

## JOINT PROGRAMME DOCUMENT

### 1. Cover Page

Country: **BRAZIL**

**UNDAF Outcomes:** Gender and race/ethnic disparities reduced, taking into account the impact of territorial heterogeneities.

#### **Joint Programme Outcomes:**

1. Crosscutting gender and racial dimensions of policies, programmes and public services expanded and enhanced.
2. Local and regional capacities for reinforcing promotion of gender and racial equality strengthened and integrated.
3. Egalitarian, plural, and multiracial participation of women in public decision-making spaces strengthened and expanded.
4. Items relating to promotion of gender and racial equality featured and given prominence in the media.

**Name:** Inter-agency Programme for Promotion of Gender and Racial/Ethnic Equality

**Duration:** 3 years

**Date of start/finish:** 2008/2010

**Modality of Fund Management:** Pass-through

**Administrative Agent:** MDTF Office

**Estimated total programme budget:** US\$ 4,000,000  
of which:

1. Scheduled resources:

- Government
- Regular/Other Resources
- NGO or private sources
- UN Agencies
- Donors - US\$ 4,000,000

2. Unfunded:

## NATIONAL PARTNERS AND PARTICIPATING UNITED NATIONS AGENCIES

National Partners

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## 2. EXECUTIVE SUMMARY

The *Inter-Agency Programme for Promotion of Gender and Ethnic/Racial Equality*, referred to in this report as the Joint Programme (JP) is the result of an initiative of the United Nations Country Team's Thematic Group on Gender and Race. Based upon consultations with national partners, the Programme was launched with the aim of providing assistance to the Brazilian Government, through support for the Special Secretariat of Policies for Women (SPM) and the Special Secretariat for Policies to Promote Racial Equality (SEPPIR) in the preparation, implementation, and monitoring of their respective National Plans. Aside from these leading partners, the Programme involved other governmental institutions, including some at the sub-national level, and organizations of civil society, especially those that work with promotion and defense of the rights of women, and of the black population.

The Programme, with three-year duration, is intended to address issues relating to gender and race simultaneously, and to promote equality both between men and women, and between white and black women. Choice of this approach stems from the finding that the status of women in Brazil has been characterized by an apparently paradoxical double standard. Though, on the one hand, there have been advances in terms of participation of women in society (with the caveat that these start from a very low baseline) on the other, significant gender inequalities persist, keeping women at a disadvantage in practically all walks of social life. Obstacles to the progress of black women are even more formidable, owing to cumulative effects of race and gender discrimination throughout the entire lifecycle.

The six UN Agencies participating in the Programme, based on national priorities, a joint Country Situation Analysis, and the Millennium Development Goals, have proposed a set of actions aimed at contributing toward bringing about changes in the current unequal status of women in Brazilian society. Current conditions are favorable to such an approach, in view of Brazil's consolidated institutional framework, and a strong commitment on the part of the current Administration to facing up to challenges of inequality. Thus, the overall intervention strategy will focus primarily upon providing capacity building for individuals, institutions, and society as a whole.

The Programme has four interdependent proposed goals, to be achieved through the following approaches: (i) Enhancement of crosscutting themes of gender and race in policies, programmes, and public services; (ii) Capacity building at the sub-national level, to strengthen and integrate actions aimed at promoting gender and racial equality; (iii) Egalitarian, plural and multi-racial expansion of participation of women in decision making areas; and (iv) Increased support from the media for promotion of gender and racial equality.

Strategic supervision and guidance of the Programme will be in the hands of a National Steering Committee, comprised of representatives of the Brazilian Government, of the Government of Spain, and of the Resident Coordinator of the United Nations System in Brazil. Operational coordination will be in the

hands of the Programme Management Committee, comprised of the national partners SPM and SEPIR, and the participating UN agencies. A series of specific activities are foreseen for monitoring and evaluation of the Programme's performance, in relation to its intended outcomes and outputs.

### 3. SITUATION ANALYSIS

Brazil is well positioned to overcome development challenges and fulfill the human rights of its people. This is the view of the United Nations Country Team, expressed in a Country Report, published in August 2005.

Though Brazil stands in 14<sup>th</sup> place on the world ranking of countries by GDP, it ranks 63<sup>rd</sup> in terms of its Human Development Index. Thus, though not a poor country, Brazil is an *extremely unjust and unequal* one. For this reason, alongside efforts to promote sustainable economic growth with generation of income and increasing numbers of better-quality jobs, it is also necessary to achieve a more consolidated and inclusive society, capable of ensuring women and men, regardless of race, equal conditions of access to education, health, food, housing, justice, security, and jobs. To date, efforts have been insufficient to expand coverage of services in these areas, and inadequate for bringing about significant changes in the lives of people afflicted by inequality and poverty.

In 2003, Brazil's poor (i.e., those living on a monthly per-capita family income of no more than one half of the minimum wage) amounted to 54 million people, mostly accounted for by blacks and residents of the Northeast region. In view of this situation, the Brazilian Government adopted a social policy based upon income-transfer programmes. Central to this policy has been a large-scale investment in the *Bolsa Familia* Programme which, alongside other smaller-scale stipend programmes, has brought benefits to some 11 million poor families throughout the country. An initial study carried out by the UNDP's International Poverty Center found that the distributive effects of these programmes have contributed toward a reduction of income inequality, and that, in 2004, Brazil recorded its lowest Gini Coefficient (0.568) since the mid-1970s. However, although these initiatives have contributed toward reducing the intensity of poverty, their impact on the proportion of the population classified as poor is still small.

The persistence of poverty has also been linked, to varying degrees, with inequality of opportunity of access to education and possession of assets; to flaws in the structure and functioning of the labor market and of credit markets; and to regional disparities. Such explanations (even in the light of evidence that in Brazil and throughout Latin America women, blacks, and Indians are the main victims of inequality) reflect a failure to acknowledge that racial/ethnic and gender discrimination are major barriers to the success of measures targeted at overcoming the various forms of social exclusion.

When viewed from such a perspective, inequalities can no longer be dismissed merely as differences of income, and must be perceived as a problem of development, resulting from the combined effects of racial/ethnic and gender discrimination.

Based upon the assessment of the Joint Country Report, Brazil's national priorities, and the Millennium Development Goals, the United Nations Development Cooperation Framework defines **inequality** (between men and women, whites, blacks and Indians, and among regions and generations) as the main obstacle to Brazil's ensuring total fulfillment of the human rights of its population. As a consequence, strategic interventions are now being centered upon national capacity building efforts, with the aim of promoting egalitarian access to public services; ensuring racial/ethnic and gender equality; reducing vulnerability to violence; promoting transparency and human rights policies; and providing support for sustainable economic development. Of these five priorities of the 2007-2011 Cooperation Framework, the Joint Programme will focus upon promoting racial/ethnic equality.

The status of women in Brazil is characterized by an apparently paradoxical double standard. Though, on the one hand, there have been advances in terms of participation of women in society (with the caveat that these start from a very low baseline) on the other, significant gender inequalities persist, keeping women at a disadvantage in practically all walks of social life. Obstacles to the progress of black women are even more formidable, owing to cumulative effects of race and gender discrimination throughout the entire lifecycle. Such findings make it imperative to tackle not only inequalities between men and women, but also inequalities between white and black women.

Currently, women comprise 47.3% of the labor force and, on average, have higher schooling levels than men. This latter difference, aside from contributing toward an increase in the employment rate of better educated women, also influences the increase in the (still low) proportion of women in higher-status occupations where men generally predominate. Nonetheless, overall, the standard of double segmentation of the labor market remains in effect, restricting most women to a smaller selection of occupations, and concentrating black women in those that command the lowest prestige, where social protection is lacking and wages are low. The most obvious examples of such occupations are unpaid subsistence activities in the farm sector, and provision of services, especially domestic service. Domestic service absorbs the labor of roughly 90% of women; of these, some 55% are black.

Despite their higher schooling, working women, on average, earn only 65.6% as much as men. Over time, sex and race-based earnings differences always present the same pattern, with white men at the top, followed by white women, then black men, and finally black women. This strengthens the evidence that, in Brazil, the real scope and complexity of inequality between men and women has to be perceived against the context of racial

discrimination and a sharp differentiation of opportunities open to white and black women.

Aside from increased participation of women in the labor market, there has also been a sharp increase in the proportion of women who are considered heads of households. In 2006, 31.4% of Brazilian families were headed by women, the majority of them black. It is interesting to observe that, among white women heads of households, one-person households are more common; whereas among household headed by black women, the predominant type is 'a women with children'. The combination of households headed by women and lower average incomes of black women results, typically, in the type of family most apt to be poor in Brazil.

Households headed by women, as compared to those in which a man is head of the family, tend to be poorly served, in terms of refuse collection, sewage drains, water supply, and electricity services. Moreover, home ownership is less common among households headed by women, as is reflected by data on housing credit offered by *Caixa Econômica Federal*. In 2004, women accounted for 33.4% of the total number of heads of households approved under housing-credit programmes that provide access to lines of credit for the purchase of homes. Despite governmental initiatives that have recommended that preference be given to women who are heads of families, the truth remains that income is the main criteria assessed when approving credit. The prevalence of such attitudes contributes toward reinforcement of the dominance of men within the domestic sphere, as is all too often reflected by abandonment of the family and domestic violence.

Generally speaking, gender inequality is a determining factor in cases of violence against women, in all phases of the lifecycle. Systems for reporting violence are fragile and poorly integrated, making adequate monitoring of cases practically impossible. Nonetheless, it is known that the intensity and complexity of this phenomenon are influenced by factors of race and age, and that black women and girls are more vulnerable to a variety of manifestations of violence and abuse. Though no accurate national statistics are available, it has been estimated that 15 to 25% of Brazilian women suffer or have suffered some type of physical, moral, psychological, or sexual domestic violence. Most of the reported cases are of physical violence perpetrated by a husband or companion of the victim. Among girls, the most dramatic cases are generally of sexual violence, and the perpetrator is typically the father or stepfather. There are as yet very few public services, (specialized police precincts, reference centers, or shelters) that attend to girls and women who have suffered violence in most parts of Brazil. Recently, however, Law 11.340/2006 defined a broad set of measures to combat domestic and family violence, which are likely to lead to a strengthening of institutional mechanisms for attending to the needs of women in such situations.

The guarantee of sexual and reproductive rights is one of the factors that has contributed toward bringing about social change for women. In Brazil, the

Constitution of 1988 and subsequent enabling laws have placed responsibility for ensuring such rights upon the State; however, the means for exercising such responsibilities have remained illusive. Though maternal mortality has declined (from 120 per hundred thousand live births in 1990, to 75 in 2002) it nonetheless remains high, according to WHO criteria, especially among black women. Bucking the international trend, teenage pregnancy rates have increased and, in 2005, 22.63% of live births were to mothers between the ages of 15 and 19 years. This has occurred within a context of declining overall fertility rates, which are currently 2.0 children per mother.

With respect to sexual health, it should be noted that Brazil is internationally renowned for the success of its policies for prevention and treatment of HIV/AIDS. New challenges have been posed by the increasing numbers of women afflicted by the epidemic, particularly black girls. Between 2000 and 2004, the proportion of white women with HIV/AIDS dropped from 63.9% to 56.7%; whereas, in the same period, the proportion of infected black women rose from 35.6% to 42.4%. Various factors have contributed toward disparities in the sexual and reproductive health of women, however, once again, discrimination on the basis of race, combined with factors such as age, income, schooling level, and place of abode, for example, have resulted in unequal access to information and services, and exposure of women to services with disparate levels of quality.

Among younger women, the risks posed by violence, domestic child labor, HIV/AIDS, and low schooling achievement are much higher. Considering that education of girls is a key indicator of development, an assessment of the situation of Brazilian women must look beyond the high-primary schooling access rates. Studies based upon census data show that a poor girl is three times more likely to die before her fifth birthday, and is eight times more likely not to attend primary school, than a rich one. Moreover, in comparison to a white teenage girl, a black teenage girl is three times more likely to be illiterate. The scope of opportunities is even narrower for those engaged in child labor, which tends to have a negative effect on schooling levels. Such data, by exemplifying inequalities from the earliest phases of life, reinforce the urgent need for actions targeted at breaching this backlog of disadvantages and breaking the cycle that reproduces inequalities between men and women, and among women of different ethnic/racial backgrounds.

The overall situation of women can better be understood in the light of information on their weak participation in decision-making spaces which, in the case of black women, can often mean a total absence from such forums. In this field, the disadvantages women face are even more sharply defined, owing to mechanisms that ensure continuity of the male-dominated power structure. The strong political participation of women, regardless of racial background, in the social movements and especially in black, feminist, and women's organizations, does not carry over to institutional spaces, in the Executive, Legislative, and Judicial Branches of government. Although they are currently coming forward in increasing numbers as candidates for elective office, women



account for only 7.35% of the mayors of Brazil's 5,564 municipalities; 11.6% of representatives in state legislatures; 9% of the members of the Federal Chamber of Deputies, and 12% of Federal Senators. This is one of the lowest rates of female participation in government in all Latin America.

