prepare joint initiatives to advance women status in the camp including the establishment of family protection unit to provide services for women victims of violence.

Also, the creation of support groups for women in the community, specifically those that target victims of GBV; have allowed participants to share experiences and give and receive emotional support.

## 4 Communication and Advocacy

**Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes?**

Yes true  
No false

**Please provide a brief explanation of the objectives, key elements and target audience of this strategy**

This item was fully elaborated in the last June 2010 monitoring report. Following the articulation of the JP advocacy strategy and media action plan, the implementation of activities is taking place as detailed in the results framework.

**What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?**

Increased awareness on MDG related issues amongst citizens and governments

Increased dialogue among citizens, civil society, local national government in relation to development policy and practice

Establishment and/or liaison with social networks to advance MDGs and related goals

Key moments/events of social mobilization that highlight issues

## Media outreach and advocacy

### **What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals?**

Faith-based organizations 2 (Judiciary courts and family counselling units)  
Social networks/coalitions 3 (Wisal coalition including 20 NGOs in Gaza Strip, Nablus Coalition and Hebron Coalition) consist of 90 CBOs, Amal coalition to combat GBV in the Gaza Strip, and Al Muntada Forum to Combat VAW in the West Bank  
Local citizen groups  
Private sector 3 (Jawwal mobile Phone Company, Souq Tel, printers and media firm)  
Academic institutions 3 (Al-Quds University, An-Najah National University and Gaza University and Birzeit University)  
Media groups and journalist 20+ (during the coming year and a half, media activities will target journalists, directors and chief editors, see action plan annexed)  
Other 16+ (Omoq Forum, Media Professionals for Integrity and Accountability Network, three newspapers: AL-Ayyam, Al-Hayat Jadeedah and Al-Quds, WAFA News Agency, six radio stations: Ajyal, Voice of Palestine, NISAA FM, Al-Quds, Alwan and Al-Sha'b, Maan News Network, Palestine Television (PBC), Shahshat Cinema Institution, Sanabel Theatre and others during the upcoming media campaigns and activities)

### **What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to actively participate?**

#### Focus groups discussions

*activities directly linked to MoWA's media plan i.e. Produce publications promoting and raising public awareness on MDG3-GBV: a poster, a brochure, billboards were placed in the WB on the occasion of the 10th anniversary of the SCR 1325 in relation to violence against Jerusalemite women. The development of the "Media Advocacy Plan" which includes media activities: webpage, fact sheets, workshops for decision-makers at newspapers and other media agencies, open days (e.g. IWD, 16 days for combating VAW, MDG review summit and SCR 1325), official ceremony to launch the campaign, talk shows, awareness campaigns, radio and TV spots, radio ads, success stories, testimonies, documentaries, film production, electronic database for journalists and media practitioners, SMS, promotional materials (brochures, posters, flyer, mugs, t-shirts, pens, flash memories, calendars, recycled bags, business cards holders, etc)*

*The media plan was officially launched on the 8th July 2010 and is being implemented. The media needs assessment and the action plan was published and disseminated among various stakeholders and promotional materials (flash memories, Wall calendars, flyers and brochures) were produced (see more details in the Media Advocacy Action Plan annexed).*

*Three billboards were developed by Sawa to promote the Helpline and displayed in highly visible/accessed areas in the Gaza Strip.*

#### Use of local communication mediums such radio, theatre groups, newspapers

*activities directly linked to MoWA's media plan i.e. Produce publications promoting and raising public awareness on MDG3-GBV: a poster, a brochure, billboards were placed in the WB on the occasion of the 10th anniversary of the SCR 1325 in relation to violence against Jerusalemite women. The development of the "Media Advocacy Plan" which includes media activities: webpage, fact sheets, workshops for decision-makers at newspapers and other media agencies, open days (e.g. IWD, 16 days for combating VAW, MDG review summit and SCR 1325), official ceremony to launch the campaign, talk shows, awareness campaigns, radio and TV spots, radio ads, success stories, testimonies, documentaries, film production, electronic database for journalists and media practitioners, SMS, promotional materials (brochures, posters, flyer, mugs, t-shirts, pens, flash memories, calendars, recycled bags, business cards holders, etc)*

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*Three billboards were developed by Sawa to promote the Helpline and displayed in highly visible/accessed areas in the Gaza Strip.*

#### Open forum meetings

*activities directly linked to MoWA's media plan i.e. Produce publications promoting and raising public awareness on MDG3-GBV: a poster, a brochure, billboards were placed in the WB on the occasion of the 10th anniversary of the SCR 1325 in relation to violence against Jerusalemite women. The development of the "Media Advocacy Plan" which includes media activities: webpage, fact sheets, workshops for decision-makers at newspapers and other media agencies, open days (e.g. IWD, 16 days for combating VAW, MDG review summit and SCR 1325), official ceremony to launch the campaign, talk shows, awareness campaigns, radio and TV spots, radio ads, success stories, testimonies, documentaries, film production, electronic database for journalists and media practitioners, SMS, promotional materials (brochures, posters, flyer, mugs, t-shirts, pens, flash memories, calendars, recycled bags, business cards holders, etc)*

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*Three billboards were developed by Sawa to promote the Helpline and displayed in highly visible/accessed areas in the Gaza Strip.*

#### Capacity building/trainings

*activities directly linked to MoWA's media plan i.e. Produce publications promoting and raising public awareness on MDG3-GBV: a poster, a brochure, billboards were placed in the WB on the occasion of the 10th anniversary of the SCR 1325 in relation to violence against Jerusalemite women. The development of the "Media Advocacy Plan" which includes media activities: webpage, fact sheets, workshops for decision-makers at newspapers and other media agencies, open days (e.g. IWD, 16 days for combating VAW, MDG review summit and SCR 1325), official ceremony to launch the campaign, talk shows, awareness campaigns, radio and TV spots, radio ads, success stories, testimonies, documentaries, film production, electronic database for journalists and media practitioners, SMS, promotional materials (brochures, posters, flyer, mugs, t-shirts, pens, flash memories, calendars, recycled bags, business cards holders, etc)*

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*Three billboards were developed by Sawa to promote the Helpline and displayed in highly visible/accessed areas in the Gaza Strip.*

#### Others

*activities directly linked to MoWA's media plan i.e. Produce publications promoting and raising public awareness on MDG3-GBV: a poster, a brochure, billboards were placed in the WB on the occasion of the 10th anniversary of the SCR 1325 in relation to violence against Jerusalemite women. The development of the "Media Advocacy Plan" which includes media activities: webpage, fact sheets, workshops for decision-makers at newspapers and other media agencies, open days (e.g. IWD, 16 days for combating VAW, MDG review summit and SCR 1325), official ceremony to launch the campaign, talk shows, awareness campaigns, radio and TV spots, radio ads, success stories, testimonies, documentaries, film production, electronic database for journalists and media practitioners, SMS, promotional materials (brochures, posters, flyer, mugs, t-shirts, pens, flash memories, calendars, recycled bags, business cards holders, etc)*

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## **Section III: Millenium Development Goals**

### **Millenium Development Goals**

#### **Additional Narrative Comments**

**Please provide any relevant information and contributions of the programme to de MDGs, whether at national or local level**

**Please provide other comments you would like to communicate to the MDG-F Secretariat**

## Section IV: General Thematic Indicators

### 1 Mainstreaming gender in policy making and improving the legal system to recognize and guarantee the rights of women

#### 1.1 Number of laws, policies or plans supported by the programme that explicitly address gender based discrimination and promote gender equality and women's empowerment.

##### Policies

No. National 5 (1 on VAW+ 1 for PLC members+ 2 one for TVET and one for Coop)  
No. Local 4 one on eliminating violence in schools, 3 on women in education, labour and public life

##### Laws

No. National 4 (personal status, penal code, the family law and the labour law)  
No. Local 1 draft revision of labor law

##### Plans

No. National 7 (3PGA+1 NWECA+ 3 plans for 3 ministries related to VAW strategy)  
No. Local 21(1 UNRWA+10 UNDP+10 UN Women plans with local councils)

#### 1.2 Are they in line with international commitments adopted by the country (particularly CEDAW)? Please, specify:

Please briefly provide some contextual information on the law, policy or plan and the country/municipality where is going to be implemented (base line, stage of development and approval, potential impact of the policy)

The policies, laws, plans, strategies under development in this JP are in line with the CEDAW articles as follows: 2,3,4,5,7,8,9,10,11,12,13,14,15,16 and security council resolution #1325.

Specifically:

UN Women:

-The National Strategy to Combat VAW which was developed in partnership with MoWA, NGOs, CBOs, academic institutions and the private sector in the West Bank and Gaza Strip is based on CEDAW and UNSCR 1325, clearly highlighted in the strategy as main references;

-Suggested laws to be amended such as the penal code and the personal status law is based on the work of the women's organizations which lead the campaigns and to amend the national laws based on CEDAW. The family law was developed by the women's organizations and UN WOMEN is working with MoWA to be adopted by the Palestinian cabinet and the PLC as a main mechanism to provide the protection for women and children within the family.

**UNRWA:**

-The MDG-GEWE JP directly contributes to the achievement of gender objectives across all of UNRWA's activities – such as the mainstreaming of gender into project planning processes, gender equality, GBV awareness and response, and women's empowerment – through support for UNRWA West Bank Field Implement Plan (FIP 2012-2013), which is in its place supports the sector strategies by MoSA and MoWA – as well as the full implementation of CEDAW in the oPt;

-UNRWA Gaza Strip's Social Services Programme is committed to including the human rights standards contained in the Universal Declaration of Human Rights and other international human rights instruments and principles derived from them, in its processes and procedures, and in all phases of this JP.

UNESCO: Women Sector Strategy, Violence Strategy, Integrated Social Policy which is related to VAW, Sectoral Plan for Local Government, Sectoral Plan for Culture, Policies on Eliminating Violence in Palestinian School. A policy brief called "Suggested Policy Interventions for Palestinian Legislative Council (PLC) Members for Decreasing Gender Based Discrimination in the Palestinian Territory" was produced in December 2010. This document contains selected areas of intervention where the required changes can begin and with the help of PLC members it can be pushed into actions. The brief is based on a study conducted by PCBS on Palestinian Legislative Council (PLC) members which discussed their attitudes and practices towards gender discrimination have shown that there is acceptability towards creating changes. PLC members and political parties' representatives also received training on GBV and VAW conducted by MIFTAH. Most of the members showed their support to gender issues and came out with recommendations including the importance of the Heads of Parliament Blocs' role in taking actions and making changes toward GBV/VAW, and the importance of setting standards and criteria for the election of PLC members who believe in this issue.

UNFPA: MoWAs national strategy (2011-2013), VAW strategy (2010-2015), Youth sectoral national strategy (2011-2013), MoH national strategy (2011-2013), MoSA national strategy (2011-2013), National Referral System, UNFPA Country Programme Action Plan (CPAP) (2011-2013), Programme of Action of the International Conference on Population and Development of 1994 (ICPD), the United Nations' Medium Term Response Plan (MTRP) and the Millennium Development Goals (MDG 1,3,5 and 6).

**UN WOMEN:** the National Strategy to Combat VAW is led by MoWA with commitments from over 12 ministries, gender advocacy bodies in the West Bank and Gaza and the General Union of Palestinian Women provides a general framework for all stakeholders who work directly or indirectly on VAW. At the same time, roles and interactions between partners working on VAW are clarified and disseminated based on area of specialization. The main policies highlighted in the strategy are:

-Legal framework and institutional Mechanisms: penal code and family protection law are the focal laws to be worked on;

-Social protection and social support;

-Improve the access to health services;

-Prevention as a main mechanisms in the strategic planning for the organizations working on VAW : it tackles the following areas:

•Learning institutions: School, universities, etc; Working with male perpetrators; Increase community awareness, Research and documentation (systemizing and engendering existing services PCBS); Media (engendering, gender sensitive approach; increase the coverage of cases of domestic violence, etc.)

-Protection defense and Justice System:

•Forensic, Police, Procedures, prosecution. (Removal order) and Courts.

Suggested policies, goals and intervention within the above main policies are developed from gender perspective that would empower women to stop violence against them and strengthen their capacity to live in dignity and in a community build on gender equality. The plan has been approved by the MoWA and the local organizations. Women's organizations and is going to be adopted by the National Committee to Combat VAW which is established through an order from the Palestinian cabinet in order to work on ending VAW. This committee is a formal commitment from the authority to priorities women's rights and as a declaration of women's issues in specific focus violence is an issue in the public sphere and not to be limited in the private.

UNRWA: WB FIP and UNRWA Gaza's Social services Plan (SSP) for 2010-2011: guiding planning, budgeting, and reporting document for all UNRWA activities. Through the FIP and SSP the MDG-GEWE JP ensures that all services provided by UNRWA for refugees in the West Bank and Gaza Strip contribute towards gender objectives.

1-The national strategy to combat VAW has been incorporated into strategic planning of UNRWA WB activities – including the MDG –GEWE JP

2-Quality strategic technical support and training on provision of social services, working with vulnerable groups identifying and responding to GBV and gender equality are

planned for community leaders, community organisations, and UNRWA staff members in all refugee camps. In GS work is ongoing to provide field staff with a women leadership training manual;

3-Establishing a referral system for victims of GBV and other family protection concerns for services within UNRWA (medical, mental health, education, relief and social services, etc.) and to external providers. Ensure services are provided according to international best practices and all relevant national standards;

4-The Women's Programme in Gaza Strip aims to promote the advancement of refugee women as partners in the development process by strengthening their role and active participation in the development of their families and communities.

ILO:

A. Gender Equality and ILS trainings were organized to gender and legal advocate to examine the feasibility of integrating ILS within PA by laws and labour law in particular, their recommendation were towards reviewing labour law from gender perspective that ILO is going to conduct in July.

Also a NVEC were established to act as advisory committee at policy level for policy makers.

B. Plan: to prompt and empower women cooperatives and women entrepreneurs, grants for training and start-up business will be offered to women only cooperatives and women entrepreneurs who intend to start a business or developing existing business. Accordingly women participation in labour market and economic rights will be improved (ILO issued policy briefs for both TVET and coop sectors, these briefs indicated national policy recommendations if implemented women economic participation will be increased, although ILO under these recommendations has implemented several activities in response to these recommended policies)

C. Revision of labour law from gender perception took place within the framework of international Labour Standards, a final report were finalized and submitted to the minister of labour for his considerations and endorsement.

D. PGA plans

UNDP:

A. Databank about VAW - including DVS - and key data about women in senior levels meets the priority of the relevant ministries as well as the statistical calendar of the Palestinian Bureau of Statistics.

B. In line with international practices and especially the 3 Ps ( prevention, protection and participation), the shelter in Gaza will act as a One stop shop for women –

C. Local authorities plans and budgets are gender sensitized, women needs are reflected in the plans as well as defined budgets to implement projects is allocated – Gender mainstreamed in local authorities –

D. The tailored developed training material for judges, lawyers and prosecutors, will be institutionalized at the relevant bodies, for instance, the one for judges at the High Judicial Council and the one for lawyers at the faculty of law at Birziet university for forth year students.

### 1.3 Sector in which the law, policy or plan focuses:

Justice reform

Youth

Health

Youth

Labour rights

Youth

National Development plan / gender equality plan

*Youth*

Gender based violence

*Youth*

Gender responsive budgets

*Youth*

Other, specify

*Youth*

#### **Comments**

- The National Strategy to Combat VAW is cross sectoral;

-PWRDC-UNESCO conducted a long term training course for gender units' staff at the Palestinian Ministries and provided them with manual which includes guidelines and practical procedures to facilitate the work of employees at the gender units.

- Revision of Labour Law

- Main Streaming Gender Equality Concerns in Cooperative Sector and TEVT sector—Policy briefs by ILO cross with national development plan and labour rights

### **1.4 Government Budget allocated to gender equality policies or programmes before the implementation of the Joint Programme**

#### **National Budget**

Total

#### **Local Budget**

Total

### **1.5 % variation in the Government's budget devoted to gender equality policies or programmes from the beginning of the joint programme to present time**

#### **National Budget**

% Overall

% Triggered by the Joint Programme

#### **Local Budget**

% Overall

% Triggered by the Joint Programme

## 1.6 Number of citizens and/or institutions the law policy or plan directly affect

Citizens . 70000 (these are the direct and indirect beneficiaries estimated previously)  
National Public Institutions 27  
Local Public Institutions 427  
Private Institutions 140

## 1.7 Number of institutions, civil servants and citizens trained with the support of the Joint Programme to take informed decisions on gender related issues

### Public institutions

Total 60

### Private Sector Institutions

Total 20

### Civil Servants

Total 555

Women 354

Men 201

### Citizens

Total 125

Women

Men

## 2 Improving participation of women in economic life and public decision making of their community and/or country

### Budget

National budget

Total Local budget

**Number of women empowered and/or trained with the support of the joint programme who gained access and/or improved their economic rights**

No. women 2472 (UNWOMEN 1715 West Bank and 490 Gaza Strip + ILO 200+ 17 young women refugee and non-refugee (graduates of photography course)+50

UNRWA

No. urban

% Ethnic group

Specify

**Number of women empowered and/or trained with the support of the joint programme who improved their income**

**Type of improvements generated by the Joint Programme on the beneficiaries' wellbeing through the improvement of economic rights/income generation**

Food security and nutrition

*Comments: improve economic conditions, reduce vulnerability*

*In reference to the photography course, 17 young women were graduated who failed tawjihi and so lost their opportunity to continue their diploma or higher education, it is a training course equivalent to a professional diploma in photography and basic administrative skills, that will offer them employable skills in addition to their education certificate.*

Reduce vulnerability

*Comments: improve economic conditions, reduce vulnerability*

*In reference to the photography course, 17 young women were graduated who failed tawjihi and so lost their opportunity to continue their diploma or higher education, it is a training course equivalent to a professional diploma in photography and basic administrative skills, that will offer them employable skills in addition to their education certificate.*

Education

*Comments: improve economic conditions, reduce vulnerability*

*In reference to the photography course, 17 young women were graduated who failed tawjihi and so lost their opportunity to continue their diploma or higher education, it is a training course equivalent to a professional diploma in photography and basic administrative skills, that will offer them employable skills in addition to their education certificate.*

**2.1 Number of women empowered and/or trained with the support of the joint programme who gained access and/or improved their economic rights**

Women

Urban

Ethnic group

Rural

**2.2 Number of women empowered and/or trained with the support of the joint programme who improved their income**

Women  
Urban  
Ethnic Group  
Rural

### **2.3 Type of improvements generated by the Joint Programme on the beneficiaries' wellbeing through the improvement of economic rights/income generation**

#### **Comments**

### **2.4 Number of women who, gained access to public decision making with the support of the joint programme**

Total number        1215  
Urban  
% Ethnic group  
National  
% Local

### **3 Decreasing the level of violence against women/girls and improving support provided to victims of violence**

#### **3.1 Number of women/girls with access to prevention and protection services (e.g. shelter, medical or legal support, etc), anti-discrimination and/or reproductive health care through the support of the joint programme**

Total            22162(2885UNFPA+19277 UNWOMEN )  
Women        7142 (2676UNFPA +4466UNWOMen

Girls	4546	(4,546 UNWOMEN)
Urban	101	
Rural/indigenous		180

### **3.2 Number of women/girls who have used anti-violence services (e.g. shelter, medical or legal support, etc), anti-discrimination and/or reproductive health care with the support of the joint programme**

Total	200	
Women	150	
Girls	50	
Urban	50	
Rural/Indigenous		150

### **3.3 Variation (%) of gender based violence cases reported to the police from the beginning of the Joint Programme to present time**

## **4 Awareness rising on gender equality issues and enabling an environment for women exercising their rights**

### **4.1 Number and type of partners targeted sensitized on gender related issues**

Civil servants 110 MoWA+MoI

*Health providers:81*

*Media Students:43*

*Councilors:138*

*PCBS staff:95*

*PA staff, workers and employers organizations: 60*

*Citizens: other religious leaders, school administrations, parents and local municipality, decision makers: 10602 (5350UNFP+UN Women 2117 children West Bank 1500 GS 468 parents WB and 500 GS 72 mothers WB, 135 teachers WB 60 GS+ ILO400)*

