

United Nations Development Programme
Country: Somalia
Annual Work Plan

Project Title:	Strengthening Gender Equality and Women's Empowerment (GEWE) in Somalia Project and UNDP Component of UN Joint Programme Strengthening women's role and participation in peacebuilding - Towards just, fair and inclusive Somalia*
PSG Outcome(s):	1,3,5,CC(CD) &CC(G)
Expected CP Outcome(s): <i>(Those linked to the project and extracted from the CP)</i>	Somali women and men attain greater gender equality and are empowered
Expected Output(s) <i>(Those that will result from the project)</i>	Increased participation and representation of women in politics, peace building and decision making; Increased economic opportunities for women; Measures implemented to prevent SGBV and reduce the prevalence of harmful traditional practices against women and girls; especially FGM; Women supported by appropriately designed, implemented and enforced legal and policy frameworks in line with CEDAW, the Maputo Protocol and Security Council
Project Gender Marker Score: 3 3 – Project has gender equality as a principal objective. 2 – Project has gender equality as a significant objective. 1 – Project will contribute in some way to gender equality, but not significantly. 0 – Project is not expected to contribute noticeably to gender equality	
Executing Entity:	UNDP
Implementing Agencies:	Government, LNGOs, CSOs, consultancy firms

Brief Description

This project updates the first GEWE Project (2012 – 2014) and builds on its achievements to address gender imbalances in Somali society and respond to the acute challenges faced by Somali women today. The project aims at strengthening women's representation and participation in public decision-making processes rendering them more inclusive; engaging community structures to transform negative traditions which limit women's and girls' rights; and addressing challenges of limited capacity and insecurity all of which adversely affect women's ability to voice out their concerns, put forward their agenda, negotiate their interests, claim their rightful space in society and enhance their access to resources and opportunities. The project will leverage on partnerships built with ministries of government, other governing institutions and CSOs to promote legal and policy reforms that eliminate structural barriers to gender equality and put in place policies to empower women and girls. To achieve these aims, the project will substantially contribute to four critical priorities identified through comprehensive consultations with the Somali Federal government (MoWHRD), Somaliland and Puntland government authorities as well as CSOs and gender equality advocates nation-wide. The priorities are: 1) women's participation and representation in decision making and peace building; 2) increasing economic opportunities for women; 3) preventing and reducing SGBV and harmful traditional practices; and 4) gender-responsive legal and policy framework s. * Note this AWP includes for sake of coherence activities of both the Strengthening Gender Equality and Women's Empowerment in Somalia Project and the Joint Programme Strengthening women's role and participation in peacebuilding - Towards just, fair and inclusive Somalia.

Programme Period:	2015 - 2017	Resources required 2015:	\$2,787,986.00
Key Result Area (Strategic Plan)	4	Total allocated resources:	\$2,325,013.00
Atlas Award ID:	60507	Regular TRAC:	\$500,000.00
Start date:	January 2015	Other:	
End Date:	December 2015	Donor: Denmark	\$927,720.00
PAC Meeting Date:	27 th Jan 2015	Donor: Norway	\$417,293.00
Management Arrangement:	Direct	Donor: PBF GPI 2	\$480,000.00
	Implementation	Unfunded budget:	\$462,475.00

Agreed by the Ministry of Women and Human Rights Development (MoWHRD),
Hon. Zahra Mohamed Ali Samatar

Agreed by United Nations Development Program (UNDP)
Country Director, George Conway

ANNUAL WORK PLAN

Year: 2015

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Area	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
			Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount(USD)
Output 1: Increased participation and representation of women in politics. Baseline: 1. No quotas for women in all 3 regions. 2. Data on women candidates for electoral offices at national level not available 3. No gender mainstreamed electoral policies Indicators: 1. Number of regions that adopt quota system for women 2. Number of women that contest in national elections supported by UNDP. 3. Number of electoral policies that mainstream gender equality Targets: Targets (Year 1) 1. At least one region adopts a Quota 2. 150 Women political aspirants and candidates identified and supported 3. At least one Gender sensitive electoral policy <i>Related CP outcome: 4</i>	Activity Result 1.1 Strengthened advocacy for women's political participation and representation in decision making									
	Action 1.1.1. Support to women's groups/networks to develop and implement quota advocacy strategies nationwide (engaging in particular, religious leaders, political parties, electoral institutions, clan and traditional elders, MPs, policy makers, youth and the media).	SL					CSOs, UNDP, Consultancy Firms	Norway	72600 Grants	100,000
	Action 1.1.2. Support national gender machineries and women's groups to participate and contribute to peace and state building efforts focused on newly accessible areas and regional state administrations.	FL					UNDP in collaboration with UNWOMEN and UNSOM	PBF	72600 Grants 71600 Travel	70,000 10,000
	Action 1.1.3. Train 6 CSOs and conduct community engagement in gender-sensitive peacebuilding, democratization, state formation and civic education programmes on emerging electoral processes using the CCE-CC approach PBF 2.2	FL					UNDP, Consultancy Firms	PBF	72700 Training 71600 Travel	160,000 60,000
	Action 1.1.4. Train media houses and journalists on gender and women's rights in the emerging political processes	FL					UNDP	Norway	72700 Training	20,000
	Action 1.1.5. Conduct training on transformational leadership for 70 MPs, DGs, officials of electoral institutions and other relevant decision makers nationwide as champions for Women's quota.	FL, SL					CSOs, Gender machineries, Consultancy Firms, Media	Norway	72700 Training	90,000

