**Gender Assessment:**

**Analysing Barriers to Economic and Social Participation**

**of Women and Girls and**

**Producing Action Oriented Recommendations**

PROJECT CONCEPT

**INFORMATION ABOUT THE APPLICANT**

**UNDP. Mandate and experience. Cooperation with UN Agencies, members of the UN Gender Theme Group**

Promotion of gender equality and the empowerment of women are central to the mandate of UNDP and intrinsic to its development approach. Gender equality is integrated into the UNDP Strategic Plan for 2014-2017. Guidance on mainstreaming gender perspective in all aspects of the UNDP Strategic Plan is provided by the UNDP Gender Equality Strategy (2014-2017).

In Azerbaijan, UNDP has supported a number of gender-related projects, including studies and assessments to better understand the gender relationships, various dimensions of gender inequality and barriers to women participation and empowerment. Over the years, UNDP produced the following researches/studies:

*a) UNDP Azerbaijan Human Development Report - Gender Attitudes in Azerbaijan: Trends and Challenges (2007)*

The Report provides both qualitative and quantitative analysis of an independent survey of gender attitudes, and assesses gender potential as a principal condition for improving the quality of life. The Report is based on the data collected through the survey of gender relations and gender attitudes and also uses the available statistical data from the official sources where appropriate.

*b) Gender Equality in Civil Service (2010) – UNDP/UNFPA*

This report focuses on the analysis of civil service reforms from the gender perspective. It highlights gender disparities and explores ways to achieve gender equality in civil service. The analysis is complemented by the results of the gender attitudes survey among the staff within the Civil Service Commission.

*c) Research Report on Migrants’ Spouses and Family Members Staying behind in Azerbaijan (2013) - UNDP/IOM*

The report is a result of the joint UNDP/IOM research project in 6 regions and 4 cities of Azerbaijan. The research provides an overview of the situation of women staying behind, their social relationships and well-being; investigates the legal status of women left behind by migrant husbands; identifies gaps in policy and social protection programs for migrants’ spouses and provides strategic recommendations for policy makers.

*d) Towards Decent Employment through Accelerated Structural Reform in Azerbaijan (2013)*

The report analyzes structural imbalances and looks into special vulnerabilities of Azerbaijan’s labour market. It examines various dimensions of gender disparities such as pay gap, working conditions, sectoral segregation and women’s disproportionate involvement in informal sectors of economy. The report proposes policy measures to address the structural flaws.

*e) Population Situation Analysis - UNFPA/UNDP (2016)*

This study is the result of the joint UNFPA/UNDP research on the population issues. The report offers an in-depth analysis of the population dynamics and structure, demographic trends in family and fertility, mortality and life expectancy, and looks into the gender inequalities in the demographic context.

Starting in 2011 UNDP supported the State Committee on Family, Women and Children’s Affairs in examining the gaps and needs affecting women’s economic participation in rural areas and developing recommendations to address persistent problems. The efforts resulted in a two-phase project (Promoting Rural Women’s Participation in the Economic and Social Life, 2011-2014), which generated the assessments of the needs and concerns of rural women in the area of economic and social participation in Sabirabad and Neftchala regions of Azerbaijan. These assessments focused on two major areas of concern for the empowerment of rural women: economic development and participation in community based initiatives. They sought to capture the diversity of lifestyles and opinions among the participants. While examining the needs and concerns of female residents in the two pilot areas, the assessments also attempted to identify the examples of successful entrepreneurship, social activism and community development performed by rural women.

The assessment reports revealed gender specific obstacles encountered by rural women in the area of economic and community participation, including:

* Restrictive socio-cultural practices and gender based discrimination (marginalization of women and girls in the family and community based decision making, domestic violence and coercive control, gender stereotyping, rigid gender based distribution of family duties and responsibilities, early marriage and school dropouts);
* Lack of gender sensitive state programming targeting rural women;
* Weak links between local women farmers and financial institutions and absence of gender sensitive financial services targeting rural women entrepreneurs;
* Lack of networking and capacity building opportunities available for women and girls in the pilot area.

