

United Nations Development Programme

Country: Azerbaijan

**Substantive Revision IV to the Project Document of the Technical Assistance Project:
Promoting Rural Women Participation in the Economic and Social Life**

Project Title: Economic Empowerment for Entrepreneurship and Employment (E4)

UNAPF/CP Outcome(s): UNAPF 2016-2020 Outcome1: By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups

Expected Output(s): Improved capacity of women and youth for active economic and social participation in Masalli

Implementing Agency: The State Committee for Family, Women and Children Affairs

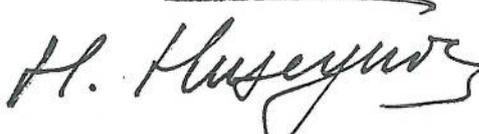
Implementing Partner: United Nations Development Programme

Narrative

The purpose of this project revision is to support the State Committee for Family, Women and Children Affairs (SCFWCA) of the Republic of Azerbaijan in creation of opportunities for women and youth of Masalli region to fully participate in economic and social life of their community. This project will benefit from UNDP's experience accumulated throughout the implementation of the similar projects in Sabirabad and Neftchala regions and will use the methodology already successfully tested. The key results will include: establishment and capacity building of Masalli Women Resource Center (WRC); support to establishment of women-led businesses; increased gender awareness among target communities; sensitivity to gender issues among local- and central-level public officials; and support to the development of job search and networking skills of young job-seekers.

Programme Period: 2016-2020
Strategic Plan: Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment.
Project Title: Promoting Rural Women Participation in Economic and Social Life – Economic Empowerment for Entrepreneurship and Employment (E4)
Atlas Award ID: 00092609
Project ID: 00097220
Start date: 27 November 2015
End Date: 27 November 2017
Management Arrangements: NEX with Support Services

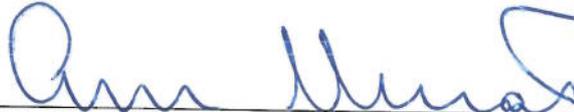
Total resources required	USD 220,499
Total allocated resources:	USD 220,499
• UNDP	USD 42,181
• USAID	USD 178,318
• Unfunded budget:	0
• GMS	USD 13,209
• In-kind Contributions	USD 121,200

 18.03.2016

Agreed by the Government of Azerbaijan

Ms. Hijran Huseynova, Chairperson of the State
Committee for Family, Women and Children Affairs

Agreed by UNDP

 09.03.2016
Mr. Ercan Murat, Resident Representative a.i.

I. Situation Analysis

At the time of achieving independence, Azerbaijan was a low-income country striving to transition to the market economy. Despite the burden of the unresolved conflict, the country managed to restore economic stability and achieved high rates of growth. This growth was mainly fuelled by revenues from the oil industry although the government has acknowledged the need for creating employment and growth in the non-oil sectors.

Today Azerbaijan has achieved a relatively high GDP per capita which qualifies it to the Upper Middle Income category and has set more ambitious long-term development goals. As stated in the Azerbaijan: *Vision 2020* national development concept, Azerbaijan recognizes the hydrocarbon reliance as a challenge and has declared its goal to move to a new economic structure driven by efficient and innovative non-oil sector employing skilled work force. One of the main directions to ensure progress towards this goal is creation of productive jobs to move the country along the path to efficiency and innovation.

In order to reach this goal, the country needs to pay particular attention to the existing labour market imbalances and address specific vulnerabilities. UNDP's Study "Towards Decent Employment Through Accelerated Structural Reform" (2013) identifies **women and young people** as vulnerable population groups with special needs to be considered in the process of developing new employment policies.

In order to create equal opportunities for employment for men and women, gender considerations should be at the centre of any economic and social policies. Azerbaijan has a well-developed legislative base for protection of women's economic rights. The Constitution of the Republic of Azerbaijan guarantees its citizens gender equality and freedom from all kinds of discrimination in all spheres of life. National legislation stipulates equal rights of men and women to engage in all types of economic activity, inherit, own and sell property, and receive bank loans. Azerbaijan ratified major international agreements on human rights, including the Convention on Elimination of all forms of Discrimination Against Women (CEDAW) in 1995.