Private institutions 40

*Health providers:81*

*Media Students:43*

*Councilors:138*

*PCBS staff:95*

*PA staff, workers and employers organizations: 60*

*Citizens: other religious leaders, school administrations, parents and local municipality, decision makers: 10602 (5350UNFPA+UN Women 2117 children West Bank 1500 GS 468 parents WB and 500 GS 72 mothers WB, 135 teachers WB 60 GS+ ILO400)*

*Community organizations . 70 (31CBOs UNRWA)+UN Women (21 women organizations and 18 local councils representing 3600 women and 720 local council members (men and women)*

*Health providers:81*

*Media Students:43*

*Councilors:138*

*PCBS staff:95*

*PA staff, workers and employers organizations: 60*

*Citizens: other religious leaders, school administrations, parents and local municipality, decision makers: 10602 (5350UNFPA+UN Women 2117 children West Bank 1500 GS 468 parents WB and 500 GS 72 mothers WB, 135 teachers WB 60 GS+ ILO400)*

*Religious leaders 81 (81 UNFPA)*

*Health providers:81*

*Media Students:43*

*Councilors:138*

*PCBS staff:95*

*PA staff, workers and employers organizations: 60*

*Citizens: other religious leaders, school administrations, parents and local municipality, decision makers: 10602 (5350UNFPA+UN Women 2117 children West Bank 1500 GS 468 parents WB and 500 GS 72 mothers WB, 135 teachers WB 60 GS+ ILO400)*

*Other, specify*

*Health providers:81*

*Media Students:43*

*Councilors:138*

*PCBS staff:95*

*PA staff, workers and employers organizations: 60*

*Citizens: other religious leaders, school administrations, parents and local municipality, decision makers: 10602 (5350UNFPA+UN Women 2117 children West Bank 1500 GS 468 parents WB and 500 GS 72 mothers WB, 135 teachers WB 60 GS+ ILO400)*

No. National Level 300

No. Local Level 35470

#### **4.2 Indicate the type of media /awareness raising action used**

Newspapers and written media

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Radio

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Television

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Community based activities

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Schools

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Peer to peer initiatives

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Other, specify

*workshops- produced policy briefs, conducted 3 studies on mainstreaming gender equality concerns in three sectors: women cooperatives, TVET and Business development service (BDS) providers*

Outcome 1	
Responses to GBV expanded through improved policies, frameworks, protection systems, legal enforcement and health protection and prevention services.	
Indicator 1: National mechanisms are in place to monitor and reduce GBV.	
Responsibilities: Participatory M&E: UN org & partners	UN WOMEN: MoWA, National Committee to Combat VAW, UNRWA
Baseline	No previous national strategy to combat VAW existed in the oPt
Overall JP Expected Target	1-a The PCBS formulates a national consultative and technical committee from relevant women NGOs, ministries and UN organizations to develop and regularly update the family domestic survey by end of 2010;  1-b Sign a MoU between UNDP and PCBS to Institutionalize the survey within PCBS by end of 2011. "Repeat the survey every five years with a monitoring report updated on quarterly basis till mid 2012".  1-c Endorse one National strategy to combat VAW by the Ministers Cabinet by Jan 2011;  1-d Incorporate the national strategy to combat VAW into 3 strategic/action plans of 3 major ministries by mid 2012.
Means of Verification/(Ideal 3 different sources)	UN Women: VAW strategy ,Photos Attendance sheets ,MoM for National Committee MoU with ministries
Collection methods (with indicative timeframe & frequency)	7 workshops , 14 field visits , 3 visits to Mehwar Jan. – Dec. 2010; November 2011 and April 2012
Resources people/skills, material/financial allocated for M&E	MoWA, GBV expert
Risks & assumptions	Risk: Technical committees do not meet report deadlines Assumption: technical committee members have the ability to conduct monitoring activities
Indicator 2	
% of trained health-service providers providing screening, care and referrals for GBV survivors	
Responsibilities: Participatory M&E: UN org & partners	UNFPA + WHDD/MoH
Baseline	TBD by end of July 2011
Overall JP Expected Target	% of trained health providers are capable to screen, care and refer # of GBV cases
Means of Verification/(Ideal 3 different sources)	UNFPA and WHDD Reports
Collection methods (with indicative timeframe & frequency)	Case review, interviews, WHDD field visits
Resources people/skills, material/financial allocated for M&E	UNFPA M&E officer
Risks & assumptions	1)WHDD/MoH not documenting the GBV cases

**Comment [s1]:** Under the collection methods it is important that all UN agencies assign the frequency and time frame for the data collection activity to take place, generally and in order not to overload yourself I suggest to do so twice: around November 2011 and April 2012 unless specific activities need more frequency of data collection

**Comment [s2]: UNFPA reply to the below comment:** The original objective is to sensitize health providers on GBV issues, however, providing the service will come up at later stage within UNFPA's country programme which would entail policy dialogue within MoH decision makers and integrating the service within the system. This cannot be achieved yet within the MDG-F programme. Thus, the best indicator to reflect the objective is the # of health providers and policy makers sensitized on this issue as a first step in this intervention at the output level

**Comment [s3]:** Training health providers is expected to lead to this result/ PLEASE UNFPA agree if your partners can/can't be held accountable if not how can they/in what ways benefit women GBV survivors??

	screened, cared and referred, 2) health providers not willing to participate in focus groups, 3) inaccurate reports on cases
<b>Indicator 3</b>	
<b>Comprehensive and appropriate psychosocial support programmes for GBV survivors</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNRWA community mental health program
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	200
<b>Means of Verification/(Ideal 3 different sources)</b>	Reports, MoM.
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Support groups upon need, meeting,
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	Community mental health staff counsellors
<b>Risks &amp; assumptions</b>	Political situation, conservative community, large geographical areas, meeting deadlines
<b>Indicator 4:</b>	
<b># of women GBV survivors seeking and accessing refuge and counseling services in Gaza women's shelter. (women received the acquired service by mid 2012).</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women: CWLRC (Al Hayat Center)
<b>Baseline</b>	This is the first shelter in Gaza – zero baseline
<b>Overall JP Expected Target</b>	<ol style="list-style-type: none"> <li>1. Private (shelter): 13 women and their children</li> <li>2. Public (legal and psycho-social counselling and child visitations): 100 families</li> </ol>
<b>Means of Verification/(Ideal 3 different sources)</b>	MoWA letter to support CWLRC management of shelter , UN Women and UNDP MoU Contract with CWLRC , MoM - Shelter advisory committee, CWLRC quarterly and final reports Photos , MDG-F New York mission report – March 2011 as well as others ,UN Women mission reports to Gaza
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<ol style="list-style-type: none"> <li>1. Meetings with advisory committee</li> <li>2. Meetings with CWLRC</li> <li>3. Missions to Gaza</li> <li>4. Meetings: On a monthly basis beginning Jan. 2010; Missions – April, May, July November 2011 and April 2012. Capacity building starting April 2011 and ongoing during the duration of the JP (this includes 25 modules)</li> </ol>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women Gaza; Al Hayat Center staff and advisory committee
<b>Risks &amp; assumptions</b>	<p>Risks: Level of confidentiality hinders the reporting process</p> <p>Assumption: Commitment of PA in West Bank and Gaza and civil society</p>
<b>Indicator 5:</b>	
<b># Of women GBV survivors satisfied by the quality of the provided services in GS shelter.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women: CWLRC (Al Hayat Center)
<b>Baseline</b>	This is the first shelter in Gaza – zero baseline
<b>Overall JP Expected Target</b>	1. Private (shelter): 7 women and their children

	<p>report that they are satisfied with shelter services</p> <p>2. Public (legal and psycho-social counselling and child visitations): 60 women and their families report that they are satisfied with 'outpatient' services</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>MoM - Shelter advisory committee</p> <p>CWLRC quarterly and final reports</p> <p>Photos</p> <p>Mission reports (UN Women and MDG-F Secretariat)</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>1. Meetings with advisory committee</p> <p>2. Meetings with CWLRC</p> <p>3. Missions to Gaza</p> <p>4. Meeting, interviews and focus groups with beneficiaries Meetings with advisory committee on a monthly basis; meetings with CWLRC on a monthly basis; missions to Gaza for # 4, November 2011, March 2012 and April 2012.</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women Gaza; Al Hayat Center staff and advisory committee
<b>Risks &amp; assumptions</b>	<p>Risks: Level of confidentiality hinders the reporting process</p> <p>Assumption: Willingness of beneficiaries to meet with non-shelter staff</p>
<b>Indicator 6</b>	
<b>% of the targeted population is aware that VAW is wrongful behaviour and a criminal act.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNRWA (project management team), CBOs UNESCO: UNESCO PCBS, MADAD, WATC, Miftah, Filastinyat, GUPW, MoEHE
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	<p>UNRWA: 40% (12,500 beneficiaries targeted through awareness-raising sessions, 75 women and men targeted through training on GBV)</p> <p>UNESCO: 40% equal to 1826</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Focus group discussion results, technical assistants monthly reports, training reports, photos, pre- and post-test questionnaire results
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>7 Focus group discussions in 7 areas July-September + February/March/April depending on when the project ends, pre- and post-testing, meetings.</p> <p>UNESCO: Photos, monthly reports, pre and post test questionnaire, focus group discussion, meetings</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	Support office, volunteers, reporting assistant, progress report template, database access, report

	templates, training providers
<b>Risks &amp; assumptions</b>	Political situation, conservative community, large geographical areas, meeting deadlines, late reporting from CBOs
<b>Output 1.1</b>	
<b>Knowledge and baseline on VAW established to monitor gender equity goals and inform program development.</b>	
<b>Indicator 1</b>	
<b>A baseline national family violence survey including key data about women in senior levels is conducted and disseminated</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNDP, PCBS, the technical and consultative committee
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	1- a The technical and consultative committee finalizes the questionnaire by March 2011;  b-Train field researchers by June 2011;  c- PCBS Officially announces the survey results by end of 2011 as a baseline and updated by end of JP phase mid 2012.
<b>Means of Verification/(Ideal 3 different sources)</b>	a-MoM, PCBS progress reports, the final questionnaire b- Training report c-PCBS final report on results
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	a-Meetings b-filed visit to training site, pre post questionnaires c-Questionnaire, focus groups
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	
<b>Indicator 2</b>	
<b>The participatory national strategy to combat VAW developed and disseminated to inform public policy</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women, MoWA and National Committee to Combat VAW
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	a Hold 10 Workshops with PA ministries, NGOs, CBOs and the private sector in the West Bank and Gaza Strip and 16 discussion groups with rural, sheltered women, and refugee women by end 2011. b Hold 55 Committee meeting by end 2012 c-Organize an official launching of the strategy by Feb. 2011 d- Distribute 400 copies of the national strategy to combat VAW (one document in Arabic and English) by end of 2011. Printing of VAW strategy by end of Sept. 2011.
<b>Means of Verification/(Ideal 3 different sources)</b>	MoM for MoWA, UN Women and PS committee meetings 400 copies of VAW strategy published

	Mapping/documentation of recipients MoWA report on VAW workshops in rural areas Media coverage for the development and dissemination of strategy
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<ol style="list-style-type: none"> <li>1. 6 committee meetings (At least three meetings held in 2010 and beginning of 2011; November 2011 and April 2012)</li> <li>2. 400 copies published and disseminated by Dec. 2011</li> <li>3. 5 MoWA workshops and discussion groups</li> <li>4. Monitoring and collection of media coverage</li> </ol>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MoWA, GBV expert, UN Women communications and media officer
<b>Risks &amp; assumptions</b>	<p>Risks: In ensuring a participatory process, publication of dissemination delayed</p> <p>Assumption: Community and media receptiveness to receiving VAW strategy</p>
<b>Indicator 3</b>	
<b>Number of action oriented and policy researches produced and disseminated on GBV;</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women, MoWA and Bisan Centre for Research and Development
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<p>3-a Formulate a consultative committee to provide technical support for the development of the research by mid 2010.</p> <p>3-b distribute 200 copies of the developed action oriented and policy research on GBV by end 2011;</p> <p>3-c Draft a policy brief by mid 2012</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>ToR for advisory committee</p> <p>MoM for advisory committee</p> <p>Research</p> <p>Policy Paper Format drafted</p> <p>Final report</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings UN Women, advisory committee, bilateral with UN sister agencies
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG gender staff, including GBV expert, UN Women technical experts
<b>Risks &amp; assumptions</b>	<p>Risks: Lack of financial resources for publishing and disseminating research</p> <p>Assumption: Input of UN Women and experts is integrated into research</p> <p>Research utilized to inform VAW Strategy and policy recommendations adopted by MoWA and civil society</p>
<b>Indicator 4</b>	
<b>Qualitative &amp; quantitative analysis of policy papers &amp; report forms produced by governmental bodies on VAW/GBV</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO and Women's Studies Center
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	4-a Find articles in the Palestinian law which have

	<p>misconceptions/hinder progress towards preventing VAW/GBV and protecting women from VAW/GBV by July 2010</p> <p>b- Produce 1 study end of 2010 with Proposed measures and lobbying mechanisms in order to strengthen the rule of law based on the analysis</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	The study
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Desk review and meetings
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	Political situation and meeting deadline
<b>Indicator 5</b>	
<b>UN agencies and implementing partners use the locally participatory developed manual on GBV/VAW</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO, Women against Violence, and Women's Center for Legal Aid and Counselling
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<p>5-a Develop a draft manual and integrate all comments received from the users by end of 2011;</p> <p>b-Distribute ?? copies of the final version of the manual on women NGOs.</p> <p>c- 4 Women organizations/and or UN agencies use the manual in their GBV trainings by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	The training manual
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings and trainings
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	Meeting deadline
<b>Output 1.2:</b>	
<b>Capacity of gender advocates to influence policy makers and legislators increased</b>	
<b>Indicator 1</b>	
<b># of Joint action plans developed by the trained national counterparts (ministries staff, key women NGOs ,PLC members) involved in advocacy on GBV research findings, regulatory frameworks and discrimination in legislation</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO WATC, Miftah, Filastinyat, GUPW
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<p>1-a Define a baseline by Conducting a perception survey among PLC members on awareness of gender discrimination in legislation and actions undertaken accordingly by June 2010</p> <p>b-Train around 866 people as follows: 230 staff from MoWA, MoSA, MoEHE, MoH, CEC by mid 2012.</p>

	<p>-Train 400 persons from key women NGOs involved in advocacy by mid 2012</p> <p>-train 50 PLC members by mid 2012.</p> <p>c- Develop jointly (MoSA, MoWA, MoEHE, MoH) one action plan by mid 2012.</p> <p>d-PLC members develop one action plan by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Training reports, Analysis of pre and post test, actions plans produced
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Field visits, Photos, pre and post test, Progress report template
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	Political situation and meeting deadline
<b>Indicator 2</b>	
<b># of existing networks between organizations in WB&amp;GS strengthened and trained on advocacy.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women, MoWA, AlMuntada and Amal Coalition
<b>Baseline</b>	1
<b>Overall JP Expected Target</b>	-Develop one joint action plan for the 21 women organizations combating VAW in WB&GS by mid 2012 to reach out to women's grassroots organizations and influence decision-makers.
<b>Means of Verification/(Ideal 3 different sources)</b>	Joint action plan Progress and final reports MoM for AlMuntada and Amal meetings
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	12 meetings using videoconferencing between AlMuntada and Amal between Jan – Dec. 2010. Monthly video conferencing from Jan. 2011 – April 2012. 18 meetings with UN Women between Jan. 2010 and April 2012
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women MDG gender staff
<b>Risks &amp; assumptions</b>	Risk: delays in the delivery of reports, action plans and implementation of activities due to the participatory requirements for each NGO within each network Assumption: the two networks will meet regularly and jointly plan and implement activities
<b>Indicator 3 and 4</b>	
<b>3-% of PLC members who are aware of gender discrimination in legislation 2010 as BL ( index indicator with 4 dimensions)</b>	
<b>4- % of PLC members who have undertaken action in relation to discriminatory legislation 2010 as BL, &amp; 2012 action plan and budgets to enforce GBV laws) (4 dimensions)</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO and PCBS
<b>Baseline</b>	

<b>Overall JP Expected Target</b>	3- Increase by 20% the PLC members who are aware of gender discrimination in legislation by mid 2012; 4-Increase by 5% the PLC members who have undertaken action in relation to discriminatory legislation by mid 2012 (action plan and budgets to enforce GBV laws)
<b>Means of Verification/(Ideal 3 different sources)</b>	The study
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	questionnaire
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	Difficulty in reaching PLC members
<b>Output 1.3</b>	
<b>Capacity to provide refuge, security, basic services and access to justice strengthened.</b>	
<b>Indicator 1</b>	
<b># of professionals (law enforcement, Security forces, judges, lawyers, health, social workers, etc) trained and respond to incidents of VAW/G according to an established protocol for VAW/G;</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women, Sawa, and Mol UNRWA: UNRWA (project management team), CBOs, WCLAC, SAWA UNFPA + WHDD/MoH + PFPPA + MoSA
<b>Baseline</b>	UN Women: SF received training from Sawa UNRWA:0 UNFPA: Zero health providers Zero religious leaders Zero social workers
<b>Overall JP Expected Target</b>	a- UN Women: A chapter integrated within Mol training manual on Procedures/guidelines on working with victims of VAW by end of 2011  b- Train 80 people (originally 100) from the PA Security Forces by mid 2012  c- UNFPA: Protocol/guidelines for GBV cases established within the Ministry of Health by mid 2012,  d-Train 150 health providers, 150 MoSA councillors, 60 Religious by mid 2012  E-UNDP Procedures/guidelines for GBV cases established for HJC, Universities, Graduating class of Faculty of Law in BZU by 2012.  F-Train 240 women and men (180WB, 60GS) judges, lawyers, prosecutors, and fourth year law students at Birziet University by mid 2012.  G-UNRWA W: 1-Train (75 women and men

	<p>leaders) in WB on provision of assistance to victims of VAW/GBV by July 2011+ 190 in GS by mid 2012</p> <p>2- Conduct training for 75 UNRWA counsellors in legal- and psycho-social counselling by 2011+ 20 in GS by mid 2012</p> <p>3- Conduct 1 ToT on psycho-social counselling for 25 counsellors by 2011</p> <p>4- Replicate ToT targeting 75 counsellors through 3 training sessions by mid 2012</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>UN Women: Pre and post assessments, Training materials/manual, Workshop attendance sheets Photos ,MoM between Sawa, Mol and UN Women Progress and final reports, Guidelines</p> <p>UNRWA: Focus group discussion results, photos, pre- and post-test questionnaire results, evaluation meeting results, success stories, photos</p> <p>UNFPA: Reports of UNFPA, WHDD, MoSA, PFPPA</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>Pre and post evaluations starting September 2011 and ending April 2012</p> <p>10 workshops held for SF personnel between September 2011 and April 2012</p> <p>12 meetings between UN Women and Sawa and UN Women, Sawa and Mol starting Jan. 2011 and ongoing through April 2012.</p> <p>UNRWA: Focus group discussions 4-5 months after training, pre- and post-testing, training evaluation meetings, interviews/success stories by 2011, final training reports, meetings, photos</p> <p>UNFPA: Focus group, interviews, field visits</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	<p>UN Women MDG gender staff and UN Women technical experts</p> <p>UNRWA: Support office, MDG team, progress report template, database access, report templates, training providers</p> <p>UNFPA: MDG-F coordinator in WB and GS, UNFPA M&amp;E officer, consultants (3000 USD)</p>
<b>Risks &amp; assumptions</b>	<p>Risk: delays due to the high turnover at the Mol</p> <p>Assumption: full cooperation of the Mol in facilitation of the workshops and preparation of the training materials</p> <p>UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines, commitment to ToT replication</p> <p>UNFPA: <u>Risks:</u> 1)Unavailability of individuals to</p>

	participate in focus groups, 2)reports from partners not qualified enough and not reporting on results <u>Assumptions:</u> 1) sound representatives of participants in the focus groups
<b>Indicator 2</b>	
<b># of GBV cases reported to UNRWA counseling units</b> (# of	GBV reports identified by active screening at health centers)
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNRWA (project management team, technical assistants, community mental health program)
<b>Baseline</b>	N/A (maybe available from community mental health programme)
<b>Means of Verification/(Ideal 3 different sources)</b>	Screening results, reports, case files
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Screening at health centers
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	Community Mental Health staff counsellors
<b>Risks &amp; assumptions</b>	Political situation, conservative community, large geographical areas,
<b>Indicator 3</b>	
<b># of running help lines for women victims of violence with improved services (including number of working hours and number of requests for help and # referred)</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women and Sawa
<b>Baseline</b>	1 helpline already existed
<b>Overall JP Expected Target</b>	a- Upgrade 1 help line for women victims of violence and related protection services by December 2010 ; b- 40% Increase in the number of working hours by mid 2012; c- Refer approximately 30,000 telephone calls for help by mid 2012.
<b>Means of Verification/(Ideal 3 different sources)</b>	Helpline data reports Progress and final reports MoM with Sawa Printed materials (posters, stickers, etc.)
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Database for the helpline Meetings : ongoing starting from Nov. 2009 and every two months ending April 2012
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women MDG gender staff and UN Women technical experts
<b>Risks &amp; assumptions</b>	Risk: limited access to volunteers to answer the calls Assumption: the helpline will have minimal technical issues
<b>Indicator 4</b>	
<b># trained Gaza shelter staff, counselors etc on the provision of refuge and counseling services for violated women</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women and CWLRC (AI Hayat Center)
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	a- Form an advisory committee for the Hayat shelter in Gaza which meets on a systematic basis