The assessments demonstrated how gender inequality in economic engagement and community participation resulted in lost opportunities for economic growth and community development of the rural areas.

In 2016, within the framework of its *Rural Women Participation in the Economic and Social Life* project UNDP is planning to conduct assessments of 2 more regions of Azerbaijan namely, Masally and Bilasuvar using the above mentioned methodology. The major findings and recommendations revealed out of these and the previous assessments will also contribute into the final report of the present Gender Assessment.

**UN Gender Theme Group**

UN Theme Group on Gender Equality and Empowerment of Women in Azerbaijan (UN GTG), being one of the several Theme Groups, serves as an instrument for increased coherence of UN Country Team in Azerbaijan in support to the government in promotion of gender equality and women's empowerment as well as for helping the government to consolidate national actions to integrate gender into the Sustainable Developed Goals through a multi-sectoral approach. Particular attention is paid to supporting the government’s efforts to implement the latest CEDAW recommendations (2015) by promoting a deeper understanding and commitment to gender-responsive development plans as well as developing programmes aimed to rectify the existing de-jure and de-facto gaps.

UN GTG supports the development of joint programmes/activities to promote gender equality through identification of potential areas of cooperation and mobilisation of the agencies for joint action; identifies opportunities for advocacy, and providing leadership for gender equality and equity, by the UN System in Azerbaijan as outlined in the relevant international legal instruments; and provides a venue for consultations and information sharing (internally or as the extended group).

The cooperation of UNDP, UNFPA, UNHCR and RC’s Office with the Swiss Cooperation Office (SCO) through this joint project will be a great input into the goals and activities of the UN GTG. The findings and recommendations of the assessment may serve excellent ground for future joint initiatives/projects also in a regional perspective. The discussion of assessment findings can be organised within the UN Gender Theme Group with the participation of gender experts and NGOs.

**DESCRIPTION OF THE CONTEXT**

**Gender equality** is protected by the Constitution of the Republic of Azerbaijan. The provision is further elaborated in the Law “On guarantees of gender equality” adopted in 2006. The law guarantees equal opportunities for men and women in the political, economic, social, cultural and other fields of public life. The Law on the Prevention of Domestic Violence (2010) asserts the state’s responsibility in prevention of violence and protection of violence victims.

Azerbaijan is a signatory to all major international agreements protecting women’s rights, such as the “‘Convention on the Political Rights of Women”’, the “‘Convention on the Nationality of Married Women”’, the “‘Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment’” (the state party submitted its 5th report in 2015), the “‘Convention on Consent to Marriage, Minimum Age of Marriage and Registration of Marriages”’, etc. In 1995, the Republic of Azerbaijan acceded to and ratified without any reservations the Convention on Elimination of all forms of Discrimination Against Women (CEDAW), and, in 2001, the First Optional Protocol to CEDAW, which opened a possibility for women to issue an individual complaint to the United Nations Committee on the Elimination of Discrimination against Women (CEDAW). Azerbaijan presents periodic reports highlighting the country’s compliance to CEDAW commitments. In 2015, the state party submitted its 5th periodic report to CEDAW.

Issued in March of 2015, the Concluding observations of the Committee on the Elimination of Discrimination against Women noted that Azerbaijan exhibits “continued horizontal and vertical segregation in the labour market, whereby women are concentrated in low-paid and informal jobs; the wide gender wage gap”. The Committee has called Azerbaijan 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.” The CEDAW Committee noted that rural women and displaced women represent vulnerable groups in need of special attention within the state-led efforts to achieve gender equality[[1]](#footnote-1). Azerbaijan is due to submit the next periodic report to CEDAW in March of 2019.