Over the past decade marked by positive economic growth, the employment rate of women in Azerbaijan has increased. Azeri women have relatively high economic activity (64.5% in 2013) and employment rates (94.1%, 2013) by international standards, and particularly when compared to other CIS countries and non-EU European countries. However, the employment success of women comes at a price and is commensurate with their willingness to accept substandard employment conditions, low paid formal jobs, or informal employment. Azeri women still have higher unemployment rates and higher shares in informal employment than Azeri men. Average monthly salary received by men makes AZN 546 against AZN 259 received by women as Azeri women are disproportionately concentrated in sectors that pay the lowest wages such as agriculture, education, health care and social work. The Concluding Observations of the CEDAW issued in 2015, has called Azerbaijani State to *"increase its efforts to encourage and support women's economic empowerment and entrepreneurship, especially among rural women, including by providing access to credit, land and other resources and training in microenterprise development and management, and monitor the impact of those initiatives on women.."*¹

Since 2011 UNDP, jointly with the SCWFCA, has been promoting economic and social participation of women from rural and peri-urban areas through establishment of pilot Women Resource Centres in Sabirabad and Neftchala regions. WRCs have provided access to information on women's rights, built skills in starting up businesses, sensitized banks and private companies on gender issues, facilitated participation of rural women in community based activism through awareness raising, capacity development and network building.

¹ CEDAW/C/AZE/CO/5 - Economic empowerment of women, article 34

http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FAZE%2FCO%2F5&Lang=ru

II. Strategy

In the course of implementation of this project, UNDP will support the efforts of the SCFWCA in building capacity of rural women, generating productive cooperation between rural women entrepreneurs and financial institutions, developing gender sensitive programs and policies addressing the needs of rural women and collecting and analyzing the data on needs and concerns of rural women in the area of economic empowerment and community development.

The key results will include: establishment and capacity building of Masalli Women Resource Center (WRC); support to establishment of women-led businesses; increased gender awareness among target communities; sensitivity to gender issues among local and central-level public officials.

The project will create opportunities for rural women to fully participate in the economic and social life of their community through establishment of the WRC in Masalli. WRC will act as a technical facility providing a broad range of services to women. The WRC should build its operations drawing on active local network of women and strong interest of local authorities to address women's issues.

Project Goal and Objectives

The **overall goal** of the project is to support economic empowerment for entrepreneurship and employment among rural and young women in Masalli region of Azerbaijan.

The **expected project outcome:** Women are empowered towards more active participation in economic and social life in the regions. This Outcome will be accomplished through promoting economic and social participation of rural women and raising awareness through establishing a Women Resource Center in Masalli.

The **specific project objectives** and corresponding activities are as follows:

Objective 1: Support rural women willing to increase the level of their economic activity through capacity development and network building.

Indicative activities include:

- Assessment of needs and concerns of rural women in the region and surrounding villages;
- Assessment of employment opportunities through identifying demand in the local labour market that could be filled by active women of the region;
- Training sessions on job search skills, CV writing, and specific topics relevant to the labour market needs;
- Training course on business start-up and basic financial literacy, followed by submission of micro-project business proposals ("Business Plan Competition"), (one round of competition every year, 5 awards in each round, \$4,000 per award in average);
- In-kind support to 10 best micro-project business proposals;
- Awareness raising and sensitization campaign to change gender stereotyping related to the choice of jobs and gender-based distribution of family duties;
- Raise awareness among rural women and girls about positive experience of local women entrepreneurs and successful professional women;
- In cooperation with local government organize a job fair specifically targeting rural women who seek employment.

Objective 2: Strengthen the role of women in community based decision-making and build capacity of the central and local authorities to address the needs of women

Indicative activities include:

- Establishment of and Capacity development of the regional WRC to ensure better access to information on women's economic rights, social protection, employment and credit opportunities;
- Training on Strengthening Women's Social Participation in Rural and Sub-urban Areas;
- Training on the NGO establishment and Management
- Support to WRC registration as a local NGO.
- Training on the "Development of policies and programmatic interventions in the area of economic empowerment and community-based activism of women" for the staff of local executive authority of Masalli and the SCFWCA;
- Publishing of educational materials for the government staff working with rural women for the advancement of gender equality in community development and economic participation;
- Conduct training sessions on gender sensitive service provision and benefits of gender sensitive employment strategies for the staff members of active banks, non-banking credit institutions and private companies both at local and central levels.