**Comment [s4]:** UNFPA to confirm if they can be held accountable for this

**Comment [s5]:** UNFPA replied: As mentioned above: the conducted trainings aimed at improving health providers' knowledge on GBV issues and not training them on the application of system to care for GBV survivors since this system doesn't yet exist. We also need to see what challenges such providers meet in terms of dealing with and documenting on GBV cases, so that we will be able to approach them on a later stage. What we aim at, after MoH adopts the national referral system which includes a health protocol, developed by the same trainer of the targeted health providers, is train health providers on the use of the health protocol which will hold each provider accountable for the care of survivors according to the system. But this will be after the MDG-F programme finishes. It will part of UNFPA's country programme (2011-2013)

	<p>by April 2011;</p> <p>b- Identify 19 Staff of the shelter by June/July and conduct training to operate in the shelter, until May 2012;</p> <p>c- 10 Gaza Shelter Staff share knowledge through exchange visits for best practices with Batha's shelter in Morocco by September 2011</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>Interview reports</p> <p>Employee contracts</p> <p>MoM for UN Women and CWLRC meetings</p> <p>Training attendance sheets</p> <p>Training reports</p> <p>Training materials</p> <p>Exchange mission report</p> <p>MoM - Shelter advisory committee</p> <p>CWLRC quarterly and final reports</p> <p>Photos</p> <p>MDG-F New York mission report – March 2011 as well as others</p> <p>UN Women mission reports to Gaza</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>Interviews for hiring of staff</p> <p>At least 20 meetings between UN Women, CWLRC and UNDP</p> <p>10 modules for capacity building starting July 2011 until May 2012</p> <p>2 exchange missions (best practices, lessons learned, etc...) with Mehwar Center in the West Bank and Batha Center in Fez, Morocco and Mehwar Center in Bethlehem between September 2011 and May 2012</p> <p>Monthly shelter advisory committee meetings</p> <p># of MDG-F New York and UN Women missions</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	<p>UN Women MDG gender staff, UN Women Gaza, Al Hayat Center staff and advisory committee and UN Women technical experts</p>
<b>Risks &amp; assumptions</b>	<p>Risks: Delays in reporting process as the process itself was delayed</p> <p>Assumption: Commitment of shelter staff, management and advisory committee</p>
<b>Output 1.4</b>	
<b>Awareness raised, amongst men and women on gender relations, women's entitlements and rights (social, political and economic).</b>	
<b>Indicator 1</b>	
<b>A participatory communication and media strategy (including advocacy &amp; outreach activities addressing key gender inequalities) developed and implemented jointly by the all relevant stakeholders</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	<p>UNFPA + MoWA + PFPPA + Miftah</p>
<b>Baseline</b>	<p>Zero</p>
<b>Overall JP Expected Target</b>	<p>a-Following a needs assessment, a strategy with an action plan is in place by mid 2010;</p>

**Comment [s6]:** UNFPA doesn't want to commit to estimating the # of people who have been exposed to VAW/G prevention messages (through 9 Radio and 7TV spots on GBV, SMS, billboards, calendars, flyers, flash memories, visiting the integrated functioning and continuously updated MDG-GEWE web page within MoWA's website); i.e we are still reporting on an activity level

**Comment [s7]:** UNFPA replied: Even we get this number, listening to radio, watching TV spots, etc. it won't assess change or progress of people because of that specific message, it doesn't directly measure the change. And at the output level, we should directly measure the change as a result of the implementation. The main achievement is the existence of media campaign addressing gender issues, which was not existing previously

	<p>b-Disseminate # of copies of the strategy by end 2010;</p> <p>c- Implement media activities addressing gender equality and GBV issues including the existence of a recurrent national year-on-year awareness raising campaign addressing all forms of VAW by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Document in place, media activities implemented
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	desk review
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG-F coordinator in WB and GS, MDG-F communication coordinator and UNFPA M&E officer
<b>Risks &amp; assumptions</b>	
<b>Indicator 2</b>	
<b>The schools GBV prevention guideline/protocols developed using the participatory approach and integrated into a pilot of selected schools curriculum</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO, MADAD, MoEHE
<b>Baseline</b>	
<b>Overall JP Expected Target</b>	<p>a-Identify 12 pilot schools by end of 2010;</p> <p>b- Target 720 of teachers and 240 counsellors participate in the consultation workshops to develop the protocols beginning of 2011 till end of 2011.</p> <p>c-Disseminate ?? copies of the guidelines by mid 2012.</p> <p>d- Targeted schools adopt the participatory developed GBV protocols for teachers, students and parents by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Analysis of questionnaire
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Monthly reports, meetings, questionnaires
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	
<b>Indicator 3</b>	
<b># perpetrated and perpetrator students, teachers and parents Provided with counselling, support and skills to combat VAW</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women, UNRWA, PCC, WEP /AISHA and CFTA UNESCO: MADAD, MoEHE
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<p>UN WOMEN: 2,688 perpetrators of GBV/VAW and bullying in schools receive counselling through support groups or individual sessions and awareness raising/training by mid 2012;</p> <p>- Train 945 Students on life skills by May 2012</p>

**Comment [s8]:** UNESCO please insert the # of copies

	<ul style="list-style-type: none"> <li>- Train 956 Students on violence and ways to combat VAW by 2012</li> <li>-50 Violated students receive counseling by May 2012</li> <li>- 50 Perpetrator students receive counseling by May 2010</li> <li>-1000 Parents receive training on child raising, behaviors, alternatives for violence by May 2012</li> <li>- Train 135 Teachers on class management, and students behaviour, stress management etc by May 2010</li> <li>- Train 25 School counselors trained on supervision by May 2010</li> </ul> <p>UNESCO: Apply the protocols produced targeting 6000 students through 6 awareness campaigns by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>Training reports Attendance sheets Photos Progress and final reports MoM of UN Women, PCC and WEP Field visit reports Printed materials (posters, stickers, etc.)</p> <p>UNESCO: Guidelines</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>10 of meetings between UN Women, PCC, Sawa, HWC in WB starting from May 2010 and ending August 2011 and 7 meetings with WEP/AISHA and PCDCR in Gaza starting Jan. 2011 and ending April 2012</p> <p>5 of field visits by UN Women</p> <p>UNESCO: Questionnaires, workshops</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women MDG gender staff and UN Women Gaza
<b>Risks &amp; assumptions</b>	<p>Risk: delays caused by UNRWA strikes and school holidays</p> <p>Assumption: UNRWA schools will be welcoming and supportive of the training for their students, teachers, councillors and parents</p> <p>Shelter activity will be completed before awareness raising activity begins to utilize it in promoting the shelter</p>
<b>Indicator 4</b>	
<b># of youth, women, and men participating in awareness-raising activities on GBV/VAW</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	<p>UNRWA (project management team, technical assistants)</p> <p>UNFPA+MoYS + PARC/RWDS</p>
<b>Baseline</b>	<p>UNRWA: Zero</p> <p>UNFPA: Zero</p>

**Comment [s9]:** UN Women commented: Samar, we have not began this activity because it is tied to the shelter in Gaza – we want to work on a parallel level. I assume that a partner will be identified and implementation will begin by Aug./Sept. 2011

<b>Overall JP Expected Target</b>	<p>a-10 women CBOs(UNFPA)+ 6 CBOs in refugee camps GS (UNRWA) are equipped with needed supplies to deliver services. By end of 2010;</p> <p>b- UNRWA: 10,000 women, 2,500 men and 10 religious leaders in wB+ 2322 in GS participate in awareness-raising sessions on gender issues and VAW/GBV by mid 2012,</p> <p>c- UNFPA: 240 youth leaders/peer educators (120f, 120m) and 180 rural women participate in awareness-raising sessions on gender issues and VAW/GBV by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>UNRWA: TA monthly narrative reports, TA monthly access reports, success stories, photos, focus group discussion results</p> <p>UNFPA, MoYS, PARC/RWDS reports</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>UNRWA: monthly monitoring meetings, internal evaluation, Support groups meetings, TA monthly access report, focus group discussions (July-September 2011, and 2012 depending on when the project will end).</p> <p>UNFPA: Field visits, interviews, focus groups</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	<p>Support office, MDG team, CBOs</p> <p>UNFPA coordinators, M&amp;E officer and consultant, 3000 USD</p>
<b>Risks &amp; assumptions</b>	<p>UNRWA: Political situation, conservative community, large geographical areas, limited budget for activities</p> <p>UNFPA: <u>Risks:</u> 1)Unavailability of and unwilling individuals to participate in focus groups, 2)reports from partners not qualified enough and not reporting on results</p>

<b>Outcome 2</b>	
<i>Representation of women and women's issues in decision-making bodies increased</i>	
<b>Indicator 1</b>	
<p>% of seats held by women in the JP targeted bodies</p> <p>-% local councils (UNDP, UN Women)</p> <p># of women who become members of CBOs, popular camp committees and other camp committees;</p> <p># of women who take an active role in leading community initiatives.</p>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	<p>UN Women and WATC</p> <p>UNRWA (project management team), CBOs</p>
<b>Baseline</b>	<p>UN Women TBD?</p> <p>UNDP TBD?</p> <p>UNRWA BL=0</p>
<b>Overall JP Expected Target</b>	Increase %?? of seats held by women in the JP

	<p>targeted bodies by mid 2012: <b>if elections do not take place, then increase in the # of women willing to nominate themselves in the coming elections for:</b></p> <p>UNDP : ( # of local council units = 537 , the JP aims @ increasing the # by 10% ),</p> <p>UNRWA: 4 women become members in CBOs LACs camp committees by mid 2012 16 women take leading role in their society by mid 2012</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>UN Women: Pre and post assessments, Photos, Attendance sheets ,Training materials, Training reports, MoM for UN Women and WATC meetings, Field visit reports</p> <p>UNRWA: Success stories, TA monthly reports,</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>UN Women: 54 of training sessions on leadership and 72 workshops on awareness raising on women's political participation and rights 10 meetings between UN Women and WATC starting July 2010 and ending April 2012 5 field visits by UN Women</p> <p>UNRWA monthly TA meetings, focus group discussions (July-September and February-April 2012 depending duration of project), meetings/interviews, training evaluation session, press articles</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	<p>UN Women MDG Gender staff, UN Women Gaza, and UN Women technical experts and field staff</p> <p>UNRWA: Support office, volunteers, reporting assistant, MDG team, CBOs</p>
<b>Risks &amp; assumptions</b>	<p>Risk: participants unable to commit to the long hours of training required, especially participants with full-time jobs Assumption: local council members are interested in and committed to the training and its topics</p> <p>UNRWA: Political situation, conservative community</p>
<b>Indicator 2</b>	
<b># of action plans produced by local councils and NGOs that are gender sensitized.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	
<b>Baseline</b>	
<b>Overall JP Expected Target</b>	a-Produce 10 gender sensitized action plans for local councils based on the guidelines produced by mid 2012 (UN Women)

	b-Produce 10 gender sensitized action plans by local councils ( 7 from the West Bank and 3 from Gaza)(UNDP)
<b>Means of Verification/(Ideal 3 different sources)</b>	
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	
<b>Output 2.1</b>	
<b>Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development</b>	
<b>Indicator 1</b>	
<b>Number of policy papers, studies, legislations introduced on the basis of knowledge &amp; baseline on women political representation, rights in legislations, gender gaps and effect on regulatory frameworks in relation to MDGs</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO and a consultant
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	1-a 1 policy paper introduced mid 2011; (with action oriented recommendations on ways forward ) link to output 1.1
<b>Means of Verification/(Ideal 3 different sources)</b>	The study
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Literature review and workshop
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Indicator 2</b>	
<b>Role of women in decision making monitored against MDG3</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	a- Online database exists on women in different decision-making positions by end of 2011  b- Hand over the database to MoWA by mid 2012  c- MoWA reports periodically to the ministers' council the percent of women in decision making positions and accordingly draws policies to increase this percentage.
<b>Means of Verification/(Ideal 3 different sources)</b>	Database software
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Questionnaires
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG team
<b>Risks &amp; assumptions</b>	Political changes
<b>Indicator 3</b>	
<b>National counterparts informed on research findings</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNESCO and Miftah

Baseline	Zero
Overall JP Expected Target	- train 50 PLC members on the research findings above by end 2011.
Means of Verification/(Ideal 3 different sources)	Training report and analysis of pre and post test
Collection methods (with indicative timeframe & frequency)	Pre and post test, photos and monthly reports
Resources people/skills, material/financial allocated for M&E	MDG team
Risks & assumptions	Political changes
<b>Output 2.2</b>	
<b>Increased capacity of local government, authorities and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs</b>	
<b>Indicator 1</b>	
<b># people from local authorities , PCBS staff, related NGOs, CBOs in refugee camps trained to develop women leaders on MDG and gender sensitive services</b>	
Responsibilities: Participatory M&E: UN org & partners	UNRWA (project management team), CBOs UNFPA+PCBS
Baseline	UNRWA: 0 UNFPA:0
Overall JP Expected Target	<p>- a Identify the technical assistance needed to develop women leaders on MDG and gender sensitive services; based on a thoroughly conducted needs assessment for each target group;</p> <p>-Provide technical assistance &amp; training on developing women leaders, gender-sensitive services and engendering MDGS for the following target groups”</p> <p>- UNRWA: 226 (200WB+26GS) active women and 50 active men from CBOs and local community by mid 2012;</p> <p>-UNFPA: 75 PCBS staff by mid of 2012</p> <p>-UNDP: 300 local council members <b><u>How much in terms of local councils?</u></b></p> <p>- UN Women: Conduct ToT for 365 women leaders on PRA and facilitation skills, integration of gender policies in institutions and programs by end of 2011;</p>
Means of Verification/(Ideal 3 different sources)	<p>UNRWA: Training reports, participant feedback, TA reports, training agenda/materials, list of participants, film, press articles, photos</p> <p>UNFPA: UNFPA and PCBS Reports</p>
Collection methods (with indicative timeframe & frequency)	UNRWA: evaluation sessions with

**Comment [s11]:** it is important if possible that we know as a baseline whether local council members take both women and men different interests, needs etc... Before we jump into general trainings, yet feedback from 2 UN agencies that it is difficult to get this information, accordingly this indicator introduced by UNFPA tracks number of trained people. Instead of ( #of local councils, PCBS, NGOs and CBOs in refugee camps that include men's and women's perspectives in identifying, planning, delivering and reporting on services that benefit both women and men in the local community)

	participants, pre- and post-questionnaires, TA monthly access reports, success stories interview June/July 2011 . PCBS field visits
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	Support office, volunteers, MDG team, progress report template, database access, report templates, training providers
<b>Risks &amp; assumptions</b>	Political situation, conservative community, large geographical areas, meeting deadlines, late reporting from CBOs

**Indicator 2**  
**# of policy papers, list of standards and guidelines produced and disseminated to monitor the extent of integration of women's rights and issues in the institutional policies and programs.**

<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNFPA + PCBS
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<ul style="list-style-type: none"> <li>a- Produce and disseminate ? copies of 3 policy papers on women in education, public life and labour to women NGOs by end of 2011</li> <li>b- Establish a Technical committee by end of 2011 with # members from local councils involved in developing the list of standards and guidelines;</li> <li>c- Disseminate ??? Copies of the guidelines by end of 2011.</li> </ul>
<b>Means of Verification/(Ideal 3 different sources)</b>	UNFPA and PCBS Reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Desk review
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG-F coordinator
<b>Risks &amp; assumptions</b>	1)Not disseminated properly to targeted 2) No accurate info on dissemination

**Comment [s12]:** Check if UN Women are still committed to producing the guidelines?? UN women replied: I don't think this is our activity ???

**Indicator 3**  
**# of women who transfer the knowledge gained in indicator 1 above to other women, bodies etc...**

<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women and WATC
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	- between 1,080 and 1,350 women provide training/awareness for women, young women and local council members by mid 2012.
<b>Means of Verification/(Ideal 3 different sources)</b>	Pre-post assessments ,Photos ,Attendance sheets Training materials, Training reports MoM for UN Women and WATC meetings Field visit reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	54 of training sessions on leadership 10 meetings between UN Women and WATC starting July 2010 and ending April 2012 5 of field visits by UN Women
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women MDG Gender staff, UN Women Gaza, and UN Women technical experts and field staff

<b>Risks &amp; assumptions</b>	Risk: participants unable to commit to the long hours of training required, especially participants with full-time jobs Assumption: outstanding women from the awareness raising activity will be incorporated into this activity
<b>Indicator 4</b>	
<b># of people reached out through awareness session as a result of the ToT in 1 above</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UN Women and WATC
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	- 18 local authorities, NGOs, and CBOs constituting around 3,600 women and 720 members of local authorities
<b>Means of Verification/(Ideal 3 different sources)</b>	Pre and post assessments Photos Attendance sheets Training materials Training reports MoM for UN Women and WATC meetings Field visit reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	72 of training sessions 10 meetings between UN Women and WATC starting July 2010 and ending April 2012 5 of field visits by UN Women
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	UN Women MDG Gender staff, UN Women Gaza, and UN Women technical experts and field staff
<b>Risks &amp; assumptions</b>	Risk: participants unable to commit to the long hours of training required, especially participants with full-time jobs Assumption: local council members are interested in and committed to the training and its topics

<b>Outcome 3</b>	
<b>Enhanced opportunities for women's equal economic participation</b>	
<b>Indicator1</b>	
<b># of National mechanisms in place to monitor and increase women economic participation.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO, MoL, MoWA, PCBS, NPGA team, NWECC
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	Three mechanisms are in place: a-The national statistical body PCBS institutionalizes the GBV in the world of work survey by mid 2012; b- The endorsed National Gender Audit team by MoWA March 2011, pursues to conduct gender audits in institutions and accordingly prepares and monitors gender mainstreamed action plans; c-the established National Women Employment Committee mid 2010 continues to implement its

	strategic action plan till 2013
<b>Means of Verification/(Ideal 3 different sources)</b>	ToRs, Minutes of meetings Contract with PCBS, MoU, Survey results report, PGA reports, action plans, MoM, photos
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Focus group meetings, meetings and interviews, the questionnaire
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	
<b>Indicator 2</b>	
<b># of Labor Market institutions with national development action plans that are gender mainstreamed promoting gender equality and women's economic empowerment and protecting them in the workplace.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO, MoL, PGFTU, FPCCIA
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	-Disseminate the NPGA team reports recommendations and endorse by MoL, PGFTU and FPCCIA by mid 2011; -MoL, PGFTU and FPCCIA develop action plans in line with the NPGA team recommendations by end of 2011; -MoL, PGFTU, FPCCIA institutionalize "adopt" the PGA national action plans by 2011 - MoL and PGFTU start to implement the PGA national action plan by mid 2012
<b>Means of Verification/(Ideal 3 different sources)</b>	PGA reports, final action plans, report on the implementations of the PGA recommendations
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Official endorsement ceremony, Focus group meeting and interviews
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	Political situation, New reform of the GOV by Sept 2011 Short in receiving more fund for MoL, PGFTU, FPCCIA and MoWA
<b>Indicator 3</b>	
<b>The Minister of MoL adopts the revised labour law from a gender perspective</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	MoL, MoWA, NWEW
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	a-NEWEC pursues a leading and coordinator role in MoL adaptation of the recommendations emerged from the revised labour law from gender perspective through  b-NEWEC conducts Consultation workshops with all stakeholders to discuss the emerging result by end of 2011;  c-Conduct one meeting with the minister of labour to discuss final results/ feedback and provide his approval by end of 2011.