**Poverty in Azerbaijan has a profound effect on gender relations.** As demonstrated by the National Human Development Report on Gender Attitudes, common idea of the gendered distribution of family duties in Azerbaijan assigns the function of primary “resource provider” (breadwinner) to men, while women are viewed as a primary “caregiver”[[2]](#footnote-2). Unemployment and poverty, as well as scarcity of well-paying jobs in many rural and urban areas of the country, shattered the foundations of gender roles and gendered power distribution within families. In rural areas, despite government’s efforts to boost entrepreneurship in the agricultural sector[[3]](#footnote-3), male labour migration is significant, while majority of female landowners are involved in subsistence agriculture. Some women work as waged employees. Apart from agricultural sector, trade and education, are two sectors, employing the highest share of women[[4]](#footnote-4). However, even in the economic sectors, where women constitute a majority of those employed (for example, public education), they still constitute a minority among the top management (only 21% of secondary school principals).[[5]](#footnote-5) UNDP’s research in Sabirabad and Neftchala regions demonstrated that **unemployment ranked the highest among the concerns of women in rural and urban areas**.

**Gender based violence and coercive control** have a grave impact on individual lives, as well as gender relations within families and communities. According to the nation-wide survey, violence against women in Azerbaijan (experienced by 24% of all respondents) is predominantly exercised by intimate partner or close family member[[6]](#footnote-6). Along with ruining well-being, health and safety of the victims, GBV is often used by perpetrators to stop women from seeking economic and social opportunities[[7]](#footnote-7): employment outside of home, entrepreneurship, education, engagement in the life of local communities, participation in decision-making and local governance.

**Lack of infrastructure to support women’s work outside of home** presents a constant and wide-spread obstacle to the economic and community participation of rural and urban women. In some villages, women run home chores often with no heating in winter and insufficient gas supply. Ordinary daily home tasks take disproportionately large amount of time leaving no opportunity for economic activity, recreation, community participation or personal development. Economic independence of rural women is also negatively affected by underdeveloped social infrastructure. While public kindergartens are often in a state of decline and are generally poorly equipped to provide educational or recreational activities for children, private ones are costly and scarce. Thus many rural women are carrying a double burden of attending to small children and managing small-scale agricultural production to ensure the daily supply of food for their families.

**Unpaid female labour** in urban and rural environment compensates for inadequate infrastructure and often is essential for the survival of families. Women provide unpaid labour on a regular basis and thus at the retirement age are left to make living through an insufficient and low pension. Frequently woman’s heavy investment in reproductive activities and isolation from the productive (money-generating) labour results in mounting dependency on husband or parental family.

**Men’s labour migration from the rural to urban areas** of the country have had a considerable impact on gender relations in both rural and urban contexts, during the last decade. Labour migration flow was heading from rural to urban areas, particularly from the regions to the capital (or outside the country). Thus, families got separated: men concentrated in urban areas, looking for employment, while women were often left to single-handedly raise children, look after the house, and, in rural areas, take care of livestock and crops. Women sometimes found themselves completely dependent on remittances sent by male relatives. In some cases migrant workers abandoned their families and stopped sending back any money. Women in these families suffered from the loss of financial support and often had a hard time finding income sources to provide for minor or elderly family members. Study revealed that families of migrant workers were not targeted by specialized government assistance programs[[8]](#footnote-8). However, in 2015 the situation, possibly, started changing. The economic decline in Russia as well as the political tensions in Ukraine, two major sites of employment for labour migrants from Azerbaijan, could have an impact of job opportunities of migrant workers. Further investigation is required in order to determine the current state of men’s labour migration, returning migrants and its impact on gender relations.

**Accessing financial services is considerably harder for women**. In the course of UNDP’s research in Sabirabad, female respondents related that getting a credit from banks is harder for women, due to cultural constraints, economic illiteracy, limited mobility in the public space and shortage of time free from work and home duties. Focus group discussions conducted among female entrepreneurs and prospective entrepreneurs as well as the workshop with local bank sector representatives revealed that banking sector has no products developed to meet the needs of local women entrepreneurs, no outreach programs targeting female customers and no specific arrangements to overcome cultural and time barriers faced by local women[[9]](#footnote-9). The gap in access to financial services presents an obstacle for women seeking to strengthen their economic status.