Activity Result 1.2 Enhanced capacity for women candidates, community leaders and politicians as agents of change for women's political participation and representation in decision making										
Action 1.2.1. Campaigning, public speaking and leadership trainings for 150 identified women political aspirants and candidates nationwide		FL, SL					CSOs	Norway	71600 Travel 72700 Grants	5,000 45,000
Activity Result 1.3 Key policy making institutions adopt policies, legal and administrative frameworks to enable women's participation in political and peacebuilding processes										
Action 1.3.1. Trainings for electoral institutions and legislative bodies on gender equality and sensitisation to adopt gender-sensitive regulations and procedures for elections.		FL					UNDP, Line Ministries, Consultancy Firms,	Unfunded	71600 Travel 72700 Training	5,000 45,000
Action 1.3.2 Continue engagement with media to raise awareness of gender issues in emerging policy and legislations and women's political rights		FL					MOLSA & MOWDAFA, Consultancy firms, CSOs	Norway	72600 Grants	25,000
75100 GMS PBF 75100 GMS Norway 75100 GMS Unfunded										24,000 22,114 4,000
Output 2: Enabling environment for Increased economic opportunities for women in the private sector										
Activity Result 2.1 Capacities of key ministries and local NGOs built to collect and analyse sex-disaggregated data and develop gender-sensitive value chain analysis and research										
Action 2.1.1 Conduct workshops on sex-disaggregated data collection and analysis for staff of NGOs and line ministries.		PL, SL					UNDP, Line Ministries, CSOs,	DANIDA	71600 Travel 72600 Grants	5,000 40,000
Action 2.1.4 Capacity building training for women business owners to document their day today business experiences to feed into the National data bases		PL, SL					Key Ministries, UNDP, BSCs	Unfunded	71600 Travel 72700 Grants	5,000 45,000
Action 2.1.5 Gender-sensitive value-chain analysis in livestock, agriculture and construction sectors in Somaliland and Puntland		PL SL					UNDP, Line Ministries, Consultancy Firms,	Unfunded	71200 Consultancy	30,000
Activity Result 2.2 Advocacy to foster dialogue and synergy aimed at private sector policy reform or formulation										
Baseline: - Ministries not collecting sex-disaggregated data at present. - Media does not profile women in business/private sector Non-gender friendly private sector policies. - Women employment in private sector is very scanty e.g. the dominant telecommunication and financial institutions is as low as 1% ¹										

¹ UNDP Somalia, 'Role of Women in the Somali Private Sector sstudy', 2014

<p>Indicators:</p> <ul style="list-style-type: none"> - Number of Ministries, NGOs and other agencies collecting sex-disaggregated data. - Number of positive media products on the role of women in business/private sector in Somalia. - Number of gender-sensitive private sector policy reforms - Number of women newly recruited into the big private sector companies targeted for advocacy from 2015 to 2017. <p>Targets (Year 1)</p> <ol style="list-style-type: none"> 1. 3 Ministries identified for capacity building on collecting sex disaggregated data 2. At least 5 media stories on women in the private sector 3. 10 private sector companies advocated adopting gender-sensitive policies and recruiting women. 4. 3% increase of the # of women working in the big private companies <p><i>Related CP outcome: 4</i></p>	<p>Action 2.2.3. Conduct workshops and technical support to large companies to adopt policies on gender-sensitive recruitment..</p>	PL, SL					Line Ministries,	Unfunded	71600 Travel 72700 Grants	5,000 45,000	
	<p>Action 2.2.4 Public dialogue forums on addressing the policy challenges for women in the private sector.</p>	PL, SL					UNDP	Unfunded	72600 Grants	50,000	
	Activity Result 2.3 Conduct social marketing to increase profile of women in the private sector										
	<p>Action 2.3.1 Host workshops on gender-sensitive reporting for local journalists (Theme: <i>"Changing attitudes and perceptions about women's role in the private sector and women's Somali contributions to the economy"</i>) nationwide</p>	PL, SL					UNDP, line Ministries, CSOs	DANIDA	72700 Grants	50,000	
	<p>Action 2.3.2 Paid internships for young women journalists/writers to draft features on women entrepreneurs.</p>	PL, SL					Line ministries, CSOs	DANIDA	72600 Grants	20,000	
	<p>Action 2.3.3 Run monthly Women Entrepreneurs column in local newspapers (with special focus on non-traditional occupations?).</p>	PL, SL					Line ministries, CSOs	DANIDA	72600 Grants	20,000	
	<p>Action 2.3.4 Support at least 6 women entrepreneurs to participate in national, regional and international economic platforms and forums.</p>	PL, FL, SL					Line Ministries ,CSOs	DANIDA	72600 Grants	40,000	
	<p>Action 2.3.5 Consultations on women's social and economic rights (targeting women khat sellers and other women in micro-capital businesses) in each region; develop recommendations for gender considerations and advocate for their inclusion in the review of the relevant bills e.g. on personal status law before parliament in SL.</p>	PL, SL					Line Ministries, CSOs	DANIDA	71600 Travel 72600 Grants	5,000 25,000	
Activity Result 2.4 Support provided to young women to increase their economic opportunities.											