Women are also underrepresented in the High Courts, though the number of women judges is gradually increasing. The following table shows the participation of women and men in the Brazilian Judiciary:

Court	Women %		Men %	
Federal Supreme Court (STF)	2	18.18	9	81.82
High Court of Justice (STJ)	5	14.28	27	85.72
High Labor Court (TST)	4	21.04	14	78.96
High Electoral Court (TSE)	0	0	7	100
High Military Tribunal (STM)	1	6.66	15	93.44

In the Executive Branch in recent years, positions of trust (*cargos comissionados*) for which no public examination is required, and especially those at the highest levels of the hierarchy are increasingly held by women. The following table shows the increase in the numbers of such jobs held by women between 1998 and 2007.

Proportion of women holding Senior Advisory Positions (DAS).

DAS Level	1998	2007	Change 2007/1998
1 to 3	42%	46%	+ 9.5%
4	29%	38%	+ 31%
5 and 6	16%	23%	+ 43%

Source: Secretariat for Human Resources /Ministry of Planning, Budget and Management

In 2005, only 10.6% of the directors of Brazil's 500 largest corporations were women, and only 3.4% were blacks. Participation of women in senior public-sector positions has always been higher than in other sectors. The five women with ministerial status in a cabinet of thirty-one, under the current Administration, however, is an unprecedented and heartening phenomenon.

With a view to promoting changes in this scenario in favor of women, the Joint Programme proposes to intervene at the intersection of gender and race, by simultaneously supporting promotion of equality between women and men, and among women of different racial groups.

## 4. STRATEGIES

### *Background / Context*

In the context of Latin-America and the Caribbean, Brazil stands out for its efforts to achieve the Millennium Development Goals (MDGs). Between 1990 and 2004, improvements in social indicators pointed toward achievement of the first of the MDGs, i.e., reduce by half the proportion of the population living in extreme poverty. Besides having already ensured access to primary schooling for 97% of school-age children, Brazil has witnessed a steady reduction of other indicators (such as the proportion of people that face hunger; the infant mortality rate; the maternal mortality rate; and the number of new HIV/AIDS cases) that are equally important for attainment of the goals.

Except for those targeted specifically at women, the MDGs are not broken down by race/color or by sex. Consequently, surveys fail to reflect the unequal distribution of achievements among different social groups. UNICEF-Brazil reports that the relatively low percentage of children not attending school conceals the fact that these are largely concentrated in two ethnic/racial groups; and that roughly 500,000 black and 400,000 Indian children do not attend school. Similar discrepancies exist with regard to the infant mortality rate, which is lower, and has tended to decline more rapidly, among white children. In the light of these discrepancies, but without overlooking the overall optimism surrounding Brazil's performance in relation to achievement of the MDGs, it must be acknowledged that progress achieved has had little impact on inequality, which is disproportionately concentrated among the black and indigenous segments of the population.

Brazil has already fulfilled 78% of the goal of reducing extreme poverty; however, in 2006, the proportion of black Brazilians facing dire poverty (16.8%) was three times higher than that of white ones (6.4%). In comparison to other countries in the region, it has one of the lowest proportions of women in its legislatures. Brazil also lags behind in terms of the supply of decent jobs for young people, who account for almost half of the unemployed, of which black women form a major contingent. Other pressing needs include improving living conditions in poor neighborhoods, and reducing the proportion of homes not served by sanitation systems, especially in rural areas.

Thus, for Brazil, measures for achieving the MDGs must address the challenge of promoting inclusion of groups that have traditionally suffered from discrimination, so as to ensure that opportunities are fairly distributed. To this end, the design of public policies needs to be oriented toward overcoming this challenge. Likewise, monitoring and evaluation of such policies needs to be based upon indicators capable of measuring their impacts on different racial groups, and on meeting specific targets for the reduction of disparities among them. There are precedents and mechanisms to support efforts on the part of the Brazilian State that could serve to ensure gender and racial equality and more inclusive approaches to development, in pursuit of full achievement of all of the MDGs by 2015.

Since promulgation of the 1988 Constitution, Brazilian laws have introduced a series of provisions that (in law if not in practice) offer guarantees of the human rights of women and of Brazil's black population. Such legal guarantees were inspired by international conventions which Brazil has signed, such as the Convention on Elimination of all Forms of Discrimination against Women (CEDAW), and the International Convention on Elimination of all Forms of Racial Discrimination (CERD) which, broadly speaking, prescribe protection and exercise of human rights for all, without discrimination.

Within the Executive Branch, in 2003, two advisory bodies to the Presidency of the Republic were established, with the mission of introducing crosscutting dimensions of gender and race into public policies, programmes, and actions: the Special Secretariat of Policies for Women (SPM); and the Special Secretariat of Policies for Promotion of Racial Equality (SEPPIR). By means of National Conferences, held by SPM in 2004 and 2007, and by SEPPIR in 2005, broad-based processes of consultations were carried out with civil society, for the purpose of setting their respective policy guidelines. The drafting of a National Plan for Policies for Women (PNPM) and a National Plan for Promotion of Racial Equality (PLANAPIR), each with well-defined priority action approaches were the outcomes of these processes. These activities have led to the creation of bodies with identical aims within the structures of state governments and municipal administrations, that have helped reinforce the effects of these interventions.

The process of including crosscutting themes of gender and race in all governmental actions, with the explicit aim of reducing inequalities, still meets with resistance. Nonetheless, the symbolic importance of such approaches, within a context of expansion of democracy in Brazil and a strong commitment toward promoting social inclusion, has enabled these themes to gain increasing space on the governmental agenda. Indeed, in confirmation of this trend, for the first time, *strengthening of democracy with gender and race/ethnic equality, citizenship and transparency, social dialogue and guarantees of human rights*, was included among the ten strategic goals of the Brazilian Government's Multi-year Plan (PPA 2008-2011).

Essentially, the institutional framework that has been assembled in recent years is the outcome of political action on the part of social movements, over a period of almost three decades. Organizations representing feminists, women, the black population, and black women have mobilized sizable segments of society against sexism and racism, and have exhorted the State to assume its responsibilities for protecting women, and particularly black women, from their pernicious effects. Such mobilization has led to the establishment of a progressive agenda for guaranteeing rights and opened up channels for dialogue with the State for formulation of public policies and for channeling of budgetary funding toward their implementation.

Within this context, the general strategy for intervention adopted by the Joint Programme is fully aligned with priorities established under the United Nations

Development Cooperation Framework. It entails contributing toward interrelated individual, institutional, and social *capacity building for holders of obligations and holders of rights at the three levels of government*. By this means the Joint Programme aims to enhance outcomes, by contributing toward effective progress toward attainment of the MDGs while, at the same time, achieving the targets stated in the Brazilian Government's Multi-year Plan (PPA 2008-2011).

### **Lessons Learned**

Since the 3<sup>rd</sup> World Conference against Racism (Durban, 2001), the United Nations System in Brazil has been engaged in efforts to establish a racial-equality policy agenda. However, only since the establishment of SPM and SEPIR, have the institutional conditions necessary for inter-agency activities in pursuit of this agenda been in place, thereby making it possible to bring to bear all the accumulated experience of the UN System with respect to gender issues. The Thematic Working Group on Gender and Race, established in 2005, has been engaged in joint activities with the Brazilian Government, particularly with SPM and SEPIR, and with organizations of civil society. Among the highlights of these activities were the 1<sup>st</sup> National Conference for Promotion of Racial Equality (2005), the Sixteen days of Activism to End Violence against Women campaign, in 2005 and 2006, and the Regional Conference of the Americas on Advances and Challenges in the Plan of Action against Racism, Racial Discrimination, Xenophobia and Correlated Intolerances, held in 2006.

Activities of the Work Group, as a permanent exercise in inter-agency coordination, have enabled deep reflection on the most effective models for joint action. They have also opened up spaces for intense exchanges of experiences among programmes and projects underway, as an integral part of the mission of each agency. As each initiative produces outputs, lessons learned, and best practices, solid premises have been generated for implementation of the Joint Programme, as exemplified below:

Programme of Support for Integrated Actions in Gender and Racial Equality - 2001-2006. Carried out by UNIFEM, in partnership with the Brazilian Government and organizations of civil society, with the support of the UK Department for International Development (DFID), the programme focuses upon three thematic approaches: public policies; indicators; macroeconomics and budget. It has produced theoretical texts, analyses and methodological guides to enhance performance of public managers and social activists, and has prepared databases to compile data from censuses, household surveys, and public spending on women, in the 1995-2005 period.

Programme to Combat Institutional Racism (PCRI) 2003-2006. Carried out by the UNDP Office in Brazil, in partnership with the UK Department for International Development (DFID), the Brazilian Federal Government, municipal administrations, and organizations of civil society. The aim is to strengthen capacities in the public sector for prevention of institutional racism, and to engage black organizations in a dialogue on public policies. Actions carried out

resulted in the drafting, by the Ministry of Health, of a National Policy for the Health of the Black Population, preparation of a methodology for diagnosis and tackling of institutional racism in inter-personal relations and in the deployment of core activities of local governments and other public bodies.

Programme for Institutional Strengthening of Gender and racial equality, Eradication of Poverty and Generation of Jobs (GRPE) 2003-2006. Carried out by the ILO Office in Brazil, with support from the UK Department for International Development (DFID), in partnership with the Brazilian Federal Government and municipal administrations, and organizations of civil society, including workers and employers. The main aim of this programme was to provide support for incorporation of gender and race perspectives in public policies and programmes for combating poverty and generating jobs and income. It thus sought to contribute toward increasing employment opportunities for women and blacks, as a strategy for reducing incidences of poverty and social inequality, and addressing the lack of decent jobs in Brazil.

Among the lessons learned from these and other earlier experiences, the importance of employing participative processes for implementation of all programmes relating to gender and race issues should be underscored. Such themes are sensitive, because they pose challenges to established ways of thinking and practices that have, all too often, served to confuse preservation of the rights of the majority with conserving the privileges of the few. Thus, involvement of managers and social activists in all phases of a programme enables collective construction of new mentalities, new working tools and new practices, of fundamental importance for ensuring continuity and sustainability of such actions. In this respect, the United Nations System performs an important role, by serving as a reliable interlocutor for all parties involved, and a permanent defender of initiatives for promotion of human rights and reduction of inequalities.

### ***The Joint Programme***

As was mentioned earlier, with the aim of reducing gender and racial inequalities the Joint Programme was established within an overall framework that places priority on capacity building. In order to achieve the results expected of the Programme, this strategy concentrates on four approaches, all of which should permeate its outcomes: production of knowledge; building of individual capacities; advocacy; and social mobilization.

Implementation of this strategy involves three principal sets of protagonists:

- I. The United Nations Country Team's Thematic Group on Gender and Race.
- II. The SPM and the SEPPIR, that are responsible for crosscutting gender and racial equality dimensions of governmental activities.
- III. Organizations of civil society (OCSs), especially those linked to movements of feminists, and of young and black women.

With these partners the Programme will deploy innovative mechanisms and tools to ensure insertion of gender and racial perspectives at the federal, state and municipal levels of government. Such intervention favors production of knowledge and the building of individual capacities. The Joint Programme will also work with civil society to strengthen the political role of women, especially black women, and in molding public opinion in favor of initiatives for promotion of gender and racial equality. The main thrust of the Programme will thus be upon advocacy and social mobilization.

It should be noted that governmental and non-governmental partners will be involved throughout the process of implementation of the Joint Programme, with a view to enabling exchanges and dialogues, even in public policy areas where interest are at stake. Though the SPM and the SEPPIR are to be the main governmental partners, the Programme will also engage with other Ministries, Councils, and Committees, comprised of representatives of the government and of society. In engaging with social movements, aside from organizations representing women and blacks, efforts will also be made to mobilize organizations representing workers. A broad array of possibilities exists for building upon relations that the agencies participating in the Joint Programme have already established within the scope of their day-to-day activities, which could easily be harnessed to forward the aims of this joint initiative.

The confluence of the four strategic intervention approaches should ensure sustainability for the Joint Programme, well beyond the three-year period foreseen. With a view to ensuring replicability of local experiences, the Joint Programme will invest specifically in reporting and documentation, and in the development of new methodologies for promoting gender and racial equality.

Throughout Brazil, there are 155 sub-national bodies that work with policies for women (of which 14 are state level and 141 municipal level) in permanent contact with each other and with the Federal Government, by means of the National Forum of Governmental Bodies for Policies for Women; and 205 councils for women's rights, registered with the Secretariat of the National Council of Women's Rights: 24 State Councils, and 181 Municipal Councils; and 450 sub-national bodies that work with promotion of racial equality - so there should be plenty of scope for dissemination of lessons learned and replication of best practices.

## 5. RESULTS MATRIX

The Joint Programme has linkages with Result 2 of the United Nations Development Assistance Framework - *Gender inequalities and race/ethnicity reduced, considering the impact of territorial heterogeneities*. Based upon this reference, four results and six products were designed, described as follows.

### Output 1. Crosscutting gender and race perspectives in policies, programmes, and public services expanded and enhanced.

In order to ensure the crosscutting nature of gender and race perspectives, it is necessary that they be incorporated into the processes of policy, programme, and public-services formulation, implementation, monitoring, and evaluation. Aside from engagement with the Ministry of Planning Budget and Management, participation of other ministries, such as Health, Education, Labor, Cities, Agrarian Development, and Justice are also of particular importance for fulfillment of Plans for Policies for Women and for Promotion of Racial Equality. This is because the programmes and projects of such ministries tend to have a more immediate effect on the living conditions of women. Thus, approaches are needed that make available mechanisms and tools which can be incorporated by policy makers and managers in efforts to promote equality during the course of their day-to-day activities.

