



PEACEBUILDING FUND “GENDER PROMOTION INITIATIVE”

**QUICK AND MULTILEVEL IMPACT FOR
WOMEN’S ECONOMIC EMPOWERMENT AND IMPROVEMENT OF WORKING
CONDITIONS IN GUINEA-BISSAU**

Project Title: Quick and Multilevel impact for Women’s Economic Empowerment and Improvement of Working Conditions in Guinea-Bissau	Recipient UN Organization: UN Women, FAO, UNICEF
Project Contact: Sara Negrao and Antje Kraft Address: UN System Guinea-Bissau E-mail: negrao@un.org , antje.kraft@unwomen.org	Implementing Partner(s): National Commission of Women Workers, AMAE
Project Number: To be completed by UNDP MDTF Office	Project Location: Bissau and regions
Project Description: The Joint Programme aims at improving women’s economic security and rights, contributing directly to initiatives ensuring their economic, social and legal empowerment, through investment, promoting and protecting their rights and building organizational capacity of umbrella institutions, with a direct impact on 10 000+ women and contributing to an enabling environment for attaining decent work for women.	Total Project Cost: 1000 000 USD Peacebuilding Fund Gender Promotion Initiative: 1 000 000 USD Government Input: in kind UN Women: support to JP Coordination Unit Other: complementary to Joint Programme MDG-F on “Justice and Security Sector Reform” and FAO’s and UNICEF programmes Total: 1 000 000 USD Project Start Date and Duration: October 2011 for a duration of 3 years

Gender Marker Score: 3	
PBF Priority Area(s) and Outcomes: Revitalizing the Economy PPP Guinea-Bissau Outcome : “Women [...] have increased access to decent employment and self-employment opportunities and to micro-credit services for viable micro-enterprises development in selected sectors”	
Outputs and Key Activities: 1. Businesses, collective economic initiatives and decent working conditions created by and for 10 000+ women 2. Enabling environment for the protection and promotion of women’s economic security and rights created	

(for IRF-funded projects)

Recipient UN Organization(s)	National Implementing Partner(s)
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COMPONENT 1: Situation Analysis¹

Status of Women and Gender Relations

Women in Guinea-Bissau are in a vulnerable position with lower levels of education, illiteracy rates that reach as high as 64 percent, low representation in the civil service, performing the lower and less paid jobs and carrying heavy workloads due to the accumulation of domestic and informal productive work. There is little gender gap on the primary school level but girls tend to abandon the secondary level because of early marriage, pregnancy and having to help with household work.

Women are contributing to the income of the family resorting to informal labor with low income, especially in agriculture and as market and street vendors or domestic workers, and vulnerable to abuse and violation of their human rights in order to perform their jobs. The low prevalence of formal marriage, alimony payments and the implementation of the family code also entail that women are increasingly head of households (ILAP, 2011) and have to take care of their families with no financial contribution from the fathers of their children. The poor socio-economic situation has several effects at the social level, such as high levels of domestic and community violence, as well as a recurrence to alternative forms of income, for example (occasional) sex work.

Facts And Figures about Women in Guinea-Bissau

Population

Women are approximately 52 % of the population
Life expectancy for women is 47 and 43 for men
(NHP,2008)

Illiteracy Rates

56,28% of the adult population is illiterate
64.12% of women are illiterate
47.96% of men are illiterate (Census INE, 2011)
Secondary school attendance: 31% girls/45% boys
(MICS 2010)

Gender Based Violence

86% of Women state being victims of domestic violence,
51% consider this acceptable (IMC, 2010)
No law against GBV. FGM recently approved (06/06/11)
Standard age of marriage for girls: 12-16

Sexual and Reproductive Health

Fertility rate is 6,8 children per woman. (INEC 2005)
Maternal mortality rate 800 deaths/100.000 live births
FGM affects 50% of women (MICS, 2010)
HIV prevalence in pregnant women: 9%,
in female sex workers in Bissau 66% (UNAIDS, 2009)

Women's Political Participation

Women MPs in Parliament: 10%: (ranking 101st country, IPU)
3 Women Ministers out of 16: 18.5%
2 Regional Governors out of 8: 25%
28% female judges
Police: 167 Women / 1136 Men
In 65% of community associations Women participate in decision
making (INEP study 2010)
Armed Forces: 198 Women /4000 Men (Women's Committee, AF)

There are multiple ethnic groups with strong traditions and customs in the country. Mainly in rural areas, ethnic groups follow primarily traditional justice practices which in most cases

¹Complementary to the Analysis in the Peacebuilding Priority Plan for Guinea-Bissau approved on the 15th June 2011.

discriminate against women.² Women generally are considered inferior to men, required to be submissive, rendering them dependent on their husbands or other men in the family. Women traditionally may not choose their husbands, and a 2010 Gender Analysis by the INEP³ shows that 64 percent of those enquired have not. Sexual and Gender Based Violence, including domestic violence and traditional harmful practices, such as female genital mutilation and early and forced marriages are widespread and often justified by culture or falsely by religion. Hence women don't easily position themselves against it, rendering it even more difficult to eradicate. Exposure to HIV/AIDS may be heightened by vulnerability to sexual abuse, related to informal labor and low access to information and means to enforce their rights.

Women's status poses great obstacles in their access to economic opportunities, especially land, formal employment and land inheritance, as well as education, appropriate health care, justice, and other benefits and services. Generally women don't possess the necessary economic power, information and awareness of their human rights to affirm and protect themselves, nor to make their own choices or present cases to the formal justice system. In the context of extreme poverty, economic activities and organization thus tend to be an issue of survival, and are an essential step towards their empowerment.

The efforts for gender equality and the recognition of the disadvantaged position of women in the Bissau Guinean society date back to the liberation struggle, where women participated side by side with men at all levels of the fight. Subsequent governments have made various attempts of creating mechanisms, processes and programs for the advancement of women. However, continuous political instability has rendered it difficult to maintain a steady and progressive path in the promotion of gender equality and the respect for women's human rights. In the current government, women occupy several key positions, the legal framework is being adapted towards improved compliance with CEDAW and a National Gender Policy is about to be finalized in a consultative process. Nonetheless policy and program options are not yet in proportion with existing needs to tackle economic and social inequalities faced by Bissau-Guinean women, enhanced by the fact that Guinea-Bissau is an "aid orphan" with few programmatic resources, especially regarding women's practical needs and strategic interests

Legal Framework

The Constitution of Guinea Bissau guarantees equality before the law, in all domains of political, economic, social and cultural life. The government of Guinea Bissau ratified CEDAW in 1985 and finalized the first State Report cumulative with Reports II, III, IV and V in 2009. Moreover, the additional Protocol was ratified in 2009. A profound legal framework analysis has yet to be undertaken to identify discriminatory laws and tackle the issues, with the priority being the inclusion in the Constitution in reference to the applicability of ratified International Conventions and ILO standards and the inclusion of the definition of "discrimination". Recently the Parliament approved legislation against Female Genital Mutilation and currently the Government is finalizing its National Policy on Gender Equality and Equity, built around the CEDAW Committee's Concluding Observations for Guinea-Bissau.