	Action 2.4.1 Arrange and support job fairs for young men and women; including training sessions or seminars on 'soft-skills' (CV writing, interviewing).	All					Line Ministries, BSC	DANIDA	72600 Grants	30,000
	Action 2.4.2 Continued scholarships provided for 60 young women in PL and SL with additional 30 (FL) to pursue tertiary education in science, math, energy, economics, political science, public administration and provide leadership training	ALL					UNDP, Universities/colleges Line Ministries, CSOs	DANIDA	72600 Grants	80,000
	75100 GMS DANIDA 75100 GMS Unfunded									23,263 14,400
Output 3: Measures implemented to prevent SGBV and reduce the prevalence of harmful traditional practices against women and girls; especially FGM	Activity Result 3.1: Enhanced community awareness and ownership to prevent SGBV and reduce FGM prevalence									
Baseline: - No FGM policy adopted in all the three regions; No GBV laws - Currently no community have abandoned FGM Indicators: - Legal and/or policy framework in place to prevent and address FGM and GBV - Number of CCE-CC practicing communities declaring total abandonment of FGM Targets (Year 1) 1. Advocacy for adoption of laws/policies on FGM and GBV 2. CCE-CCs conducted in 12 communities nationwide(At least 2 declare to abandon FGM) 3. .	Action 3.1.1 Select and build capacity of a team of national trainers to function as a national resource and facilitation team on CCE-CC for Gender.	All					UNDP,CSOs, consultancy firms	DANIDA	72600 Grants	20,000
	Action 3.1.2 Double the number of CCE-CC sessions being conducted by CSOs across the regions	All					UNDP, CSOs hosting CCE-CC	DANIDA	71600 Travel 72600 Grants	10,000 60,000
	Action 3.1.3 Support advocacy meeting between the CCE-CC hosting communities and the local authorities to foster collaboration	All					UNDP, CSOs hosting CCE-CC, local governments	DANIDA	72600 Grants	15,000
	Action 3.1.4 Support peer review exchange between CCE-CC practicing communities	All					UNDP, CSOs hosting CCE-CC	DANIDA	72600 Grants	15,000
	Action 3.1.5 Establish CCE-CC online platform and create linkages with the CCE-CC practicing communities across the regions	SL					CSOs hosting CCE-CC	DANIDA	72600 Grants	5,000
	Action 3.1.6 Conduct onsite support visits and peer reviews to observe the CCE-CC on action	ALL					UNDP	DANIDA	71600 Travel	10,000

Related CP outcome:4	Action 3.1.7 Organize exposure visits in liaison with CCE-CC experts to CCE-CC practicing countries	All					UNDP, consultancy firms	DANIDA	71200 Int'l Consultants 71600 Travel	20,000 10,000
	Action 3.1.8 Engage the media and communication specialist in documenting and disseminating significant changes made through CCE-CC as well as best practices	All					UNDP	DANIDA	71600 Travel	10,000
	Activity Results 3.2 Strengthened sensitization at national level for behavioural change to prevent GBV and reduce FGM prevalence									
	Action 3.2.1 Support public consultation on Sexual Offences and GBV bills at SL and FL.	FL, SL					CSOs	TRAC	72600 Grants	40,000
	Action 3.2.2 Support CSOs to sustain advocacy for FGM policy adoption	SL, FL					CSOs	TRAC	72600 Grants	40,000
	Action 3.2.3 Support CSOs to sustain sensitization on GBV and FGM eradication through (inter-generational dialogue between women custodians of the FGM practice and younger generation of women; training and support traditional elders and religious leaders to advocate for FGM eradication; dialogues between men and women youth on prevention of GBV and FGM in each region)	All					UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	5,000 40,000
	Action 3.2.4 Gender machineries lead sensitization on GBV and FGM prevalence through commemorative events.	All					UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	3,000 27,000
	75100 GMS Danida									12,923
Output : 4 Women supported appropriately by designed,	Activity Result 4.1 Existing policies and legislation reviewed from gender perspective to identify gender gaps									

<p>implemented and enforced legal and policy frameworks in line with international and regional instruments</p> <p>Baseline:</p> <ul style="list-style-type: none"> - SL has a Gender Policy with an implementation plan; there are draft policies in FL and PL; No framework for implementation of UNSCRs 1325 – 1820 nationwide - Constitutional provisions on GEWE are weak or ambiguous - Lack of inter-ministerial gender focal points (GFP) and coordination mechanism in SC and PL ;13 ministries have GFP in SL <p>Indicators:</p> <ul style="list-style-type: none"> - Gender Polices adopted in PL and FL - Revised Constitutions in Puntland and Federal level include specific provisions on women’s rights e.g. quotas - Number of ministries with gender focal points (GFP) and umber of regions with inter-ministerial gender coordination mechanism <p>Targets (Year 1)</p> <ol style="list-style-type: none"> 1. Technical support and advocacy for adoption of Gender policies in Puntland and Federal Government 2. Review of Provisional Federal Constitution and PL Constitution ensures consultations with women’s groups. 3. Gender coordination mechanisms established under 	<p>Action 4.1.1 Support mobilization of women groups and organizations to proactively participate in the FL and Puntland Constitutional review processes .</p>	PL					CSOs, MOWDAFA, MoWHRD	PBF	72600 Grants 71600 Travel	25,000 5,000
	<p>Action 4.1.2 Support to MoWHRD to review existing roadmap and implement actions towards adoption of Gender Policy</p>	FL					MoWHRD	TRAC	72600 Grants	25,000
	<p>Action 4.1.3 Support MoWDAFA to review and or reformulate the Gender Policy Paper 2008 and to implement the Ministry’s Strategic Plan 2014 – 2018;</p>	PL					MoWDAFA	TRAC	72600 Grants	25,000
	<p>Action 4.1.4 Technical and programmatic support to the new Ministry of Constitution, Federal Affairs and Democratization (MoCFAD) in Puntland to mainstream Gender into its programmes and operations.</p>	PL					MoCFAD	PBF	72600 Grants	25,000
	<p>Action 4.1.5 In collaboration with other UN agencies and UNDP relevant projects, establish mechanism for systematic gender analysis of all emerging legislation and policies and support national machineries and civil society advocacy to engender them.</p>	FL					UNDP, gender machineries	PBF	72600 Grants	30,000
	Activity 4.2 Enhanced capacity of gender machineries to lead and coordinate gender mainstreaming in government policies and programmes									
<p>Action 4.2.1 Gender Machineries in each region supported to establish and/or strengthen inter-ministerial and multi-sectorial gender coordination mechanism to enhance their effectiveness in gender mainstreaming in all government policies and programmes across all sectors and enhance implementation of the National Gender Policy.</p>	PL, FL					MOLSA, MOWDAFA	MoWHRD, TRAC	72600 Grants	20,000	