**Educational opportunities remain limited for young women in many rural areas.** Men and women in Azerbaijan have a high literacy rate (respectively 99.9 and 99.7 percent)[[10]](#footnote-10). A vast majority of women in rural areas complete secondary education and significant number of rural women graduate from the institutions of higher education. However, women tend to concentrate in specific fields (e.g. public education), which presents a serious obstacle for diversified employment.[[11]](#footnote-11) In the recent years the tendency of early school drop-out for girls and boys in certain parts of the country was identified by the media, government and NGOs. NGO and international development studies note the linkages between unfinished education among girls and the alarming practice of early marriage, especially in rural areas of the country. UNICEF’S study on early marriage in Azerbaijan demonstrated that the phenomenon of early marriages is significantly spread in Azerbaijan. The study did not provide conclusion regarding the nation-wide prevalence. However the data indicated that, compared to the rest of the country, early marriage was a more common practice in the following areas: the villages of the Absheron peninsula (including refugee population), certain southern (Lenkaran) and northern (Guba) regions.[[12]](#footnote-12) UNDPs assessment in Sabirabad revealed several cases of early school drop-out tied to early marriages. The assessment also established that boys are frequently forced to drop school in order to work outside of home.

**AIM, OBJECTIVES, ACTIVITIES AND EXPECTED RESULTS (OUTPUTS/OUTCOMES)**

The assignment is **aimed** at analyzing the reasons, preventing women and girls from accessing economic and employment opportunities in the private sector both in rural and urban areas.

The project sets the following **objectives** to reach the aim:

Objective 1. To conduct the study assessment in Baku and 6 regions of Azerbaijan for collecting evidence materials on the reasons preventing women and girls from accessing economic and employment opportunities in the private sector both in rural and urban areas.

Objective 2. To produce the report with recommendations to the private sector as well as to other stakeholders based on study assessment findings.

Objective 3. To present the study assessment findings to a wide range of stakeholders for further advocacy and action.

**Activities under Objective 1.**

Activity 1.1. Developing research tools: 2 FGD scripts (for men and women) with variations

reflecting urban/rural differences; designing questions specifically examining the

situation of IDPs; 2 Key Informant Questionnaires (for public and private sector) for semi-structured **expert interviews**;

Activity 1.2. Conducting desk research;

Activity 1.3. Training field staff (developing guidelines and training);

Activity 1.4. Conducting preparatory field-work to identify the vulnerable groups for FGDs and

experts for interviews;

Activity 1.5. Collecting data in 1 Baku city (testing the model) jointly with Local Consultants;

Activity 1.6. Collecting data in 6 regions.

**Activities under Objective 2.**

Activity 2.1. Processing and analyzing the data collected in 7 regions;

Activity 2.2. Synchronizing findings, and writing the assessment report with incorporated

feedback from the project team and elaborated recommendations for stakeholders;

Activity 2.3. Producing the Report and Fact-sheet Leaflet in 2 languages (AZ and ENG), each in

the total circulation of 1000 copies.

**Activities under Objective 3.**

Activity 3.1. Developing the presentation with the assessment findings and action-oriented

Recommendations, especially for – but not limited to – the private sector;

Activity 3.2. Organizing the Final Conference with Discussion Panels to present the report and

Findings.

The findings are envisioned to present a comprehensive and nuanced account of the barriers impeding active and empowered participation of Azerbaijani women in the private sector. The findings will be presented to the private sector in the form of **action-oriented recommendations**.

UNDP will be responsible for the design of all research methodology and tools in order to conduct the assessment. UNDP will also, based on the Assessment findings, develop comprehensive and action-oriented recommendations. The recommendations will be presented to private sector actors, in order to facilitate and support meaningful and specific changes in the practices, structures and attitudes that limit women’s participation. The SCO will support the sensitization of the private sector through advocacy and wide distribution of the final report with recommendations to the wide range of stakeholders for further advocacy and action.

The project’s main **deliverables** are:

1. Study assessment in Baku and 6 regions conducted, barriers preventing women and girls from accessing economic and employment opportunities in the private sector both in rural and urban areas identified;
2. The report with recommendations to the private sector to other stakeholders as well as Fact-sheet leaflet, based on study assessment findings produced in 2 languages;
3. Study assessment findings presented to a wide range of stakeholders for further advocacy and action.