² Cf. UNDP's study on customary law, 2011.

³ Instituto Nacional de Estudos e Pesquisa (National Research Institute)

Within the context of a fragile state and little functioning justice system, added to a strong lack of awareness of their human and formal rights, access to justice remains very limited for a large majority of the population and women in particular.

Mechanisms for the Promotion of Gender Equality and Advancement of Women

Currently the National Women's Machinery in Government is the Institute of Women and Children (IMC), as the operational arm of the Ministry of Women, Family, Social Cohesion and the Fight against Poverty. The Institute is mandated to articulate policies and develop programs for the protection of women's rights with the aim of promoting gender equality. Such as other government Institutions, the IMC has felt the consequences of the political instability, its status has only recently been legally approved and it faces many constraints in human and financial resources.

Several women organizations and networks have had an important role in promoting women's human rights, including networks of women parliamentarians, a National Committee against Harmful Practices and a network of CSOs against SGBV (RENLUV). Interventions target mainly advocacy and sensitization to eliminate traditional harmful practices, as well as sexual and gender based violence. The effects of their efforts are noticed in an evolving change in mentalities, mainly in urban areas, however, technical support and leadership from an umbrella organization is lacking to more strategically promote coordination and thus strengthen these efforts and their impact. Community-based organizations are widespread and women often have what they call women's associations, joining efforts to organize themselves, mostly regarding informal and agricultural work. No study has been undertaken to map these and consequently there is no comprehensive analysis of how they function, what their impact is and how they might be supported beyond an ad-hoc manner for concrete activities. Due to this lack of available knowledge and evidence, women's contribution through informal work has not been taken into account as a baseline yet in macroeconomic policy making in the country nor in the planning for the national employment strategy, making it difficult to respond to their specific needs and interests and risking discrimination in gender-blind employment programmes.

Regarding women's economic empowerment beyond income as well as labor rights, the main networks operating in this area are the Union of Women Workers (CNMT) as well as the Association of Women in Economic Activity (AMAE). The former has developed several small pieces of research on the conditions of women workers and provides consistent legal support to women seeking their services regarding labor rights. It has a legal support center in the capital city, Bissau, formerly funded by Oxfam/Novib and has the potential of expanding these services to other regions, with focal points who provide advice and support to individual cases. The latter, AMAE, is an Association with thousands of members, including several types of grassroots associations, specifically providing income generating activities for women. They support individual women and women associations in their access to different types of micro-credits and credit schemes, as well as in the development of income generating activities, including the creation of small and medium enterprises. They have members, are represented throughout all regions and have strong potential to function as a platform for coordination, exchange and support on women's economic empowerment. Despite the current lack of a database of its

members, AMAE's estimated number of women members from the formal and informal sector per region as well as their age group is illustrated in the table below⁴:

N°	Regions	Age group	Number of Members
01	Autonomous Sector of Bissau	18 - 60	4.000
02	Biombo	18 - 60	525
03	Bafatá	18 - 60	757
04	Gabu	18 - 60	1.200
05	Oio	18 - 60	1.026
06	Quinara	18 - 60	981
07	Tombali	18 - 60	547
08	Bolama / Bijagos	18 - 60	434
09	Cacheu	18 - 60	530
	Total		10 000

COMPONENT 2: Project justification

The Peace Building Priority Plan for Guinea-Bissau 2011-2013 states the peace dividends of more employment as follows: “The economy of Guinea-Bissau is characterized by a lack of employment opportunities and chronic and pervasive poverty, particularly among youth and women, and this is widely perceived to be a factor increasing the risk of conflict and social and political instability. The lack of income opportunities contributes to widespread lack of confidence in reform efforts and long-term prospects for peace. The country has an important unrealized economic potential including in agriculture, fisheries, mining and tourism that can generate positive change”.

As mentioned, there are several ongoing and planned programmes and initiatives for the promotion of gender equality and women's empowerment. However, most target specific groups or communities, are of limited duration and lack a strategic and comprehensive approach. These treat the consequences rather than the causes. Several UN Agencies have provided support to NGOs, allowing for micro-credit schemes for a reduced number of women, short training modules, the provision of agricultural material or Income Generating Activities for women in the informal sector. Consultations with the Ministry of Women, Family, Social Cohesion and the Fight against Poverty, as well as with AMAE, CNMT and other CSOs, as well as internally in the UN System, show that these interventions offer a basis but do not have a sustainable impact neither on CSOs nor individuals. There is a need for a more a comprehensive approach, capacity building of relevant institutions, organizations and networks and the creation of an enabling environment for the fulfillment of women's economic security and rights. Programmes related to gender equality are mainly part of other national priorities, such as Security Sector Reform, improving access to justice and the protection and promotion of Human Rights.

Recent efforts have ensured that the PRSP (DENARP II) and economic growth programmes have taken gender dimensions into account. Additionally, one of the National Gender Policy's

⁴ Table provided by AMAE in December 2011.

priority areas is the economy. Initiatives for the elaboration of a national employment strategy as well as the proposal to the PBF currently being finalized include women and young women as target groups for formal employment. Apart from the PBF budget, specific funding for this remains unconfirmed and traditional donor support on this issue in Guinea-Bissau is very limited. Moreover, tackling women's disadvantaged position in the country and taking into account the fact that they already do much of the work and without decent work conditions, entails that the creation of formal employment will benefit a minor number of women and not necessarily empower the most vulnerable; and consequently there is a potential risk of further discriminating women excluded from existing economic and employment strategies and programmes. Bissau-Guinean women work mainly in the informal low scale agricultural sector, e.g. in horticulture, and hence do not benefit for example from the export of cashew, Guinea-Bissau's main produce. The key economic sector analysis this programme will allow for, will illustrate where and how women work and to what extent, how to upgrade this and in which market niches to create more productive and decent work, for urban as well as rural women. In this vein, the analysis will contribute to improve the promotion of women's economic security and rights, which is expected to result in more and better spending of household income towards health and education to improve their children's and family's well-being. The multiplying effect thus makes this an investment in social services delivery, which is a prerequisite for long-term peace and recovery.

Albeit there having been studies on monetary and non-monetary poverty as well as a national Gender Analysis and small-scale studies on women domestic workers, it has become evident that there is a lack of data, analysis and knowledge about women's role in the economy as well as on their working conditions and their differentiated needs. This has rendered evidence-based programming and resource mobilization difficult. Moreover, there is a clear funding gap as regards women's economic empowerment beyond, as mentioned, the provision of quick but visible support in materials and small amounts of money which does not empower beneficiaries beyond the access to cash for daily subsistence.

Consequently, thus far no comprehensive programme has been aimed specifically at women's economic empowerment and the improvement of their economic security and rights. Better structured, comprehensive and strategic approaches need to be urgently implemented to ensure that women are empowered through their (more formalized) economic activities instead of increasing the risk of an overburden of work, low levels of income and constant persecutions and violations of their rights.