the leaderships of the Gender Machineries in South Central, Puntland and Somaliland inter-agency gender coordination mechanism reformulated to strengthen Gender mainstreaming	Action 4.2.2 Gender mainstreaming toolkit finalized and used for gender focal persons training	All					UNDP, UNWomen, MOLSA, MoWHRD, MOWDAFA	TRAC	71200 Int'l Consultants 72500 Printing	20,000 5,000
	Action 4.2.3 Technical capacity of inter-ministerial gender coordination mechanisms enhanced through workshops/trainings on gender mainstreaming	FL, PL					UNDP MOLSA, MoWHRD, MOWDAFA	TRAC	72600 Grants	35,000
	Action 4.2.4 Support government authorities of Somalia and CSOs to participate in international and regional forums related to Gender and women's rights e.g. CSWs, learning and exchange events in the Arab region.	All					UNDP, RBAS, Communities of practice	TRAC	72600 Grants	40,000
75100 GMS DANIDA 75100 GMS PBF										13,293 6,400
Project Management <i>Indicators:</i> <i>Project Board meetings held regularly</i> <i>Programme monitoring missions conducted periodically</i> <i>Midterm AWP review conducted</i> <i>Targets: Four Project Boards held in 2015</i>	Project Management Team established Project Staff Recruited Oversight through quarterly project boards Efficient project and operations support provided	All					UNDP	DANIDA, TRAC, Norway.	61100 NP Staff 61300 IP Staff 71400 Service Contacts 71500 UNV 74100 HACT 73500 Premises & Facilities 74500 Security & Equipment 74100 M&E 72400 Communication 73500 DPC 75100 GMS DANIDA 75100 GMS Norway	42,661 323,594 127,233 122,000 50,000 36,610 37,321 55,950 14,147 120,192 36,444 4,733
TOTAL										2,787,986

SOMALILAND 2015 ANNUAL WORK PLAN

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Area	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
			Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount(USD)
Output 1: Increased participation and representation of women in politics. Baseline: 4. No quotas for women in SL 5. Data on women candidates for SL national election not available 6. No gender mainstreamed electoral policy Indicators: 4. Number of regions that adopt quota system for women 5. Number of women that contest in national elections supported by UNDP. 6. Number of electoral policies that mainstream gender equality Targets: Targets (Year 1) 4. SL adopts a Quota 5. 60 Women political aspirants and candidates identified and supported 6. At least one Gender sensitive electoral policy <i>Related CP outcome: 4</i>	Activity Result 1.1 Strengthened advocacy for women's political participation and representation in decision making									
	Action 1.1.1. Support to women's groups/networks to develop and implement quota advocacy strategies nationwide (engaging in particular, religious leaders, political parties, electoral institutions, clan and traditional elders, MPs, policy makers, youth and the media).	SL					CSOs, UNDP, Consultancy Firms	Norway	72600 Grants	100,000
	Action 1.1.4. Train media houses and journalists on gender and women's rights in the emerging political processes including quota advocacy	SL					UNDP	Norway	72700 Training	8,000
	Action 1.1.5. Conduct training on transformational leadership for 30 MPs, DGs, officials of electoral institutions and other relevant decision makers nationwide as champions for women's quota.	SL					CSOs, Gender machineries, Consultancy Firms, Media	Norway	72700 Training	30,000
	Activity Result 1.2 Enhanced capacity for women candidates, community leaders and politicians as agents of change for women's political participation and representation in decision making									
	Action 1.2.1. Campaigning, public speaking and leadership trainings for 70 identified women political aspirants and candidates nationwide	FL, SL					CSOs	Norway	71600 Travel 72700 Grants	2,500 20,000
75100 GMS Norway									12,454	