	d- Launch officially the MoL adoption of the revised labour law by mid 2012
<b>Means of Verification/(Ideal 3 different sources)</b>	MoM, NEWEC action plan, invitation letters, the revised law study
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings and interviews, official launching ceremony, group discussions, feedbacks
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	Political and economic situations and New reform of the GOV by Sept 2011
<b>Indicator 4</b>	
<b>a- #of refugee CBOs, women cooperatives and women entrepreneurs with improved income due to the IGPs and grants</b> <b>b- % change in the number of women membership in the targeted cooperatives</b> <b>c- % change in revenues earned by refugee CBOs, women cooperatives and women micro entrepreneurs who received the grants and implemented the IGPs</b> <b>d -# of girls/young women graduates from TVET centres that find employment within one year of graduation due to the JP vocational training, on-job training and life skills</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Team (Rawand, Haneen, Tharwat), UNWOMEN (Siham), UNRWA (Sami), Gender Unit (Manal), Mol (Bashar from Coop Department), Asala (Salma), Sharek (Maha), UNRWA (project management team), CBOs
<b>Baseline</b>	ILO: 0 UNRWA a=0, c: to be provided shortly
<b>Overall JP Expected Target</b>	a-ILO: 10 women cooperatives and 40 women micro entrepreneurs+ UNRWA: 18 CBOs in WB+10 in GS with improve income due to IGPs by mid 2012, b- increase 20% the number of women memberships in targeted cooperatives by mid 2012 C-increase 20% the revenue earned by refugee women CBOs, women cooperatives and women entrepreneurs with micro IGP Increase 10% for IGPs in Gaza d. 30 young women find job by mid of 2012
<b>Means of Verification/(Ideal 3 different sources)</b>	ILO:TORs, Project proposals, MoU, Service contracts, policy briefs, Monitoring Reports, Photos, Workshop Training Reports, List of participating beneficiaries. MAC Reports, photos, or taping of documentary films.  UNRWA: monthly monitoring reports, monthly IGP tracking report, IGP financial reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Bi monthly Field visits by ILO team, gender Team and MoL, assessment questionnaire and impact, monthly monitoring meetings, bi monthly meetings of MAC UNRWA:, meetings/interviews with IGPs (October 2011 and March 2012 depending

**Comment [s13]:** UNRWA the 20% is ILO target , Please define your target

	duration of project), field visits, monthly IGP assessment tool, monthly color scoring model
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	M&E officer, ILO M&E officer in Beirut UNRWA: Support office, volunteers, reporting assistant, CBOs, MCSP staff
<b>Risks &amp; assumptions</b>	New reform of the GOV by Sept 2011 UNRWA: Political situation, conservative community, large geographical areas, market competition, external Shocks
<b>Output 3.1</b>	
<b>Influence of gender advocates, workers and employers org in decision-making and planning is increased particularly in relation to reforming discriminatory labour laws and planning for gender-sensitive employment opportunities.</b>	
<b>Indicator 1</b>	
<b>Sex-disaggregated data and gender relevant indicators on women's economic participation, GBV in the work place identified by constituents, incorporated in national and sub-national databases i.e. "PCBS labour force survey, MoL etc.." for use in evidence based decision making and national development plan monitoring</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO, PCBS, ILO constituents, NWECC and MoWA
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<p>a-Conduct by June 2010 needs assessment of users perception towards labour force data produced by PCBS to identify gender gaps and needs in labour statistics to be more gender responsive to users and more informative for improved planning and advocacy by users ;</p> <p>b-Train the tripartite constituents and national partners(28f,10m) on ILO tools &amp; methodologies, quantitative, qualitative &amp; process oriented indicators to monitor GBV/VAW in the work place and Promote user producer dialogue on gender statistic by June 2010;</p> <p>c-Conduct on quarterly bases user producer dialogue workshops with PCBS including 62 (63f, 62m) each, starting August 2010 till mid 2012;</p> <p>d-As a result of the workshops Incorporate all identified sex disaggregated indicators into the quarterly PCBS labour force survey and review data before dissemination,</p> <p>e-For the first time, conduct a national survey on GBV in the world of work by mid 2012;</p> <p>f-Develop 2 fact sheets on women's participation in the labour force by 2012</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Reports, Pictures, List of participants, Contacts ToRs, Assessments recommendations
<b>Collection methods (with indicative timeframe &amp;</b>	Interviews, questionnaire, Training workshop

frequency)	recommendations, discussion groups and meetings
Resources people/skills, material/financial allocated for M&E	- ILO M&E officer in Beirut, ILO staff ( RO and Jerusalem office)
Risks & assumptions	- Political situation and conservative culture
<b>Indicator 2</b>	
<b>Number of cases in which tripartite constituents are actively involved in social dialogue processes in regards to gender sensitive policymaking, labour law reform and implementation</b>	
Responsibilities: Participatory M&E: UN org & partners	ILO constituents, MoWA and ILO
Baseline	Existing gender unit at MoL and women' dept. At PGFTU
Overall JP Expected Target	a- ILO constituents are represented in the NWECC and other 2 social dialogue committees (the tripartite committee, and employment Fund led by MoL) established by the minister of labour or the employer and worker organizations by mid 2012; b- Launch officially the NWECC by February 2011, c-Develop the NWECC ToR, action plan and by law by June 2011. d- recruit specialised staff for the women's dept. at PGFTU by June 2011.
Means of Verification/(Ideal 3 different sources)	ToRs, Press release, Minutes of meetings Invitation , Pictures ,Workshop outcomes
Collection methods (with indicative timeframe & frequency)	Interviews, Meetings and workshops
Resources people/skills, material/financial allocated for M&E	- ILO M&E officer in Beirut, ILO staff ( RO and Jerusalem office)
<b>Indicator 3</b>	
<b>Number of constituents members that use/apply ILO knowledge, technical assistance , training or tools to develop new, or modify existing labour policies or laws focused on work-related gender discrimination</b>	
Responsibilities: Participatory M&E: UN org & partners	ILO constituents, MoWA
Baseline	Zero
Overall JP Expected Target	-Conduct the PGA "an ILO tool" training for (11f,4m) By end of 2009 -15 out of the 30 trainees above apply the PGA tool in 3 market institutions MoL, PGFTU, FPCCIA by mid 2010; -Conduct 2 trainings "Gender Equality and International Labour Standards" for 28 (22f, 6m) gender advocates and legal experts on using ILO TA and tools to implement improved policies and legislation in practical terms in the workplace by April 2010.
Means of Verification/(Ideal 3 different sources)	Reports, Training materials, Attendance sheet Invitation, photos and ToRs.
Collection methods (with indicative timeframe & frequency)	Meetings and field visits
Resources people/skills, material/financial allocated for M&E	- ILO M&E officer in Beirut, ILO staff ( RO and Jerusalem office)

Risks & assumptions	Political situation, large geographical areas
<b>Indicator 4</b>	
<b>Laws that impede women's labour force participation are identified, changes drafted and actions for response including policy brief designed by gender advocates</b>	
Responsibilities: Participatory M&E: UN org & partners	Ministry of labour and MoWA UNESCO and a consultant
Baseline	Horizontal studies were conducted to review all laws from gender perspective.
Overall JP Expected Target	- As a result of the training above Conduct a study Identifying the articles in the Palestinian Labour law that impede women's labour force participation in comparison with ILS by end of 2011; -Use the study results by <u>the Institute of law at BZU</u> to integrate it's recommendation within it's ongoing studies by end of 2011. -Organize a workshop for gender advocates to endorse the study's recommendations by the minister of labour by mid 2012. -50 Gender advocates are well informed on the study results by mid 2012 (UNESCO)
Means of Verification/(Ideal 3 different sources)	The draft report of the study, List of participants The invitation letter UNESCO: Reports, pre and post test analysis, progress report template, photos
Collection methods (with indicative timeframe & frequency)	Interviews, Focus group, Meeting, Literature review UNESCO: Pre and post test,
Resources people/skills, material/financial allocated for M&E	- ILO consultant and ILO staff - ILO M&E officer in Beirut, ILO staff ( RO and Jerusalem office)
Risks & assumptions	- The conduction of the assessment during Ramadan
<b>Output 3.2</b>	
<b>Capacity of the MoL (including its institutions), workers' and employers' org developed to implement specific measures that promote women's employment and protect them in the workplace. (Lead – ILO)</b>	
<b>Indicator 1</b>	
<b># of qualitative and quantitative analysis of national action plans development frameworks, policies and Programmes for mainstreaming gender within labour market institutions</b>	
Responsibilities: Participatory M&E: UN org & partners	ILO constituents and MoWA
Baseline	ZERO
Overall JP Expected Target	Conduct 3 analysis through applying the participatory gender audit "an ILO tool" for MoL by February 2010, PGFTU by July 2010 and for FPCCIA in 2011.
Means of Verification/(Ideal 3 different sources)	PGA reports, PGA national action plans Pictures
Collection methods (with indicative timeframe & frequency)	Interviews, Workshops , Discussion groups
Resources people/skills, material/financial allocated for M&E	- ILO consultant and ILO staff - The national PGA team; ILO constituents;

	PGFTU and MoL, MoWA and other organization
<b>Risks &amp; assumptions</b>	Shortage in allocating fund by the constituents
<b>Indicator 2</b>	
<b>Number of constituents members (f.m) that use/apply ILO knowledge, technical assistance, training or tools to strengthen the application of standards, policies, action plans or training programmes related to GBV, gender mainstreaming and decent work</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO constitutes
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	<ul style="list-style-type: none"> <li>- Conduct gender sensitization training to 182 (61f, 121m) from the Tripartite constituents "gender training, decent work and GBV" by Dec 2010.</li> <li>- Conduct gender mainstreaming training for the tripartite constituents 36(23f,13m ) " Mainstreaming Gender Equality in the world of work" by January 2011</li> </ul>
<b>Means of Verification/(Ideal 3 different sources)</b>	<ul style="list-style-type: none"> <li>- Reports, Pictures, Evaluation forms</li> <li>- List of participants</li> </ul>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings, Pre and post questionnaires
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	<ul style="list-style-type: none"> <li>- ILO local consultants</li> </ul>
<b>Risks &amp; assumptions</b>	large geographical areas
<b>Indicator 3</b>	
<b># of monitoring bodies established to ensure sustainability, promote women's employments and protect them in the workplace</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO constituents, MoWA and NWECC
<b>Baseline</b>	Zero
<b>Overall JP Expected Target</b>	As a result of the above trainings, <ul style="list-style-type: none"> <li>- Establish the National Gender Audit team and endorse by MoWA by March 2011;</li> <li>- Establish the National Women Employment Committee by mid 2010;</li> </ul>
<b>Means of Verification/(Ideal 3 different sources)</b>	Invitations, List of participants, ToRs, MoMs, Action plan
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings , Interviews
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	ILO constituents; MoL and PGFTU
<b>Risks &amp; assumptions</b>	Political and economical situation, conservative culture
<b>Indicator 4</b>	
<b>Gender Unit at MoL is more visible</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO, MoL and MoWA
<b>Baseline</b>	Efforts were made before
<b>Overall JP Expected Target</b>	<ul style="list-style-type: none"> <li>- a Formal accreditation by the minister of labour for the establishment of a support unit for the Gender Unit by Jan 2011</li> <li>- the Gender Unit@ MoL. produces a gender sensitized Jan-Dec 2012 action</li> </ul>

	<p>plan</p> <ul style="list-style-type: none"> <li>- the Gender Unit is delegated officially by the Minister to present MoL in NEWEC, PGA, cooperatives and other bodies by end of 2010.</li> </ul>
<b>Means of Verification/(Ideal 3 different sources)</b>	Approval letter from the ministers, MoMs, the Gender unit action plan
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Meetings, interviews
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	
<b>Risks &amp; assumptions</b>	conservative culture
<b>Output 3.3</b>	
<b>Employment opportunities for low-income women and female graduates including in refugee camps are increased</b>	
<b>Indicator 1</b>	
<b>Number of constituents and financial institutions that apply ILO technical assistance, training or tools and products</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Gender Team, MoL (TEVT, and Coop Department), Gender Unit at MoL, UNRWA (project management team), CBOs
<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	<p>a) Conduct 4 need assessments: labour market growth and demand, TVET and women cooperatives by April 2010 and 1 rapid assessment on capacities of BDS providers by end of 2010</p> <p>b) Develop Cooperative Training Manual using ILO training tool and Material to be used as guide for extension workers to support and develop the capacity of women cooperatives by August, 2011.</p> <p>c) Conduct 2-ToT on "ILO training gender and entrepreneurship modules-GET AHEAD" for (20 BDS providers for WB &amp; GS) by <u>May</u> 2010, and another TOT Get Ahead by August 2011.</p> <p>d) 1 ToT TVET training module on photography by GIZ using their curriculum targeting 4 trainers by July 2010</p> <p>e) Conduct 1 ToT for 27 cooperative extension workers and women cooperative leaders (21f,6m) on using the ILO training tools (MATCOM ) for cooperatives marketing, Cooperative management, leadership &amp; organizing skills by March 2010</p> <p>f) 30 IGPs (18WB+12GS) of UNRWA use ILO training tools packages by mid 2012;</p> <p>G) Conduct advanced TOT workshop for around 23 cooperatives extension workers using ILO cooperatives' development manual by September 2011.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	Training reports, assessments reports, TORs,

	participants/beneficiaries' lists/photos, contracts participants feedback, documentation of activities through photos, or taping of documentary films
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Bi monthly Field visits by UNRWA, ILO team, gender Team and MoL, assessment questionnaire and impact, monitoring and follow up monthly meeting with projects team and implementation partners, bi monthly meeting of MAC, pre- and post-questionnaires, evaluation sessions with participants.
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG-F M&E officer. MSCP, trainers
<b>Risks &amp; assumptions</b>	UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines
<b>Indicator 2</b>	
<b># of developed gender sensitized and better mainstreamed policies focused on increasing access to financing among women, promoting small enterprises /women entrepreneurs and cooperatives,(based on sex disaggregated data and gender-sensitive analyses)</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Gender Team, MoL, women cooperatives, TVET
<b>Baseline</b>	
<b>Overall JP Expected Target</b>	Based on the NA above: -Developed 2 policy briefs (Mainstreaming Gender Equality Concerns in the Palestinian Cooperatives, and Mainstreaming Gender Equality Concerns in TVET System) by May 2011  -Official launch and accreditation of the policies by May 2011;  -Disseminate 800 copies (400 in English Language, and 400 in Arabic language) of the policies by end 2011.
<b>Means of Verification/(Ideal 3 different sources)</b>	Publications: policy briefs, assessment studies and workshop reports (on presetting the findings and policy recommendations of the assessment studies)
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Workshops and meetings with all stakeholders
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	Gender Team-ILO Jerusalem office (Rawand, Tharwat)
<b>Risks &amp; assumptions</b>	NON
<b>Indicator 3</b>	
<b># of girls/women accessing/enrolling and graduate from vocational training and life skills /by type of training and relevance to skills required by labour market.</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Team (Rawand, Tharwat), UNWOMEN, UNRWA, Gender Unit (Manal), MoL (Bashar from Coop Department), Asala (Salma), Sharek (Maha),
<b>Baseline</b>	

<b>Overall JP Expected Target</b>	<ul style="list-style-type: none"> <li>- Train 60 young female graduates in different locations on life skills by youth development organization by December 2011.</li> <li>- Train 115 TVET students/young women from different locations by 2010-2012;</li> <li>- 17 TVET female students in UNRWA TVET centre enrol and graduate from photography course by June 2011;</li> <li>- Conduct awareness raising and media campaign led by MoWA and MoL among families, employers &amp; TVET institutions to change perceptions of TVET in oPt by mid 2012.</li> </ul>
<b>Means of Verification/(Ideal 3 different sources)</b>	Project proposals, Workshop training reports, assessments reports, TORs, participants/beneficiaries' lists/photos, contracts, employment status for graduated women, reports on women cooperative memberships and participation, MAC reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	As above
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	ILO team (Rawand, Tharwat), MDG-F M&E officer.
<b>Risks &amp; assumptions</b>	NON
<b>Indicator 4</b>	
<b># of women entrepreneurs and women cooperatives who acquire skills (entrepreneurial skills, business management, marketing and negotiations, etc) and use these skills</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Team (Rawand, Tharwat), UNWOMEN, UNRWA, Gender Unit (Manal), MoL (Bashar from Coop Department), Asala (Salma), Sharek (Maha),
<b>Baseline</b>	
<b>Overall JP Expected Target</b>	<ul style="list-style-type: none"> <li>- 50 vulnerable refugee women enhance soft and business skills by mid 2012;</li> <li>- 100 women who are in enterprises and or who potentially entrepreneurs enhance their business and entrepreneurial skills by mid 2012;</li> <li>- 20 women leaders of women's CBOs and women cooperatives enhance soft and business skills by mid 2012</li> <li>- 60% of the women beneficiaries trained above, use their skills and apply them to business by mid 2012.</li> </ul>
<b>Achievement of Target to date</b>	NON
<b>Means of Verification/(Ideal 3 different sources)</b>	Monitoring Reports, Photos, Workshop Training Reports, List of participating beneficiaries. MAC Reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	As above
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MDG-F M&E officer, ILO M&E officer in Beirut

<b>Risks &amp; assumptions</b>	
<b>Indicator 5</b>	
<b># of women in cooperative who acquire skills in cooperative management and leadership (and uses these skills detailed in indicator 6)</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Team (Rawand), gender unit (Manal), Mol (Bashar from Coop Department), UCASC (Randa)
<b>Baseline</b>	
<b>Overall JP Expected Target</b>	a) train 100 women in cooperatives on business and cooperatives management and marketing skills in 2010 and 2011 b) train 23 cooperatives extension workers in advanced ToT using ILO cooperative development Manual by September 2011.
<b>Means of Verification/(Ideal 3 different sources)</b>	Developed coop manual, Workshop Training Reports, TORs, Monitoring Reports, Photos, List of participating beneficiaries. MAC Reports
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	As above
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	ILO team (Rawand, Tharwat and Haneen), MDG-F M&E officer, ILO M&E officer in Beirut
<b>Risks &amp; assumptions</b>	
<b>Indicator 6</b>	
<b>as a result of 4&amp;5 : # of gender equality opportunities and better mainstreamed employment programmes micro start up business/IGPOs/services for refugee women, low income women, women entrepreneurs and female TVET graduates ( use of skills acquired)</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	ILO Gender Team, UN Women, UNRWA, and Gender Unit at MoL, UNRWA (project management team), CBOs UN Women, YEP and WAC
<b>Baseline</b>	ILO: 0 UNRWA: 0
<b>Overall JP Expected Target</b>	a- Provide grant to ASALA (BDS provider) by April 2011 to develop the capacity of women micro entrepreneurs ,and train 180 women (WB and GS) to enhance life skills by mid 2012;  b- Provide grant to UNRWA by June 2011 to develop the capacity of women refugees and CBOs (WB), and train 60 by mid of 2012  c- Provide start-up grants 20 (WB and GS) for women in enterprises and+ 25 grants awarded to women refugees in WB (for women who trained using ILO tool on GET AHEAD) by Mid 2012,+ and 10 grants for potential women cooperatives who have exceptionally completed the training by September 2011 to implement learning activities in their own institutional settings  d-UN Women: raise awareness of 1,120 – 1,680 (WB) and 320 – 480 (GS) rural young women on