The proposed project plans to fill the gaps by creating an enabling environment intervening on multiple and complementary levels which jointly will ensure a sustainable and long lasting impact on women's lives: creating a basis of knowledge and evidence on women's economic role, situation and working conditions, market opportunities within key investment economic sectors, reviewing the legal framework (in particular related to the status of women vis à vis property rights, labor rights and business rights) and being able to hold duty bearers accountable to it, supporting and directly investing in economic initiatives of entrepreneurs for SMEs (as well as other type of economic organizations, such as cooperatives, associations, etc.) by directly supporting the creation of businesses and simultaneously empowering women through functional literacy, facilitating access to credit schemes, legal assistance, training on setting up and

managing businesses, communication, negotiation, human rights awareness, claiming and creating decent work conditions, inter alia. In summary, the proposed project adopts a legal empowerment approach to ensure promotion and fulfillment of improved decent working conditions and access to jobs and business opportunities.⁵

The planned PPP Outcome for Guinea-Bissau is “Women [...] have increased access to decent employment and self-employment opportunities and to micro-credit services for viable micro-enterprises development in selected sectors”. This project responds to this outcome, increasing women’s access to decent and self-employment opportunities in a strategic manner. It will thus go beyond “employment” and income generating activities and ensure women’s economic and social empowerment. The peace dividends of this initiative will not only be quickly felt through more empowered citizens but over the next generations, empowered women being better able to contribute to a peaceful environment within their families and communities, mediate conflictuous situations, as well as having improved access to and control of health, education and justice services and food security for themselves and their children. Consequently there will also be a larger impact lessening women’s vulnerability and workload and resulting in greater participation at all levels of society.

CNMT and AMAE are the main organizations working at multiple levels regarding women’s legal and economic empowerment, including access to justice, credit schemes, research on the situation of women in the labor market, supporting various types of economic initiatives, etc. These organizations have a wide range of members, both individuals and collective ones all over the country, and the ability to reach all types of public, including the most vulnerable, grassroots organizations and CBO’s. Their areas of intervention are complementary; however, their level of influence, scope and impact is limited due to reduced technical capacity, including human and financial resources. Their role, influence and reach will be substantially strengthened and interventions improved by providing increased institutional and response capacities. It is important to note that before the war in 1998, AMAE had a significant impact and was able to perform an effective role of coordination and support to their members. However in the post-conflict period it has been unable to regain this role due to the lack of funding and support.

To guarantee sustainability of the outcome and project outputs, a strategic approach will be used in strengthening the two key networks, CNMT and AMAE, aimed at women’s legal and economic empowerment and security and involving stakeholders from the national level at Parliament, to women’s associations at the community level. It is expected that this support will be catalytic on several dimensions: improving the legal framework and awareness of as well as capacity to claim rights regarding women’s economic security, hence result in a rise in decent work and business creation. The key networks supporting individual women and women’s associations will provide legal support and continuous technical assistance, ensure de facto economic empowerment for women, increased income and wealth, and improved capacity for the different organizations to manage themselves and mobilize further resources in the future for new programmes and projects.

⁵ Legal empowerment is the use of legal rights, services, systems, and reform, by and for the disadvantaged populations and often in combination with other activities, to directly alleviate their poverty, improve their influence on government actions and services, or otherwise increase their freedom., by Stephen Golub

Investing in women's economic security and rights and thus in their empowerment at large, is an investment in long term and durable peace leading to sustainable development and contributing to the cohesion of the whole of society. It represents an urgent priority in a context of fragile state institutions' little responsiveness to women's basic needs and strategic interests, especially in supporting Civil Society to better organize itself and holding duty bearers accountable to their engagements. As mentioned above, and in line with of the objectives and indicators of the 2010 SG's Report on "Women, peace and security", the approach of this specific Joint Programme to build the capacity of the 2 key networks dealing with women's economic empowerment in Guinea-Bissau, is expected to have a catalytic and snowball effect on their members (from individual women to national NGOs to community-based organizations):

- i) to be more productive in their work, improving their income as well as their capacity to organize, sell, trade and lead, become more socially empowered, while being able to control their gains and invest in their own and their families' well-being and hence improving social services delivery;
- ii) improve their success rate in applying for funding;
- iii) to inform and empower existing women leaders as well as grassroots women to more actively participate in decision-making processes as regards peacebuilding in the country; and
- iv) to consequently be able to ensure and monitor the Government's budget allocation to gender equality in general and (rural) women's economic empowerment in particular.
- v) In order to attempt to increase trust in the Government's ability to create employment opportunities for women, the Technical Review Committee of this project will liaise with the Joint Programme Coordination Unit of the Employment PBF Program to ensure synergies and complementarities.

COMPONENT 3: Logical Framework (including implementation strategy)

To ensure direct impact on over 10 000+ women's lives, including but going beyond the members of AMAE, the project will support the identification of key investment sectors in which women are working on an informal basis, including the product chain, e.g. in horticulture, fabric production, sales and export, domestic workers. The project will then directly invest to support the creation of small and medium enterprises or other types of formal organization which guarantee decent working conditions within these investment sectors and identified niches.

In order to render this project catalytic, sustainable and build on existing capacities and leverage, it will be implemented mainly through AMAE and CNMT in supporting them, their staff and their partners technically on a continuous basis for a 3 year capacity building approach of "learning by doing". This project will influence these organizations existing potential, to build institutional capacity, solid management, knowledge and skills, to permit these organizations to deliver economic empowerment programmes to women and women's groups in a sustainable manner. After the end of this proposed project the umbrella organizations will have the capacity and legitimacy to further mobilize resources for the continuity of their efforts and impact and will be able to continue supporting women's economic activities in an array of relevant and basic issues, including access to credit to setting up businesses and managing these.

The project adopts a two-pronged methodology, and fully applies a Human Rights Based Approach. The project's first output is to empower women in the economy by directly investing in improved and increased access to income generating activities, including through direct financial and resource support to small and medium-enterprises and other collective economic initiatives. This type of direct financial support will be provided in accordance to set and strict criteria, alongside support and technical assistance which will heighten women's skills, awareness, information and knowledge on business management, marketing, communications, labor rights, human rights and other relevant skills which will provide some guarantee of success regarding the business itself and women's empowerment at various levels.

Secondly, the project aims at supporting the creation of an enabling environment through a phased approach which will create knowledge on existing market niches and product chains, on women's working conditions and labor rights in the informal economy, create a database on women's economic initiatives, and undertake a revision of the existing legal framework of obstacles in women's access to land, business opportunities, micro-credit and to freedom of association, as well as empowering rights holders to claim and defend their rights. In this way it will be ensured that interventions are targeted to the real needs of the most vulnerable women, considering their practical as well as strategic interests. This is fundamental in order to ensure sustainability and durable impact.

Furthermore, services and support to be provided to small associations, enterprises and individual members will be provided by AMAE and CNMT, through 3 women's economic support centres administered by specifically trained support staff. This will result in effective support for business creation, improved access to credit, management, legal support and assistance, as well as in functional literacy programs for market/street vendors and domestic workers, heightened awareness of labor rights and women's human rights, as well as social and political participation.

These services will be provided jointly by AMAE and CNMT after setting up the "women's economic support centers" in Bissau and 2 other regions.