<p>Output 2: Enabling environment for Increased economic opportunities for women in the private sector</p> <p>Baseline:</p> <ul style="list-style-type: none"> - Ministries not collecting sex-disaggregated data at present. - Media does not profile women in business/private sector Non-gender friendly private sector policies. - Women employment in private sector is very scanty e.g. the dominant telecommunication and financial institutions is as low as 1%² <p>Indicators:</p> <ul style="list-style-type: none"> - Number of Ministries, NGOs and other agencies collecting sex-disaggregated data. - Number of positive media products on the role of women in business/private sector in Somalia. - Number of gender-sensitive private sector policy reforms - Number of women newly recruited into the big private sector companies targeted for advocacy from 2015 to 2017. <p>Targets (Year 1)</p> <ol style="list-style-type: none"> 5. One Ministry identified for capacity building on collecting sex disaggregated data 6. At least 3 media stories on women in the private sector 7. 5 private sector companies 	<p>Activity Result 2.1 Capacities of key ministries and local NGOs built to collect and analyse sex-disaggregated data and develop gender-sensitive value chain analysis and research</p>									
	<p>Action 2.1.1 Conduct workshops on sex-disaggregated data collection and analysis for staff of NGOs and line ministries.</p>	SL					UNDP, Line Ministries, CSOs,	DANIDA	71600 Travel 72600 Grants	25,000 20,000
	<p>Action 2.1.4 Capacity building training for women business owners to document their day today business experiences to feed into the National data bases</p>	SL					Key Ministries, UNDP, BSCs	Unfunded	71600 Travel 72700 Grants	2,500 22,500
	<p>Action 2.1.5 Gender-sensitive value-chain analysis in livestock, agriculture and construction sectors in Somaliland and Puntland</p>	SL					UNDP, Line Ministries, Consultancy Firms,	Unfunded	71200 Consultancy	15,000
	<p>Activity Result 2.2 Advocacy to foster dialogue and synergy aimed at private sector policy reform or formulation</p>									
	<p>Action 2.2.3. Conduct workshops and technical support to large companies to adopt policies on gender-sensitive recruitment..</p>	SL					Line Ministries,	Unfunded	71600 Travel 72700 Grants	2,500 22,500
	<p>Action 2.2.4 Public dialogue forums on addressing the policy challenges for women in the private sector.</p>	SL					UNDP	Unfunded	72600 Grants	25,000
	<p>Activity Result 2.3 Conduct social marketing to increase profile of women in the private sector</p>									
	<p>Action 2.3.1 Host workshops on gender-sensitive reporting for local journalists (Theme: <i>"Changing attitudes and perceptions about women's role in the private sector and women's Somali contributions to the economy"</i>) nationwide</p>	SL					UNDP, line Ministries, CSOs	DANIDA	72700 Grants	25,000
	<p>Action 2.3.2 Paid internships for young women journalists/writers to draft features on women entrepreneurs.</p>	SL					Line ministries, CSOs	DANIDA	72600 Grants	10,000

² UNDP Somalia, 'Role of Women in the Somali Private Sector sstudy', 2014

<p>advocated adopting gender-sensitive policies and recruiting women.</p> <p>8. 1% increase of the # of women working in the big private companies</p> <p><i>Related CP outcome: 4</i></p>	<p>Action 2.3.3 Run monthly Women Entrepreneurs column in local newspapers (with special focus on non-traditional occupations?).</p>	SL					Line ministries, CSOs	DANIDA	72600 Grants	10,000	
	<p>Action 2.3.4 Support at least 2 women entrepreneurs to participate in national, regional and international economic platforms and forums.</p>	SL					Line Ministries ,CSOs	DANIDA	72600 Grants	10,000	
	<p>Action 2.3.5 Consultations on women's social and economic rights (targeting women khat sellers and other women in micro-capital businesses) in each region; develop recommendations for gender considerations and advocate for their inclusion in the review of the relevant bills e.g. on personal status law before parliament in SL.</p>	SL					Line Ministries, CSOs	DANIDA	71600 Travel 72600 Grants	2,500 13,000	
	Activity Result 2.4 Support provided to young women to increase their economic opportunities.										
	<p>Action 2.4.1 Arrange and support job fairs for young men and women; including training sessions or seminars on 'soft-skills' (CV writing, interviewing).</p>	SL					Line Ministries, BSC	DANIDA	72600 Grants	10,000	
	<p>Action 2.4.2 Continued scholarships provided for 30 young women SL and provide leadership training</p>	SL					UNDP, Universities/colleges Line Ministries, CSOs	DANIDA	72600 Grants	25,000	
<p>75100 GMS DANIDA 75100 GMS Unfunded</p>										11,114 7,200	
<p>Output 3: Measures implemented to prevent SGBV and reduce the prevalence of harmful traditional practices against women and girls; especially FGM</p> <p>Baseline:</p> <ul style="list-style-type: none"> - No FGM policy adopted in all the three regions; No GBV laws - Currently no community have 	Activity Result 3.1: Enhanced community awareness and ownership to prevent SGBV and reduce FGM prevalence										
	<p>Action 3.1.1 Select and build capacity of a team of national trainers to function as a national resource and facilitation team on CCE-CC for Gender.</p>	SL					UNDP,CSOs, consultancy firms	DANIDA	72600 Grants	8,000	
	<p>Action 3.1.2 Double the number of CCE-CC sessions being conducted by CSOs across the regions</p>	SL					UNDP, CSOs hosting CCE-CC	DANIDA	71600 Travel 72600 Grants	2,000 30,000	

<p>abandoned FGM</p> <p>Indicators:</p> <ul style="list-style-type: none"> - Legal and/or policy framework in place to prevent and address FGM and GBV - Number of CCE-CC practicing communities declaring total abandonment of FGM <p>Targets (Year 1)</p> <p>4. Advocacy for adoption of laws/policies on FGM and GBV</p> <p>5. CCE-CCs conducted in 12 communities nationwide(At least 1 declare to abandon FGM)</p> <p><i>Related CP outcome:4</i></p>	<p>Action 3.1.3 Support advocacy meeting between the CCE-CC hosting communities and the local authorities to foster collaboration</p>	SL				UNDP, CSOs hosting CCE-CC, local governments	DANIDA	72600 Grants	3,120	
	<p>Action 3.1.4 Support peer review exchange between CCE-CC practicing communities</p>	SL				UNDP, CSOs hosting CCE-CC	DANIDA	72600 Grants	5,000	
	<p>Action 3.1.5 Establish CCE-CC online platform and create linkages with the CCE-CC practicing communities across the regions</p>	SL				CSOs hosting CCE-CC	DANIDA	72600 Grants	5,000	
	<p>Action 3.1.6 Conduct onsite support visits and peer reviews to observe the CCE-CC on action</p>	SL				UNDP	DANIDA	71600 Travel	4,000	
	<p>Action 3.1.7 Organize exposure visits in liaison with CCE-CC experts to CCE-CC practicing countries</p>	SL				UNDP, consultancy firms	DANIDA	71200 Int'l Consultants 71600 Travel	8,000 2,000	
	<p>Action 3.1.8 Engage the media and communication specialist in documenting and disseminating significant changes made through CCE-CC as well as best practices</p>	SL				UNDP	DANIDA	71600 Travel	3,000	
	Activity Results 3.2 Strengthened sensitization at national level for behavioural change to prevent GBV and reduce FGM prevalence									
	<p>Action 3.2.1 Support public consultation on GBV bills in SL</p>					CSOs	TRAC	72600 Grants	15,000	
	<p>Action 3.2.2 Support CSOs to sustain advocacy for FGM policy adoption</p>	SL				CSOs	TRAC	72600 Grants	20,000	