	<p>equal participation in employment and entering the labour market by mid 2012</p> <p>e-280 -350 (WB) and 80-100 (GS) rural women and young female graduates receive academic and job counselling by mid 2012</p> <p>f- UNRWA: develop and implement 28 income-generating projects through women &amp; rehabilitation CBOs in refugee camps (18 in WB and 9 in GS) by mid 2012.</p>
<b>Means of Verification/(Ideal 3 different sources)</b>	<p>Project proposals, Workshop training reports, assessments reports, TORs, participants/beneficiaries' lists/photos, contracts, employment status for graduated women, reports on women cooperative memberships and participation, MAC reports</p> <p>UNRWA: Monthly colour scoring model, monthly monitoring reports, application form, feasibility studies, focus group discussions results, needs assessment, press articles</p> <p>UN Women: MoM for meetings with YEP and WAC , Pre and post assessments, Training materials/manual, Training report, Workshop attendance sheets, Photos , Progress and final reports from YEP and WAC, mission reports</p>
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	<p>As above</p> <p>UNRWA: Monthly access reports, focus group discussions, meetings/interviews, training evaluation session, IGP assessment tools</p> <p>UN Women: 10 meetings , 72 workshops in the West Bank and Gaza , 5 of field visits</p>
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MSCP staff , MDG-F M&E officer
<b>Risks &amp; assumptions</b>	<p>UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines</p> <p>UN Women: Risks: Participants identified from component 1 (awareness raising) as ToT for component 2 – job and academic counselling agree to co-facilitate</p> <p>Assumption: Women commit to the training</p>
<b>Indicator 7</b>	
<b>Number of refugee women and men and refugee students benefiting from CBOs' IGPs</b>	
<b>Responsibilities: Participatory M&amp;E: UN org &amp; partners</b>	UNRWA

<b>Baseline</b>	0
<b>Overall JP Expected Target</b>	Customers: 10000 WB Employees:37 WB+ Gaza: 2160 1160 F & 1000 M Volunteers: 50WB+ Gaza: 190 females Trainees: 150 WB+ Gaza: 140 females
<b>Means of Verification/(Ideal 3 different sources)</b>	Monthly monitoring reports, IGP tracking reports.
<b>Collection methods (with indicative timeframe &amp; frequency)</b>	Field visits, monthly colour scoring model, monthly access reports, meetings/interviews, IGP assessment tools
<b>Resources people/skills, material/financial allocated for M&amp;E</b>	MSCP staff,
<b>Risks &amp; assumptions</b>	

Expected Results (Outcomes and outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame and frequency)	Responsibilities	Risks and assumptions
<b>Outcome 1</b>  <i>Responses to GBV expanded through improved policies, frameworks, protection systems, legal enforcement and health protection and prevention services.</i>	1- National mechanisms are in place to monitor and reduce GBV.	1-a 0  1-b 0 (2005 Domestic violence survey, but no family violence surveys conducted)	1-a The PCBS formulates a national consultative and technical committee from relevant women NGOs, ministries and UN organizations to develop and regularly update the family domestic survey by end of 2010;	1-a Fully achieved and effectively functioning. The questionnaire was finalized in Q1 2011 as a result of a series of consultation and user producer dialogue workshops.	1-a and b MoM, participants lists, the final questionnaire, signed MoU between UNDP and PCBS	1-Emails, technical meetings.	UNDP, PCBS, the technical and consultative committee	-Capacity and willingness exist within PCBS to integrate a wider approach when surveying violence.
		1-c 0 (No previous national strategy to combat VAW existed in the oPt)  1-d 0	1-b Sign a MoU between UNDP and PCBS to Institutionalize the survey within PCBS by end of 2011. "Repeat the survey every five years with a monitoring report updated on quarterly basis till mid 2012".  1-c Endorse one National strategy to combat VAW by the Palestinian Ministers Cabinet by Jan 2011;  1-d Incorporate the national strategy to combat VAW into 3 strategic/action plans of 3 major ministries by mid 2012.	1-b Fully achieved. The strategy to combat VAW was endorsed by the Palestinian Ministers Cabinet on January 11' 2011.  1-d To start functionalizing the strategy and institutionalizing it within the PA ministries in WB and GS and in line with the PA priorities, 5 Technical committees will be formulated lead by the five most relevant ministries MoWA, MoH, MoI, MoEHE, MoSA, to follow up on the development of a national three years action plan. This will be accompanied by preparing concept notes and projects for fund raising.	1-c and d VAW strategy Photos Attendance sheets, MoM for National Committee, MoU with ministries	1-c and d 7 workshops ,14 field visits ,3 visits to Mehwar	1-c and d UN WOMEN: MoWA, National Committee to Combat VAW,	1 c and d National institutions including PA ministries continue to be committed to combating VAW, are willing to institute policy and practice changes and are willing to share information, utilize international documents as a framework for change (ex: CEDAW, 1325, the Beijing Platform for Action, the MDGs, etc.).  Monitoring risks: Technical committees do not meet report deadlines  Assumption: technical

**Comment [s1]:** Monitoring documentation of monthly monitoring meetings with all 6 UN agencies coordinators and email updates. Participatory monitoring workshops with line ministries, implementing partners and beneficiaries PMW 2, 7, 9 and 14 June 2010 and 31 October, 1,2 and 3 November 2010, 9-5-2011, 15, 20, 22 June 2011

**Comment [s2]:** Under the collection methods it is important that all UN agencies assign the **frequency and time frame** for the data collection activity to take place, in order not to overload yourself generally I suggest 2 times around November 2011 and April 2012 unless specific activities need more frequency of data collection

							committee members have the ability to conduct monitoring activities
2-# of reported GBV survivors receiving basic set of health services within 3 days of incident. As a result of (training health-service providers that are providing screening, care and referrals for GBV survivors)	TBD by end of July 2011	% of trained health providers are capable to screen, care and refer # of GBV cases		UNFPA and WHDD Reports	Case review, interviews, WHDD field visits	UNFPA + WHDD/MoH	1)WHDD/MoH commitment to institutionalize data collection and documentation of GBV cases screened, cared and referred, 2) health providers not willing to participate in focus groups, 3) inaccurate reports on cases  -VAW may increase due to increased awareness and reporting by women.
3- Comprehensive and appropriate psychosocial support programmes for GBV survivors	0	UNRWA: Provide 200 victims of GBV and VAW in WB refugee camps with the needed support by mid 2012	Numbers from two areas show that so far 115 victims of GBV/VAV have participated in support group activities (numbers from one area are still lacking). The MDG team needs to improve the cooperation with the Community Mental Health Team in order to ensure the overall JP expected target of 200 victims benefiting from the psychosocial support activities is met. A meeting with the counsellors is planned in order to plan the way	UNRWA: Reports and MoM	Support groups, meetings	UNRWA the community mental health program staff counsellors project management team, technical assistants,	Political situation, conservative community, large geographical areas, meeting deadlines

**Comment [s3]:** Training health providers is expected to lead to this result/ PLEASE UNFPA agree if your partners can/can't be held accountable if not how can they/in what ways benefit women GBV survivors????  
**UNFPA reply to the above comment:** The original objective is to sensitize health providers on GBV issues, however, providing the service will come up at later stage within UNFPA's country programme which would entail policy dialogue within MoH decision makers and integrating the service within the system. This cannot be achieved yet within the MDG-F programme. Thus, the best indicator to reflect the objective is the # of health providers and policy makers sensitized on this issue as a first step in this intervention at the output level

			forward, and to identify the most efficient way of reporting on sessions as well as the number of cases referred				
4-# of women GBV survivors seeking and accessing refuge and counseling services in Gaza women's shelter.	<p>This is the first shelter in Gaza – zero baseline</p> <p>There are currently three safe-houses for victims of GBV in the West Bank - in Ramallah, Nablus and Bethlehem - but there are none in Gaza to date.</p> <p>ON the national level:</p> <p>June 2010 monitoring report+ MoSA minster Mrs. Majeda Al Masri reported that Mehwar center for protecting violated women and building their capacities was established in 2008, has received 200 cases between 2008-2010.</p> <p>WCLAC 2008 report reveals: 1.7% of female subjected to GBV sought help from a centre/women org:</p>	<p>1.- Provide access (Private “shelter”) for 13 women and their children by mid 2012</p> <p>2.Provide access Public (legal and psycho-social counselling and child visitations) for 100 families by mid 2012</p>	<p>-Joint UN WOMEN and UNDP MoU</p> <p>-Joint UN WOMEN and UNDP completion of shelter facility by August 2012</p> <p>-Formation of an advisory committee for the shelter</p> <p>-PA and government support for the shelter (West Bank and Gaza)</p> <p>-Orientation for short listed potential staff: April 2011</p> <p>-Capacity development of staff (ongoing)</p> <p>-Recruitment of staff: 19 staff by mid-July 2012</p> <p>-Exchange (best practices, lessons learned, etc...) with Mehwar Center in the West Bank and Batha Center in Fez, Morocco</p>	<p>MoWA letter to support CWLRC management of shelter , UN Women and UNDP MoU, Contract with CWLRC , MoM - Shelter advisory committee, CWLRC quarterly and final reports Photos , MDG-F New York mission report – March 2011, UN Women mission reports to Gaza</p>	<p>Meetings with advisory committee</p> <p>Meetings with CWLRC Missions to Gaza</p> <p>Orientation workshop and capacity, building workshops</p>	<p>UN Women: CWLRC (Al Hayat Center), staff and advisory committee</p>	<p>While the availability of shelters has increased in the WB, Israeli movement restrictions within and between the WB and GS make it impossible for some victims of violence to reach them. At times the lack of shelters and socially acceptable living arrangements for single women has forced Palestinian women's organizations and the police to house victims in police stations, governors' offices, private homes, schools and orphanages.</p> <p>-Safety measure at the shelter from threatening environments.</p> <p>Risks: Level of confidentiality hinders the reporting process</p> <p>Assumption: Commitment of PA in West Bank and Gaza and civil society</p>

		<p>1.4% approached the police for protection and complaint; and 42.9% asked the husband to stop violence.</p> <p># of cases that has been referred for support and by whom:</p> <p>-Al shari'aa court has referred 45 cases</p> <p>-by lawyers and individuals 35 cases;</p> <p>-by institutions 22cases;</p> <p>-by police 11 cases.</p>						
	<p>5- # of women GBV survivors satisfied by the quality of the provided services in GS shelter.</p>	<p>0</p>	<p>1.Private (shelter): 7 women and their children report that they are satisfied with shelter services by mid 2012</p> <p>2.Public (legal and psycho-social counselling and child visitations): 60 women and their families report that they are satisfied with 'outpatient' services by mid 2012</p>		<p>MoM - Shelter advisory committee, CWLRC quarterly and final reports Photos, Mission reports (UN Women and MDG-F Secretariat)</p>	<p>Meetings with advisory committee Meetings with CWLRC Missions to Gaza Meeting, interviews and focus groups with beneficiaries</p>	<p>UN Women: CWLRC (Al Hayat Center)staff and advisory committee</p>	<p>Risks: Level of confidentiality hinders the reporting process</p> <p>Assumption: Willingness of beneficiaries to meet with non-shelter staff</p>

	6- % of the targeted population is aware that VAW is wrongful behaviour and a criminal act.	0  Initiatives On the national level: MoWA 2007 Conference and 2008 Festival on VAW; Joint MoWA and UNs Festival on the occasion of the international day to combat VAW on Sept. 13, 2009, and Dec 13 <sup>th</sup> 2010	UNRWA: 40% (12,500 beneficiaries targeted through awareness-raising sessions, 75 women and men targeted through training on GBV)  UNESCO: 1826	UNRWA: 9,310 women and 2,051 men targeted so far (in awareness-raising sessions) 2 training session on GBV carried in cooperation with WCLAC and SAWA for approximately 37 women and 9 men	Focus group discussion results, technical assistants monthly reports, photos, pre- and post-test questionnaire results	7 Focus group discussions in 7 areas July-September + February/March /April (depending on when the project ends), pre- and post-testing, final training reports, meetings	UNRWA (project management team), CBOs, Support office, volunteers, UNESCO PCBS, MADAD, WATC, Miftah, Filastinyat, GUPW, MoEHE	Political situation, conservative community, large geographical areas, meeting deadlines, late reporting from CBOs
<b>1.1 Knowledge and baseline on VAW established to monitor gender equity goals and inform program development.</b>	1-A baseline national family domestic survey including key data about women in senior levels is conducted and disseminated.	0	1- a The technical and consultative committee finalizes the questionnaire by March 2011;  b-Train field researchers by June 2011;  C-PCBS Officially announces the survey results by end of 2011 as a baseline and updated by end of JP phase mid 2012.	Originally Survey results were expected in November 2010, however due to the lengthy procurement procedures the survey is delayed, results are expected mid 2012.  1-a The contract with the service provider PCBS was signed on September 15 <sup>th</sup> 2010. The questionnaire was finalized in Q1 2011.  b- Field researchers were trained.  c-	a-MoMs, PCBS the final questionnaire  - PCBS reports: Progress report on the status of data collection and processing (Q2 2011).  -Final report after integrating all comments. ( Q4 2011)  b- Training report	a-Meetings  b-filed visit to training site, pre post questionnaires  c-PCBS survey of 6000 Households questionnaire, collection of administrative data, and focus groups.  Q2 2011 as BL, and	UNDP, PCBS, the technical and consultative committee	This JP is designed to provide complete coverage, i.e. it is impossible to have a control or comparison group. There is often a climate of urgency around results, whereas gender norms and GBV trends take a relatively long time to change. Many indicators for behavior change rely on household surveys to track knowledge, attitudes, and practices related to GBV. The quality of self-reports on GBV victimization or

					c-PCBS final report on results	2012 Questionnaire, focus groups.		<p>perpetration is suspect, given the sensitive nature of the relevant behaviors. Moreover, in oPt there is a culture of silence around GBV and normalization of related behaviors. Thus, there is considerable potential for under-reporting, especially in cases where violence is hidden.</p> <p>M&amp;E of GBV programs raises a number of ethical and methodological challenges. Care has to be taken to ensure that the victim is not put in any danger by data collection. Protocols that handle these situations while also maintaining confidentiality need to be developed ahead of time. Data collection and research teams also have to be carefully selected and need to receive specialized training and on-going support. Active efforts must be made to minimize any possible distress caused by the research.</p>
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	<p>2-The participatory national strategy to combat VAW developed and disseminated to inform public policy;</p>	<p>0</p>	<p>2- a Hold 5 participatory workshops in the WB and GS with line ministries, NGOs by end 2010;</p> <p>b- Hold 14 discussion groups in rural areas and refugee camps throughout the WB&amp;GS by end of 2010;</p> <p>c- Hold ?? National Committee meetings to Combat VAW by end 2010.</p> <p>d-Organize an official launching of the strategy end of 2010.</p> <p>e- Distribute 400 copies of the national strategy to combat VAW by end of 2011. A workshop took place in June 27, 2011 in the Gaza Strip with local NGOs in order to highlight the main priorities based on the 9 year national strategy for the next three years. The aim of the workshop was to formulate 6 technical committees for each strategic goal mentioned in the VAW strategy and work on the priorities they agreed on</p>	<p>Targets a,b,c and d of this indicator have been fully achieved applying the participatory approach. The official launch for the strategy took place on January 17<sup>th</sup> 2011. Target d is ongoing.</p> <p>e- The strategy which was developed in Arabic has been translated into English. MoWA is taking the lead to collect posters from GOs and NGOs to use as part of the design for the strategy. 400 copies of an Arabic/English (one document) is anticipated to be printed for dissemination by September 2011.</p>	<p>MoM for MoWA, UN Women and PS committee meetings -400 copies of VAW strategy published and distributed by September 2011 -Mapping/ documentation of recipients through quarterly partner reports, meetings and field visits -MoWA report on VAW workshops in rural areas -Media coverage for the development and dissemination of strategy</p>	<p>Filed visit to workshops and meetings 400 copies published and disseminated # of MoWA workshops and discussion groups Monitoring and collection of media coverage</p>	<p>UN Women MDG Gender staff and communications and media officer, MoWA and National Committee to Combat VAW , GBV expert.</p>	<p>Risks: In ensuring a participatory process, publication of dissemination delayed</p> <p>Assumption: Community and media receptiveness to receiving VAW strategy</p>
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		<p>for the next three years. An action plan is expected to be formulated by the end of September for the NGOs in Gaza Strip.</p> <p>The NGOs workshop in West Bank was conducted in July 18<sup>th</sup>. The main goal was to present the priorities they (NGOs in West Bank) agreed on and to discuss the mechanisms for implementation and the role of the NGOs in the technical committees.</p>					
3-Number of action oriented and policy researches produced and disseminated on GBV;	0	<p>3-a Formulate a consultative committee to provide technical support for the development of the research by mid 2010.</p> <p>3-b Distribute 200 copies of the developed action oriented and policy research on GBV by end 2011;</p> <p>3-c Draft a policy brief by mid 2012.</p>	<p>3-a Fully achieved and effectively functioning.</p> <p>b- Drafts of the research were received from Bisan, followed by compilation of all feedbacks received from the consultative committee. Delays due to the participatory requirements of the advisory committee and different stakeholders</p>	<p>ToR for advisory committee</p> <p>MoM for advisory committee</p> <p>Research</p> <p>Policy Paper Format drafted</p> <p>Final report received by end of May 2011</p>	<p>Meetings UN Women, advisory committee, bilateral with UN sister agencies</p>	<p>UN Women MDG gender staff, including GBV expert, and technical experts, MoWA and Bisan Centre for Research and Developm</p>	<p>Risks: Lack of financial resources for publishing and disseminating research</p> <p>Assumption: Input of UN Women and experts is integrated into research</p> <p>Research utilized to inform VAW Strategy and policy recommendations adopted by MoWA and civil society</p>

						ent.	
4-Qualitative & quantitative analysis of policy papers & report forms produced by governmental bodies on: VAW/GBV	<p>Zero</p> <p>In depth BL will be provided by end of 2010</p> <p>Discriminatory criminal legislation in force in the WB and GS has led to virtual impunity for perpetrators of sexual violence and has deterred victims from reporting abuse. These laws include provisions that: reduce penalties for men who kill or attack female relatives who commit adultery; allow rapists who agree to marry their victims to escape criminal prosecution; and allow only male relatives to file incest charges on behalf of minors. Article 62, 98 and 340 from the Penal law.</p> <p>In depth BL will be provided by end of</p>	<p>4-a Find articles in the Palestinian law which have misconceptions/hinder progress towards preventing VAW/GBV and protecting women from VAW/GBV by July 2010</p> <p>b- Produce 1 study end of 2010 with Proposed measures and lobbying mechanisms in order to strengthen the rule of law based on the analysis</p>	<p>A and B: fully achieved, the report was finalized in August 2010 by the contracted legal consultant. The results of the study and gaps identified are the main core of the training targeting policy makers.</p>	<p>The Study end of 2010.</p>	<p>Literature review and meetings with relevant PA partners.</p>	<p>UNESCO and Women's Studies Center</p>	<p>Political situation and - Willingness of government bodies to engage in gender issues, share information and amend laws.</p>

		2010. 2009 BL: 2 draft law amendments were prepared related to the penal code and personal status law.						
5-UN agencies and implementing partners use the locally participatory developed manual on GBV/VAW	0	5-a Develop a draft manual and integrate all comments received from the users by end of 2011;  b-Distribute 60 copies of the final version of the manual on women NGOs. By mid 2012.  c- 4 Women organizations/and or UN agencies use the manual in their GBV trainings by mid 2012.	a-The draft manual with integrated comments was prepared in Oct 2010.  b-?  c-Fully achieved, where 1 UN agency UNRWA and another 4 women organizations namely WATC, GUPW, Miftah, and Filastinyat are using it up till this reporting date.	The training manual	Meetings, field visits to trainings	UNESCO, Women against Violence, and Women's Center for Legal Aid and Counselling		