Since, as mentioned above, women work mainly in the informal sector in small scale agriculture and as market vendors, it is expected that the analysis of the investment sectors and market niches will bring out recommendations on how to support women and their economic initiatives in this domain, responding not only to their practical needs but also to their strategic interests. For all agriculture related activities (horticulture, agricultural product processing) the project will work closely with FAO building on its experience supporting women in obtaining materials for the creation of small enterprises. FAO through its field program supports employment of women mainly in the sector of horticulture and agricultural product transformation. In the case of horticulture, several production perimeters have been rehabilitated through FAO support in Bissau, in peri-urban areas (Bissau, Bafata, Gabu) and in all the regions, supplying some members of the Federation of Women Horticulturists (18,000 members) and other economic groupings (partners of AMAE; e.g. APALCOF in Bafata, 2,500 members) with materials. Several training sessions have been given to women on technical aspects for growing vegetables but also on basic economy and small business management. Due to the vast membership of these collective economic initiatives and their affiliation with AMAE, if this support is scaled up,

comprehensive and integrating the dimension of empowerment, the efforts of the project will impact on at least 10 000 women.

UN Women has been chosen as an implementing agency due to its mandate and technical expertise on gender equality and women's empowerment, in order to guarantee that the direct support to women, collectives and the two umbrella organizations will in fact promote gender equality and empower women socially and legally beyond generating fast cash.

The proposed project will through the Technical Advisory Group also build on UNDP's expertise and experience in Guinea-Bissau, using UNDP's Access to Justice Study and Centers as a pilot experience to be replicated and taken up for the "women economic centers", its project on Employment and providing credit to youths, etc.

UNICEF's specific support to 3 AMAE member associations, in Farim, Buba and in Biombo, providing training, material and financial support to 4000 women producing artisanal iodized salt, will be scaled up to benefit more women and grassroots organizations. UNICEF will also apply its solid expertise and initiatives on "Communication for Development" to ensure there is an increased demand and thus market for nationally produced iodized salt; for increased sales and to increase communication and marketing skills of the grassroots and umbrella organizations. The objective of this is hence to not only ensure expansion of sales and production capacity, but bringing in the empowerment approach through AMAE and CNMT and their members, using these activities and processes as a pilot "learning by doing" experience.

Technical assistance and backstopping will be provided to partners to improve research, data collection and analysis, reporting skills, financial management, project elaboration and management and resource mobilization of implementing partners. The programme and its women's economic empowerment specialist will continuously work with members of AMAE and CNMT as well as involving relevant UN in-house expertise to guarantee the transfer of capacity, e.g. in building a pool of trainers on all relevant skills and topics within the organizations, which will trickle down to their members in the regions.

In this vein the PBF funding will be catalytic on two levels, since the 2 umbrella organization as well as their collective and individual members will have the necessary basis and skills to continue their efforts in a more strategic manner and to obtain further funding in the future, be it from bi- or multilateral donors or the private sector. Capitalizing on the knowledge created through the above mentioned research and consultations, training and support programs will be tailored to existing needs of the collective women economic initiatives, including both practical "hands-on" economic aspects as well as the Human Rights dimensions, and trainings will be co-facilitated by relevant UN staff, according to their field of expertise. In parallel these findings will guide the review of the legal framework in compliance with international engagements, such as CEDAW and ILO Conventions, involving UN legal advisors and gender specialists informing and training national partners, to ensure evidence-based and targeted lobbying and advocacy by and for relevant stakeholders (parliamentarians, civil society, government, etc).

The activities working towards the outputs as detailed in the below logframes will be jointly planned, implemented and funded by UN Women, UNICEF and FAO, guided by the advice of the Joint Programme Coordinator / Technical Specialist on Women's Economic Empowerment, in order to ensure technical quality and overall coherence of this multisectoral and Human Rights Based approach towards gender equality and women's empowerment.

Part 1 (Strategic Level)

Objectives	Measurable indicators/Targets	Means of verification	Important assumptions
<p><u>PBF Priority Area</u></p> <p>Efforts to revitalize the economy and generate immediate peace dividends for the population at large</p> <p><u>PPP Guinea-Bissau Priority Area 2011 - 13</u> Revitalizing the Economy</p>	<p>% of young people out of total in targeted regions who perceive the creation of employment opportunities as peace dividends increased at the end of PPP covered period (disaggregated by sex, age, ethnicity, urban/rural area)</p>	<p>Perception surveys to be carried out at the beginning and at the end of the PPP covered period</p>	<p>Political commitment to work for peace consolidation</p>
<p><u>PPP Guinea-Bissau Outcome</u> <u>Women, Youth and demobilized have increased access to decent employment and self employment opportunities and to microcredit services for viable micro enterprises development in selected sectors mechanism</u></p>	<p>% of young men, women and demobilized having acceded to a decent job increased beyond 6 months after start of the project in the targeted regions (disaggregated in rural/urban area, type of labour and duration of employment)</p> <p>Number of additional spin-off jobs created by the business development center increased beyond 9 months after start of the project (disaggregated in rural/urban area, gender, age, type of jobs and duration of employment)</p> <p>Number of viable micro-enterprises created, including by former military and police, increased beyond 9 months after start of the project in the targeted regions (disaggregated in rural/urban area, number of employed people, gender, age, sector of activities)</p> <p>Women's working environment improved</p>	<p>Perception surveys to be carried out at the beginning and at the end of the PPP covered period on women's economic groupings opportunity to access (government/private/other) funding in a timely fashion</p> <p>Mid-year and annual PPP review reports</p> <p>PPP mid-term and final independent evaluation reports</p>	<p>Timely disbursement of funding for the programme implementation</p>

<p>Gender Promotion Initiative Guinea-Bissau</p> <p>OUTPUTS:</p> <p>1. businesses, collective economic initiatives and decent working conditions created by and for 10,000+ women</p>	<p><u>Quantitative ways of measuring or qualitative ways of judging timed production of outputs</u></p> <p>Number of businesses and women's collective economic initiatives capacitated/created and providing income generating activities and decent working conditions for women</p>	<p><u>Cost-effective methods and sources to quantify or assess indicators</u></p> <p>Implementing partners' activity reports</p> <p>PPP mid-term and final independent evaluation reports</p> <p>Mid-year and annual PPP review reports</p>	<p>(Outputs to immediate objective)</p> <p><u>Factors out of project control which, if present, could restrict progress from outputs to achieving project objectives.</u></p> <p>Timely disbursement of funding for the programme implementation</p>
<p>2. nabling environment for the protection and promotion of women's economic security and rights created</p>	<p>Sectors and product chains supported</p> <p>Number of functional community solidarity funds</p> <p>% of successful applications of women economic groupings for (government/private/other) funding.</p> <p>% of increase of state budget allocations for women's employment opportunities</p> <p>Existence of revised and improved legal framework</p> <p>Lobbying and advocacy activities held</p> <p>Existence of studies and data</p> <p>Existence of database</p> <p>Existence of pool of trainers and support staff within AMAE and CNMT</p> <p>Training materials, including manuals on institutional procedures available.</p>	<p>Annual state budgets.</p> <p>Case Studies and best practices, including analysis on how the generated raise in income and improvement of conditions impacted on women's participation in social and political life and on peacebuilding.</p> <p>Implementing partners' activity reports</p> <p>PPP mid-term and final independent evaluation reports</p> <p>Mid-year and annual PPP review reports</p> <p>Studies</p> <p>Mission and meeting reports</p> <p>MoU's (or other type of contracts between implementing partners)</p> <p>Training manuals</p> <p>Case Studies and best</p>	<p>Global Financial crisis could restrict financial institutions willing to provide micro-finance</p>