	Action 3.2.3 Support CSOs to sustain sensitization on GBV and FGM eradication through (inter-generational dialogue between women custodians of the FGM practice and younger generation of women; training and support traditional elders and religious leaders to advocate for FGM eradication; dialogues between men and women youth on prevention of GBV and FGM in each region)	SL					UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	1,000 10,000	
	Action 3.2.4 Gender machineries lead sensitization on GBV and FGM prevalence through commemorative events.	SL					UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	1,000 9,000	
	75100 GMS Danida									5,178	
Output : 4 Women supported by appropriately designed, implemented and enforced legal and policy frameworks in line with international and regional instruments	Activity 4.2 Enhanced capacity of gender machineries to lead and coordinate gender mainstreaming in government policies and programmes										
Baseline: - SL has a Gender Policy with an implementation plan; No framework for implementation of UNSCRs 1325 – 1820 - 13 ministries have GFP in SL	Action 4.2.1 Gender Machinery supported to strengthen inter-ministerial and multi-sectorial gender coordination mechanism to enhance their effectiveness in gender mainstreaming in all government policies and programmes across all sectors and enhance implementation of the National Gender Policy.	PL, FL					MOLSA,	TRAC	72600 Grants	5,000	
Indicators:	Action 4.2.2 Gender mainstreaming toolkit finalized and used for gender focal persons training	All					UNDP, UNWomen, MOLSA, MoWHRD, MOWDAFA	TRAC	71200 Int'l Consultants 72500 Printing	5,000 2,000	

<ul style="list-style-type: none"> - Enhanced implementation of Gender Policy - Number of ministries with gender focal points (GFP) and number of inter-ministerial gender coordination mechanism <p>Targets (Year 1)</p> <ul style="list-style-type: none"> 4. Somaliland inter-agency gender coordination mechanism reformulated to strengthen Gender mainstreaming 5. At least 18 Ministers have GFPs and at least 4 Gender coordination mechanisms held, 	<p>Action 4.2.4 Support government authorities and CSOs to participate in international and regional forums related to Gender and women's rights e.g. CSWs, learning and exchange events in the Arab region.</p>	All				UNDP, RBAS, Communities of practice	TRAC	72600 Grants	10,000
<p>Project Management</p> <p><i>Indicators:</i> <i>Project Board meetings held regularly</i> <i>Programme monitoring missions conducted periodically</i> <i>Midterm AWP review conducted</i></p> <p><i>Targets: Four Project Boards held in 2015</i></p>	<p>Project Management Team established</p> <p>Project Staff Recruited</p> <p>Oversight through quarterly project boards</p> <p>Efficient project and operations support provided</p>	SL				UNDP	DANIDA, TRAC, Norway.	71400 Service Contacts 71500 UNV 73500 Premises & Facilities 74500 Security & Equipment 74100 M&E 72400 Communication 73500 DPC 75100 GMS DANIDA 75100 GMS Norway	27,824 61,000 31,710 29,801 47,637 11,420 66,617 2,055 4,733
TOTAL									862,863

PUNTLAND 2015 ANNUAL WORK PLAN

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Area	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
			Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount(USD)
Output 1: Increased participation and representation of women in politics. Baseline: 7. Data on women candidates for electoral offices at national level not available 8. No gender mainstreamed policies advocated Indicators: 7. Number of women that contest in national elections supported by UNDP. 8. Number of electoral policies that mainstream gender equality Targets: Targets (Year 1) 7. 50 Women political aspirants and candidates identified and supported 8. At least one Gender sensitive policy advocated <i>Related CP outcome: 4</i>	Activity Result 1.1 Strengthened advocacy for women's political participation and representation in decision making									
	Action 1.1.3. Train 2 CSOs and conduct community engagement in gender-sensitive peacebuilding, democratization, state formation and civic education programmes on emerging electoral processes using the CCE-CC approach PBF 2.2	PL					UNDP, Consultancy Firms	PBF	72700 Grant 71600 Travel	40,000 10,000
	Action 1.1.4. Train media houses and journalists on gender and women's rights in the emerging political processes	PL					UNDP	Norway	72700 Training	5,000
	Activity Result 1.3 Key policy making institutions adopt policies, legal and administrative frameworks to enable women's participation in political and peacebuilding processes									
	Action 1.3.2 Continue engagement with media to raise awareness of gender issues in emerging policy and legislations and women's political rights	PL					MOWDAFA, firms, CSOs Consultancy	Norway	72600 Grants	15,000
		75100 GMS PBF 75100 GMS Norway								4,000 1,552
Output 2: Enabling environment for Increased economic opportunities for women in the private sector	Activity Result 2.1 Capacities of key ministries and local NGOs built to collect and analyse sex-disaggregated data and develop gender-sensitive value chain analysis and research									
	Action 2.1.1 Conduct workshops on sex-disaggregated data collection and analysis for staff of NGOs and line ministries.	PL					UNDP, Line Ministries, CSOs,	DANIDA	71600 Travel 72600 Grants	2,500 20,000