<p><b>Output 1.2</b></p> <p>capacity of gender advocates to influence policy makers and legislators increase (Lead – UNESCO)</p>	<p>1-# of Joint action plans developed by the trained national counterparts (ministries staff, key women NGOs ,PLC members) involved in advocacy on GBV research findings, regulatory frameworks and discrimination in legislation</p>		<p>a- Define a baseline by Conducting a perception survey among PLC members on awareness of gender discrimination in legislation and actions undertaken accordingly by June 2010</p> <p>b-Based on a above, produce one policy brief by August 2010</p> <p>c- Train 230 staff from MoWA, MoSA, MoEHE, MoH, CEC by mid 2012.</p> <p>d-Train around 866 people as follows:</p> <p>230 staff from MoWA, MoSA, MoEHE, MoH, CEC by mid 2012.</p> <p>400 gender advocates from key women NGOs involved in advocacy by mid 2012</p> <p>- 50 PLC members by mid 2012.(outcome2)</p> <p>e-(MoSA, MoWA, MoEHE, MoH) develop jointly one action plan by mid 2012.</p> <p>f-PLC members develop one action plan by mid</p>	<p>a- The survey was accomplished, from the 129 (82WB, 47 GS) PLC members of which are 16 prisoners in Israeli prisons, PCBS managed to interview 74 (63 WB, 11GS),accordingly the JP with relevant partners designed capacity building interventions for ministries staff, key women NGOs and PLC members. With a link of the results of BISAN's work on action oriented and policy research on VAW.</p> <p>b-Based on the survey a policy brief was prepared in August 2010. PLC members' training is detailed in outcome 2.</p> <p>d-68 (55f, 13m) ministries staff from the Gender Units, legal unit and the research and policy units, from 11 different ministries in Nablus, Salfit, Hebron, Qalqilieh, Ramallah, Jenin, and Bethlehem, trained by WATC providing 330 training hrs on advocacy between Sep –Dec 2010.</p> <p>-220 advocates (208f,12m) from 40 different organizations trained by WATC and GUPW (five days training a total of 30hrs on GBV/VAW, analysis of gender and GBV statistics and organizing advocacy campaigns against</p>	<p>Training reports, Analysis of pre and post test, actions plans produced</p>	<p>Field visits, Photos, pre and post test, Progress report template</p>	<p>UNESCO WATC, Miftah, Filastinyat , GUPW</p>	<p>Political situation and meeting deadline</p>
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			<p>2012.          (Action plans on the collection of GBV-related data. Utilizing quantitative and qualitative indicators. The developed action plans will be linked to national policies and used as a tool for targeting advocacy efforts and engaging key decision-makers)</p>	<p>VAW, and the institutionalizing of gender) in Nablus, Tulkarem, Hebron, Jenin, Ramallah, and Gaza on the following dates : Oct-Nov09, Feb 2010, March 2010, May 2010, June-August 2010</p> <p>-MIFTAH provided training for 47 PLC and political parties members (29f, 18m) on gender concepts, advocacy and lobbying skills, and reading and analyzing the statistical figures related to GBV. On Feb and April 2010</p> <p>e- As a result of the trainings above, draft action plans were prepared by each trained group, however one recommendation by the trainees is to fund the action plans.</p>				
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	<p>2-# of existing networks between organizations in WB&amp;GS strengthened and trained on advocacy.</p>	<p>There exists 1 network between organizations in WB&amp;GS constituting of 21 women organizations combating VAW in(16 in WB and 5 in GS) but with weak coordination between.</p>	<p>1- Develop one joint action plan for the 21 women organizations combating VAW in WB&amp;GS by mid 2012 to reach out to women's grassroots organizations and influence decision-makers.</p>	<p>Support has been provided in the form of running costs, technical staff (network coordinators), and technical backstopping support by UN WOMEN staff, and video-conference equipment and screens have been installed to ensure communications between both bodies. Communications between both networks ongoing through video conference and correspondences. A final joint concept note from both coalitions has been prepared, where the idea is to have 2-3 national activities to combat VAW. UN WOMEN is reviewing the note, and estimating costs, accordingly preparing for the implementation of activities will start.</p>	<p>Joint action plan by Nov. 2011  Progress and final reports  Final report by Al Muntada Forum received end of May 2011  MoM for AlMuntada and Amal meetings</p>	<p>12 meetings using videoconferencing between AlMuntada and Amal  12 meetings with UN Women</p>	<p>UN Women, MDG-Gender staff, MoWA, AlMuntada and Amal Coalition</p>	<p>Israeli movement restrictions between WB and Gaza strip  Risk: delays in the delivery of reports, action plans and implementation of activities due to the participatory requirements for each NGO within each network  Assumption: the two networks will meet regularly and jointly plan and implement activities</p>
	<p>3-% of PLC members who are aware of gender discrimination in legislation 2010 as BL ( index indicator with 4 dimensions)</p>	<p>BL: no baseline was available, therefore under the JP a survey was carried out in 2010 and accordingly many information has been collected of which are the following:  In 2010: 1-83.4% of PLC members perceive that the legislations being implemented in</p>	<p>- Increase by 20% the PLC members who are aware of gender discrimination in legislation by mid 2012;(as result of the interventions in indicator 1 above)</p>		<p>1-PCBS reports June 2010, 2012.</p>	<p>PCBS Survey/questionnaire on gender awareness among PLC members BL 2010</p>	<p>UNESCO and PCBS</p>	<p>Willingness of PLC members to cooperate; Unable to reach PLC members in jails and Gaza;  New elections will entail new PLC members; and functional PLC</p>

		<p>the PA are fully treating women and men equally.</p> <p>2- 47.2% agree that PA institutions provide enough Gender sensitive budgets within their own institutional settings.</p> <p>3-70.3% agrees on giving a share for women in the PLC elections, however 55% agree on giving women a share in the Minster Cabinet.</p> <p>4-71% agree to give women a quota in public elections</p> <p>5-56.8% agrees on women right to be the state's president</p>						
	<p>4- % of PLC members who have undertaken action in relation to discriminatory legislation 2010 as BL, &amp;</p>	<p>1-63.5% of the PLC members agreed on increasing the marital age of females to 18 years of which 68.2% undertook actions to in support.(50.8% media actions, 11.6%</p>	<p>-Increase by 5% the PLC members who have undertaken action in relation to discriminatory legislation by mid 2012 (action plan and budgets to enforce GBV laws)</p>				<p>As above</p>	

	2012 (action plan and budgets to enforce GBV laws) (4 dimensions)	<p>legal actions)</p> <p>2-36.8% of the PLC members agree on amending the personal status law to give women the right to divorce as men of which 50.9% undertook actions in support.(29.3% media actions, 34.5% legal actions)</p> <p>3-89.3% agrees on giving women the right to decide on the number of children to have of which 30.6% of those undertook actions in support.</p> <p>4-85% agree on enforcing a punishment on all forms of VAW, of which 73.8% undertook actions</p>						
<b>Output 1.3</b> Capacity to provide refuge,	1- # of professionals(law enforcement, Security forces, judges, lawyers, health, social	UN Women: SF received training 2 training packages by SAWA in cooperation with MoI to 80 females and males from the family	a- UN Women: A chapter integrated within MoI training manual on Procedures/guidelines on working with victims of VAW by end of 2011	a- SAWA is in the process of developing the manual in close coordination with the Training Unit at the MoI the developed material will be built in as a chapter in the MoI training	UN Women: Pre and post assessments, Training materials/manual , Workshop attendance	Pre and post evaluations 10 workshops held for SF personnel	UN Women, Sawa, and MoI UNRWA (project	Documentation in literature on such training packages isn't available; therefore the JP will only track its contribution to this issue.

<p>security basic services and access to justice strengthened. (Lead – UN WOMEN)</p>	<p>workers, religious leaders etc) trained and respond to incidents of VAW/G according to an established protocol for VAW/G;</p>	<p>Domestic Units. The JP will build on that to develop a 3<sup>rd</sup> training module targeting the same beneficiaries for well institutionalized and sustainable results.</p> <p>UNFPA: Zero health providers</p> <p>Zero religious leaders</p> <p>Zero social workers</p> <p>UNRWA:0</p>	<p>b- Train 80 people (40 F and 40 M) (originally 100) from the PA Security Forces starting Sept. 2011</p> <p>c- UNFPA: Training manual for front line practitioners on dealing with GBV victims by mid 2012,</p> <p>d-Train 150 health providers, 150 MoSA councillors, 60 Religious by mid 2012</p> <p>E-UNDP Procedures/guidelines for GBV cases established for HJC, Universities, Graduating class of Faculty of Law in BZU by 2012.</p> <p>F-Train 240 women and men (180WB, 60GS) judges, lawyers, prosecutors, and fourth year law students at Birziet University by mid 2012.</p> <p>G-UNRWA: 1-Train (75 women and men leaders) in WB on provision of assistance to victims of VAW/GBV by July 2011++ 190 in GS by mid 2012</p>	<p>manual;</p> <p>b-An agreement has been reached between the Mol, Sawa and UN Women on the training modality, following some delay. A one day workshop was held in March 2011 at the Palestinian Red Crescent Society in Al Bireh. Over 100 members of the security forces personnel took part. Training of Security Forces personnel continues to be delayed due to changes in focal point at the Ministry of Interior. The composition of a Ministry and the policies toward NGO partners change abruptly. Sawa is now working with the new Interior Ministry to continue the training activities in a way suitable to their needs and concerns,</p> <p>c- no achievement yet/</p> <p>d- UNFPA: 65 Health providers, 109 (57f, 52m) MoSA Councillors and 62 Religious leader trained Total:236</p> <p>E-</p> <p>F-</p> <p>G-UNRWA:</p>	<p>sheets</p> <p>Photos ,MoM between Sawa, Mol and UN Women</p> <p>Progress and final reports, Guidelines</p> <p>UNFPA: Reports of UNFPA, WHDD, MoSA, PFPPA</p> <p>UNRWA: Focus group discussion results, photos, pre- and post-test questionnaire results, evaluation meeting results, success stories, photos</p>	<p>12 meetings between UN Women and Sawa and UN Women, Sawa and Mol</p> <p>UN Women: Pre and post assessments, Training materials/manual, Workshop attendance sheets</p> <p>Photos ,MoM between Sawa, Mol and UN Women</p> <p>Progress and final reports, Guidelines</p> <p>UNFPA: Reports of UNFPA, WHDD, MoSA, PFPPA</p> <p>UNRWA: Focus group discussions 4-5 months after training, pre- and post-</p>	<p>management team), CBOs, WCLAC, SAWA</p> <p>UNFPA + WHDD/MoH + PFPPA + MoSA</p>	<p>UN Women: Risk: delays due to the high turnover at the Mol</p> <p>Assumption: full cooperation of the Mol in facilitation of the workshops and preparation of the training materials</p> <p>UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines, commitment to ToT replication</p>
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			<p>2- Conduct training for 75 UNRWA counsellors in legal- and psycho-social counselling by 2011+20 in GS by mid 2012</p> <p>3- Conduct 1 ToT on psycho-social counselling for 25 counsellors by 2011</p> <p>4- Replicate ToT targeting 75 counsellors through 3 training sessions by mid 2012</p> <p>UNRWA:Gaza</p> <p>Train (5061 refugee women, 301 refugee men) (originally 2500f, 150m) on provision of assistance to victims of VAW (awareness raising sessions) by?? 18 leader women for MDG's income generation project at WPCs benefit from TOT training course on Get Ahead Gender &amp; Entrepreneurship</p>	<p>1-37 women and 9 men from CBOs and the local community participated in two 7-days training on assistance to victims to GBV/VAW, one in Ramallah and one in Nablus. The training aimed at providing the participants with important knowledge on how to detect victims of GBV and VAW, and how to deal with and refer cases.</p> <p>Approximately 25 more women and men are currently participating in the same training in Bethlehem. The training will be followed up by training on the internal UNRWA referral system, as well as the national referral system once the systems are in place. This training will be provided under the UNRWA referral system project. The main challenge thus far has been the coordination between UNRWA and the two different training providers; WCLAC and SAWA. These issues have been solved in a joint meeting.</p> <p>2- Ongoing discussions with training provider in regards to proposed budget and the content of the training. The plan is to conduct three training sessions after Ramadan targeting 75 UNRWA counsellors.</p>	<p>testing, training evaluation meetings, interviews/success stories by 2011, final training reports, meetings, photos</p>		
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**Comment [s4]:** Dear all please disaggregate by sex we can't be gender blind

			3-No progress so far.				
			4- No progress so far				
2- # of GBV cases reported to UNRWA health clinics (# of GBV reports identified by active screening at health centers)	UNRWA: N/A	To be updated shortly	UNRWA: Awaiting # from community mental health programme	Screening results, reports, case files	Screening at health centers	UNRWA (project management team, community mental health program	Political situation, conservative community, large geographical areas,
3-# of running help lines for women victims of violence with improved services (including number of working hours and number of requests for help referred)	1 help line already exists	a-Upgrade 1 help line for women victims of violence and related protection services by December 2010  B- 40% Increase in the number of working hours by mid 2012;  c- Refer approximately 30,000 telephone calls for help by mid 2012.	a- Fully achieved and effectively functioning. It now offers 30 lines. New staff were hired during the project to help supervise volunteers and cover late hours. The Database is a record of callers' ages, genders, locations, and reasons for calling, for quick reference during any future calls and for statistical purposes. A referral database is also in use, showing names, addresses, and areas of concern for a variety of organizations to which callers may be directed for further help. Twice a week, a medical doctor is available to answer general health questions, advise callers about psychosomatic symptoms, and direct them to volunteer counsellors if need be.  b-The Helpline continues to function 16 hours a day, seven	-Helpline data reports, Progress and final reports -MoM with Sawa and MoI, Printed materials (posters, stickers, etc.)  Helpline assessment report to be finalized in August 2011	Database for the helpline  Meetings	UN Women, Sawa	Risk: limited access to volunteers to answer the calls  Assumption: the helpline will have minimal technical issues

**Comment [s5]:** UNFPA to confirm if they can be held accountable for this

UNFPA replied: As mentioned above: the conducted trainings aimed at improving health providers' knowledge on GBV issues and not training them on the application of system to care for GBV survivors since this system doesn't yet exist. We also need to see what challenges such providers meet in terms of dealing with and documenting on GBV cases, so that we will be able to approach them on a later stage. What we aim at, after MoH adopts the national referral system which includes a health protocol, developed by the same trainer of the targeted health providers, is train health providers on the use of the health protocol which will hold each provider accountable for the care of survivors according to the system. But this will be after the MDG-F programme finishes. It will part of UNFPA's country programme (2011-2013)

			<p>days a week.</p> <p>c- Since project start Nov 2009. 19,680 cases have been recorded, and referred to the needed type of counseling among them 5016 women, 5533 girls, and 3033 boys . The Gaza Social worker has continued her assigned duties, conducting 78 workshops for women and 53 for youth, reaching a total of 2051 people. She has during the same time period followed up with 11 cases, visiting them at home and helping them to reach referral agencies where necessary.</p>				
4-# trained Gaza shelter staff, counselors etc on the provision of refuge and counseling services for violated women;	0	<p>4-a Form an advisory committee for the Hayat shelter in Gaza which meets on a systematic basis by April 2011;</p> <p>b- Identify 19 Staff of the shelter house by June/July and conduct training to operate in the shelter, until May 2012;</p> <p>c- 10 Gaza Shelter Staff share knowledge through exchange visits for best practices with Batha's shelter in Morocco by</p>	<p>a-UN Women and UNDP signed an MoU pertaining to the Gaza shelter. UN Women signed a cooperation agreement with the Center for Women's Legal Research and Consulting (CWLRC) as the implementing partner for the shelter. The committee was formulated;</p> <p>b- Staff identified, orientation session and initial basic training was held from April 13 – 15.</p> <p>Handover of facility by UNDP and UN Women to CWLRC in July 2011</p>	<p>Interview reports</p> <p>Employee contracts</p> <p>MoM for UN Women and CWLRC meetings</p> <p>Training attendance sheets</p> <p>Training reports, materials</p> <p>Exchange mission report</p> <p>MoM - Shelter advisory committee</p> <p>CWLRC quarterly and final reports</p> <p>Photos</p>	<p>-Interviews for hiring of staff</p> <p>-At least 20 meetings between UN Women, CWLRC and UNDP</p> <p>-10 modules for capacity building starting July 2011 until May 2012</p> <p>-2 exchange missions (best practices, lessons learned, etc...) with Mehwar Center</p>	<p>UN Women, Al Hayat Center staff and advisory committee</p>	<p>Risks: Delays in reporting process as the process itself was delayed</p> <p>Assumption: Commitment of shelter staff, management and advisory committee</p>

			September 2011	c-A proposal was developed between the MDG-F Program on Gender between the oPt and Morocco for knowledge transfer in shelters management. The proposal was submitted as part of the MDG-F Knowledge Transfer Initiative	MDG-F New York mission report – March 2011 as well as others UN Women mission reports to Gaza	in the WB and Batha Center in Fez, Morocco and Mehwar Center in Bethlehem between September 2011 and May 2012 -Monthly shelter advisory committee meetings # of MDG-F New York and UN Women missions		
<b>Output 1.4</b> Awareness raised, amongst men and women on gender relations, women's entitlements and rights (social, political and	1- participatory communication and media strategy (including advocacy & outreach activities addressing key gender inequalities) developed and implemented jointly by the all relevant stakeholders	0 Under this JP: the conducted Media Needs Assessment in 2010 by a consultant Khalil Shaheen	a-Following a needs assessment, a strategy with an action plan is in place by mid 2010; b-Disseminate # of copies of the strategy by end 2010; c- Implement media activities addressing gender equality and GBV issues including the existence of a recurrent national year-on-year awareness raising campaign addressing all forms of VAW by mid 2012.	a-The media strategy with an action plan was officially launched July 8 <sup>th</sup> 2010 b-? Copies disseminated c- JP GEWE Website in place, SMS, brochures, posters, flash memories, billboard on 1325, webpage, films on gender issues and human rights, radio & TV spots, wall calendar, PR interview conducted with a radio station, NISAA 96 FM, preparations (concept paper) for documentary film on the programme's best practises and success stories, jointly with the MDG-F culture	1-The media strategy document UNFPA/Media consultant report 2011, 2012. The action plan document MDG-GEWE website, JP media products posters, photos, published papers.2009,2010 and 2011	1and 2- Questinnare developed by UNFPA media consultant , several meeting with 6 UNs and in line ministries and relevant partners PCBS questionnaire /focus groups meetings 2010, 2012. MoM with	UNFPA + MoWA + PFPFA + Miftah	VAW may increase due to increased awareness and reporting; -General situation in oPt doesn't deteriorate further.