Achieving of this result depends upon adoption of three products, stemming from an evaluation by national partners of the main gaps in the deployment of crosscutting gender and race approaches.

#### **Goal 1.1 Methodology for monitoring and evaluation of the National Plan of Policies for Women (PNPM) and the National Plan for Promotion of Racial Equality (PLANAPIR) prepared.**

This involves the *development of indicators* broken down by sex, race/color and age, so as to enable the monitoring of governmental action, with the aim of achieving gender and racial equality. It also entails the setting of goals for reducing inequalities within and among social groups. This innovative approach of the Joint Programme has implications for appraisal of the social-inclusion goals of the Government's Multi-Year Plan (PPA), and for attainment of the targets set by the MDGs.

#### **Goal 1.2. Managers trained to propose and operate policies, programmes, and budgetary measures, in consonance with governmental policies for overcoming gender and race inequalities.**

This foresees the *preparation* of managers, through the development of skills and technical capacities for addressing race and gender themes throughout the public-policy cycle. It also involves production and publication of theoretical and practical materials to be used in training activities.

**Goal 1.3. Provision of public services (at schools, health facilities, police precincts, reference centers, and shelters) that are responsive to the needs of women, adolescents and girls from groups that suffer discrimination and/or in situations of vulnerability.**

This relates to *improving the quality of services*, by means of the development of new protocols reflecting a commitment to expanding access to services with full racial equality for women of groups that suffer discrimination. Aside from work to be carried out with governmental partners, partnerships with organizations of civil society are of great importance for ensuring that the views of users of such services are taken into account when defining new protocols and technical standards for service provision.

The incorporation of such mechanisms into the actions of the Brazilian Federal Government will stimulate adoption of similar measures at sub-national levels.

**Output 2. Local and regional capacities for promotion of gender and racial equality strengthened and integrated.**

As the spheres of government in most direct contact with the target population, state governments and municipal administrations bear the final responsibility for execution of federal policies and programmes. Intervention at this level is thus of fundamental importance for ensuring that the impact of actions foreseen in the PNPM and PLANAPIR have positive repercussions on the lives of ordinary citizens.

**Goal 2.1 The structure of existing sub-national bodies for policies for women and for promotion of racial equality strengthened; and the creation of new bodies encouraged.**

With a view to promoting gender and racial equality, there is an evident need to establish a favorable environment so as to stimulate and strengthen local governmental and non-governmental participants, enabling them to act in concert and in line with initiatives of the Brazilian Federal Government.

Involvement of a set of different institutions in local initiatives under the Joint Programme can contribute toward strengthening the political role and technical capacities of sub-national bodies that work with policies for women and the promotion of racial equality. At the same time, it opens up new opportunities for moving ahead with the process of preparing and implementing State and Municipal Plans, in consonance with the National Plans of the SPM and SEPPIR.

**Output 3. Egalitarian, plural and multiracial participation of women in decision making areas strengthened and expanded.**

With this result, the Joint Programme resumes a focus recommended by the Platform for Action of the 4<sup>th</sup> World Conference on Women (Beijing, 1995) for fair access to political institutions, amply reinforced by the Consensus of Quito, the document that resulted from the 10<sup>th</sup> Regional Conference on Women in Latin America and the Caribbean (2007). It is likely to contribute toward



empowerment of women, by establishing their participation in the national legislature (which in Brazil is lower than in other countries of Latin America and the Caribbean) as an indicator of gender equality (MDG 3).

**Goal 3.1. Policies and commitments for strengthening and expanding participation of women in decision-making bodies developed by organizations and institutions.**

Progress on the public-policy agenda relating to issues of race and gender has been achieved as a consequence of growing levels of political organization on the part of women and blacks (particularly black women) within the social movements. In order to take such actions to a new and higher level, it will be necessary to build policies and commitments that guarantee the autonomy of women. To this end, it is important that women from other areas, such as political parties and trades unions, be encouraged to participate more actively in institutional decision-making contexts, and to assume leadership positions in public and private organizations and as holders of political office. Increases in the numbers of women involved in the political sphere should seek to ensure equality of access among white and black women. It should thus stimulate increased participation of black women, of all ages, in activities for social control, at such bodies as the Women's Rights Council, the National Health Council, the National Youth Council, and the National Education Council, since such councils play an important role in defining policy priorities.

**Output 4. Items on the theme of promoting gender and racial equality highlighted and publicized in the media.**

There are in Brazil still significant segments of public opinion that hold that inequality, be it between men and women or between blacks and whites, could be overcome by raising the skill levels of women or of black individuals. From this perspective, addressing gender and race discrimination should not be a public policy objective. To give an example, an opinion poll in July 2006 found that 65% of those interviewed were in favor of reserving university places for blacks; however, among higher-income and university-educated respondents, this percentage dropped to 45%. The lowest percentages in favor of this measure were found to be in precisely those segments that include the majority of decision makers. Earlier experiences with similar programmes have shown that, very often, when issues of gender and race are being addressed, institutions are unable to count on members of their own staff, since, in day-to-day affairs staff members tend to act in accordance with their own convictions. In view of this situation, enlisting the support of the media is a prime requisite for bringing about changes in attitudes, and of ensuring that all institutions subscribe to the goal of making Brazilian society more just and equal.

**Goal 4.1 Communication strategy drafted and implemented, with a view to stimulating greater support from society for promotion of gender and racial equality.**

The aim is to influence public opinion, so that promoting equality becomes one of the core values shared by a broad spectrum of society. The communication strategy entails providing training for media professionals and enlisting active participation of civil society for media advocacy activities, culminating in informative campaigns in the press, radio, television and other media. Once having gained increased support from society and, consequently, from decision makers, the promotion of gender and racial equality will lead to successful experiences in the field of communication for the United Nations System in Brazil, ranking alongside the campaign to publicize the Millennium Development Goals and to safeguard children's rights.

Annex 1, the Results Matrix, besides relating the above-described results and products, presents a set of corresponding indicative activities, the partnerships to be formed, and verifiable indicators for monitoring the scope of results at various moments during implementation of the Programme.

## **6. MANAGEMENT AND COORDINATION ARRANGEMENTS**

The management and coordination arrangements to be adopted under this Joint Programme shall be based upon guidance from the *UNDP/Spain MDG Achievement Fund (MDG-F)*.

In its capacities of the UN agency specifically mandated to promote gender equality and women's rights, as well as the leading agency of the UNCT Thematic Group on the Promotion of Gender and Race Equality in Brazil, UNIFEM shall be responsible for the technical coordination of this JP. While each participating agency shall be responsible for the execution of its respective components, the lead agency will ensure that the common workplan is on track and that promised results are being delivered.

The lead agency will also be responsible for convening technical meetings as per programme needs, maximizing complementarities and synergies between agencies. Finally, it will guarantee the preparation and submission to the MDTF office in New York of a single annual narrative report on the joint programme, as well as the quarterly narrative reports.

Each Participating UN Organization HQs will submit individual annual certified financial reports to the Multi-donor Trust Fund Office (MDTF), for consolidation with the narrative report. The consolidated report will be submitted by the MDTF Office to the Joint Programme, who will share it with members of the National Steering Committee.

Under the leadership of the Resident Coordinator of the United Nations System in Brazil, who will coordinate the overall programme design, ongoing programmatic oversight of the Fund's activities, two committees are to be

established for the supervision and implementation of activities: the National Steering Committee (NSC); and the Programme Management Committee (PMC).

The NSC, aside from bearing responsibility for supervision, will also play the role of providing strategic guidance for the Programme. It will be comprised of no less than three members, representing the Brazilian Government (co-chair), the Government of Spain, and the Resident Coordinator (co-chair). If necessary, and depending upon specific contexts, other formal members may be included in the NSC. The implementing agencies and national partners of the Programme may participate in the Committee as observers. At the invitation of the co-chairs, representatives of other bodies, including members of organizations of civil society, may also participate in the Committee as observers. The NSC shall hold meetings, at which decisions will be taken by consensus, twice a year.

The PMC, as the body responsible for operational coordination, shall be comprised of members representing the United Nations agencies implementing the Joint Programme (ILO, UNDP, UNFPA, UNICEF, UN-HABITAT and UNIFEM) and of the governmental partners (SPM and SEPPIR). The Chair of this Committee will be held by the Resident Coordinator or his/her representative. If necessary, managers and specialists linked to the Programme and representatives of civil society may be invited to participate in PMC meetings. Such meetings are to be held each quarter, or more often if the need arises, to deal with issues relating directly to management and implementation of the Programme.

Occasionally, the two Committees may hold joint meetings, with the aim of increasing communication among the supervision and operational coordination functions. There follows a list of the main responsibilities of each of the Committees:

**Responsibilities of the NSC:**

- a. Review, adoption and, if necessary, modification of the Terms of References and Rules of Procedure of the NSC.
- b. Approval of the Joint Programme Document, prior to submitting it to the Fund.
- c. Approval of the strategic guidelines for implementation of the Joint Programme, in accordance with operational frameworks authorized by the MDG-F Steering Committee.
- d. Approval of management and coordination arrangements.
- e. Approval of work plans and annual budgets, making the necessary adjustments for attaining the expected results.
- f. Review and analysis of the Consolidated Report of the Joint Programme, prepared by the Administrative Agent of the Fund (MDTF Office), sharing

comments and decisions with the United Nations agencies participating in the Programme.

- g. Suggest actions to correct the course of the Programme, when strategic problems occur during implementation.
- h. Create synergies and relationships with similar projects and programmes supported by other donors.
- i. Approve communications and information plans targeted at the external public, prepared by the PMC.

**Responsibilities of the PMC:**

- a. Ensure operational coordination.
- b. Make arrangements for the contracting of a Programme Officer (or equivalent) to monitor day-to-day implementation of the Programme.
- c. Manage resources for achieving the results and outcomes defined for the Programme.
- d. Align the Programme activities with strategic priorities approved by UNDAF.
- e. Establish baselines for the Programme, so as to enable reliable monitoring and evaluation.
- f. Define procedures for the drafting of Programme reports.
- g. Ensure integration among the work plans, budgets, reports and other Programme documents, thereby enabling correction of any gaps in, or overlapping of, budget resources.
- h. Exercise technical and substantive leadership in the implementation of activities foreseen in the Annual Work Plan.
- i. Recommend to the Resident Coordinator reallocation of resources and budget reviews, when necessary.
- j. Resolve management and implementation problems.
- k. Identify lessons learned.
- l. Prepare communication and information plans for the external public.

A Technical Coordinator shall be recruited, at the national level, to coordinate the overall execution of the JP activities, as set out in this programme document, while each participating agency shall be responsible for the execution of its respective components. The Technical Coordinator shall be under the direct supervision of UNIFEM, in its capacity of lead agency of the Joint Programme. His/her Terms of Reference shall be designed and approved by the participating agencies.

## 7. FINANCIAL MANAGEMENT ARRANGEMENTS

The Joint Programme has a total estimated budget of four million US dollars. This is to be divided among the participating agencies, in accordance with attributions foreseen for each during the course of Programme implementation. Thus, transfers of funds, by the Administrative Agent of the UNDP/Spain MDG Achievement Fund, will be effected directly to the Central Office of the participating agency, which will then be responsible for transferring the funds to the country office. Based upon information from the agencies, the Central Offices shall issue Annual Financial Reports for submission directly to the Fund's Administrative Agent (MDTF Office).

## 8. FEASIBILITY, RISK MANAGEMENT AND SUSTAINABILITY OF RESULTS

The Joint Programme has excellent chances of being successfully executed. Its design is based upon the premise that the Brazilian Government will continue to award priority to promoting racial equality in the coming years. This premise is supported by inclusion in the Brazilian Government's Multi-Year Plan (PPA 2008-2011) of three goals relating to social inclusion, one of which is a commitment toward *strengthening democracy through gender and race/ethnic equality*. This goal is related to the aim of enhancing crosscutting gender and race perspectives in governmental actions and their repercussions at the state and municipal levels (Results 1 and 2). Closely linked to this is the assumption that the reform agenda will stay on course, and that political reform (one of its highlights) will benefit from commitments under the Programme toward empowerment of women (Result 3).

Debate on the status of women has been in the public eye much longer than discussions relating to the situation of the black population. The latter, for many years limited solely to the black movements, only began to gain visibility in the 1990s. Though they have received more attention than gender issues, the demands of the black population for a better status within Brazilian society meet with greater and more adamant resistance. This is an aspect that poses risks for attainment of the results envisaged by the Programme, and which will be addressed by means of actions under Result 4 of the Joint Programme. There are risks associated with the 2008 municipal elections, and with the 2010 general elections which, as in the previous case, will be addressed by means of mechanisms foreseen within the design of the Programme, and encompassed by established national partnerships, as shown in the following table.

**Table 2. Risk Management**

Impact	Probability			Management
	Low	Medium	High	
High		<p>Low commitment on the part of formulators and implementers of policies with respect to the challenge of incorporating gender and racial perspectives into policies, programmes, and public services.</p> <p>Resistance from the media to the adoption of affirmative approaches when dealing with themes relating to racial equality.</p>		<p>The Ministers of the SPM and SEPIIR leading negotiations with recalcitrant sectors of the government.</p> <p>Strategic recommendations of the National Steering Committee.</p> <p>Initiatives of the Programme Management Committee.</p> <p>Partnership with associations of media professionals.</p>
Medium		Resistance from employers' organizations to incorporation of the theme of racial equality.		Actions for the training of managers of private companies; enhancing debate and initiatives within workers' organizations.
Low			Reduction of the rate of implementation of integrated actions during the period of municipal elections, in 2008.	Partnership with civil society organizations to mitigate the impact of the reduced rate of implementation of governmental actions.