	<p>Adapted trainings delivered.</p> <p>% of women members in the national PBF Steering Committee.</p> <p>% of funds allocated to women's economic empowerment out of total PBF funds for employment projects (USD 6 for 2012-13)</p>	<p>practices, including analysis on how the results impacted on peacebuilding.</p> <p>Annual state budgets.</p> <p>Minutes and participants list of national PBF SC meetings.</p>	
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Part 2 (Implementation Level)

PBF Outcome:

Women, Youth and demobilized have increased access to decent employment and self employment opportunities and to microcredit services for viable micro enterprises development in selected sectors mechanism

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
<p>Output 1:</p> <p>Businesses, collective economic initiatives and decent working conditions created by and for 10 000+ women</p> <p>Activities:</p> <p>1.1 revision of start up support through AMAE, and CNMT (giving appropriate and relevant advice, trainings, equipment, capital) to women's collective economic initiatives and businesses, according to the identified key economic sectors/product chains/market niches and according to strict selection criteria (organizational, regional, business idea, etc.)</p>	<p>1.1.1 Contracts with CNMT and AMAE(joint MoU) to provide start up and direct support to initiatives: selecting initiatives and setting up MoUs with them</p> <p>1.1.2 Supplies, commodities, equipment (e.g. agricultural material, motorbikes, market stall equipment, etc.) and transport to give to women's collective initiatives (p.1.1.1) – in collaboration with AMAE</p>	<p>1.1.1 10 000 USD (UNW 10000)</p> <p>1.1.2 325 000 USD (FAO 100 000 + UNICEF 100 000 + UNW 125 000)</p>	<p>JP Coordinator/ Technical Specialist</p> <p>Recipient UN Organization(s):</p> <p>1.1 UN Women 240 000</p> <p>FAO 100 000</p>

<p>1.2 reation of 3 “women economic support centres” jointly by AMAE and CNMT support staff, providing information, training, advice and support on access to credit, business skills, legal support, functional literacy, negotiation skills, economic rights, etc</p>	<p>1.1.3 Training for women’s economic initiatives (p.1.1.1.), building on UN in-house expertise</p> <p>1.2.1 Contract with CNMT and AMAE for setting up of centres</p> <p>1.2.2 Supplies, commodities, equipment and transport to set up 3 centres (investment capital plus working capital over 2 years)</p> <p>1.2.3 Personnel:support staff for centres through AMAE and CNMT</p> <p>1.2.4 Trainings</p>	<p>1.1.3 10 000 USD (FAO 5000 + UNW 5000)</p> <p>1.2.1 20 000 USD (UNW)</p> <p>1.2.2 160 000 USD (UNW)</p> <p>1.2.3 50 000 USD (UNW)</p> <p>1.2.4 20 000 USD (UNW)</p> <p>Total Output 1: 595 000 USD</p>	<p>1.2 UN Women 250 000</p>
<p>Output 2: Enabling environment for the protection and promotion of women’s economic security and rights created</p> <p>Activities:</p> <p>2.1 dentification of key economic investment sectors, product chains and market niches for women in the informal sector</p> <p>2.2 tudy on women’s role in the economy and their working conditions, including mapping of women’s collective economic activities in Guinea-Bissau</p>	<p>2.1.1 and 2.2.1 Contract: Joint MoU/Contract with CNMT and AMAE for studies</p> <p>2.1.1 and 2.1.2 Personnel: 2 International Consultants (1 for investment sectors ; 1 for women’s role in the economy), 2 National Consultants through AMAE/CNMT (1 for investment sectors ; 1 for women’s role in the economy)</p> <p>2.3.1 Personnel: Internal UN</p>	<p>2.1.1 and 2.2.1 3000 USD (UNW)</p> <p>2.1.1 and 2.1.2 70 000 USD (FAO 30 000 + UNW 40 000)</p> <p>2.3.1</p>	<p>JP Coordinator/ Technical Specialist</p> <p>Recipient UN Organization(s):</p> <p>UN Women 117 000</p> <p>FAO 32 000</p>

<p>2.3 Support national stakeholders to propose revised legal framework; bank regulations, etc. in line with CEDAW and ILO Conventions</p>	<p>expertise for review of legal framework (UNDP and UNIOGBIS) – in kind</p>	<p>0 USD</p>	
<p>2.4 Empower Civil Society and women in particular to hold duty bearers accountable to legal framework through evidence-based lobbying and advocacy: in Bissau and regions</p>	<p>2.4.1 Trainings and workshops for partners (with CNMT and AMAE)</p>	<p>2.4.1 15 000 USD (UNW)</p>	
	<p>2.4.2 Supplies :printing and disseminating of legal rights documentation</p>	<p>2.4.2 10 000 USD (UNW)</p>	
	<p>2.5.1 Personnel: 1 national IT Specialist for database</p>	<p>2.5.1 3000 USD (UNW)</p>	
<p>2.5 Creation of database of women’s collective economic initiatives within AMAE</p>	<p>2.6.1 and 2.7.1 Personnel: 1 national consultant for AMAE and CNMT for assessment and training plan (strongly involving relevant UN in-house expertise)</p>	<p>2.6.1 and 2.7.1 5000 USD (UNW)</p>	
<p>2.6 Assessment of institutional capacity and needs</p>	<p>2.7.2 Trainings</p>	<p>2.7.2 30 000 USD (FAO 2 000 + UNW 28 000)</p>	
<p>2.7 Creation of a pool of trainers and support staff within AMAE and CNMT (national and regional level) on business skills (from internal organization to business plan to marketing to communication to resource mobilization to functional literacy) , and legal aspects (from decent work standards including economic rights to formalizing collective economic initiatives to setting up businesses)</p>	<p>2.7.3 Supplies, commodities, equipment and transport related to trainings of pool of trainers and support staff and elaboration and dissemination of resulting manuals</p>	<p>2.7.3 10 000 USD (UNW)</p>	
	<p>2.8.1 Supplies: printing and dissemination of documentation elaborated by Programme staff and CNMT/AMAЕ</p>	<p>2.8.1 3000 USD (UNW)</p>	
		<p>Total Output 2: 149 000 USD</p>	
<p>2.8 Elaboration of best practices and lessons learned</p>			
<p>Joint Programme Management Programme Management Unit M&E</p>	<p>Personnel: Specialist on Women’s Economic Empowerment /Joint Programme Coordinator (contribution by UN agencies and/or resource mobilization</p>	<p>Total: 190 000 USD</p>	<p>RCO Recipient UN Organization(s):</p>

	for 3 rd year) Supplies: in kind by RCO and UNDP M&E (at least 5%)		UN Women 190 000 + extra contribution from UNW West Africa Regional Office
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Sequencing

As soon as the project is confirmed and funds received, an Annual Work plan will be elaborated with all partners, specifying the sequencing of activities and the role of each stakeholder. A joint MoU will be signed between AMAE and CNMT with the UN agencies to formalize the existing partnership, detail and officialise the role of each.