The expected female enrolment for the capacity building trainings is 20-25 women.

Prior to the start of activities a project presentation will be made in Masalli region to ensure that local women are aware of the project and have an opportunity to express interest in the offered trainings. Further, the project team will also consult local community activists. During the selection process the project will make sure that the target group has a balanced representation of women residing in villages and regional centre; economically active and willing to engage in economic activities; women active in their communities and women willing to become active in their communities. While the project will not introduce strict age-based criteria, young women will be the first choice.

This project will benefit from UNDP's experience accumulated throughout the implementation of the similar projects in Sabirabad and Neftchala regions and will use the methodology already successfully tested.

III. Results and resources framework

<p>Intended Outcome as stated in the Country Program Results and Resource Framework: UNAPF 2016-2020 Outcome1: By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p> <p>Outcome indicators as stated in the Country Programme Results and Resources Framework, including baseline and targets:</p> <p>3. Indicator: Unemployment rate disaggregated by sex and age</p> <p>Baseline (2014): Females: 5.8%</p> <p>Target: Females: 5.7%</p> <p>Applicable Output(s) from the UNDP Strategic Plan: Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment.</p> <p>Partnership Strategy: State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan (SCFWCA), local executive authority in Masalli region</p> <p>Project title and ID (ATLAS Award ID): Promoting Rural Women Participation in the Economic and Social Life – Economic Empowerment for Entrepreneurship and Employment (Project ID: 00097220, AWARD ID: 00092609)</p>				
INTENDED OUTPUTS	OUTPUT TARGETS FOR 2016-2017	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS
<p>Output. Improved capacity of women and youth for active economic and social participation in Masalli</p> <p>Component 1: Promoting economic and social participation of rural women and raising awareness through establishing a Women Resource Center in Masalli</p>				
<p>Baseline 1.1.1 There is a shortage of information on economic opportunities and employer expectations in Masalli</p> <p>Indicator 1.1.1 Comprehensive labour market assessment and economic mapping conducted – yes/no</p> <p>Indicator 1.1.2 Number of women benefiting from business development/support services</p> <p>Baseline 1.2.1 Low awareness about the benefits of</p>	<ul style="list-style-type: none"> Assessment of the needs and concerns of rural women and the economic mapping of Masalli conducted WRC established and operational in Masalli 40 women attend trainings on basic professional skills 40 women attend trainings on basics of business development and financial literacy Total of 10 new women-led businesses are jump-started in 	<p>Objective 1: Support rural women willing to increase the level of their economic activity through capacity development and network building.</p> <p>1.1 Assessment of needs and concerns of rural women in the region</p> <p>1.2 Assessment of employment opportunities</p> <p>1.3 Training sessions on specific topics relevant to the labour market needs</p> <p>1.4 Training course on business start-up and basic financial literacy</p> <p>1.5 In-kind support to 10 best micro-project business proposals</p> <p>1.6 Awareness raising and sensitization campaign to change gender stereotyping related to the choice of</p>	<p>UNDP, SCFWCA</p>	<p>Business start-ups \$40,000 Local consultants \$24,000 International consultant \$13,000 WRC costs (communications, postal, sundries, etc) \$7,220 Job fair \$6,000 Equipment \$5,000 Furniture \$5,000 Supplies \$4,800 Audio-visual & publications \$4,000 Translation \$1,999 Travel \$1,200 GMS \$5,603</p>
				\$117,822