The Joint Programme is based upon the view that, to a great extent, sustainability is guaranteed by the manner in which results, products and activities are constructed. The Programme stresses the establishment of mechanisms and tools for formulation and evaluation of public policies oriented toward gender and racial equality. The training of staff for its operations and for management, including public services, strongly indicates that real possibilities exist for ensuring continuity of the underlying goals, even after the Joint Programme has come to an end. The breadth of the publics reached by training activities, allied to support the Programme will provide for initiatives of organizations of civil society, and its activities in relation to the media will most certainly result in intensification of the debate on promotion of equality among society as a whole.

With the deepening of governmental commitments, involvement of the other powerful areas will come more clearly into focus, either through proposing of bills of law to stimulate equality, or through adoption of affirmative actions targeted at accelerating more egalitarian participation of black and white women in prestigious social contexts. In this respect, the Joint Programme comes as an addition to other experiences carried out by the United Nations in Brazil in recent years, with the aim of taking the important step of transforming *government* policies into *policies of State*. This is the concept of sustainability, consolidation of which is worth pursuing for the promotion of and intervention in themes of gender and racial equality.

## 9. RESPONSIBILITY, MONITORING, EVALUATION AND REPORTING

During its implementation, the Joint Programme will perform specific activities for monitoring the effectiveness of its interventions, in relation to its expected results. In parallel to the definition of verifiable indicators, a joint system for preparing reports needs to be developed. In accordance with orientations of the MDG-F, contributions of agencies should be consolidated in terms of results and products, so as to enable monitoring of performance of the Programme as a whole. At the same time, internal mechanisms for strengthening accountability will be applied, as the joint system for preparing reports reveals how each agency collaborates in the achievement of common goals. Based upon these arrangements, the following will be prepared:

- Bi-annual Reports, to orient decisions of the National Steering Committee and the Programme Management Committee.
- Narrative Annual Progress Reports and a Final Report, to be submitted to the Administrative Agent (MDTF Office).

With participation of the UN agencies and of its national partners, evaluations of the Joint Programme should take place in the middle of the second year, including a review of the expected results and goals, and at the end of the implementation period. Under the coordination of external consultants, these evaluations will be designed in such a way as to enable systematized reflection, and to orient the identification of best practices, lessons learned, and strategies for ensuring continuity of the commitment of the national partners to the aims of the Programme.

The Programme Monitoring Matrix (Annex 2) describes the indicators and baselines selected for each product. Table 2 shows the monitoring, reporting, and evaluation activities to be carried out by the agencies implementing the Joint Programme, in participation with the National Partners.

**Table 2. Monitoring and Evaluation Plan**

	Year 1	Year 2	Year 3
<b>Monitoring</b>	<p>Enhancement of definition of indicators.</p> <p>Establishment of baselines.</p> <p>Gathering of secondary data.</p> <p>Survey of administrative records.</p> <p>Mapping of programmes and services.</p> <p>Workshops and meetings with national and local partners.</p>	<p>Construction of indicators.</p> <p>Preparation of the annual monitoring report.</p> <p>Workshops and meetings with the relevant partners.</p>	<p>Preparation of the final monitoring report.</p> <p>Workshops and meetings with national and local partners.</p>
<b>Reports</b>	<p>Design and implementation of the joint system for preparation of narrative reports.</p> <p>Preparation of:</p> <ul style="list-style-type: none"> <li>- two half-yearly reports.</li> <li>- one annual progress report.</li> <li>- one annual financial report.</li> </ul>	<p>Preparation of:</p> <ul style="list-style-type: none"> <li>- two half-yearly reports.</li> <li>- one annual progress report.</li> <li>- one annual financial report.</li> </ul>	<p>Preparation of:</p> <ul style="list-style-type: none"> <li>- one half-yearly report.</li> <li>- one final narrative report.</li> <li>- um final financial report.</li> </ul>
<b>Evaluation</b>		<p>Field visits.</p> <p>Workshops and meetings with national and local partners.</p> <p>Examination of progress reports.</p> <p>Evaluation of Programme.</p>	<p>Field visits.</p> <p>Workshops and meetings with national and local partners.</p> <p>Examination of the final report.</p> <p>Final evaluation of the Programme.</p>



## 10. EX-ANTE EVALUATION OF CROSSCUTTING ISSUES

Brazil has the institutional capacity necessary to promote gender and racial equality. The creation of two Special Secretariats, with Ministerial status, was an important institutional step toward addressing social demands emanating from black and women's organizations. Aside from these bodies, the Brazilian Government has strengthened mechanisms for dialogue with civil society, by means of various Councils, to ensure social control, and of National Conferences, the themes of which encompass a huge variety of issues of interest to social groups living in situations of disadvantage.

The Legislative Branch has also constructed its own internal mechanisms for maintaining the focus of debate on gender and race issues. The Women's Caucus in the National Congress has a history of acting beyond party lines, and has made significant contributions by persuading a parliament, comprised mostly of men, to approve progressive laws that favor the autonomy of women, and has carried out campaigns to encourage women to stand for public office at all levels. More recently, groups such as the Black Parliamentarian Nucleus have also provided examples of how the demands of society can have repercussions in the National Congress, despite the small number of black members of congress, among which there is only one woman.

Such embryonic institutional presences need to be strengthened, so as to shorten the path toward making today's Special Secretariats a permanent part of the cabinet structure, or until such time as a significant increase occurs in the proportion of women representatives in the National Congress. As has been underscored in other sections of this Document, the challenges are even greater for black women.

Brazil, with its 215 indigenous groups that speak 180 different languages, is also home to the descendents of Europeans, Asians, and the largest black population outside of Africa. Of a population of 184 million, 49.5% of Brazilians are black. Brazil's cultural and racial diversity, though perceived by many as a factor that stimulates national development, also poses problems owing to the persistence of discriminatory practices that tend to place whites at a social advantage in relation to other groups. Concealed by the widely-held belief that Brazil is a *racial democracy*, this situation has only come to the attention of society as a whole as a consequence of political actions on the part of black social movements.

The spread of organizations representing blacks, and especially black women, throughout Brazil has given impetus to a political agenda which, by challenging the premise of Brazil as a racial democracy, has fed the perception that not only is Brazilian society unequal and unjust, but that it is *racially* unequal and unjust. In response, the State began to adopt measures for overcoming racial inequalities. Characterization of racism as a crime in the 1988 Constitution; the Bill for a Racial Equality Statute, currently under examination at the National Congress; and adoption of affirmative action policies to expand access for black

students to universities are examples of institutional responses to the demands of black organizations.

Through attainment of its results, the Joint Programme is expected to contribute toward ensuring that women and blacks cease to comprise a majority of the poor, to fill the least desirable jobs with the longest working hours, and to face income disparities that tend to increase as they acquire greater professional qualifications. And since gender inequalities are also present within this group (though with less intensity than among whites) the barriers to progress for black women are even more daunting, owing to the double burdens of race and gender discrimination. For all these reasons, the most critical factor for success of the Joint Programme is the building of a vision and strategy for action that encompasses both a race perspective in issues of gender, and a gender perspective in issues of race.

## 11. LEGAL FRAMEWORK

The legal framework for relations between the Brazilian Government and agencies of the United Nations System in Brazil shall also apply to activities carried out under this Joint Programme.

The UNDP acts in Brazil under the aegis of the *Basic Technical Assistance Agreement between the Government of the United States of Brazil and the United Nations Organization, the International Labor Organization, the United Nations Food and Agriculture Organization, the United Nations Educational Scientific and Cultural Organization, the International Civil Aviation Organization, the World Health Organization, the International Telecommunications Union, the World Meteorological Organization, the International Atomic Energy Agency, and the International Postal Union*. This Agreement, dated December 29, 1964, has been in effect since May 2, 1966, and was promulgated as Decree 59.308, of September 23, 1966.

UNIFEM which, by definition, works in association with UNDP is fully encompassed by the aforementioned Treaties and Agreements.

UNICEF works in Brazil under the aegis of a Basic Cooperation Agreement, signed by the Brazilian Government on March 28, 1966. The Plan of Action of its Country Programme (CPAP) is defined every five years on the basis of this Agreement. The Action Plan referent to the 2007-2011 period was prepared by UNICEF with the agreement of the Brazilian Government.

Activities of the ILO observe the *Complementary Adjustment to the Agreement between the Government of the Federative Republic of Brazil and the International Labor Organization for Technical Cooperation with other Countries of Latin America and Africa for the Development of Actions and Activities Relating to Social and Labor Affairs*, signed on April 17, 1996. It is also important to underscore that promotion of Decent Work is a commitment assumed by the Brazilian Government and the ILO, in June 2003. The President of the Republic, Luiz Inácio Lula da Silva, and the Director-General of the ILO,

Juan Samovia, signed the Memorandum of Understanding that foresees the establishment of a Special Technical Cooperation Programme for Promotion of a National Decent Work Agenda, in consultation with organizations of employers and of workers.

The Regional Office for Latin America and the Caribbean of the United Nations Programme for Human Settlements (UN-Habitat/ROLAC) operates in Brazil under an Agreement signed by the Brazilian Government on June 2, 1996, and ratified by the National Congress on August 20, 1999.

## **12. ANNEXES**

**Annex 1 - Results Framework**

**Annex 2 - Programme Monitoring Framework**

**Annex 3 - Work Plan and Budget**

**UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.**

JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM; 01 SEPPJR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
<p><b>I.1</b> Monitoring and evaluation methodology of the National Plan of Policies for Women (PNPM) and of the National Plan for Promotion of Racial Equality (PLANAPIR) developed.</p> <p><b>Indicator</b> Number of areas of governmental action with data systems or indicators and goals for monitoring of policies, broken down by sex and race/color, developed.</p> <p><b>Means of verification</b> Reports of SPM and SEPPJR. Joint Program Reports.</p> <p><b>Goal</b> Housing, Health, Education, Labor, Justice, and Security by 2009.</p>	<p>Methodology on indicators and goals developed by 2008. (Including indicators and goals on:</p> <ul style="list-style-type: none"> <li>- violence</li> <li>- political participation</li> <li>- access to work and to jobs</li> <li>- housing</li> <li>- SHR services, actions, and inputs and quality of services provided to girls/young/elderly women</li> </ul>	UNDP	UNDP	Develop a methodology for setting indicators and goals for measuring the impact of policies, programs, and actions on different population groups, in accordance with local and regional conditions and according to the field of activities of the Agencies participating in the JP.	33.900,00			33.900,00
		UNIFEM	SPM	Set indicators and goals in the field of combating violence against women and promoting political participation.	23.000,00			23.000,00
		ILO	SPM-SEPPJR	Set indicators and goals for monitoring and evaluation of the PNPM and PLANAPIR relating to access to work and to jobs.	44.891,88			44.891,88
		UN-HABITAT	SPM-SEPPJR	Set indicators and goals for monitoring and evaluation of the PNPM and PLANAPIR relating to access to housing.	24.250,00			24.250,00
		UNICEF	SPM-SEPPJR	Set indicators and goals relating to combating violence against girls and women and gender and race inequality in education and health.	12.000,00			12.000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.  
 JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM: 01 SEPPPIR

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
		UNFPA	SPM-SEPPPIR	Set indicators and goals for monitoring and evaluation of the PNPM and PLANAPIR on sexual and reproductive health (SRH).	15,000,00			15,000,00
	TOR for the National Data and Statistics System on Racial Inequality and TOR for the National Data and Statistics System on Violence against Women and Girls by 2008. These will cover: - violence - political participation - access to work and to jobs - housing - SHR services, actions, and inputs and quality of services provided to girls/young/elderly women	UNIFEM	SPM-SEPPPIR	Prepare Terms of Reference for a National Data and Statistics System, broken down by sex and race/ colour, relating to women and blacks.	8,000,00			8,000,00
		UNIFEM	UNIFEM	Provide technical inputs for the development of National Systems on the themes of violence against women and political participation.	7,000,00			7,000,00
		UNFPA	UNFPA	Provide technical inputs for the development of National Systems on the themes of population and development, and sexual and reproductive health.	7,000,00			7,000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.

JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM, 01 SEPPIR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			Total
					Y1	Y2	Y3	
		UNICEF	UNICEF	Provide technical inputs for the development of National Systems on the themes of violence against girls, adolescents and young women, and gender and race inequalities in education and health.	6,000,00			6,000,00
		UN-HABITAT	UN-HABITAT	Provide technical inputs for development of National Systems on the themes of access to housing and to basic services.	14,500,00			14,500,00
		ILO	ILO	Provide technical inputs for development of a National Data and Statistics System on Racial Inequality on the themes of labor and employment.	40,016,88			40,016,88
	150 representatives of Networks and Organizations of Civil Society trained to monitor the PNPm and PLANAPIR by 2009. In the field of violence against girls, adolescents and young women, and gender and race inequalities in education and health In the fields of access to housing and basic services In the field of work/job/employment	UNIFEM	UNIFEM	Capacity building together with civil society for monitoring of indicators and goals described in the PNPm and PLANAPIR.	10,000,00	9,000,00		19,000,00
		UNIFEM	UNIFEM	Contribute toward training activities in the field of violence against women and political participation.	9,500,00	9,500,00		19,000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.

JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM; 01 SEPPIR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
		UN-HABITAT	UN-HABITAT	Contribute toward training activities in the field of access to housing and basic services.	0,00	11.450,00	0,00	11.450,00
		ILO	ILO	Contribute toward training activities on work related themes, using the indicators and methodologies developed.		34.014,44		34.014,44
	01 Women's network that works with promotion of sexual and reproductive health supported in the implantation of crosscutting gender, race, and generation perspectives.	UNFPA	CSOs and Networks	Contribute toward inclusion of crosscutting gender, race and generation perspectives, among networks of women who work with promotion of sexual and reproductive health.	11.000,00	11.000,00		22.000,00
	150 managers trained in the use of indicators developed by 2009.	UNIFEM	UNIFEM	Support training activities for managers in the use of the methodology developed.		13.000,00		13.000,00
		UNIFEM	SPM	Contribute toward training activities in the field of violence against women and political participation.	8.500,00	8.500,00		17.000,00
		UNFPA	SPM/SEPPIR	Support the holding of training for Racial Equality and Women's Rights managers, in the use of population and SRH indicators.		11.000,00		11.000,00
		UNICEF	SPM	Contribute toward training activities in the field of violence against girls, adolescents and young women and gender and race inequalities in education and health.		10.000,00		10.000,00

**UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.**

**JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.**

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM, 01 SEPPPIR

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
<p>1.2 Managers trained to propose and operate policies, programs and budgetary measures in consonance with governmental policies for overcoming race and gender inequalities.</p> <p><b>Indicator</b> Number of managers trained and enabled to act in the promotion of racial and gender equality.</p>		UN-HABITAT	SPM	Contribute toward training activities in the field of access to housing and basic services.	0,00	8.450,00	4.500,00	12.950,00
		ILO	SPM/SEPPPIR	Contribute toward training activities on work related themes, using the indicators and methodologies developed.		34.014,44		34.014,44
	<p>Publications of modules and kits on Gender and Racial Equality including the following subjects:</p> <ul style="list-style-type: none"> <li>- Identification and approaches to institutional racism (2008)</li> <li>- Women in the labour market, taking into account racial diversity (2008)</li> <li>- Updated Manual on Gender, Race, Poverty and Employment (GRPE) (2008) and CD-Rom (2009)</li> <li>- Violence against women (2010)</li> <li>- Women political participation (2010)</li> <li>- Diagnostic Study on the situation of girls (2010)</li> <li>- Diagnostic Study on racial vulnerability to HIV/AIDS (2010)</li> <li>- Updates book on the Rights of the Young Population: a legal landmark for development (2009)</li> <li>- Studies on quality of the services, and quality and access to services, actions and inputs for SRH to girls/young/elderly women</li> <li>- Access to housing and to basic services</li> </ul>		UNIFEM	UNIFEM	Produce and publish theoretical and practical materials to assist with the training of public-sector agents and organizations of civil society, with a view to promoting gender and racial equality.	26.000,00	23.600,00	





UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.

JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM; 01 SEPPJR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
		UNFPA	UNFPA	Produce - validate by means of consultations with strategic actors - publish and publicize a study on barriers to access to services, actions and inputs for sexual and reproductive health.	50,000,00	25,000,00		75,000,00
		UNFPA	UNFPA	Produce - validate by means of consultations with strategic actors - publish and publicize a study on the quality of services provided to girls and young and elderly women.				0,00
		UN-HABITAT	UN-HABITAT	Produce and publish contributions in the field of access to housing and to basic services.	0,00	10,400,00	11,861,00	22,261,00
	Courses for Managers, including: - Gender and racial equality in the formulation and implementation of public policies and in the preparation of budget proposals - Inclusion of crosscutting gender and race themes in efforts to attain the MDGs	UNDP	SPM-SEPPJR	Support the holding of courses for managers focusing on gender and racial equality in the formulation and implementation of public policies and in the preparation of budget proposals.		42,000,00	41,900,00	83,900,00
		UNDP	SPM-SEPPJR	Support the holding of course for managers focusing on inclusion of crosscutting gender and race themes in efforts to attain the MDGs.		23,160,00		23,160,00
		ILO	ILO	Support the holding of courses for representatives of workers' and employers organizations, and other CSOs to include gender and race dimensions in policies and actions for generation of jobs and income.		24,007,22		24,007,22

**UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.**

**JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.**

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM; 01 SEPPPIR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame		
					Y1	Y2	Y3 Total
		UNIFEM	SPM/SEPPPIR	Support the holding of courses for managers of selected ministries, focusing on inclusion of crosscutting gender and race themes in policies and in the preparation of budget proposals.		10,660,00	10,660,00
	04 meetings with directors of Schools of Government held by 2008.	UNIFEM	SPM-SEPPPIR	Seek to obtain a commitment from Schools of Government to ensure that their training courses for managers include contents required for effective inclusion of crosscutting gender and race themes in government policies.	3,000,00	5,660,00	8,660,00
	02 training courses for trainers in the field of public management held by 2009.	UNIFEM	SPM-SEPPPIR	Hold training courses for trainers in the field of public management, with the aim of including crosscutting gender and race themes in the processes of formulation, implementation, monitoring and evaluation of policies, programs and public services.	35,000,00	13,660,00	48,660,00
		UNDP	SPM/SEPPPIR	Contribute toward training courses for trainers in the field of public management, on the inclusion of crosscutting gender and race themes in efforts to attain the MDGs.		21,160,00	21,160,00
	30 multiplying agents trained by 2009.	ILO	ILO	Hold a training course for 30 trainers on inclusion of crosscutting gender and race themes in the field of work, in the processes of formulation, implementation, monitoring and evaluation of public policies and programs.		37,507,22	37,507,22
		UNIFEM	SPM/SEPPPIR	Contribute toward training courses for trainers in the field of public management, with the aim of combating violence against women and promoting political participation.	8,000,00	17,000,00	25,000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.							
JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.							
Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.							
Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM, 01 SEPPR							
JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame		
					Y1	Y2	Y3 Total
<p>1.3 Public services – at schools, health units, police precincts, reference centers and shelters – that are sensitive to the needs of women, adolescents and girls from discriminated groups and/or in situations of vulnerability.</p> <p>Indicator Number of services that have adopted guidance for expansion of access, fairness and quality of service for women, adolescents, and girls from discriminated groups and/or in situations of vulnerability.</p> <p>Goal All services of the Service Network for Women and Girls in Situations of Violence implemented by 2010.</p>		UNFPA	SPM/SEPPR	Contribute toward the holding of training courses for trainers in the field of public management, with the inclusion of SRH/HIV and PD themes.	20,000,00		20,000,00
	02 Networks of organizations for young and adult women supported by 2010.	UNIFEM	CSOs and Networks	Support actions for advocacy and the consolidation civil society networks, targeted at women of discriminated groups and/or in situations of vulnerability.	22,000,00	10,000,00	44,000,00
	02 Networks of organizations of black young and adult women supported by 2010.	UNFPA	CSOs and Networks	Support civil society advocacy initiatives in the field of SRH (access to actions, inputs and comprehensive, effective and humanized services)		33,000,00	
	02 Consultation meetings to identify needs, define priorities and set guidelines relating to public services by 2008.	UNIFEM	UNIFEM	Hold consultation meetings with strategic actors to identify needs, define priorities and set guidelines relating to public services.	20,000,00		20,000,00
	01 Consultation meeting focusing on vulnerability of black girls to HIV/AIDS held by 2008.	UNICEF	UNICEF	Consult partners working with new methodologies and technicians to prevent and reduce the vulnerability on HIV-AIDS of afrodescendants girls	16,000,00		16,000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.  
 JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.

Target 2010: 02 Monitoring and evaluation units for national plans installed. 01 SPM; 01 SEPPPIR.

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
04 reference documents developed and distributed to services providers by 2010.		UNIFEM	UNIFEM	Systematize, publish and distribute reference materials to serve as inputs for technical standards, protocols and operational methods of services, thereby ensuring racial equality at access, fairness and quality in the provision of services to young and adult women and girls.	24.128,00	23.628,00	20.728,00	68.484,00
		UNIFEM	SPM/SEPPPIR	Support preparation - validate by means of consultations with strategic actors - and disseminate a reference document for services targeted at women victims of trafficking by 2008.	10.000,00			10.000,00
		UNIFEM	SPM/SEPPPIR	Support preparation - validate by means of consultations with strategic actors - and disseminate a reference document for services targeted at women victims of domestic violence by 2009.	9.000,00	5.000,00		14.000,00
		UNICEF	UNICEF	Prepare and validate a reference document on inclusion of themes of race and gender diversity in curriculums of the public schooling system by 2009.		20.000,00		20.000,00
		UNICEF	UNICEF	Prepare and validate a reference document on services for families living with violence by 2008.				0,00
		UNICEF	UNICEF	Methodological guide on attendance of families in situation of violence under gender and racial perspective for public managers and professionals from health, education, social workers and security services.	30.000,00			30.000,00

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.  
 JP Outcome 1: Crosscutting gender and racial dimensions in policies, programs and public services expanded and enhanced.

Indicator: Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.  
 Target 2010: 02 Monitoring and evaluation units for national plans installed 01 SPM; 01 SEPP/IR

JP Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			
					Y1	Y2	Y3	Total
JP Outputs	01 National Seminar held by 2009.	UNICEF	SPM/SEPP/IR	Support joint and coordinated actions between Women's Police Precincts (DEAMs) and Police Precincts for Protection of Children and Adolescents (DPCAs).		60.000,00		60.000,00
	03 courses supported by 2010.	UNDP	SPM/SEPP/IR	Support training activities for public services professionals, to promote more humane services and prevention of discrimination on the basis of gender, age, race/color, occupation, place of abode, or any other basis.	35.000,00	35.000,00	35.900,00	105.900,00
		UNIFEM	SPM	Support training activities for professionals of the services network for women living with violence by 2010.	14.000,00	8.000,00		22.000,00
		UNFPA	SPM/SEPP/IR	Support the holding of integrated training courses for professionals working in the fields of SRH, DST/AIDS and primary health care for adolescents and youths by 2009.		15.000,00		15.000,00
		UNICEF	SPM/SEPP/IR	Support training activities for social welfare and public security professionals by 2009.		15.000,00		15.000,00
<b>Total Activities outcome 1</b>					839.335,64	708.212,54	133.523,00	1.681.071,18

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.

JP Outcome 2: Regional and local capacities for promoting gender and racial equality strengthened and integrated.

Indicators: a. Number of State and Municipal Plans of Policies for Women prepared.

b. Number of State Plans for Promotion of Racial Equality prepared.

Target: Plans prepared in Brazil's state capitals and metropolitan regions by 2010.

JP Outputs	SMART Outputs and Responsible Organization	Reference to Agency Priority Or Country Program	Implementing Partner	Indicative Activities	Resource Allocation And Indicative Time Frame			
					Y1	Y2	Y3	Total
<b>2.1</b> The institutional structure of sub-national bodies responsible for policies for women and promotion of racial equality strengthened. <b>Indicator</b> Number of sub-national bodies responsible for policies for women and promotion of racial equality affected.	06 Initiatives of Networks and Organizations of Civil Society supported by 2010.	UNIFEM	CSOs and Networks	Contribute toward initiatives of civil society to increase the participation of young and adult women of discriminated groups in a dialogue on public policies.	8.300,00	9.000,00	#####	42.300,00
			CSOs and Networks	Contribute toward initiatives of civil society to increase the participation of young and adult women of discriminated groups in a dialogue on themes relating to housing.	7.400,00	3.400,00	3.300,00	14.100,00
<b>Goal</b> 50% of the sub-national bodies responsible for policies for women and promotion of racial equality trained to prepare State or Municipal Plans by 2010.	01 Handbook for preparation of sub-national plans of policies for women by 2009.	UNIFEM	SPM	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.	21.000,00	12.000,00		33.000,00
		UNICEF	SPM	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.		18.000,00		18.000,00
		ILO	SPM	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.	19.158,44	24.032,22		43.190,66

UNDP	SEPP/IR and state and municipal Racial Equality bodies	Provide technical inputs and support the holding of regional meetings of managers and other strategic actors for preparation of State Plans for Promotion of Racial Equality.		13.900,00	13.900,00	13.900,00
UNIFEM	SEPP/IR and state and municipal Racial Equality bodies	Provide technical inputs for the inclusion of a gender perspective in State and Municipal Plans for Promotion of Racial Equality.		8.000,00	8.000,00	8.000,00
UNICEF	SEPP/IR and state and municipal Racial Equality bodies	Provide technical inputs for the inclusion of a girls perspective in State and Municipal Plans for Promotion of Racial Equality.		18.000,00	18.000,00	18.000,00
ILO	SEPP/IR and state and municipal Racial Equality bodies	Provide technical inputs for the preparation of State Plans for the Promotion of Racial Equality.	19.158,44	19.157,22	19.157,22	38.315,66
UNDP	UNDP	Provide technical inputs for inclusion of an integrated gender and racial perspective in local public policies.		23.900,00	23.900,00	23.900,00
UNIFEM	UNIFEM	Promote articulation between Forums of Governmental Bodies, document, systematize and disseminate widely initiatives and experiences developed and supported under the JP.		35.000,00	35.000,00	35.000,00
01 Publication on technical and practical inputs for actions targeted at promoting gender and racial equality developed by 2009.						
05 Regional meetings promoted among the Forums of Governmental Bodies on Policies for Women and Promotion of Racial Equality.						