The two studies, on the key investment sectors and on women’s role in the economy, as well as the needs assessment for institutional strengthening of the 2 umbrella organizations will be the first parallel steps within the first quarter of project implementation. The conclusions and recommendations will orient:

- i) the selection criteria of the women’s collective initiatives that will be invested in and what specific technical support the organizations will need to elaborate these and begin investing in and supporting them through AMAE in collaboration with UN Women, FAO and UNICEF with their respective funds and comparative advantage in terms of expertise and existing partnerships,
- ii) the trainings and support necessary to have a pool of support staff and trainers that will further train CNMT’s and AMAE’s members, specifically those who will staff the 3 “women’s economic support centres”.

To facilitate to support to AMAE and CNMT’s members, the database will be set up within the first 2 quarters.

Also within the first 2 quarters of project implementation, relevant UN expertise will finalize the analysis of the legal framework and regulations and begin training and disseminating information to stakeholders in Bissau. This will later trickle down to the regions to the above mentioned trained support staff and trainers. The provided information will go beyond legal information on rights and include advice on effective and targeted advocacy and lobbying to duty bearers, specifically so before parliamentary sessions for example.

The remaining timeframe of project implementation will focus on the setting up and running of the centres and other continuous hands-on and technical support to CNMT and AMAE as well as their members and partners, to guarantee sustainability of the approach and the effective transfer of capacities. A baseline analysis will be undergone, and throughout the last year of the project best practices and lessons learned will be analysed and elaborated, to support mobilization of resources to the organizations and their members and partners as for evaluating how the generated raise in income and improvement of conditions impacted on women’s participation in the social and political life in particular, and on peacebuilding in general.

COMPONENT 4: Budget

JOINT PROGRAMME BUDGET

CATEGORIES	UN Women	FAO	UNICEF	TOTAL
1. Supplies, commodities, equipment and transport	326,000	100,000	82,000	508,000
2. Personnel (personnel, consultants and travel)	281,000	30,000	7,000	318,000
3. Training of counterparts	62,000	7,000	6,000	75,000
4. Contracts	28,000	0	5,000	33,000
5. Other direct costs	195	195	195	585
Sub-Total Joint Programme Costs	697,195	137,195	100,195	934,585
Indirect Support Costs	48,800	9,601	7,014	65,415
TOTAL	745,995	146,796	107,209	1,000,000

COMPONENT 5: Management Arrangements

Funding mechanisms:

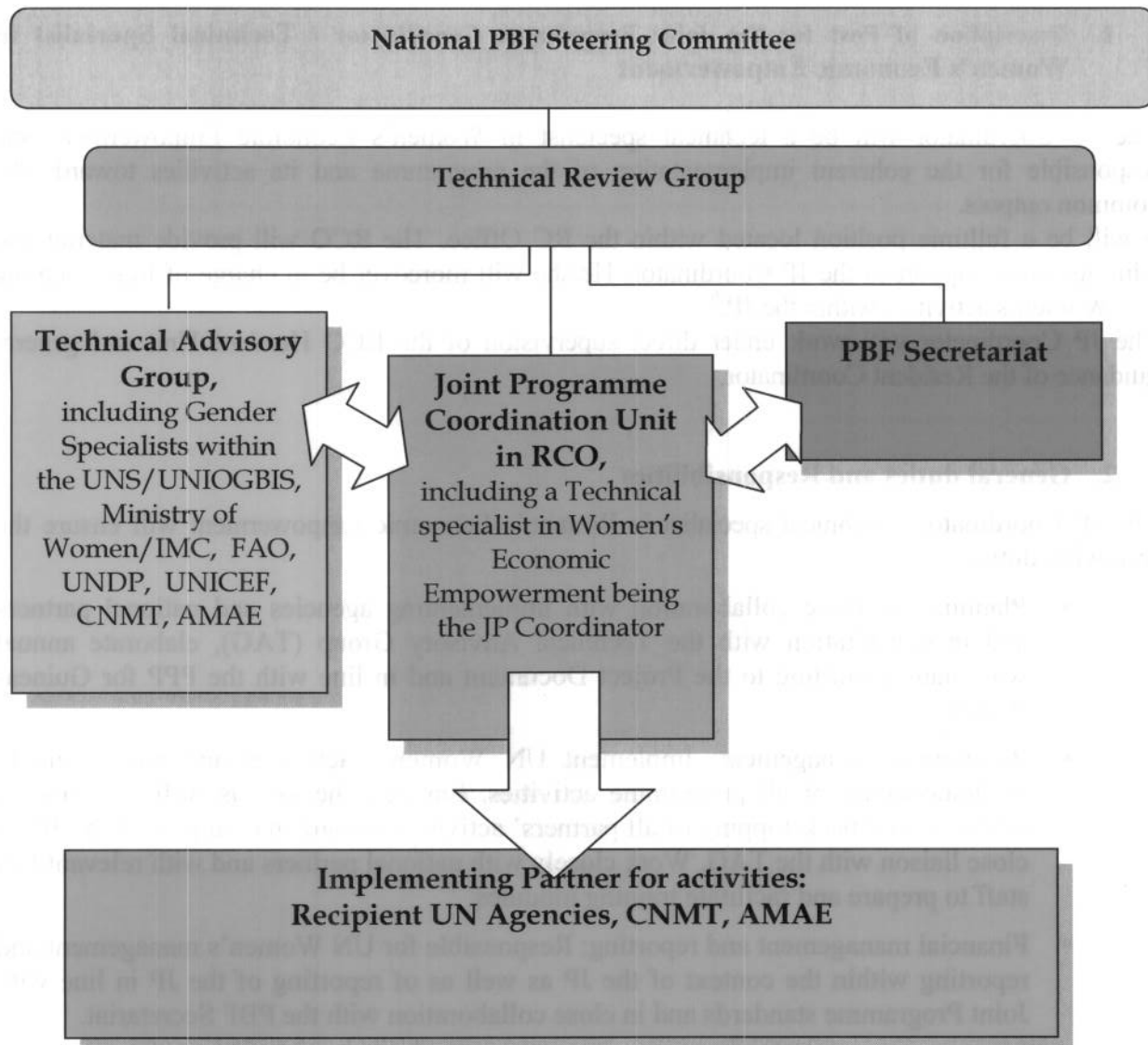
The Joint Programme will be managed following the parallel funding system as described in the UNDG Guidance Note on Joint Programming. This option is the most effective and efficient when the interventions of participating UN organizations are aimed at common results, but with different national, sub-national and/or international partners. Each organization will manage its own activities and some jointly, including the related budget, within the common work plan and under guidance of the “Technical specialist in Women’s Economic Empowerment” who will be the JP Coordinator, and the funds will be transferred directly to the UN Recipient Agencies by the MDTF.