<p>Baseline:</p> <ul style="list-style-type: none"> - Ministries not collecting sex-disaggregated data at present. - Media does not profile women in business/private sector Non-gender friendly private sector policies. - Women employment in private sector is very scanty e.g. the dominant telecommunication and financial institutions is as low as 1%³ <p>Indicators:</p> <ul style="list-style-type: none"> - Number of Ministries, NGOs and other agencies collecting sex-disaggregated data. - Number of positive media products on the role of women in business/private sector in Somalia. - Number of gender-sensitive private sector policy reforms - Number of women newly recruited into the big private sector companies targeted for advocacy from 2015 to 2017. <p>Targets (Year 1)</p> <ol style="list-style-type: none"> 1 Ministries identified for capacity building on collecting sex disaggregated data At least 2 media stories on women in the private sector 5 private sector companies advocated adopting gender-sensitive policies and recruiting women. 1% increase of the # of women working in the big private companies <p><i>Related CP outcome: 4</i></p>	<p>Action 2.1.4 Capacity building training for women business owners to document their day today business experiences to feed into the National data bases</p>	PL					Key Ministries, UNDP, BSCs	Unfunded	71600 Travel 72700 Grants	2,500 22,500	
	<p>Action 2.1.5 Gender-sensitive value-chain analysis in livestock, agriculture and construction sectors in Puntland</p>	PL						UNDP, Line Ministries, Consultancy Firms,	Unfunded	71200 Consultancy	15,000
	Activity Result 2.2 Advocacy to foster dialogue and synergy aimed at private sector policy reform or formulation										
	<p>Action 2.2.3. Conduct workshops and technical support to large companies to adopt policies on gender-sensitive recruitment..</p>	PL						Line Ministries,	Unfunded	71600 Travel 72700 Grants	2,500 22,500
	<p>Action 2.2.4 Public dialogue forums on addressing the policy challenges for women in the private sector.</p>	PL,						UNDP	Unfunded	72600 Grants	25,000
	Activity Result 2.3 Conduct social marketing to increase profile of women in the private sector										
	<p>Action 2.3.1 Host workshops on gender-sensitive reporting for local journalists (Theme: <i>"Changing attitudes and perceptions about women's role in the private sector and women's Somali contributions to the economy"</i>) nationwide</p>	PL						UNDP, line Ministries, CSOs	DANIDA	72700 Grants	25,000
	<p>Action 2.3.2 Paid internships for young women journalists/writers to draft features on women entrepreneurs.</p>	PL						Line ministries, CSOs	DANIDA	72600 Grants	10,000
	<p>Action 2.3.3 Run monthly Women Entrepreneurs column in local newspapers (with special focus on non-traditional occupations?).</p>	PL						Line ministries, CSOs	DANIDA	72600 Grants	10,000
	<p>Action 2.3.4 Support at least 2 women entrepreneurs to participate in national, regional and international economic platforms and forums.</p>	PL						Line Ministries ,CSOs	DANIDA	72600 Grants	20,000

³ UNDP Somalia, 'Role of Women in the Somali Private Sector sstudy', 2014

	Action 2.3.5 Consultations on women's social and economic rights (targeting women khat sellers and other women in micro-capital businesses) in each region; develop recommendations for gender considerations and advocate for their inclusion in the review of the relevant bills e.g. on personal status law before parliament in SL.	PL					Line Ministries, CSOs	DANIDA	71600 Travel 72600 Grants	2,500 12,000
Activity Result 2.4 Support provided to young women to increase their economic opportunities.										
	Action 2.4.1 Arrange and support job fairs for young men and women; including training sessions or seminars on 'soft-skills' (CV writing, interviewing).	PL					Line Ministries, BSC	DANIDA	72600 Grants	15,000
	Action 2.4.2 Continued scholarships provided for 30 young women in PL and provide leadership training	PL					UNDP, Universities/colleges Line Ministries, CSOs	DANIDA	72600 Grants	30,000
	75100 GMS DANIDA 75100 GMS Unfunded									11,594 7,200
Output 3: Measures implemented to prevent SGBV and reduce the prevalence of harmful traditional practices against women and girls; especially FGM										
Activity Result 3.1: Enhanced community awareness and ownership to prevent SGBV and reduce FGM prevalence										
Baseline: - No FGM policy adopted in all the three regions; No GBV laws - Currently no community have abandoned FGM Indicators: - Legal and/or policy framework in place to prevent and address FGM and GBV - Number of CCE-CC practicing communities declaring total abandonment of FGM Targets (Year 1) 6. Advocacy for adoption of laws/policies on FGM and GBV 7. CCE-CCs conducted in 5 communities nationwide	Action 3.1.1 Select and build capacity of a team of national trainers to function as a national resource and facilitation team on CCE-CC for Gender.	PL					UNDP,CSOs, consultancy firms	DANIDA	72600 Grants	8,000
	Action 3.1.2 Double the number of CCE-CC sessions being conducted by CSOs across the regions	PL					UNDP, CSOs hosting CCE-CC	DANIDA	72600 Grants	30,000
	Action 3.1.3 Support advocacy meeting between the CCE-CC hosting communities and the local authorities to foster collaboration	PI					UNDP, CSOs hosting CCE-CC, local governments	DANIDA	72600 Grants	15,000
	Action 3.1.4 Support peer review exchange between CCE-CC practicing communities	PL					UNDP, CSOs hosting CCE-CC	DANIDA	72600 Grants	5,000
	Action 3.1.6 Conduct onsite support visits and peer reviews to observe the CCE-CC on action	PL					UNDP	DANIDA	71600 Travel	6,000