	UNICEF	NGOs in locals and municipals levels	Support, in a region/municipality selected, a Intersectorial Agenda to developed in local level integrated actions to promote gender and racial equity: capacity building and awareness of local managers; monitoring and construction of indicators for policies and programmes to promote racial equality in vulnerability racial in HIV/Aids issues, violence and sexual exploitation against children; girls education and Education inequities. UNICEF (2009/2010)		27.853,00	#####	44.786,00
Total Activities outcome 2				75.016,88	#####	#####	#####

UNDAF Outcome: Gender and racial/ethnic inequalities are reduced, taking into account territorial heterogeneity.									
JP Outcome: 3. Egalitarian, plural and multi-racial participation of women in decision-making forums strengthened and expanded.									
Indicator: a. Number of women, by race/color, in public and private-sector leadership positions.									
b. Number of women, by race/color, in the National Congress, State Legislatures and Federal District Legislature.									
Target 2010: Increase by 20% the number of women in leadership positions and in public office.									
JP-Outputs	SMART Outputs and Responsible UN Organization	Reference to Agency Priority or Country Program	Implementing Partner	Indicative Activities	Resource Allocation and Indicative Time Frame			Total	
					Y1	Y2	Y3		
3.1 Policies and commitments to strengthen and expand participation of women in decision-making spaces promoted by organizations and institutions.	30 women supported in 2008.	UNIFEM	UNIFEM	Support for participation of women in the 2 <sup>nd</sup> National Conference on Policies for Promotion of Racial Equality.	11,900,00			11,900,00	
<b>Indicators</b>									
a. Number of political parties that adopt gender and racial parity for leadership positions and political office.									
b. Number of women, by race/color, in national leadership positions in political parties.	25 women supported in 2008.	ILO	ILO	Hold technical preparatory meetings to strengthen participation of women in the International Labor Conference.	38,008.44			38,008.44	
c. Number of black and white women candidates in municipal and general elections.	40 participants	ILO	ILO	Hold a seminar on participation of women in leadership positions in union and employers organizations and in companies.		44,503.50		44,503.50	
d. Number of women, by race/color, in leadership positions in Union Federations and in the 20 largest trades unions in Brazil.	01 Reference document prepared, validated by strategic actors, published and disseminated by 2008.	UNIFEM	UNIFEM	Prepare reference materials for incorporation gender and race dimensions in electoral processes, validating them through consultations with strategic actors, publish and disseminate.	10,000.00	15,440.00		25,440.00	
e. Number of women, by race/color, in national leadership positions in state federations and national confederations of employers.	Inclusion of a field on race/color on registration forms for candidates for public office by 2010.	UNIFEM	UNIFEM	Seek commitment of the High Electoral Court (TSE) for inclusion of a field on race/color on candidate registration forms in general and municipal elections.	1,000.00			1,000.00	
	02 Post election analyses in selected states in 2009 and 2010.	UNIFEM	UNIFEM	Assess changes in patterns of participation of white and black women in elective office.		45,000.00	8,000.00	53,000.00	
	03 Networks of organizations of women supported by 2010.	UNIFEM	CSOs and Networks	Provide support for advocacy for adoption of a women's agenda, with racial diversity, by political parties, the National Congress, and other public and private institutions.	20,000.00	10,000.00	20,000.00	50,000.00	
	03 Networks of civil society organizations supported by 2010.	UNFPA	CSOs and Networks	Promote political training activities for adult and adolescent women, with racial diversity, for the exercise of leadership and social control.	65,000.00	65,000.00	60,000.00	########	
	National Forum of Coordinators of Women's Organizations of Brazil's Political Parties supported.	UNDP	SPM	Prepare reference materials for activities of the recently inaugurated Forum.	26,900.00			26,900.00	
<b>Total Activities outcome 3</b>					<b>172,808.44</b>	<b>135,440.00</b>	<b>132,503.50</b>	<b>########</b>	



<p>Media professionals mobilized to debate themes relating to:</p> <ul style="list-style-type: none"> <li>- Work</li> <li>- Situation of girls, adolescents and young women, considering dimensions of violence, vulnerabilities and inequality in public policies</li> <li>- Confronting violence against women</li> <li>- Political participation of women (By 2010)</li> </ul>	ILO	ILO	<p>Mobilize media professionals to debate themes relating to labor, from the perspectives of decent work, gender and race.</p>	1.000,00	2.700,00	2.574,00	6.274,00
	UNICEF	UNICEF	<p>Mobilize media professionals to debate themes relating to the situation of girls, adolescents and young women, considering dimensions of violence, vulnerabilities and inequality in public policies.</p>	30.000,00	28.000,00	12.000,00	70.000,00
	UNIFEM	UNIFEM	<p>Media professionals mobilized to debate themes relating to confronting violence against women and the political participation of women.</p>	5.000,00	5.000,00	5.000,00	15.000,00
60 media professionals trained to discuss the promotion of gender and racial equality by 2009/2010.	UNIFEM	UNIFEM	<p>Support actions for the training of media professionals to discuss themes relating to gender and racial equality among women and men of any racial group.</p>		10.000,00		10.000,00
	ILO	CSOs	<p>Support actions for the training of media professionals to discuss themes relating to decent work, gender and race.</p>	3.000,00	2.000,00	2.000,00	7.000,00
	UNIFEM	CSO	<p>Support actions for the training of media professionals to discuss themes relating to violence against women and political participation of women.</p>	6.000,00	6.000,00	5.000,00	17.000,00
	UNICEF	CSO	<p>Support actions for the training of media professionals to provide a qualified approach to themes of sexual violence against girls and young women and implicit associated racial inequalities.</p>	30.000,00	12.000,00	12.000,00	54.000,00
	UNIFPA	UNIFPA	<p>Hold training sessions on media advocacy on SRH for young and adult women from historically discriminated groups.</p>	15.000,00	15.000,00		30.000,00

01 Media campaign developed by 2010.

UNIFEM	UNIFEM	Develop products to be published in the press, on radio, TV and electronic media.	26,000,00	8,061,00	8,060,00	42,121,00
UNIFPA	UNIFPA	Support a campaign to approach the theme of violence against young and adult women, underscoring the forms of expression of such violence and mechanisms for complaints and protection.	15,000,00	15,000,00		30,000,00
ILO	ILO	Support a campaign to balance the demands of work and of family responsibilities.			30,125,50	30,125,50
UNIFEM	UNIFEM	Support a campaign to approach the theme of violence against young and adult women, underscoring the forms of expression of such violence and mechanisms for complaints and protection.		12,000,00	15,000,00	27,000,00
<b>Total Activities outcome 4</b>			<b>203,900,00</b>	<b>155,261,00</b>	<b>91,759,50</b>	<b>450,920,50</b>
<b>Total Activities</b>						
UNIFEM	UNIFEM		173,600,00	159,120,00	77,800,00	410,520,00
ILO	ILO		356,060,00	348,543,00	125,422,00	830,025,00
UNICEF	UNICEF		287,250,96	213,439,98	79,203,00	579,893,94
UNFPA	UNFPA		204,000,00	208,853,00	40,933,00	453,786,00
UN-HABITAT	UN-HABITAT		224,000,00	247,500,00	60,000,00	531,500,00
Agency Management Support	Agency Management Support		46,150,00	33,700,00	19,662,00	99,512,00
UNDP	UNDP					
UNIFEM	UNIFEM		30,716,00	30,716,00	30,716,00	92,148,00
ILO	ILO		51,984,00	51,984,00	51,984,00	155,952,00
UNICEF	UNICEF		17,000,00			17,000,00
UNFPA	UNFPA		47,639,00	47,639,00	47,639,00	142,917,00
UN-HABITAT	UN-HABITAT		21,687,81	21,687,81	21,687,81	65,063,42
Coordination	Coordination		20,000,00	20,000,00	20,000,00	60,000,00
Evaluation	Evaluation		60,000,00	60,000,00	60,000,00	180,000,00
Indirect Costs (7%)	Indirect Costs (7%)				120,000,00	120,000,00
UNDP	UNDP					
UNIFEM	UNIFEM					
ILO	ILO					
UNICEF	UNICEF					
UNFPA	UNFPA					
UN-HABITAT	UN-HABITAT					
<b>GRAND TOTAL</b>						<b>4,000,000</b>

**Annex 2: Programme Monitoring Framework (PMF)**

Expected Results (Outcomes and Outputs)	Indicators and Baselines	Means of Verification	Collection Methods (with indicative time frame & frequency)	Responsibility	Risks and Assumptions
Outcome 1: Crosscutting gender and racial dimensions in policies, programs, and public services expanded and enhanced.	Number of federal programs that incorporate criteria and mechanisms relating to gender and race dimensions.	Reports of the Special Secretariat of Policies for Women (SPM) and of the Special Secretariat for Promotion of Racial Equality (SEPIR).	Annual verification.	Setting of indicators based on reports and information from the national partners and agencies participating in the JP.  UNDP, UNIFEM, ILO, UNFPA and UNICEF	A – Continuity of the governmental agenda for promotion of racial and gender equality.  R – Low commitment from formulators and implementers to the challenge of incorporating gender and race dimensions into policies, programs, and public services.
1.1 Monitoring and evaluation methodology of the National Plan of Policies for Women (PNPW) and National Plan for Promotion of Racial Equality (PLANAPIR) developed.	Number of areas of governmental action with data systems or indicators and goals for monitoring of policies, broken down by sex and race/color, developed.	Reports of the SPM and SEPIR.  Joint Program Reports.	Annual verification.		
1.2 Managers trained to propose and operate policies, programs, and budgetary measures in consonance with governmental policies for overcoming race and gender inequalities.	Number of managers trained and enabled to act in the promotion of racial and gender equality.	Reports and evaluations of JP training activities.	Annual verification.		
1.3 Public services – at schools, health units, police precincts, reference centers and shelters – that are sensitive to the needs of women, adolescents and girls from discriminated groups and/or in situations of vulnerability.	Number of services that adopt orientations for expansion of access, fairness, and quality of service for women, adolescents and girls from discriminated groups and/or in situations of vulnerability.	Joint Program Reports.	The indicator is to be calculated for services to be selected in the first year of implementation of the JP. The level of desegregation will be defined after selection of the services	Definition of services to be prioritized and the level of desegregation of indicators. This definition will be preceded by a diagnostic study on factors that interfere in the quality of services provided to individuals from discriminated groups.  UNFPA	

Expected Results (Outcomes and Outputs)	Indicators and Baselines	Means of Verification	Collection Methods (with indicative time frame & frequency)	Responsibility	Risks and Assumptions
Outcome 2: Local and regional capacities for promotion of racial and gender equality strengthened and integrated.	<p>a. Number of State and Municipal Plans of Policies for Women prepared.</p> <p>b. Number of State Plans for Promotion of Racial Equality prepared.</p>	<p>Reports of the SPM, SEPIIR and equivalent sub-national bodies.</p>	<p>Annual verification.</p>	<p>Establishment of indicators based on Reports and information from the national partners and agencies participating in the JP.</p> <p><b>UNIFEM</b></p>	<p><b>A</b> – Commitment of partners, at the three levels of government, to integrated local and regional action.</p> <p><b>R</b> – Reducing of the pace of implementation of integrated actions during the period of municipal elections, in October 2008.</p>
2.1 The institutional structure of sub-national bodies for policies for women and promotion of racial equality strengthened.	<p>Number of sub-national bodies for policies for women and promotion of racial equality affected by actions of the JP.</p>	<p>Reports and evaluations of JP activities</p>	<p>Annual verification.</p>		
Outcome 3: Egalitarian, plural, and multiracial participation of women in decision-making spaces strengthened and expanded.	<p>a. Number of women, by race/color, in leadership positions in the public and private sectors.</p> <p>b. Number of women, by race/color, in the National Congress, State Legislatures and Legislature of the Federal District.</p>	<p>a. National Sample of Households Survey – PNAD- IBGE.</p> <p>b. Records of Congress, State Legislatures, Regional Electoral Courts (TREs) and political parties.</p>	<p>Calculation of the special tabulations of the PNAD at the beginning and end of JP implementation.</p> <p>Calculated in the first year of the JP and after the 2010 elections.</p>	<p>Contracting of a consultancy for the setting of indicators on participation of women in decision-making forums.</p> <p><b>UNIFEM</b></p>	<p><b>A</b> – Continuity of debate on Political Reform.</p> <p><b>A</b> – Continuity of interest in the promotion of racial and gender equality in workers' and employers' organizations <b>R</b> – Resistance from employers' organizations to incorporation of the theme of racial equality.</p>