Below are **the expected results** at 2 levels:

Output level:

* Desk research conducted;
* 28 Focus Group Discussions in Baku and 6 regions organized (4 FGD per region/city);
* 28 expert interviews held (4 interview per region/city).

Outcome level:

* Data on gender-specific barriers collected;
* Situation on gender-specific barriers for economic and social participation of women and girls assessed/analysed;
* Understanding of gender-specific barriers for economic participation of women and girls in the private sector improved;
* Action-oriented recommendations on overcoming gender-specific barriers for equal and just economic participation of women and girls delivered to state and private sector actors as well as to other stakeholders.

**PROJECT TIMEFRAME:**

The project will be implemented for the 14 months based on the following timeframe:

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **ACTIVITIES** | **MONTHS** | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** |
| Activity 1.1. Research tools | X | X |  |  |  |  |  |  |  |  |  |  |  |  |
| Activity 1.2. Desk research | X | X |  |  |  |  |  |  |  |  |  |  |  |  |
| Activity 1.3. Field staff training |  |  | X |  |  |  |  |  |  |  |  |  |  |  |
| Activity 1.4. Preparatory field-work |  |  | X | X |  |  |  |  |  |  |  |  |  |  |
| Activity 1.5. Data collection in 1 region |  |  | X |  |  |  |  |  |  |  |  |  |  |  |
| Activity 1.6. Data collection in 6 regions |  |  |  | X | X | X |  |  |  |  |  |  |  |  |
| Activity 2.1. Data analysis |  |  |  |  |  |  | X | X | X |  |  |  |  |  |
| Activity 2.2. Report writing process |  |  |  |  |  |  |  |  | X | X | X |  |  |  |
| Activity 2.3. Report and leaflet production |  |  |  |  |  |  |  |  |  |  | X | X |  |  |
| Activity 3.1 Presentation development |  |  |  |  |  |  |  |  |  |  |  |  | X |  |
| Activity 3.2. Final Conference |  |  |  |  |  |  |  |  |  |  |  |  |  | X |

**RESEARCH METHODOLOGY**

**The study will draw on the solid body of previous research on gender relations in Azerbaijan**, including *NHDR on Gender Attitudes in Azerbaijan: trends and challenges* and other reports and assessments conducted by UN, national government, international organizations, NGOs and researchers in Azerbaijan. The study will use Focus Group Discussions as a primary data collection method in all selected regions. Focus group script will suggest a discussion of problems and facilitating factors (for example, role models) that influence the work of women-entrepreneurs. The script will include questions about financial innovations, such as financial service provision by Azerpost, development of e-commerce, mobile banking services and other mobile services such as ASAN business.

The study will use Focus Group Discussions and Key Informant Interviews with the following categories of respondents:

1. Rural and urban women of various occupational backgrounds and belonging to various age cohorts within 18-79 age limits.
2. A control group of rural and urban men will be included in data collection, in order to examine gender differences in economic participation.
3. Women entrepreneurs from rural and urban areas.
4. Group of waged employees (women) working in private sector.

The study will also incorporate a wide range of perspectives from the expert community, with a **special focus on private sector**. In each region, 2 out of 4 **expert interviews** will engage private sector representatives, especially finance providers. The study will examine **gender attitudes (with the focus on women and girls) among the private sector respondents**.