<i>Related CP outcome:4</i>	Action 3.1.7 Organize exposure visits in liaison with CCE-CC experts to CCE-CC practicing countries	PL					UNDP, consultancy firms	DANIDA	71200 Int'l Consultants 71600 Travel	12,000 8,000	
	Action 3.1.8 Engage the media and communication specialist in documenting and disseminating significant changes made through CCE-CC as well as best practices	PL					UNDP	DANIDA	71600 Travel	7,000	
	Activity Results 3.2 Strengthened sensitization at national level for behavioural change to prevent GBV and reduce FGM prevalence										
	Action 3.2.3 Support CSOs to sustain sensitization on GBV and FGM eradication through (inter-generational dialogue between women custodians of the FGM practice and younger generation of women; training and support traditional elders and religious leaders to advocate for FGM eradication; dialogues between men and women youth on prevention of GBV and FGM in each region)	PL						UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	3,000 20,000
	Action 3.2.4 Gender machineries lead sensitization on GBV and FGM prevalence through commemorative events.	PL						UNDP,CSOs, Line Ministries	TRAC	71600 Travel 72600 Grants	1,000 9,000
	75100 GMS Danida									6,720	
Output : 4 Women supported by appropriately designed, implemented and enforced legal and policy frameworks in line with international and regional instruments Baseline: - PL No framework for implementation of UNSCRs	Activity Result 4.1 Existing policies and legislation reviewed from gender perspective to identify gender gaps										
	Action 4.1.1 Support mobilization of women groups and organizations to proactively participate in Puntland Constitutional review processes .	PL						CSOs, MOWDAFA	PBF	72600 Grants 71600 Travel	25,000 5,000
	Action 4.1.3 Support MoWDAFA to review and or reformulate the Gender Policy Paper 2008 and to implement the Ministry's Strategic Plan 2014 – 2018;	PL						MoWDAFA	TRAC	72600 Grants	25,000

<p>1325 – 1820 nationwide</p> <ul style="list-style-type: none"> - Constitutional provisions on GEWE are weak or ambiguous - Lack of inter-ministerial gender focal points (GFP) and coordination mechanism in PL <p>Indicators:</p> <ul style="list-style-type: none"> - Gender Polices adopted in PL - Revised Constitutions in Puntland include specific provisions on women’s rights e.g. quotas - Number of ministries with gender focal points (GFP) and umber of regions with inter-ministerial gender coordination mechanism <p>Targets (Year 1)</p> <ol style="list-style-type: none"> 6. Technical support and advocacy for adoption of Gender policies in Puntland 7. Review of PL Constitution ensures consultations with women’s groups. 8. Gender coordination mechanisms established under the leaderships of WoWDAFA Puntland 	<p>Action 4.1.4 Technical and programmatic support to the new Ministry of Constitution, Federal Affairs and Democratization (MoCFAD) in Puntland to mainstream Gender into its programmes and operations.</p>	PL					MoCFAD	PBF	72600 Grants	25,000	
	Activity 4.2 Enhanced capacity of gender machineries to lead and coordinate gender mainstreaming in government policies and programmes										
		<p>Action 4.2.1 Gender Machineries in each region supported to establish and/or strengthen inter-ministerial and multi-sectorial gender coordination mechanism to enhance their effectiveness in gender mainstreaming in all government policies and programmes across all sectors and enhance implementation of the National Gender Policy.</p>	PL					MOWDAFA	TRAC	72600 Grants	10,000
		<p>Action 4.2.2 Gender mainstreaming toolkit finalized and used for gender focal persons training</p>	PL					UNDP, UNWomen, MOWDAFA	TRAC	71200 Int’l Consultants 72500 Printing	10,000 3,000
		<p>Action 4.2.3 Technical capacity of inter-ministerial gender coordination mechanisms enhanced through workshops/trainings on gender mainstreaming</p>	PL					UNDP MOLSA, MoWHRD, MOWDAFA	TRAC	72600 Grants	20,000
	<p>Action 4.2.4 Support government authorities of Somalia and CSOs to participate in international and regional forums related to Gender and women’s rights e.g. CSWs, learning and exchange events in the Arab region.</p>	PL					UNDP, RBAS, Communities of practice	TRAC	72600 Grants	15,000	
	75100 GMS PBF									6,400	

Project Management <i>Indicators:</i> <i>Project Board meetings held regularly</i> <i>Programme monitoring missions conducted periodically</i> <i>Midterm AWP review conducted</i> <i>Targets: Four Project Boards held in 2015</i>	Project Management Team established Project Staff Recruited Oversight through quarterly project boards Efficient project and operations support provided	PL					UNDP	DANIDA, TRAC, Norway.	71400 Service Contacts 71500 UNV 74100 HACT 73500 Premises & Facilities 74500 Security & Equipment 74100 M&E 72400 Communication 73500 DPC 75100 GMS DANIDA	27,824 61,000 30,000 31,710 23,296 45,511 9,273 57,040 2,055
TOTAL									829,415	