Expected Results (Outcomes and Outputs)	Indicators and Baselines	Means of Verification	Collection Methods (with indicative time frame & frequency)	Responsibility	Risks and Assumptions
3.1 Policies and commitments to strengthen and expand participation of women in decision-making spaces promoted by organizations and institutions.	<p>a. Number of political parties that adopt gender and racial parity for leadership positions and political office.</p> <p>b. Number of women, by race/color, in national leadership positions in political parties.</p> <p>c. Number of black and white women candidates in municipal and general elections.</p> <p>d. Number of women, by race/color, in leadership positions in Union Federations and in the 20 largest trades unions in Brazil.</p> <p>e. Number of women, by race/color, in leadership positions in national confederations and state federations of employers.</p>	<p>Bylaws and resolutions of political parties.</p> <p>Records and Reports of political parties.</p> <p>Records of Electoral Courts (TREs) and political parties.</p> <p>Records of Union Federations and trades unions.</p> <p>Records of national confederations and state federations of employers.</p>	<p>Calculated in the first year of the JP; after the 2008 elections, and after the 2010 elections.</p> <p>Calculated in the first and last year of JP implementation.</p> <p>Calculated in the period of the 2008 and 2009 elections.</p> <p>Calculated in the first and last year of JP implementation.</p>	<p>Contract a consultancy for the setting of indicators on participation of women in leadership positions in Union Federations and in the 20 largest trades unions in Brazil and in the Nacional Confederations and state federations of employers.</p> <p>ILO</p>	<p>A – Political autonomy of feminist and women's movements organizations in advocacy actions with political parties and institutions of the Executive, Legislative and Judicial Branches.</p>
Outcome 4: Items relating to promotion of gender and racial equality featured and given prominence in the media.	Number of positive and negative items published in daily newspapers and on TV news programs.	Media Monitoring Reports.	Specialized service for daily surveys throughout the duration of the JP.	Contracting of a specialized media monitoring service. UNDP, UNIFEM, UNICEF, ILO and UNFPA.	A – Continuity of media interest in themes relating to participation of women in



Expected Results (Outcomes and Outputs)	Indicators and Baselines	Means of Verification	Collection Methods (with indicative time frame & frequency)	Responsibility	Risks and Assumptions
4.1 - Communication strategy implemented and stimulating social support for promotion of racial and gender equality.	<ul style="list-style-type: none"> <li>a. Number of references to the campaign on television.</li> <li>b. Television audience.</li> <li>c. Number of references to the campaign on radio.</li> <li>d. Radio audience.</li> </ul>	Media Monitoring Reports.	Specialized service for daily surveys during the periods when the educational campaign is being held.		Brazilian society. <b>R</b> – Resistance within the media to adoption of affirmative approaches to themes relating to racial equality.

Annex 3

Work Plan for: Inter-Agency Program for the Promotion of Gender and Ethnic-Racial Equality.  
 Period: 01 year (Covered by the AWP)

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Source of Funds	Planned Budget Description	Total Amount
		Q1	Q2	Q3	Q4					
Output 1.1 Methodology for monitoring and evaluation of the National Plan of Policies for Women (PNPM) and of the National Plan for Promotion of Racial Equality (PLANAPIR) developed.	Develop a methodology for setting indicators and goals for measuring the impact of policies, programs, and actions on different population groups, in accordance with local and regional conditions and the fields of activity of each of the Agencies participating in the JP.	X	X	X		UNDP	UNDP	MDG-F	Personnel Contracts Miscellaneous	33,900
	Set indicators and goals in the fields of combating violence against women and stimulating political participation.		X	X		UNIFEM	SPM	MDG-F	Personnel Contracts	23,000
	Set indicators and goals for monitoring and evaluation of the PNPm and PLANAPIR in the field of access to work and jobs.		X	X		ILO	SPM/SEPPiR	MDG-F	Personnel Contracts	44,891,88
	Set indicators and goals for monitoring and evaluation of the PNPm and PLANAPIR in the field of access to housing.		X	X		UN-HABITAT	SPM/SEPPiR	MDG-F	Contracts	24,250
	Set indicators and goals in the field of combating violence against girls and adolescents, and gender and race inequalities in education and in health.		X	X		UNICEF	SPM/SEPPiR	MDG-F	Personnel Contracts	12,000
	Set indicators and goals for monitoring and evaluation of the PNPm and PLANAPIR on sexual and reproductive health (SRH).		X	X		UNFPA	SPM/SEPPiR	MDG-F	Personnel Contracts	15,000

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		Total Amount
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	
	Prepare Terms of Reference for the National Data and Statistics Systems broken down by sex and race/color, relating to women and blacks.	X	X			UNIFEM	SPIMSEPPJR	MDG-F	Personnel Contracts	8,000
	Provide technical inputs for the development of National Systems on the themes of violence against women and political participation.		X	X		UNIFEM	UNIFEM	MDG-F	Personnel Contracts Miscellaneous	7,000
	Provide technical inputs for the development of National Systems on the themes of population and development, and sexual and reproductive health.		X	X		UNFPA	UNFPA	MDG-F	Personnel Contracts Miscellaneous	7,000
	Provide technical inputs for the development of National Systems on the themes of violence against girls, adolescents and young women, and gender and race inequality in education and in health.		X	X		UNICEF	UNICEF	MDG-F	Personnel Contracts Miscellaneous	6,000
	Provide technical inputs for the development of National Systems on the themes of access to housing and to basic services.		X	X		UN-HABITAT	UN-HABITAT	MDG-F	Contracts Miscellaneous Supplies	14,500
	Provide technical inputs for development of a National Data and Statistics Systems on Racial Inequalities in the themes of labor and employment.		X	X		ILO	ILO	MDG-F	Personnel Contracts Miscellaneous	40,016.88
	Develop capacities together with civil society for the monitoring of indicators and goals described in the PNPM and in the PLANAPIR.		X	X	X	UNIFEM	UNIFEM	MDG-F	Personnel Contracts Travel	10,000

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	Total Amount
	Contribute toward training activities for representatives of Networks and Organizations of Civil Society in violence against women and political participation.	X	X	X	X	UNIFEM	UNIFEM	MDG-F	Training Travel	9,500
	Contribute toward inclusion of crosscutting gender, race, and generation perspectives, among networks of women that work with promotion of sexual and reproductive health.	X	X	X	X	UNFPA	CSOs and networks	MDG-F	Personnel Training Travel	11,000
	Contribute toward training activities for public managers in violence against women and political participation.		X	X	X	UNIFEM	SPM	MDG-F	Training	8,500
<b>Output 1.2</b> Managers trained to propose and operate policies, programs and budgetary measures in consonance with governmental policies for overcoming gender and race inequality.	Produce and publish theoretical and practical contributions to assist with the training of public-sector agents and members of civil society organizations with a view to promoting gender and racial equality.		X	X	X	UNIFEM	UNIFEM	MDG-F	Personnel Contracts Miscellaneous	26,000
	Publish and distribute the methodology for identification and approaches to institutional racism.	X	X			UNDP	UNDP	MDG-F	Personnel Contracts	38,900
	Produce studies on the situation of women in the labor market, considering their racial diversity			X	X	ILO	ILO	MDG-F	Personnel Contracts	37,008,44
	Update, edit, publish and distribute the Manual on Gender, Race, Poverty and Employment (GRPE).	X	X	X	X	ILO	ILO	MDG-F	Personnel Contracts Miscellaneous	85,008,44

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	Total Amount
	Produce, publish and publicize contributions in the fields of violence against women and political participation.		X	X	X	UNIFEM	UNIFEM	MDG-F	Personnel Contracts	9,732
	Produce and publish a diagnostic study on the situation of girls in Brazil.		X	X	X	UNICEF	UNICEF	MDG-F	Personnel Contracts	50,000
	Produce and publish a study on the racial vulnerability of girls, adolescents and young women to the HIV/AIDS epidemic.		X	X	X	UNICEF	UNICEF	MDG-F	Personnel Contracts	30,000
	Update - including a gender and race perspective - edit, publish and distribute the book "Rights of the Young Population: a legal landmark for development".	X	X	X		UNFPA	UNFPA	MDG-F	Personnel Contracts Miscellaneous	12,000
	Produce - validate by means of consultations with strategic actors - publish and disseminate studies on barriers of access to SRH services, actions and inputs for adult and young women of discriminated groups or in situations of social vulnerability.	X	X	X	X	UNFPA	UNFPA	MDG-F	Personnel Contracts	50,000
	Hold training courses for trainers in the field of public management, with the aim of including crosscutting gender and race themes in the processes of formulation, implementation, monitoring and evaluation of policies, programs and public services.		X	X	X	UNIFEM	SPWSEPPIR	MDG-F	Personnel Contracts Training Travel Miscellaneous	35,000

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		Total Amount
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	
	Seek to obtain a commitment from Schools of Government to ensure that their training courses for managers include contents required for effective inclusion of crosscutting gender and race themes in government policies.	X	X			UNIFEM	SPIMSEPPIR	MDG-F	Personnel Miscellaneous	3,000
	Contribute toward training courses for trainers in the field of public management, on combating violence against women and promoting political participation.			X	X	UNIFEM	SPIMSEPPIR	MDG-F	Training	8,000
Output 1.3 Public services – at schools, health units, police precincts, reference centers and shelters – that are sensitive to the needs of women, adolescents and girls from discriminated groups and/or in situations of vulnerability.	Support actions for advocacy and the consolidation of civil society networks, targeted at women of discriminated groups and/or in situations of vulnerability.	X	X		X	UNIFEM	CSOs and networks	MDG-F	Personnel Contracts Training Travel	22,000
	Hold consultation meetings with strategic actors to identify needs, define priorities and set guidelines relating to public services.	X	X		X	UNIFEM	UNIFEM	MDG-F	Personnel Travel	20,000
	Systematize, publish and distribute reference materials to serve as inputs for technical standards, protocols and operational methods of services, thereby ensuring racial equality at access, fairness and quality in the provision of services to young and adult women and girls.	X	X		X	UNIFEM	SPIMSEPPIR	MDG-F	Personnel Contracts Miscellaneous	24,128
	Consult partners working with new methodologies and technicians to prevent and reduce the vulnerability on HIV-AIDS of afrodescendant girls			X	X	UNICEF	UNICEF	MDG-F	Contracts Travel	16,000

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	Total Amount
	Support preparation - validated by means of consultations with strategic actors - and disseminate a reference document for services targeted at women victims of trafficking by 2008.		X	X	X	UNIFEM	SPM/SEPP/IR	MDG-F	Personnel Contracts	10,000
	Support preparation - validated by means of consultations with strategic actors - and disseminate a reference document for services targeted at women victims of domestic violence by 2009.		X	X	X	UNIFEM	SPM/SEPP/IR	MDG-F	Personnel Contracts	9,000
	Methodological guide on attendance of families in situation of violence under gender and racial perspective for public managers and professionals from health, education, social workers and security services		X	X	X	UNICEF	UNICEF	MDG-F	Contracts.	30,000
	Support training activities for public services professionals, to promote more humane services and prevention of discrimination on the basis of gender, age, race/color, occupation, place of abode, or any other basis.		X	X	X	UNDP	SPM-SEPP/IR	MDG-F	Personnel Contracts Training Travel	35,000
	Support training activities for professionals of the services network for women living with violence by 2010.		X	X	X	UNIFEM	SPM	MDG-F	Personnel Training	14,000
<b>Output 2.1</b> The institutional structure of sub-national bodies responsible for policies for women and promotion of racial equality strengthened.	Contribute toward initiatives of civil society to increase the participation of young and adult women of discriminated groups in a dialogue on public policies.	X	X	X	X	UNIFEM	CSOs and Networks	MDG-F	Contracts Training	8,300

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		Total Amount
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	
Output 3.1 Policies and commitments to strengthen and expand participation of women in decision-making spaces promoted by organizations and institutions.	Contribute toward initiatives of civil society to increase the participation of young and adult women of discriminated groups in a dialogue on themes relating to housing.		X	X	X	UN-HABITAT	CSOs and Networks	MDG-F	Contracts	7,400
	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.		X	X	X	UNIFEM	SPM	MDG-F	Personnel Contracts	21,000
	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.		X	X	X	ILO	SPM	MDG-F	Personnel Contracts Training	19,158,44
	Provide technical inputs for the preparation of State Plans for the Promotion of Racial Equality.		X	X	X	ILO	SEPPJR and state and municipal Racial Equality bodies	MDG-F	Personnel Contracts Training	19,158,44
	Support participation of women in the 2 <sup>nd</sup> National Conference on Policies for Promotion of Racial Equality.			X		UNIFEM	UNIFEM	MDG-F	Contracts Travel	11,900
	Hold technical preparatory meetings to strengthen participation of women in the International Labor Conference in 2009.		X		X	ILO	ILO	MDG-F	Personnel Training Travel	38,008,44
	Prepare reference materials for incorporation gender and race dimensions in electoral processes, validating them through consultations with strategic actors, publish and disseminate.			X		UNIFEM	UNIFEM	MDG-F	Personnel Contracts	10,000



Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Source of Funds	Planned Budget Description	Total Amount
		Q1	Q2	Q3	Q4					
Output 4.1 - Communication strategy implemented with the aim of stimulating social support for promotion of racial and gender equality.	Seek a commitment of the High Electoral Court (TSE) for inclusion of a field on race/color on candidate registration forms for general and municipal elections.	X				UNIFEM	UNIFEM	Miscellaneous	1,000	
	Provide support for advocacy for adoption of a women's agenda, with racial diversity, by political parties, the National Congress, and other public and private institutions.	X	X	X		UNIFEM	SCOs and Networks	Personnel Contracts Training Travel	20,000	
	Promote political training activities for adult and adolescent women, with racial diversity, for the exercise of leadership and social control.		X	X	X	UNFPA	SCOs and Networks	Personnel Contracts Training Travel Miscellaneous	65,000	
	Prepare and validate reference materials for activities of the National Forum of Coordinators of Women's Organizations of Brazil's Political Parties.	X	X	X		UNDP	SPM	Personnel Contracts Miscellaneous	26,900	
	Conduct a study setting a baseline approach to the theme of sexism, its interactions with racism and other issues, such as the environment, health, labor, and political participation, in the press and on radio.	X	X	X		UNDP	UNDP	Personnel Contracts	38,900	
	Support initiatives to raise awareness of media professionals about the debate on SRH and its interfaces with themes of age, living with HIV, and disabilities, with a view to promoting gender and racial equality	X	X	X	X	UNFPA	UNFPA	Personnel Contracts Training Travel	24,000	

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		Total Amount
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	
	Support media actions promoted by the movement of "Men United to End Violence Against Women".		X	X	X	UNFPA	UNFPA	MDG-F	Contracts Supplies Miscellaneous	10,000
	Mobilize media professionals to debate themes relating to labor, from the perspectives of decent work, gender and race.	X		X	X	ILO	ILO	MDG-F	Personnel	1,000
	Mobilize media professionals to debate themes relating to the situation of girls, adolescents and young women, considering dimensions of violence, vulnerabilities and inequality in public policies.		X	X	X	UNICEF	UNICEF	MDG-F	Contracts	30,000
	Mobilize media professionals to debate themes relating to confronting violence against women and the political participation of women.	X	X	X	X	UNIFEM	UNIFEM	MDG-F	Personnel Training	5,000
	Support actions for the training of media professionals to debate themes relating to labor, from the perspectives of decent work, gender and race.			X	X	ILO	CSOs	MDG-F	Training	3,000
	Support actions for the training of media professionals to provide a qualified approach to the themes of sexual violence against girls and young women, and implicit associated racial inequalities.			X	X	UNICEF	CSOs	MDG-F	Training	30,000

Annual Targets	Key Activities	Time Frame				UN Agency	Responsible Party	Planned Budget		
		Q1	Q2	Q3	Q4			Source of Funds	Budget Description	Total Amount
	Support actions for the training of media professionals to discuss themes relating to violence against women and political participation of women.	X	X	X	X	UNIFEM	CSOs	MDG-F	Training	6,000
	Hold training sessions on media advocacy on SRH for young and adult women from historically discriminated groups.		X	X	X	UNFPA	UNFPA	MDG-F	Personnel Training	15,000
	Support a campaign to approach the theme of violence against young and adult women, underscoring the forms of expression of such violence and mechanisms for complaints and protection.		X	X	X	UNFPA		MDG-F	Personnel Contracts Supplies Miscellaneous	15,000
	Develop media products to be published in the press and broadcast on radio, TV and electronic media, in partnership with media professionals.		X	X	X	UNIFEM	UNIFEM	MDG-F	Personnel Contracts Supplies	26,000

CATEGORY	ITEM	UNIT COST	NUMBER OF UNITS	TOTAL COST
<b>1. Personnel (by agency)[1]</b>				<b>1,062,666</b>
<i>UNIFEM</i>				180.000
	1 Programme Coordinator (5,000x12)	60.000	3	180.000
<i>UNICEF</i>				<b>214.003</b>
	7 institutional consultants X 22,429,00 X Year 1	22429	7	157.003
	5 institutional consultants X 11,400,00 X Year 2	11.400	5	57.000
<i>PNUD</i>				<b>155.520</b>
	1 Local Consultant (SSA) 2,500 X 12	30.000	3	90.000
	1 Senior Consultant (SSA) 30% 47,320	14.196	3	42.588
	1 Junior Assistant (SSA) 30% 25,480	7.644	3	22.932
<i>OIT</i>				<b>301.643</b>
	1 NO-A (6.750,36 x 12)	81.004	2,5	202.511
	1 GS-7 (4.506,00x 11)	49.566	2	99.132
<i>UNFPA</i>				<b>211.500,00</b>
	1 Program Assistant (SSA) 3500*12	42.000,00	3	126.000,00
	Local Consultants 2375*12	28.500,00	3	85.500,00
<b>2. Contracts (by agency)[2]</b>				<b>1.172.101</b>
<i>UNIFEM</i>				<b>682.640</b>
	Program Evaluation	110.000	1	120.000
	Activities relatated to indicators and National Statists System, broken down by sex and race/ colour	34.000	1	34.000
	Produce, systematize and disseminationate reference materials	102.320	2	204.640
	Contribute toward initiatives of civil society	81.000	2	162.000
	Develop products to be published in the press, on radio, TV and electronic media.	75.000	1	75.000
	Media professionals mobilized to debate themes relating to confronting violence against women and the political participation of women.	18.000	1	18.000
	Provide technical inputs for the inclusion of a gender perspective in State and Municipal Plans for Promotion of Racial Equality and of State and Municipal Plans of Policies for Women.	18.000	2	36.000
	Provide technical inputs for the development of National Systems on the themes of violence against women and political participation.	10.000	1	10.000
	Support for participation of women in the 2 <sup>nd</sup> National Conference on Policies for Promotion of Racial Equality.	13.000	1	13.000

	Support initiatives to raise awareness of media professionals as to the debate on the theme sexism, its interactions with racism	10.000	1	10.000
<b>UNICEF</b>				<b>26.000</b>
	Editing, printing and distribution capacity building materials (Year 1)	17.000	1	17.000
	Editing, printing and distribution capacity building materials (Year 2)	9.000	1	9.000
<b>PNUD</b>				<b>128.000</b>
	Methodology on indicators	25.000	1	25.000
	Methodology, printing & distribution	30.000	1	30.000
	Study for regional meetings of managers (SEPPIR)	10.000	1	10.000
	Study integ. Perspective local policies	20.000	1	20.000
	Study Nat. Forum Women's Pol. Parties	18.000	1	18.000
	Study baseline by print media & radio	25.000	1	25.000
<b>OIT</b>				<b>155.750</b>
	Set indicators and goals for monitoring and evaluation of the PNPM and PLANAPIR relating to access to work and to jobs.	10.875	1	10.875
	Provide technical inputs for development of a National Data and Statistics System on Racial Inequality on the themes of labor and employment.	6.000	1	6.000
	Study on the situation of women in the labor market, taking into account their racial diversity.	18.000	1	18.000
	Update, edit, publish and distribute the Manual on Gender, Race, Poverty and Employment (GRPE).	64.000	1	64.000
	Prepare and distribute an interactive CD-ROM based upon the content of the Manual on Gender, Race, Poverty and Employment (GRPE)	20.000	1	20.000
	Provide technical inputs to guide the preparation of State and Municipal Plans of Policies for Women.	10.875	1	10.875
	Provide technical inputs for the preparation of State Plans for the Promotion of Racial Equality.	6.000	1	6.000
	Support a campaign to balance the demands of work and of family responsibilities.	20.000	1	20.000
<b>UN-HABITAT</b>				<b>59.611</b>
	technical inputs for development of National Systems (local)	14.000	1	14.000
	study on access to housing (local)	4.000	1	4.000
	study on access to basic services (local)	4.000	1	4.000

	strategy on women participation in dialogues on themes related to housing (local)	4.000	1	4.000
	set of indicators and goals (international)	20.000	1	20.000
	design, printing and publication of two studies (local)	13.611	1	13.611
<b>UNFPA</b>				<b>120.100,00</b>
	Civil society initiatives support	60.000,00	1	60.000,00
	Studies and methodologies development	40.000,00	1	40.000,00
	Communication and advocacy	20.100,00	1	20.100,00
<b>3. Training (by agency)</b>				<b>618.250</b>
<b>UNIFEM</b>				<b>193.000</b>
	Capacity building together with civil	11.500	2	23.000
	Contribute toward training activities in	10.000	2	20.000
	Support training activities for managers	30.000	1	30.000
	Hold training courses for trainers	45.000	2	90.000
	Support actions for the training of media professionals	30.000	1	30.000
<b>UNICEF</b>				<b>165.000</b>
	Trainings and capacity building in estadual and local levels for publics managements, media professionals, (Y1, Y2 and Y3)	21.800	5	109.000
	1 National Seminar on Protection System	56.000	1	56.000
<b>PNUD</b>				<b>58.000</b>
	Multiplying Agents	9.000	1	9.000
	Managers - MDGs	9.000	1	9.000
	Managers - Formulation &	20.000	2	40.000
<b>OIT</b>				<b>63.000</b>
	Contribute toward training activities on work related themes, using the indicators and methodologies developed.	3.000	2	6.000
	Support the holding of courses for representatives of workers' and employers organizations, and other CSOs to include gender and race dimensions in policies and actions for generation of jobs and income.	5.000	1	5.000
	Hold a training course for 30 trainers on inclusion of crosscutting gender and race themes in the field of work, in the processes of formulation, implementation, monitoring and evaluation of public policies and programs.	20.000	1	20.000
	Hold technical preparatory meetings to strengthen participation of women in the International Labor Conference.	20.000	1	20.000

	Hold a seminar on participation of women in leadership positions in union and employers organizations and in companies.	10.000	1	10.000
	Support actions for the training of media professionals to discuss themes relating to decent work, gender and race.	2.000	1	2.000
<b>UN-HABITAT</b>				<b>21.000</b>
	civil society	7.000	1	7.000
	managers	8.000	1	8.000
	participation of women in dialogues	2.000	3	6.000
<b>UNFPA</b>				<b>118.250</b>
	Seminars			40.000,00
	Trainings			40.000,00
	Workshops			38.250,00
<b>4. Supplies &amp; commodities (by</b>				<b>50.010</b>
<b>UNIFEM</b>		4.150	3	12.450
<b>PNUD</b>		5.000	3	15.000
<b>OIT</b>	Communication	1.000	2	2.000
<b>UN-HABITAT</b>	communication	1.300	3	3.900
<b>UNFPA</b>				16.660
<b>5. Travel (by agency)</b>				<b>180.640</b>
<b>UNIFEM</b>	DSA and Tickets	11.645	3	34.935
<b>UNICEF</b>	Mission Costs - 9.311 X 3 Years	9.311	3	27.933
<b>PNUD</b>	DSA and Tickets	10.000	3	30.000
<b>OIT</b>	DSA and Tickets	9.064	3	27.192
<b>UN-HABITAT</b>	travel and DSA	4.000	3	12.000
<b>UNFPA</b>	DSA and tickets	16.193,33	3	48.580,00
<b>6. Miscellaneous (by agency)</b>				<b>121.569</b>
<b>UNIFEM</b>	Miscellaneous	9.000	3	27.000

UNICEF	Various - 8,000.00 year 1; 8,000.00 year 2 ; 4,850.00 year	20.850	1	20.850
PNUD	Miscellaneous	8.000	3	24.000
OIT	Miscellaneous	10.103	3	30.309
UN-HABITAT		1.000	3	3.000
UNFPA		5.470	3	16.410
<b>7. Agency Management</b>				<b>533.080</b>
UNIFEM				<b>155.952</b>
	1 NO (10% 1.656x12 = 19.872)	19.872	3	59.616
	1 NO (10% 3.312x12 = 19.872)	19.872	3	59.616
	DSA and Tickets	12.240	3	36.720
UNICEF				<b>142.917</b>
	1NO3 Programme ( 20% 2.845,78 X 6	17.075	3	51.225
	1NO3 Programme ( 10% 1.428,89 x 6	8.573	3	25.719
	1 NO1 Monitoring Programme (25%	10.712	3	32.136
	1 GS7 Programme assistant (15% 952,68	5.716	3	17.148
	1GS5 Programme assistant ( 20%	5.563	3	16.689
PNUD				<b>92.148</b>
	1 PO (10% 1,115.54 X 12= 13,386.44)	13.386	3	40.159
	1 PA ( 10% 610.79 X 12 = 7,329)	7.329	3	21.988
	DSA and Tickets (UNDP staff)	10.000	3	30.000
OIT	1 NO-A (5,666.66 x 3)	17.000	1	17.000
UN-HABITAT				<b>60.000</b>
	Project Assistant 12 x 1,500	18.000	3	54.000
	travel and DSA (PA)	2.000	3	6.000
UNFPA				<b>65.063,42</b>
	DSA and tickets (UNFPA staff)	10.887,80	3	32.663,42
	20% PO (900*12=10.800)	10.800,00	3	32.400,00
			<b>Subtotal</b>	<b>3.738.316</b>
<b>8- Indirect Costs [3]</b>				<b>261.682</b>
<b>TOTAL BUDGET</b>				<b>3.999.998</b>
[1] Includes staff and consultants. Specify local vs. international				
[2] Includes companies, professional services and grants. Specify local vs. international				
[3] The rate for indirect costs shall be a fixed 7% of the total of categories 1-6. To the maximum extent possible administrative costs should be integrated into categories 1-5 if appropriately determined as "direct costs attributable to the programme/project"				

	Subtotal per agency	IC per agency	Total
UNIFEM	1.285.977	90.018	1.375.995
UNICEF	596.703	41.769	638.472
PNUD	502.668	35.187	537.854
OIT	596.894	41.783	638.677
UN-Habitat	159.511	11.166	170.677