Agencies responsibilities:

Under the coordination and technical supervision of the Programme Coordination Unit, i.e. the “Technical specialist in Women’s Economic Empowerment”, each UN recipient Agency will be responsible for the management of its activities and will have financial responsibility for the related expenses. Each UN Agency will have the responsibility for signing contracts with those entities executing activities under the project and of clearly defining the project the procedures that will be followed regarding all public bids and other contracts foreseen within the joint programme.

Financial management and accounting for the project must conform to the norms and audit management requirements and procedures of each Agency.

The recipient UN Agencies and implementing partners for this joint programme are: UN Women, FAO, UNICEF, CNMT, AMAE.



Indicative Terms of Reference

National PBF Steering Committee and Technical Assessment and Monitoring Group

The National PBF Steering Committee will perform the duties foreseen in its Terms of Reference approved in May 2008. The ToRs of the Technical Review Group are currently under preparation by the PBF Secretariat and the UN Strategic Planning Unit taking into account

lessons learnt during PBF 1st tranche and will be submitted to the NSC for approval. This new structure will be in charge of assessing the joint programme implementation and providing recommendations to improve its implementation.

Joint Programme Coordination Unit

1. Description of Post for the Joint Programme Coordinator / Technical Specialist in Women's Economic Empowerment

The JP Coordinator will be a technical specialist in Women's Economic Empowerment and responsible for the coherent implementation of the programme and its activities towards the common outputs.

It will be a fulltime position located within the RC Office. The RCO will provide material and administrative support to the JP Coordinator. He/she will moreover be in charge of implementing UN Women's activities within the JP.⁶

The JP Coordinator will work under direct supervision of the RCO Head of Unit and general guidance of the Resident Coordinator.

2. General duties and Responsibilities

The JP Coordinator / technical specialist in Women's Economic Empowerment will ensure the following duties:

- **Planning:** in close collaboration with implementing agencies and national partners and in consultation with the Technical Advisory Group (TAG), elaborate annual workplans according to the Project Document and in line with the PPP for Guinea-Bissau.
- **Programme management:** Implement UN Women's activities and ensure timely implementation of all programme activities. Ensure cohesion, as well as technical advice to and backstopping of all partners' activities towards the outputs of the JP, in close liaison with the TAG. Work closely with national partners and with relevant UN staff to prepare and facilitate training modules.
- **Financial management and reporting:** Responsible for UN Women's management and reporting within the context of the JP as well as of reporting of the JP in line with Joint Programme standards and in close collaboration with the PBF Secretariat.

3. Required skills, qualification and experience

Education:

- Master's degree in social sciences, gender studies, development studies or other subjects of relevance.

⁶ UN Women Regional Office for West Africa will provide additional funds to contribute to the JP Coordination Unit.

Experience:

- At least 5 years of experience is desirable in understanding of gender in the context of human development and women's economic empowerment strategies.
- Development programming in Sub-Saharan Africa is essential; UN experience would be an asset.
- Proven experience in elaboration and facilitation of trainings.
- Experience in Joint Programme implementation and knowledge of Results-based Management very desirable.

Language:

- Excellent knowledge of Portuguese, both written and spoken, and in either French or English.

4. Competencies

Corporate Competencies

- Demonstrates integrity by modeling the UN's values and ethical standards
- Promotes the vision, mission, and strategic goals of UN/UN-Women
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability

Functional Competencies

- Displays strong expertise on women's economic empowerment and wider methodologies to promote gender equality
- Good knowledge of development programming and project management skills and procedures
- Strong team working skills and interpersonal relations
- Strong written and oral communication skills
- Commitment to participatory and consultative approaches
- Strong analytical skills and capability for effective advocacy
- Proven capacity to elaborate and facilitate trainings to a diverse range of publics
- Shares knowledge and experience
- Actively works towards continuing personal learning and development in one or more practice areas, acts on learning plan and applies newly acquired skills
- Strong IT skills
- Focuses on result for the client and responds positively to feedback

- Consistently approaches work with energy and a positive, constructive attitude
- Remains calm, in control and good humored even under pressure

Technical Advisory Group

The Technical Advisory Group of the JP will be a multi-sectoral team of in-house UN Gender Specialists, an Economist, an agriculture specialist, legal and Human Rights Specialists as well as the heads of the implementing NGOs and a representative of the Ministry of Women, Family, Social Cohesion and the Fight against Poverty. The role of the TAG is to provide support to the JP Coordinator / Technical Specialist on Women's Economic Empowerment and to ensure overall coherence and quality of the JP implementation.

The TAG will meet every 3 months and ad-hoc as necessary and communicate continuously.

Project Support

Administrative, logistical and communication support to the JP and the JP Coordination Unit in particular will be provided by the RC Office and UNDP Operations in kind.

National PBF Secretariat

The national PBF Secretariat will provide support as stipulated in the M&E framework and according to PBF rules and regulations.

COMPONENT 6: Monitoring and evaluation

- i. The Joint Programme Coordination Unit will elaborate, with close support from the PBF Secretariat and its M&E specialist in collaboration with the UN Interagency M&E Working Group, an M&E plan to be submitted to the NSC for approval in order to ensure an effective coordination of the monitoring activities. An annual workplan will be submitted at the beginning of each year to the NSC by UN Recipient Agencies for its approval, which will serve as the main monitoring tool to assess the quality of implementation. UN Recipients Agencies will also submit detailed quarterly workplans to the PBF Secretariat.
- ii. The Joint Programme Coordinator will prepare quarterly and annual reports in collaboration with all relevant UN staff and national partners. While the quarterly reporting will provide information on the status of implementation of activities and budget disbursements, the annual report will be used to assess the impact of the project through the status of outputs achievements. The UN Recipients Agencies are responsible for the required information for the progress reports, ensuring a timely preparation of the reports by the Programme Coordination Unit and the PBF M&E specialist. In addition, the UN Recipients Agencies are required to submit financial information related to their

respective expenditures and present to the PBF Secretariat the annual financial reports submitted to the MDTF.

- iii. Based on the information provided by the Joint Programme Coordinator, the PBF Secretariat will be in charge of revising the reports submitted and preparing briefing notes to be shared with the Technical Review Group (TRG) identifying the main constraints and providing recommendations to improve the joint programme implementation. These reports will allow the TRG to assess the quality of implementation and impact of the programme near the beneficiaries. The TRG will provide guidance to the Programme Coordination Unit on measures to be undertaken regarding crucial programme issues and ensure a close follow up of such measures. The TRG will report on these issues to the NSC. Such assessment will be supported by the RCO.
- iv. The joint programme will be subject to a mid-term and final independent evaluations, following the process foreseen in the PPP. These evaluations will be made based on the Results Framework provided in the PPP in order to ascertain whether the overall results achievement is on target by the end of the PBF funding cycle. For purposes of transparency and accountability, the results of the internal assessments and external evaluations will be circulated for feedback to the major funding agencies and stakeholders. The NSC will respond formally to the findings of the external evaluations.
- v.