**Comment [s6]:** UNFPA doesn't want to commit to estimating the # of people who have been exposed to VAW/G prevention messages (through 9 Radio and 7TV spots on GBV, SMS, billboards, calendars, flyers, flash memories, visiting the integrated functioning and continuously updated MDG-GEWE web page within MoWA's website); I.e. we are still reporting on an activity level

**Comment [s7]:** UNFPA replied: After looking carefully at the indicator, we realized that even if we get this number, listening to radio, watching TV spots, etc. this won't and cannot assess change or progress of people because of that specific message, it doesn't directly measure the change. And at the output level, we should directly measure the change as a result of the implementation of the strategy since such strategy didn't exist before. Therefore, the main achievement is the existence of media campaign addressing gender issues, reaching the Palestinian people

economic). (Lead – UNFPA)

			<p>window, preparations for production of promotional materials in coordination with the JP-culture</p> <p>-Celebrated on an annual basis the International Women Day 2009, 2010 and 2011 in WB&amp;GS.</p> <p>- Conducted 16 days campaign for combating VAW in Gaza in 2009, 2010 and 2011;</p> <p>-Commemorate, with program partners, the 10th anniversary of UN Security Council Resolution 1325 in the West Bank and Gaza Strip in October 2010 and 2011</p> <p>- 140 citizens Celebrated the 10th Anniversary of the MDGs in WB&amp;GS</p>	Media company and PCBS 2010, 2011 reports	<p>Focus groups by media consultant.</p> <p>Field visits</p>		
2- The schools GBV prevention guideline/protocols developed using the participatory approach and integrated into a pilot of selected schools	The guidelines will build on an already existing manual produced by UNICEF on decreasing violence at schools were the consultant will enhance it assuring gender sensitivity	<p>UNESCO:</p> <p>a-Identify 12 pilot schools by end of 2010;</p> <p>b- 720 teachers and 240 counsellors participate in the consultation workshops to develop the protocols beginning of 2011 till end of 2011.</p> <p>c- Disseminate ?? copies of</p>	<p>a-?</p> <p>B-?</p> <p>c- The 1st draft of the schools GBV prevention guidelines/protocols were developed by MADAD using the participatory approach in cooperation with MoEHE, MoWA and local women's NGOs. The guidelines are built on the existing draft policy on eliminating violence in schools</p>	Monthly reports, Analysis of questionnaire	Field visits, meetings, workshops, questionnaires	UNESCO MADAD MOEHE	

**Comment [s8]:** UNESCO please insert the # of copies

	curriculum		<p>the guidelines by mid 2012.</p> <p>d- Targeted schools adopt the participatory developed GBV protocols for teachers, students and parents by mid 2012.</p>	<p>produced previously by MoEHE. Four booklets were developed to facilitate the participatory process and involve pilot schools in the production of the manual; these included the project framework, curriculum analysis and the draft modules. In addition, a DVD was produced highlighting the main concepts underlying the principles of reducing GBV in schools. Training sessions were conducted using the above mentioned materials with 205 teachers and counselors from the pilot schools. The expected target is 720 teacher and 240 counselors and integrating these guidelines in selected pilot schools curriculum, benefiting around 12000students and 12000 parents</p>				
3-#	perpetrated and perpetrator students, teachers and parents Provided with counselling, support and skills to combat VAW		<p>UN WOMEN:</p> <p>-Target 3,161 perpetrated and perpetrators of GBV/VAW and bullying in schools with counselling through support groups or individual sessions and awareness raising/training by mid 2012;</p> <p>- train 945 Students on life</p>	<p>The following were achieved so far:</p> <p>-891 school students</p> <p>250 parents</p> <p>81 school teachers</p> <p>8 school councilors</p>	<p>Training reports</p> <p>Attendance sheets</p> <p>Photos</p> <p>Progress and final reports</p> <p>MoM of UN Women, PCC and</p>	<p># of training sessions</p> <p># of meetings between UN Women, PCC, WEP and CFTA</p> <p># of field visits by UN Women</p> <p>UNESCO: Questionnaires</p>	<p>UN Women, including MDG gender staff and UN Women Gaza</p> <p>UNRWA, PCC, WEP /AISHA</p>	<p>Risk: delays caused by UNRWA strikes and school holidays</p> <p>Assumption: UNRWA schools will be welcoming and supportive of the training for their students, teachers, councilors and parents</p> <p>Shelter activity will be completed before</p>

		<p>skills by May 2012</p> <ul style="list-style-type: none"> <li>- train 956 Students on violence and ways to combat VAW by 2012</li> <li>-50 Violated students receive counseling by May 2012</li> <li>- 50 Perpetrator students receive counseling by May 2010</li> <li>-1000 Parents receive training on child raising, behaviors, alternatives for violence by May 2012</li> <li>- train 135 Teachers on class management, and students behaviour, stress management etc by May 2010</li> <li>- train 25 School counselors on supervision by May 2010</li> </ul> <p>UNESCO: Apply the protocols produced targeting 6000 students through 6 awareness campaigns by mid 2012.</p>		<p>WEP</p> <p>Field visit reports</p> <p>Printed materials (posters, stickers, etc.)</p> <p>Guideline</p>	<p>and workshops</p>	<p>and CFTA</p> <p>UNESCO: MADAD, MoEHE</p>	<p>awareness raising activity begins to utilize it in promoting the shelter</p>
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	<p>4-# of youth, women, and men participating in awareness-raising activities on GBV/VAW</p>	<p>UNRWA: Zero UNFPA: Zero</p>	<p>a-10 women CBOs(UNFPA)+ 6 CBOs in refugee camps GS (UNRWA) are equipped with needed supplies to deliver services. By end of 2010;</p> <p>b- UNRWA: 10,000 women, 2,500 men and 10 religious leaders participate in awareness-raising sessions on gender issues and VAW/GBV by mid 2012,</p> <p>c- UNFPA: 240 youth leaders/peer educators (120f, 120m) and 180 rural women participate in awareness-raising sessions on gender issues and VAW/GBV by mid 2012</p> <p>d-As a result of c - 19160 youth ( 9580f, 9580 m) have increased awareness of gender equality through attending 4050 awareness raising workshops on GBV and RH by youth and 37,500 rural women by mid 2012</p>	<p>a-Fully achieved.</p> <p>b - UNRWA through the MDG technical assistants and in coordination with other specialized organizations conducted awareness workshops and sessions targeting 9,310 women and 2,051 men + 3 religious leaders. The activities cover subjects such as gender discrimination, VAW/ GBV, violence in the family, empowerment of disabled women, economic and social empowerment of women, gender power relations, and women's rights in Palestine. Through these activities, active members of CBOs and their LACs have received knowledge on gender concepts, GBV, VAW, women's rights and are expected to utilize their acquired skills in their activities in the local community. The JP raised many topics considered taboo in the local community and in CBOs, changing concepts related to violence and gender in the refugee community at large and the CBOs in particular; also gender mainstreaming in all the CBOs work plans.</p> <p>UNFPA: Fully achieved, 439</p>	<p>UNRWA: TA monthly narrative reports, TA monthly access reports, success stories, photos, focus group discussion results</p> <p>UNFPA, MoYS, PARC/RWDS reports</p>	<p>UNRWA: monthly monitoring meetings, internal evaluation, technical assistants monthly access report, focus group discussions (July-September 2011, and 2012 depending on when the project will end).</p> <p>UNFPA: Field visits, interviews, focus groups</p>	<p>UNRWA (project management team, technical assistants) UNFPA+MoYS + PARC/RWDS</p>	<p>UNRWA: Political situation, conservative community, large geographical areas, limited budget for activities</p> <p><u>UNFPA: Risks:</u> 1)Unavailability of and unwilling individuals to participate in focus groups, 2)reports from partners not qualified enough and not reporting on results</p>
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				<p>youth were trained in GBV to assist in organizing &amp; facilitating group discussions for peers reaching out 14, 344 youth (8,295 F, 6,049 M)</p> <p>141 rural women were trained reaching out 30,020 other rural women</p>					
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	2-# of action plans produced by local councils and NGOs that are gender sensitized.		a-Produce 28 gender sensitized action plans for local councils based on the guidelines produced by mid 2012 (18 UN women+10 UNDP	a- No accomplishments so far.				
<b>Output 2.1</b> Knowledge and baseline on women's political representation used to monitor equity goals and inform programme development. (Lead – UNDP)	1-Number of policy papers, studies, legislations introduced on the basis of knowledge & baseline on women political representation, rights in legislations, gender gaps and effect on regulatory frameworks in relation to MDGs .	Zero	1-a 1 policy paper introduced mid 2011; (with action oriented recommendations on ways forward ) link to output 1.1		The study	Literature review and workshop	UNESCO and a consultant	

	2-Role of women in decision – making monitored against MDG3	Zero	<p>a- Online database exists on women in different decision-making positions by end of 2011</p> <p>b- Hand over the database to MoWA by mid 2012</p> <p>c-MoWA reports periodically to the ministers’ council the percent of women in decision making positions and accordingly draws policies to increase this percentage.</p>		Database software	Questionnaires	UNESCO	Political changes
	3-National counterparts informed on research findings	Zero	<p>a- Train 50 PLC members on the research findings above by end 2011.</p>	<p>-12 Political Party Representatives (4f, 8m) candidates from the first level of leadership. 10 PLC members (5f, 5m), 15 researchers (7F, 8M) all in the WB have received training. UNESCO contracted Khadija Barghouti to prepare a study on women in decision making bodies. This study will be used by Miftah to train PLC members.</p>	Training report and analysis of pre and post test	Pre and post test, photos and monthly reports	UNESCO and MIFTAH	Political changes
<b>Output 2.2</b>	Indicator 1 # people	UNRWA: 0 UNFPA:0	a-Identify the technical assistance		UNRWA: Training reports,	UNRWA: evaluation sessions with	UNRWA	Political situation, conservative community,

<p>Increased capacity of local government, authorities and grassroots organizations to identify, plan and deliver gender-sensitive services and on MDGs. (Lead – UNDP)</p>	<p>from local authorities, PCBS staff, related NGOs, CBOs in refugee camps trained to develop women leaders on MDG and gender sensitive services</p>		<p>needed to develop women leaders on MDG and gender sensitive services; based on a thoroughly conducted needs assessment for each target group;</p> <p>b-10 women CBOs(UNFPA)+ 6 CBOs in refugee camps GS (UNRWA) are equipped with needed supplies to deliver services. By end of 2010;</p> <p>c- Provide technical assistance &amp; training on developing women leaders, gender-sensitive services and engendering MDGS for the following target groups”</p> <p>- UNRWA: 200 active women and 50 active men from CBOs and local community by mid 2012;</p> <p>-UNFPA: 75 PCBS</p>	<p>b-Fully achieved.</p> <p>c- 75 PCBS trained,</p> <p>UNRWA: in coordination with ABC consulting conducted four training workshops for developing women leaders, and gender sensitive service delivery for 79 women and 19 men.</p> <p>UNRWA MDG technical assistants and UNRWA community counsellors conducted a training for 25 women and 4 men students from Al-Quds University on leadership on gender MDG project in cooperation with the UNRWA Community Mental Health programme and the Women Programme carried out a summer camp for women, targeting 70 potential leaders from all aspects of camp management, unions, CBOs, and local community The MDG project in cooperation with the UNRWA Disability Programme, Women Programme, and Community Mental Health Programme conducted a training on leadership for people with disabilities, including 16 disabled women.</p>	<p>participant feedback, TA reports, training agenda/materials, list of participants, film, press articles, photos</p> <p>UNFPA and PCBS Reports</p>	<p>participants, pre- and post- questionnaires, TA monthly access reports, photos, success stories interview June/July 2011.</p> <p>PCBS field visits</p>	<p>(project management team), CBOs UNFP A+PCBS</p>	<p>large geographical areas, meeting deadlines, late reporting from CBOs</p>
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**Comment [s10]:** It is important if possible that we know as a baseline whether local council members take both women and men different interests, needs etc... Before we jump into general trainings, yet feedback from 2 UN agencies that it is difficult to get this information, accordingly this indicator introduced by UNFPA tracks number of trained people. Instead of ( #of local councils, PCBS, NGOs and CBOs in refugee camps that include men's and women's perspectives in identifying, planning, delivering and reporting on services that benefit both women and men in the local community)

			<p>staff by mid of 2012</p> <p>-UNDP: 300 local council members</p> <p><b><u>How much in terms of local councils?</u></b></p> <p>- UN Women: Conduct ToT for 365 women leaders on PRA and facilitation skills, integration of gender policies in institutions and programs by end of 2011;</p>					
	2- # of policy papers, list of standards and guidelines produced and disseminated to monitor the extent of integration of women's rights and issues in the institutional policies and programs.	Zero	<p>a-Produce and disseminate 500 copies of 3 policy papers on women in education, public life and labour to women NGOs by end of 2011</p> <p>b-Establish a <b>Technical</b> committee by end of 2011 with # members from local councils involved in developing the list of standards and guidelines;</p>	3 policy papers produced and disseminated to 500 orgs	UNFPA and PCBS Reports	Desk review	UNFP A + PCBS	<p>1)Not disseminated properly to targeted</p> <p>2) No accurate info on dissemination</p>

**Comment [s11]:** Check if UN Women are still committed to producing the guidelines??

			c-Disseminate ??? Copies of the guidelines by end of 2011.					
3- # of women who transfer the knowledge gained in indicator 1 above to other women, bodies etc...	UN Women= 0	a- UN Women between 1,080 and 1,350 women provide training/awareness for women, young women and PLC members by mid 2012.	a- So far 1080 were reached	Pre-post assessments Photos Attendance sheets  Training materials, Training reports  MoM for UN Women and WATC meetings  Field visit reports	UN Women: 54 workshops in leadership and 72 workshops in awareness raising)  7 meetings between UN Women and WATC  4 field visits by UN Women	UN Women and WATC	Risk: participants unable to commit to the long hours of training required, especially participants with full-time jobs  Assumption: outstanding women from the awareness raising activity will be incorporated into this activity	
4- # of people reached out through awareness session on women's equal political participation as a result of the ToT in 2 above	Zero	- 18 local authorities, NGOs, and CBOs constituting around <i>3,600 women and 720 members of local authorities</i>		As above	As above	As above	Risk: participants unable to commit to the long hours of training required, especially participants with full-time jobs. Assumption: local council members are interested in and committed to the training and its topics	

Expected Results (Outcomes and outputs)	Indicators	baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame and frequency)	Responsibilities	Risks and assumptions
Outcome 3  Enhanced opportunities for women's equal economic participation	1- # of National mechanisms in place to monitor and increase women economic participation.	Zero	<p>Three mechanisms are in place:</p> <p>a-The national statistical body PCBS institutionalizes the GBV in the world of work survey by mid 2012;</p> <p>b- The endorsed National Gender Audit team by MoWA March 2011, pursues to conduct gender audits in institutions and accordingly prepares and monitors gender mainstreamed action plans;</p> <p>c-the established National Women Employment Committee mid 2010 continues to implement its strategic action plan till 2013</p>	<p>a- The ToRs and the contract were developed and waiting to be signed post ILO GENEVA revision</p> <p>b- Ongoing</p> <p>c- Ongoing</p>	ToRs, MoM, Contract with PCBS, MoU, Survey results report, PGA reports, action plans, photos	Focus group meetings, meetings and interviews, the questionnaire	ILO, MoL, MoWA, PCBS, NPGA team, NWEC	Political situation
	2- # of Labor Market institutions with national development		<p>a-Disseminate the NPGA team reports recommendations and endorse by MoL, PGFTU and FPCCIA by mid 2011;</p> <p>-MoL, PGFTU and FPCCIA</p>	<p>a-Fully achieved</p> <p>b-1MoL and PGFTU action plans were fully developed and partially implemented a number of activities</p>	PGA reports, final action plans, photos, report on the implementations	Official endorsement ceremony, Focus group meeting and interviews	ILO, MoL, PGFTU, FPCCIA	<p>Political situation,</p> <p>New reform of the GOV by Sept 2011</p> <p>Short in receiving</p>

	action plans that are gender mainstreamed promoting gender equality and women's economic empowerment and protecting them in the workplace.		develop action plans in line with the NPGA team recommendations by end of 2011; -MoL, PGFTU, FPCCIA institutionalize "adopt" the PGA national action plans by 2011 - MoL and PGFTU start to implement the PGA national action plan by mid 2012	developed plan should be finalized by FPCCIA	of the PGA recommendations			more fund for MoL, PGFTU, FPCCIA and MoWA
	3- The Minister of MoL adopts the revised labour law from a gender perspective	Zero	NEWEC pursues a leading and coordinator role in MoL adaptation of the recommendations emerged from the revised labour law from gender perspective through  A-NEWEC conducts Consultation workshops with all stakeholders to discuss the emerging result by end of 2011  B-Conduct one meeting with the minister of labour to discuss final results/ feedback and provide his approval end of 2011.  c- Launch officially the MoL adoption of the revised labour	a- Fully achieved: NEWEC members participated in one meeting and one focus group discussion organized by ILO to discuss the emerging result  b- Fully achieved  c- It was agreed with the minister of labour to conduct it in August 2011.	MoM, NEWEC action plan, the revised law study, invitation letters.	Meetings and interviews, group discussions, official launching ceremony		Political and economic situations and New reform of the GOV by Sept 2011

			law by mid 2012					
	<p>4a- #of refugee CBOs, women cooperatives and women entrepreneurs with improved income due to the IGPs and grants</p> <p>b- % change in the number of women membership in the targeted cooperatives</p> <p>c- % change in revenues earned by the women cooperatives and refugee women CBOs who received the grants and implemented the IGPs</p> <p>d -# of girls/young women</p>	<p>ILO: 0</p> <p>UNRWA a=0, c: to be provided shortly</p>	<p>a-ILO: 10 women cooperatives and 40 women micro entrepreneurs+ UNRWA: 18 CBOs in WB+10 in GS with improved income due to IGPs by mid 2012,</p> <p>b- increase 20% the number of women memberships in targeted cooperatives by mid 2012</p> <p>C-increase 20% the revenue earned by women cooperatives and women entrepreneurs with micro IGP</p> <p>increase 3 % the net profit earned by refugee women CBOs by mid 2012</p> <p>By 10% in GS</p> <p>d. 30 young women find job by mid of 2012</p>	<p>UNRWA: a-11 CBOs in WB+9 in GS , b-To be provided shortly</p> <p>C-UNRWA reported a total net profit of 71,849 ILS as per June 2011, where 11 of the 12 IGPs are reporting net profits and one is breakeven. The other 6 IGPs are still in the start phase.</p>	<p>ILO:TORs, Project proposals, MoU, Service contracts, policy briefs, Monitoring Reports, Photos, Workshop Training Reports, List of participating beneficiaries. MAC Reports, photos, or taping of documentary films.</p> <p>UNRWA: Monthly colour scoring model, monthly monitoring reports, monthly IGP tracking report, IGP financial reports</p>	<p>Bi monthly Field visits by ILO team, gender Team and MoL, assessment questionnaire and impact, monthly monitoring meetings, bi monthly meetings of MAC</p> <p>UNRWA: meetings/interviews with IGPs (October 2011 and March 2012 depending duration of project), field visits, monthly IGP assessment tool,</p>	<p>ILO Team (Rawan d, Haneen , Tharwa t), UNWO MEN (Siham) , UNRW A (Sami), Gender Unit (Manal) , Mol (Bashar from Coop Depart ment), Asala (Salma) , Sharek (Maha), UNRW A (project manage</p>	<p>New reform of the GOV by Sept 2011</p> <p>UNRWA: Political situation, conservative community, large geographical areas, market competition, external Shocks</p>

	graduates from TVET centres that find employment within one year of graduation due to the JP vocational training, on-job training and life skills						ment team), CBOs	
<b>Output 3.1</b> Influence of gender advocates, workers and employers org in decision-making and planning is increased particularly in relation to reformin	Indicator 1 Sex-disaggregated data and gender relevant indicators on women's economic participation, GBV in the work place identified by constituents, incorporated in national and sub-national databases i.e. "PCBS labour force survey, MoL etc.." for	Zero	<p>a-Conduct by June 2010 needs assessment of users perception towards labour force data produced by PCBS to identify gender gaps and needs in labour statistics to be more gender responsive to users and more informative for improved planning and advocacy by users ;</p> <p>b-Train the tripartite constituents and national partners(28f,10m) on ILO tools &amp; methodologies, quantitative, qualitative &amp; process oriented indicators to monitor GBV/VAW in the work place and Promote user producer dialogue on gender statistic by June 2010;</p> <p>c-Conduct on quarterly bases user producer dialogue workshops with PCBS</p>	<p>a-The needs assessment was finalized by developing the statistical user and producer survey questionnaire from a gender perspective in January/February 2010.Details are reported in the 3<sup>rd</sup> monitoring report July 2010-January 2011.</p> <p>b-In accordance with report's recommendations a 4 day training workshop on "Gender and STAT: Users/ Producers Dialogue" was conducted in cooperation with ILO SATA Department in Geneva between 15 -18 February, 2010. 28 persons (18 females, 10 males) were trained from, MoL, NWECC, sister UN agencies, researchers from senior and/or middle management staff, who have the influence and decision to better develop and produce gender sensitized data that addresses the users'</p>	<p>Reports, Pictures, List of participants, Contacts</p> <p>ToRs, Assessments recommendations</p>	<p>Interviews, questionnaire, Training workshop recommendations, Discussion groups and meetings</p>	<p>ILO M&amp;E officer in Beirut, ILO staff ( RO and Jerusalem office) PCBS, NWECC, MoWA</p>	<p>Political situation and conservative culture</p>