**GEOGRAPHICAL SCOPE**

7 urban and rural areas will be covered by data collection and comparisons will be drawn in the course of data interpretation and analysis. The findings will also highlight the differences and similarities between urban and rural milieu. It is proposed that in order to collect the most comprehensive data from the perspective to cover a variety of ecological and socio-economic conditions, the study will cover the following regions:

* Baku
* Guba
* Sheki
* Gabala
* Saatly
* Lankaran
* One more region to be agreed with the SCFWCA[[13]](#footnote-13)

**SOURCES, METHODS, TOOLs OF DATA COLLECTION AND ANALYSIS**

We propose to collect the data for the research using the following **sources and methods**:

1. **Desk review and analysis** of the existing legislation, policies, data and analytical reports:
   * Review of national legislation (sections relevant for gender equality and women’s rights, sections relevant for agricultural development, land ownership and entrepreneurship, sections relevant for women’s rights as employees in the private sector);
   * Review of state policies addressing women’s rights, family issues, GBV and gender equality;
   * Review of the statistical data sets (prepared by the State Statistics Committee and the respective government institutions);
   * Desk review of the available reports and assessments analysing gendered impact of economic, social, political and demographic developments;
   * Review of gender specific projects carried out in Azerbaijan and respective evaluations (if applicable).
2. **28 Focus Group Discussions** in each of the selected regions.
3. **28 Expert interviews**. The study will include four in-depth semi-structured interviews with experts in each selected region. The expert interviews will include 2 representatives of private sector in each targeted region.

**Research Tools**

The following analytical tools should be developed in the course of conducting the assessment:

* Data Collection Plan outlining all the necessary steps in the data collection process, listing proposed locations, timeframe and local partners.
* Focus Group Discussion Guides/scripts (including core questions), separate for female and male participants and age groups of the focus groups.
* Focus Group Discussion methodology: Participatory Rural Appraisal (PRA)[[14]](#footnote-14)
* Questionnaire for in-depth semi-structured interviews
* Guidelines for Data Collection and interpretation

Participatory techniques are designed to ‘break the silence’ of the poor and disadvantaged population groups, acknowledge the importance of popular collective knowledge and legitimize the generation of knowledge by the people themselves. Participatory approach does not separate research from the empowerment of people. Participatory techniques focus on the needs expressed by participants themselves. The PRA tools will include mapping exercises, historical timelines and ranking.

**Data analysis and interpretation**

Thematic analysis of focus group discussions will be used to analyse the qualitative data collected through the focus groups. The analysis will be supplemented by information provided through expert interviews.

Final study report will:

* draw comparisons between women’s participation in the private sector economics, barriers and facilitating factors influencing it in urban and rural areas and its connection to socio-economic conditions and cultural norms to see how gendered power structures in families and communities impact women’s economic participation;
* reveal how changing socio-economic conditions impact gender roles and power distribution in families and communities;
* identify gender-based challenges in regard to economic empowerment faced by rural and urban women;
* identify and compare gender-based challenges specific to the regions to see where and why stronger obstacles emerge;
* determine facilitating factors leading to positive developments in women’s increased empowered economic participation in the private sector;
* explore the impact of Gender Based Violence (GBV) on women’s choices[[15]](#footnote-15);
* assess how and to what extent the private sector can mobilize untapped economic potential of women, including IDPs, facing obstacles hindering them to become an active part of a private sector economic development.
* present action oriented comprehensive suggestions for the private sector actors.

Data collected from all sources (focus group discussions, expert interviews, statistical data, expert analysis) will be triangulated in order to increase the validity of the research findings.

**Gender analysis and human rights framework** will be used as a basis for the interpretation of collected data. Gender analysis framework will elucidate how specific characteristics of gender relations within families and communities affect women’s access to resources, information and economic opportunities. This approach recognizes that economic and social development do not have the same meaning for men and women, affect them differently and often require different types of investments (in terms of time, duties and resources) from women and men. Gender-based differences in the needs, concerns, interests, opportunities and access to resources are generated by the system of asymmetrical power and information balance, which legitimizes and perpetuates gender inequality. The approach draws a clear connection between gender inequality and the violation of women’s human rights.

While examining the challenges faced by the respondents the research will also identify the examples of facilitating factors/successful local practices: women’s entrepreneurship, social activism and community development programmes targeting specific groups. Information about good local practices and successful role models is as important for designing correct policies and interventions as the understanding of economic and social barriers to women’s participation in the private sector in both rural and urban areas.