COMPONENT 7: Analysis of risks and assumptions as well as mitigating factors

Risks	Mitigating Factors
Political instability	Security Sector Reform and Rule of Law programmes are currently ongoing and are complementary to this project. Moreover, the support for the constitutional review process and the national dialogue (both funded under another PBF Joint Programme) will be conducted through a holistic and all-inclusive approach that will foster academic, institutional and grassroots discussion and promote public engagement and consensus and will then contribute to mitigating the political instability.
Fluctuation of international market prices	Implementation of national regulations on price controls
Crises in neighbouring countries increasing migrant labour and putting pressure on local economies	Monitoring of migration at international border posts

Bissau, 28 July 2011

Annex I

Extract from UN Women Chief of Africa Section on “Women and African Development”⁷

“The women of Africa are the hardest working women in the world. Often `what they do is not included in the formal economy. Yet, if all the women in Africa, from Cairo to Cape Town, decided they would stop working for a week, the economies of Africa would collapse.”

Hilary Clinton – Speaking during a 2011 trip to Ethiopia.

1.1. Women’s Economic Empowerment and Poverty Reduction

1. Africa’s economic growth has increased during the past 5 years, due to increased international cooperation and trade of natural resources like oil and timberⁱ. However, external factors including; the economic crisis, climate change as well as conflicts pose risks to Africa’s economic development and productive capacities. It is for this reason that the African Economic Outlook of 2011 predicts a decline in growth from 4.9% to 3.7% in 2010ⁱⁱ. While Africa is strengthening its export of farm products, minerals and oils, the continent is increasingly importing manufactured goods. Africa’s main source of employment is in the agriculture sector, which employs an estimated 60% of the populationⁱⁱⁱ. However, large numbers of Africa’s populations still use agricultural products for self-consumption, for example in Niger (83%), and in Rwanda and Malawi (81%)^{iv}. They are therefore fully dependent on land and other natural resources for their livelihood.
2. Eighty percent of women in Africa work in the production of food and in agriculture^v. The World Bank deplors that while women account for more than 70% of the labor force in the agriculture sector the design of many development policies continues to assume wrongly that farmers and rural workers are men^{vi}. Furthermore, women have limited access to credit and financial services and receive less than 10% of disbursed credit^{vii}. A study in Kenya revealed that only 5% of women are registered landholders^{viii}. In Zimbabwe, only 18% of the beneficiaries of the Land Redistribution Programme were women. This fact is crucial as land ownership is a key factor in women’s access to credit. Without land titles, women experience greater difficulties in obtaining loans which further compromise their ability to add value, diversity and upscale their production.
3. Besides agriculture, trade accounts for 60% of non-agricultural employment (ILO, 2004) of both men and women. 84 percent of women engage in informal cross border trade which contributes to their livelihoods, food- and income security. However, women involved in cross-border trade still face major constraints, including poor legal, regulatory and

⁷ Women and African Development, Letty Chiwara, July 2011

institutional frameworks, a lack of education and information of their rights and the existing legal instruments. Furthermore, women still face enormous challenges in accessing bank loans and receive less than 10 percent of disbursed credit (MDG Report 2010). Therefore, they are not able to increase their capital base and engage on equal basis as men in the world of business. In cases where the numbers exist, the share of the informal sector to GDP is between 45 to 60 percent^{ix}. Through women's engagement in the informal sector it is apparent that they are making significant contributions to the GDP, but this contribution is not accounted for and therefore not recognized.

4. Besides their income generating activities which are mainly taking place in the informal sector women also perform 80% of the unpaid work, like rural domestic tasks, including collecting water and firewood, preparing and cooking meals, processing and storing food, and making household purchases perform a lot of unpaid work. According to the FAO, poor rural women can work as many as 16 to 18 hours per day, doing fieldwork as well as handling all the domestic responsibilities^x. This workload increases with a high prevalence of HIV/AIDS as women mainly carry the burden of care giving for the sick and elderly family and community members.
5. In formal employment (e.g. civil service employment) women occupy the lowest paying positions. However, 21 countries in Africa have enacted laws that guarantee equal access to employment opportunities and social protection benefits. However the implementation of such laws still lags behind.
6. Ending Feminized Poverty is therefore a paramount priority for UN Women in Africa and multiple strategies need to be employed to enhance women's economic empowerment and ensure that their contribution is counted and appreciated.

WAYS TO ENHANCE WOMEN'S PARTICIPATION IN ECONOMIC GROWTH AND POVERTY REDUCTION IN AFRICA

A. Policy and Legal Reforms

7. African Member States are strengthening their efforts to respond to women's contribution to economic growth through legal and policy reforms that are intended to; i) provide women the right to access land and equal opportunities in employment; ii) enhance women's access to credit and other productive resources and iii) ensure safety and free movement of goods and services within the context of intra-regional trade. Such examples of reforms include:
 - *The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa* advocates for women's equal economic opportunities.

- The *Sirte Declaration on Land issues and Challenges in Africa* adopted during the African Union (AU) Heads of State and Government Summit of July 2009 called for African Governments to ‘provide for equitable access to land and related resources among all land users and strengthen the security of land tenure systems for women’.
- The *Sirte Declaration on investing in agriculture for economic growth and food security* also called for agricultural development strategies and investment programmes to address women’s special needs.
- The *Solemn Declaration of AU Heads of States on gender equality in Africa* calls for Governments to actively promote the implementation of legislation to guarantee women’s land, property and inheritance rights, all being critical dimensions of rural women’s empowerment.
- At sub-regional level, the Regional Economic Communities (ECOWAS, SADC, IGAD, EAC, etc.) have adopted various agreements on free movement of goods and people, with opportunities to harmonize policies on taxation, market access, and migration, and this constitutes an important entry point to effect changes in policy frameworks that affects women’s lives.

8. Nevertheless, even though some of these regional and sub-regional frameworks have been domesticated by many countries, their implementation remains limited. This calls for concerted efforts by development partners to ensure that they support programmes and actions that ensure that the women receive the services they need and that their contribution to the economy is accounted for and recognized.

ⁱ United Nations Conference on Trade and Development (UNCTAD), 2010, *The Least Developed Countries Report 2010, ‘Towards a New International Development Architecture for LDCs’*, UN Publications, New York and Geneva, 2010.

ⁱⁱ African Development Bank, 2011, Annual Meeting, “Towards an Agenda for Inclusive Growth in Africa”, 6 July 2011.

ⁱⁱⁱ ILO, 2009: “World of Work Report 2009: The Global Jobs Crisis and Beyond”; International Institute for Labour Studies, Geneva: ILO, 2009 v1.

^{iv} United Nations Statistical Database.

^v FAO, 2002, ‘Fact Sheet: A gender perspective on land rights’, Rome, 2002a.

^{vi} World Bank, 2007; ‘Agriculture for Development: The Gender Dimensions’, Agriculture for Development Policy Brief, World Bank, Washington D.C. 2007.

^{vii} MDG Report 2010.

^{viii} Deere C. D. and Doss C. R., 2006, “The gender asset gap: What do we know and why does it matter?”, *Feminist Economics*, 2006.

^{ix} World Bank, 2001, ‘Women in the Informal Sector: a Global Picture, the Global Movement’, Martha Alter Chen.

^x FAO, 1998, ‘The right to food in theory and practice’, Rome 1998.