<p>g discriminatory labour laws and planning for gender- sensitive employ- ment opportunities. (Lead – ILO)</p>	<p>use in evidence based decision making and national development plan monitoring</p>		<p>including 62 (63f, 62m) end of 2011 till mid 2012;</p> <p>d-As a result of the workshops Incorporate all identified sex disaggregated indicators into the quarterly PCBS labour force survey and review data before dissemination;</p> <p>e-For the first time, conduct a national survey on GBV in the world of work by mid 2012;</p> <p>f-Develop 2 fact sheets on women's participation in the labour force by 2012</p>	<p>needs, and on the users level being the most frequent user of PCBS statistics.</p> <p>c- the first workshop was conducted on August 16<sup>th</sup> August, 2010. Al Hayat al Jadeed, a local newspaper, covered the event.</p> <p>d- ILO will follow up with PCBs to integrate where possible the feedbacks and comments on indicators to be introduced to the LFS.</p> <p><del>e</del>-Contract Birzeit University- the Institute of Woman's Studies to develop "GBV in the world of work" quantitative questionnaire, and in the process to contract PCBS to conduct the field survey by July 2011.</p> <p>F-ToRs in the process to develop 2 fact sheets.</p>				
	<p>2-Number of cases in which tripartite constituents are actively involved in social dialogue processes in regards to gender sensitive policymaking, labour law</p>	<p>Existing gender unit at MoL and women' dept. At PGFTU</p>	<p>a-ILO constituents are represented in the NWECC and other 2 social dialogue committees (the tripartite committee, and employment Fund led by MoL) established by the minister of labour or the employer and worker organizations by mid 2012</p> <p>b- Launch officially the NWECC by February 2011,</p> <p>c-Develop the NWECC ToR,</p>	<p>b-NWECC has been officially launched.</p> <p>c-several meetings on monthly bases are being conducted to develop action plan. In the second quarter of 2011 training for NWECC members on knowledge sharing was finalize.</p> <p>d- One staff has been recruited.</p>	<p>ToRs,Press release, Minutes of meetings</p> <p>Invitation , Pictures ,Workshop outcomes</p>	<p>Meetings, interviews and workshops</p>	<p>ILO constituents, MoWA ILO M&amp;E officer in Beirut, ILO staff ( RO and Jerusalem office)</p>	

	reform and implementation		<p>action plan and by law by June 2011.</p> <p>d- recruit specialised staff for the women's dept. at PGFTU by June 2011</p>					
	3-Number of constituents members that use/apply ILO knowledge, technical assistance , training or tools to develop new, or modify existing labour policies or laws focused on work-related gender discrimination	Zero	<p>a-Conduct the PGA "an ILO tool" training for (11f,4m) By end of 2009</p> <p>b-15 out of the 30 trainees above apply the PGA tool in 3 market institutions MoL, PGFTU, FPCCIA by mid 2010;</p> <p>c-Conduct 2 trainings "Gender Equality and International Labour Standards" for 28 (22f, 6m) gender advocates and legal experts on using ILO TA and tools to implement improved policies and legislation in practical terms in the workplace by April 2010.</p>	<p>A and b-fully accomplished</p> <p>c-A workshop on " Gender and ILS" to promote gender equality in the world of work, took place between 23-25th March, In addition to another one-day workshop (April 18<sup>th</sup> ) 28 people participated (22f, 6m). A presentation on the gender implications of the legal framework in the Palestinian Context was presented by MoL very well informed staff; also Presentations on Convention 111 on discrimination in Employment and Occupation, and Convention 100 on Equal Pay for Work of Equal Value were presented.</p>	<p>Reports, Training materials, Attendance sheet</p> <p>Invitation, photos, ToRs</p>	<p>Meetings and field visits</p>	<p>ILO constituents, MoWA, ILO M&amp;E officer in Beirut, ILO staff ( RO and Jerusalem office)</p>	<p>Political situation, large geographical areas</p>

	4- Laws that impede women's labour force participation are identified, changes drafted and actions for response including policy brief designed by gender advocates	Horizontal studies were conducted to review all laws from gender perspective	<p>- As a result of the training above Conduct a study Identifying the articles in the Palestinian Labour law that impede women's labour force participation in comparison with ILS by end of 2011;</p> <p>-Use the study results by <u>the Institute of law at BZU</u> to integrate it's recommendation within it's ongoing studies by end of 2011.</p> <p>-Organize a workshop for gender advocates to endorse the study's recommendations by the minister of labour by mid 2012.</p> <p>-50 Gender advocates are well informed on the study results by mid 2012 (UNESCO)</p>	A study on laws that impede women's labour participation was finalized by Khadija Naser through UNESCO, accordingly she will provide training to 50 persons from NGOs and unions.	<p>The draft report of the study, List of participants</p> <p>The invitation letter</p> <p>UNESCO: Reports, pre and post test analysis, progress report template, photos</p>	<p>Interviews, Focus group, Meeting, Literature review</p> <p>UNESCO: Pre and post test,</p>	<p>MoL and MoWA</p> <p>UNESCO and a consultant</p>	The conduction of the assessment during Ramadan
<b>Output 3.2</b> Capacity of the MoL (including its institutions), workers' and	1-# of qualitative and quantitative analysis of national action plans development frameworks, policies and Programmes for mainstreaming	Zero	Conduct 3 analysis through applying the participatory gender audit "an ILO tool" for MoL by February 2010, PGFTU by July 2010 and for FPCCIA in 2011	<p>-the PGA conducted at MoL between January 24th –February 4th 2010th. This experience was the 2<sup>nd</sup> of its kind on the national level and the 1st to use ILO PGA methodology. The closing ceremony of the implemented PGA at MoL took place on March 4th under the patronage of the prime minister Dr. Fayyad, where the final report of PGA was delivered to the Minister of labor Dr. Magdalani, and whereby the prime minister accredited this national action.</p> <p>-A PGA at the Palestinian General</p>	<p>PGA reports, PGA national action plans</p> <p>Pictures</p>	Interviews, Workshops , Discussion groups	ILO constituents and MoWA	Shortage in allocating fund by the constituents

employer's org developed to implement specific measures that promote women's employment and protect them in the workplace. (Lead – ILO)	gender within labour market institutions			<p>Federation of Trade Unions -PGFTU- took place in the period 2nd of May - 25 June. Recommendations Are set in the Executive summary report; accordingly a draft work plan has been prepared. ILO and PGFTU organized a closing ceremony for the PGA was on Thursday 15 July 2010 in Nablus.</p> <p>-PGA for FPCCIA has been accomplished between Oct 18<sup>th</sup> and November 13<sup>th</sup> the final report was submitted in January 2011. On this occasion an official closing ceremony was conducted on February 16<sup>th</sup> 2011 under the patronage of the general director of FPCCIA, and the participation of the Minister of Women Affairs, Minister of Labor and the general secretary PGFTU.</p>				
	2-Number of constituents members (f.m) that use/apply ILO knowledge, technical assistance , training or tools to strengthen the application of standards, policies, action plans or training programmes	Zero	<p>A -Conduct gender sensitization training to 182 (61f, 121m) from the Tripartite constituents "gender training, decent work and GBV" by Dec 2010.</p> <p>b-Conduct gender mainstreaming training for the tripartite constituents 36(23f,13m ) " Mainstreaming Gender Equality in the world of work" by January 2011</p>	<p>a-Fully achieved.</p> <p>b- 36 (23f,13m) staff members from ILO 3 main constituents received 4 days training workshop January 24-27 2011 on Mainstreaming Gender Equality in the world of work.</p>	<p>Reports, photos Evaluation forms List of participants</p>	<p>Meetings, Pre and post questionnaires</p>	<p>ILO constituents</p>	<p>large geographical areas</p>

	related to GBV, gender mainstreaming and decent work							
	3-# of monitoring bodies established to ensure sustainability, promote women's employments and protect them in the workplace	Zero	<p>As a result of the above trainings,</p> <p>a- Establish the National Gender Audit team and endorse by MoWA by March 2011;</p> <p>b- Establish the National Women Employment Committee by mid 2010</p>	<p>a-On March 14<sup>th</sup> 2011, an official announcement of the PGA National team took place under the patronage of Prime Minister Salam fayyad and Minister of MoWA Rabiha Diab.</p> <p>B-Fully achieved as reported above.</p>	Invitations, List of participants, ToRs, MoMs, Action plan	Meetings , Interviews	ILO constituents, MoWA and NWECC	Political and economical situation, conservative culture
	4-Gender Unit at MoL is more visible	Efforts were made before	<p>a-a formal accreditation by the minister of labour for the establishment of a support unit for the Gender Unit by Jan 2011</p> <p>b-the Gender Unit@ MoL produces a gender sensitized Jan-Dec 2012 action plan;</p> <p>c-the Gender Unit is delegated officially by the Minister to present MoL in NEWEC, PGA, cooperatives and other bodies by end of 2010.</p>	<p>a-Fully accomplished.</p> <p>c-Fully accomplished</p>	Approval letter from the minister	Meetings, interviews	ILO , MoWA, MoL	Conservative culture

<p><b>Output 3.3</b></p> <p>Employment opportunities for low-income women and female graduates including in refugee camps are increased. (Lead – ILO)</p>	<p>1- Number of constituents and financial institutions that apply ILO technical assistance, training or tools and products</p>	<p>Zero</p>	<p>a- Conduct 4 need assessments: “ Main Streaming gender equality concerns in TVEt sector, and Mainstream Gender Equality concerns in Palestine cooperatives, labour market growth by April 2010 and 1 assessment on Business development service providers (BDS) by June 2010</p> <p>b- Develop Cooperative Training Manual using ILO training tool and Material to be used as guide for extension workers to support and develop the capacity of women cooperatives by August, 2011.</p> <p>c- Conduct 2-ToT on “ILO training gender and entrepreneurship modules- GET AHEAD” for (20 BDS providers for WB &amp; GS) by <u>May</u> 2010, and another TOT Get Ahead by August 2011.</p> <p>d-1 ToT TVET training module on photography using GIZ curriculum targeting 4 trainers by July 2010</p> <p>e- Conduct 1 ToT for 27 cooperative extension workers</p>	<p>a-The assessment studies were fully accomplished, a workshop to discuss the main findings and recommendations was conducted with the engagement of different stakeholders.</p> <p>c- a Gender and Entrepreneurship ToT (GET Ahead TOT) workshop took place in 2-6 May 2010 for WB 18 participants (11f, 7m) and 9-13 May 2010 for GS 23 participants;</p> <p>d- ToT in photography was carried for 4 trainers 13,14,15 July/ Another ToT for the same 4 people was conducted on end of August, 2010.</p> <p>E-Fully accomplished.</p>	<p>Training reports, assessments reports, TORs, participants/beneficiaries’ lists/photos, contracts participants feedback, documentation of activities through photos, or taping of documentary films</p>	<p>Bi monthly Field visits by UNRWA, ILO team, gender Team and MoL, assessment questionnaire and impact, monitoring and follow up monthly meeting with projects team and implementation partners, bi monthly meeting of MAC,</p> <p>pre- and post-questionnaires, evaluation sessions with participants.</p>	<p>ILO Gender Team, MoL (TEVT, and Coop Department), Gender Unit at MoL, UNRWA (project management team), CBOs</p>	<p>UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines</p>
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			<p>and women cooperative leaders (21f,6m) on using the ILO training tools (MATCOM) for cooperatives marketing, Cooperative management, leadership &amp; organizing skills by March 2010</p> <p>f- 30 IGPs (18WB+12GS) of UNRWA use ILO training tools packages by mid 2012;</p> <p>G- Conduct TOT workshop for around 23 cooperatives extension workers using ILO cooperatives' development manual by September 2011.</p>					
	<p>2- # of developed gender sensitized and better mainstreamed policies focused on increasing access to financing among women, promoting small enterprises /women entrepreneurs</p>		<p>Based on the NA above:</p> <p>a-Developed 2 policy briefs (Mainstreaming Gender Equality Concerns in the Palestinian Cooperatives, and Mainstreaming Gender Equality Concerns in TVET System) by May 2011</p> <p>b-Official launch and accreditation of the policies by May 2011;</p> <p>c-Disseminate 400 copies in English language by May 2011, and 400 copies in Arabic Language by December of</p>	<p>A and B: Fully accomplished.</p> <p>C: 400 English copies disseminated.</p>	<p>Publications: policy briefs, assessment studies and workshop reports (on presetting the findings and policy recommendations of the assessment studies</p>	<p>Workshops and meetings with all stakeholders</p>	<p>ILO Gender Team, MoL, women cooperatives, TVET</p>	

	and cooperatives,( based on sex disaggregated data and gender-sensitive analyses)		2011					
	3-# of girls/women accessing/enrolling and graduate from vocational training/by type of training and relevance to skills required by labour market.		<p>a-Train 60 young female graduates in different locations on life skills by youth development organization by December 2011.</p> <p>b- Train 115 TVET students/young women from different locations by 2010-2012;</p> <p>c-17 TVET female students in UNRWA TVET centre enrol and graduate from photography course by June 2011;</p> <p>d- Conduct awareness raising and media campaign led by MoWA and MoL among families, employers &amp; TVET institutions to change perceptions of TVET in oPt by mid 2012.</p>	<p>c-ILO, UNRWA and GTZ have signed MoU to implement the 9 months photography training course for 17 women. The course has started on December 2010 and was concluded in June 2011 at UNRWA center- Ramallah Women Training Center (RWTC).The official signing of MoU and launch of the course was held on January 11, 2011. A professional diploma certificate was offered to the 17 trained and graduated female TVET students.</p>	<p>Project proposals, Workshop training reports, assessments reports, TORs, participants/beneficiaries' lists/photos, contracts, employment status for graduated women, reports on women cooperative memberships and participation, MAC reports</p>	As above	<p>ILO Team (Rawan d, Tharwa t), UNWO MEN, UNRWA, Gender Unit (Manal) , Mol (Bashar from Coop Department), Asala (Salma) , Sharek (Maha),</p>	

	<p>4- # of women entrepreneurs and women cooperatives who acquire skills (entrepreneurial skills, business management, marketing and negotiations, etc) and use these skills</p>		<p>a-50 vulnerable refugee women enhance soft and business skills by mid 2012;</p> <p>b-100 women who are in enterprises and or who potentially entrepreneurs enhance their business and entrepreneurial skills by mid 2012;</p> <p>c-20 women leaders of women's CBOs and women cooperatives enhance soft and business skills by mid 2012;</p> <p>d-60% of the women beneficiaries trained above, use their skills and apply them to business by mid 2012</p>		<p>Monitoring Reports, Photos, Workshop Training Reports, List of participating beneficiaries. MAC Reports</p>	<p>As above</p>	<p>ILO Team (Rawand, Tharwat), UNWOMEN, UNRWA, Gender Unit (Manal, Mol (Bashar from Coop Department), Asala (Salma), Sharek (Maha),</p>	
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	5- # of women in cooperative who acquire skills in cooperative management and leadership (and uses these skills detailed in indicator 6)		<p>a- train 100 women in cooperatives on business and cooperatives management and marketing skills in 2010 and 2011</p> <p>b- train 23 cooperatives extension workers in advanced ToT using ILO cooperative development Manual by September 2011.</p>	<p>a-</p> <p>b- between 15-22/March 2010 27 (21f, 6m) of extension workers were trained on the first material of cooperative management by an International Coop expert and local resource person and certified as extension workers for women cooperatives.</p>	Developed coop manual, Workshop Training Reports, TORs, Monitoring Reports, Photos, List of participating beneficiaries. MAC Reports Developed coop manual, Workshop Training Reports, TORs, Monitoring Reports, Photos, List of participating beneficiaries. MAC Reports	As above	ILO Team (Rawan d), gender unit (Manal) , Mol (Bashar from Coop Department), UCASC (Randa)	
	6-as a result of 4&5 : # of gender equality opportunities and better mainstreamed employment programmes micro start up business/IGPO s/services for refugee women, low income women, women entrepreneurs	ILO: 0 UNRWA: 0	<p>a- Provide grant to the best BDS providers by April 2011 to develop the capacity of women micro entrepreneurs ,and train 180 women (WB and GS) to enhance life skills by mid 2012;</p> <p>b-Provide grant to UNRWA by June 2011 to develop the capacity of women refugees and CBOs (WB), and train 60 by mid of 2012</p> <p>c- Provide start-up grants 20 (WB and GS) for women in enterprises and+ 25 grants awarded to women refugees in WB (for women who</p>	<p>a) the grant was given to ASALA (Business Women Association), were an MoU was signed between ILO, UNRWA and ASALA on July 17<sup>th</sup> 2011, no results reported yet.</p> <p>b) the grant to UNRWA was given, no results reported.</p> <p>d and e- On Oct 2010 the agreement with the service provider was signed - Young Entrepreneurs Palestine in the West Bank and Women's Affairs Center in the Gaza Strip. The trainings orientation meetings with the designated 18 Sabaya Centers took place in May 2011,in the north, south and middle of WB. Data collection is ongoing in order to deliver the needs</p>	Project proposals, Workshop training reports, assessments reports, TORs, participants/beneficiaries' lists/photos, contracts, employment status for graduated women, reports on women cooperative memberships and participation, MAC reports	As above  UNRWA: Monthly access reports, focus group discussions, meetings/interviews, training evaluation session, IGP assessment tools  UN Women:  # of meetings , # of training sessions, # of field visits	ILO Gender Team, UN Women , UNRW A, and Gender Unit at MoL, UNRW A (project management team), CBOs	UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines  UN Women: Risks: Participants identified from component 1 (awareness raising) as ToT for component 2 – job and academic counselling agree

	<p>and female TVET graduates ( use of skills acquired)</p>		<p>trained using ILO tool on GET AHEAD) by Mid 2012,+ and 10 grants for potential women cooperatives who have exceptionally completed the training by September 2011 to implement learning activities in their own institutional settings</p> <p>d-UN Women: raise awareness of 1,120 – 1,680 (WB) and 320 – 480 (GS) rural young women on equal participation in employment and entering the labour market by mid 2012</p> <p>e-280 -350 (WB) and 80-100 (GS) rural women and young female graduates receive academic and job counselling by mid 2012</p> <p>f- UNRWA: develop and implement 28 income-generating projects through women &amp; rehabilitation CBOs in refugee camps (18 in WB and 10 in GS) by mid 2012</p>	<p>assessment. This will be Followed by designing of 4 training modules. So far, in the West Bank three orientation sessions have been held with rural women: Center held on June 30 and preparations for the North which will take place on July 3, 2011 and the South on July 6, 2011. (attendance sheets available). In Gaza, an assessment was completed by WAC and training sessions have began accordingly.</p> <p>f- So far 27 IGPs developed/established 18 IGPs in WB and 9 in GS at 7WPCs &amp; 2 at CBRCs. UNRWA WB has distributed grants for 18 income-generating projects through women centres CBOs and rehabilitation centres CBOs in 15 refugee camps. 9 grants have been given to support the establishment of new IGPs, and 9 to support the development of existing projects. The MDG team is following up on the IGPs with the help of the Community Development Social Workers under the Micro Credit Community Support Programme. UNRWA is currently in the process of developing improvement plans for IGPs who are in the yellow zone on the colour scoring model. Some IGPs might receive additional funding from the UNRWA Women Programme. Posters for volunteer opportunities have been hanged in women vocational training centers. The main challenge so</p>	<p>UNRWA: Monthly colour scoring model, monthly monitoring reports, application form, feasibility studies, focus group discussions results, needs assessment, press articles</p> <p>UN Women: MoM for meetings with YEP and WAC , Pre and post assessments, Training materials/manual, Training report, Workshop attendance sheets, Photos , Progress and final reports from YEP and WAC, mission reports</p>		<p>UN Women , YEP and WAC</p>	<p>to co-facilitate Assumption: Women commit to the training</p>
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			far has been the running costs of the IGPs, and efforts to raise the net income will be a part of the improvement plans. The large geographical area is making efficient follow-up on the IGPs a challenge for the MDG project management team. Output 3.3 Employment opportunities for low-income women and female graduates including in refugee camps are increased				
7- Number of refugee women, men and refugee students benefiting from CBOs' income-generating activities		<p><b>Customers:</b> UNRWA WB 10000</p> <p><b>Employees:</b> UNRWA WB 37</p> <p>UNRWA GS: 2160 1160 F &amp; 1000 M</p> <p><b>Volunteers:</b> WB 50, GS:190 females</p> <p><b>Trainees:</b> WB 150, GS 140 females</p>	<p>Achieved to date in WB:</p> <p>Customers served: 5363 (2019 men, 3344 women)</p> <p>Employees: 21 (17 women, 4 men)in WB+ 21 females in GS+ 8 women with disability in GS</p> <p>Volunteers: WB Approximately 35 women and 3 men</p> <p>Trainees: WB Approximately 100 women and men</p>	Monthly colour scoring model, monthly monitoring and IGP tracking reports.	Monthly access reports, meetings/interviews, IGP assessment tools	UNRW A	<p>UNRWA: Political situation, conservative community, large geographical areas, meeting deadlines</p> <p>UN Women: Risks: Participants identified from component 1 (awareness raising) as ToT for component 2 – job and academic counselling agree to co-facilitate</p> <p>Assumption: Women commit</p>

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