Data collection and analysis will result in the report, presenting main findings of the study, including a comparative analysis of situation in the selected regions and identifying the trends common for all regions examined by the research. The report will also focus on highlighting common regional trends and country-specific developments. The report will include policy recommendations based on the research findings. The report will be published and presented to the Government, civil society, IFI’s and private sector in a format of a workshop or conference. The report will be designed in a way that a larger development project could be easily developed on its basis.

**BENEFICIARIES OF THE ACTION**

**Main stakeholders and beneficiaries**

* Population groups facing barriers in economic and social participation due to gender-based factors will have an opportunity to voice their concerns, discuss their needs and deliver messages to service providers through the data collected and analysed by the assessments;
* Private sector will provide their insights through interviews and will be among the key stakeholders to follow up on the report’s findings;
* The State Committee for Family, Women and Children’s Affairs (SCFWCA) – key central government counterpart responsible for coordination with central and local authorities and general support. SCFWCA will facilitate approval of the Presidential Administration for conducting assessments in the regions, liaising with local authorities, facilitating access to statistical data of the regions and etc. SCFWCA will use the assessments findings to build data driven strategy and programming;
* UNDP will be the implementing partner for the study; provider of co-financing and user of the assessment’s findings for its evidence-based gender programme;
* Other UN agencies (UNFPA, RC Office), UN Gender Theme Group and RC’s Office – will provide additional-co-funding and use the assessment’s findings to inform their gender programmes;
* Swiss Cooperation Office (SCO) – is the key donor of the project; will benefit from the assessment to inform their work with the private sector and potential follow-up development project;
* Women’s Association for Rational Development (WARD) and the affiliated gender-profiled think tank “Gender Port” (GP) – local partner for the implementation of field work;
* National NGOs will benefit from the assessment findings by incorporating the identified needs and concerns into their strategies and programs;
* Regional Executive Authority (REA) of selected region – key local partner, on-site support, access to local communities. Regional authorities will benefit from the analysis presented in the assessment and will use the findings to address the issues of concern;
* Ministry of Labour and Social Protection of the Population (MLSPP) as well as other ministries and the State Committee – support stakeholders, which will benefit from the findings by improving gender sensitive programming and service delivery;
* Ministry of Economy– support stakeholder;
* Ministry of Youth and Sports – support stakeholder;
* State Statistics Committee – support stakeholder (access to statistics);
* Azerbaijan Trade Unions Confederation (ATUC) – support stakeholder;
* Azerbaijan Entrepreneurs Confederation (AEC) – support stakeholder;
* National Fund for Entrepreneurship Support, which is under the auspices of the Ministry of Economy will benefit from the assessments findings by improving gender sensitive service delivery;
* Bank association and Association of Microfinances will benefit from the assessments findings by improving gender sensitive service delivery; Bank training institutes might benefit if they decide to develop specific gender training modules to FIs.
* Selected regions city and village municipalities – support stakeholders, which will benefit from the assessments findings by improving gender sensitive service delivery.

**PROJECT PERSONNEL**

The project personnel include Project Coordinator (PC/UNDP), Project Regional Coordinator (PRC), Lead International Expert (LIE), Lead Local Expert (LLE) and 2 Local Consultants (LCs).

Project Coordinator (PC) responsibilities:

The PC will establish the relations with national authorities as well as other stakeholders’ groups; supervise all project the activities; ensure internal quality control and financial control; oversee the timetable and deliverables; coordinate internal communication and external visibility activities; communicate and report (interim and final narrative and financial reports) to donors.

Project Regional Coordinator (PRC) responsibilities:

The PRC will support the PC throughout all project components; coordinate the overall implementation of the action in the regions; assist identifying, contracting experts and coordinating their work; assist the field work and data collection.

Lead International Expert (LIE) responsibilities:

The LIE will play the lead expert role in conducting the Gender Assessment. LIE is expected to elaborate the assessment methodology and key approaches including stages of the study, data collection and analysis methodology. LIE will develop guidelines and conduct training for field staff. The LIE will participate the collection of data in 1 Baku city (testing the model) jointly with Local Consultants. The LIE will be responsible for the processing and analyzing the data collected in 7 regions and synchronizing findings. Based on the findings of the Assessment, the LIE will present the study outcomes and submit the final narrative report with the policy recommendations.