<p>women's social participation among general population and local governance:</p> <p>Indicator 1.2.1 Number of community interlocutors (municipalities, teachers, the elderly, etc) exposed to gender sensitization and principles of gender equality</p> <p>Baseline 1.3.1 Public agencies and private institutions require practical skills and tools for addressing the needs of rural and female constituencies.</p> <p>Indicator 1.3.1 Number of public officials attending the trainings</p> <p>Indicator 1.3.2 Number of representatives from banking and credit institutions attending the trainings</p>	<p>Masalli (5 businesses each year)</p> <ul style="list-style-type: none"> • Job fair organized in Masalli • At least 20 women attend the training on Strengthening Women's Social Participation in Masalli • At least 100 men and women are attend the awareness raising workshops in Masalli • 20 public officials (men and women) attend the relevant trainings • 20 representatives (men and women) of private sector institutions attend the relevant trainings • Educational materials published and distributed 	<p>jobs</p> <p>1.7 Organize a job fair specifically targeting rural women</p> <p>Objective 2: Strengthen the role of women in community based decision-making and build capacity of the central and local authorities to address the needs of women</p> <p>2.1 Establishment of and Capacity development of the regional WRC</p> <p>2.2 Training on Strengthening Women's Social Participation</p> <p>2.3 Training on the NGO establishment and Management</p> <p>2.4 Support to WRC registration as a local NGO</p> <p>2.5 Training on the "Development of policies and programmatic interventions for economic empowerment" for staff of Masalli REA and the SCFWCA</p> <p>2.6 Publishing of educational materials for the government staff</p> <p>2.7 Training sessions on gender sensitive service provision for banks, non-banking credit institutions and private companies</p>		
<p>Component 2. Project Management</p>			<p>UNDP, SCFWCA</p>	<p>\$102,677</p>
		<p>On-going project management, monitoring and reporting</p>		<p>Contractual Services (PM and PA salaries) \$73,311 Admin expenses \$21,760 GMS \$7,606</p>
			<p>Total Cost:</p>	<p>\$220,499</p>

Project Title: Promoting Rural Women Participation in the Economic and Social Life – Economic Empowerment for Entrepreneurship and Employment (E4)
Year: 2017

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output: Improved capacity of women and youth for active economic and social participation in Masalli</p> <p><u>UNAPF 2016-2020</u> <u>Outcome1:</u> By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p>	<p>Component 1: Promoting economic and social participation of rural women and raising awareness through establishing a Women Resource Center in Masalli</p> <p>Objective 1: Support rural women willing to increase the level of their economic activity through capacity development and network building.</p>							\$52,829	
	1.3 Training sessions on topics relevant to the labour market needs	X	X			UNDP, SCFWCA	USAID	Local Consultant Supplies	\$3,000 \$1,200
	1.4 Training course on business start-up and basic financial literacy		X	X	X		USAID	Local Consultant Travel	\$1,500 \$600
	1.5 In-kind support to 5 best micro-project business proposals		X	X	X		UNDP	Supplies and materials	\$20,000
	1.6 Awareness raising about women's choice of jobs and successful experience	X	X	X	X		USAID	Local Consultant Publications	\$2,000 \$1,000
	1.7 Organize a job fair specifically targeting rural women		X				UNDP	Local Consultant	\$2,000
							USAID	Supplies	\$6,000
	<p>Objective 2: Strengthen the role of women in community based decision-making and build capacity of the central and local authorities to address the needs of women</p>								
	2.1 Capacity development of the regional WRC	X	X	X	X	UNDP, SCFWCA	USAID	Local Consultant Supplies Translation Communications (phone/internet) Maintenance/repairs	\$3,000 \$2,400 \$318 \$360 \$2,000
	2.3 Training on the NGO establishment and Management	X					UNDP	Translation	\$181
	2.4 Support to WRC registration as a local NGO						USAID	Local Consultant	\$1,000
	2.5 Training on policies for economic empowerment		X	X			USAID	International Consultant	\$3,000
	2.6 Publishing of educational materials for the government staff		X	X			USAID	Publications	\$1,000
							USAID	GMS	\$2,270
	<p>Component 3. Project Management</p>								
	3.1.1 On-going project management, monitoring and reporting	X	X	X	X	UNDP	USAID	Contractual Services – PM salary Contractual Services – PA salary Admin costs	\$48,599 \$30,726 \$3,953 \$10,320

V. Management Arrangements

The Management Arrangements under this project revision will remain the same as under the original Project Document.

VI. Legal Context

The Legal Terms and Conditions under this project revision, as applied to all UNDP technical assistance projects, will remain the same as under the original Project Document.