Lead Local Expert (LLE) responsibilities:

The LLE will be responsible for the overall mobilization of all project inputs. LLE will contribute to the elaboration of the assessment methodology and key approaches within the project framework. LLE will coordinate the conduct of the study in all the selected regions, including field visits, focus group discussions, meetings with local authorities, interviews. LLE will contribute to the elaboration of the final report and presentation of the study outcomes with the policy recommendations.

2 Local Consultants (LC) responsibilities:

The LCs will be tasked with the project planning schedule in the regions, organization of meetings with local authorities, looking through local operating data and following up with each focus group and interviews. The LCs will assist with the post data collection and conducting FGDs, holding expert interviews, analysing focus group data and provide inputs for reports pre- and post- the preparation of report drafts.

**PROJECT ASSURANCE**

Implementation support will be provided by the UNDP Country Office. UNDP will provide support and services including personnel recruitment, procurement and contracting, budget management in accordance with the relevant UNDP Programme and Operational Policies and Procedures.

UNDP will provide independent project oversight and monitoring functions, to ensure that project activities are managed within allocated timeframe and budget and the milestones accomplished.

**PROJECT BUDGET**

Overall project costs: 179,000 USD

Co-funding available: 15,000 USD (UNDP)

Co-funding available: 5,000 USD (UNFPA)

Co-funding available: 3,000 USD (RC Office)

Requested amount: 156,000 USD

In case the project makes savings or mobilizes additional resources, the project partners reserve the right to fund additional activities and/or increase the geographic scope of the project.

**Annex 1 -** **Detailed budget (see attached in excel format)**

**Annex 2 - The summary of the budget (below)**

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| **No** | **Description** | **Unit** |
|
| **Activities under Objective 1.** Conducting the study assessment in Baku and 6 regions of Azerbaijan for collecting evidence materials on the reasons, preventing women and girls from accessing economic and employment opportunities in the private sector both in rural and urban areas. | | **64600** |
| Activity 1.1. | Developing research tools | 4350 |
| Activity 1.2. | Conducting desk research | 9000 |
| Activity 1.3. | Training field staff | 4650 |
| Activity 1.4. | Conducting preparatory field-work | 15000 |
| Activity 1.5. | Collecting data in Baku city | 4600 |
| Activity 1.6. | Collecting data in 6 regions | 27000 |
|  | | |
| **Activities under Objective 2.** Producing the report with recommendations to the private sector as well as to the stakeholders based on study assessment findings. | | **55100** |
| Activity 2.1. | Processing and analyzing the data collected in 7 regions | 17750 |
| Activity 2.2. | Synchronizing findings, writing assessment report with incorporate feedback from the project team and elaborated recommendations for stakeholders | 17750 |
| Activity 2.3. | Producing the Report and Fact-sheet Leaflet in 2 languages (AZ and ENG), each in the total circulation of 1000 copies | 19600 |
|  | | |
| **Activities under Objective 3.** Presenting the study assessment findings to a wide range of stakeholders for further advocacy and action. | | **16641** |
| Activity 3.1. | Developing the presentation and fact-sheet leaflet with the assessment findings and recommendations | 7450 |
| Activity 3.2. | Organizing the Final Conference with Discussion Panels to present the reports and findings | 9191 |
| **4.** | **Staff costs** | **26600** |
|  | | |
| **5.** | **Administrative costs** | **2800** |
|  | **UNDP GMS - 8% overhead costs in accordance with the UNDP Executive Board decision** | **13259** |
|  | |  |
| **TOTAL** | | **165741** |
| **GRAND TOTAL** | | **179000** |

1. *CEDAW Committee, Concluding observations on the fifth periodic report of Azerbaijan (2015)****, a****dopted at the sixtieth session (16 February-6 March 2015) pp 9-10.* [↑](#footnote-ref-1)
2. *Gender Attitudes in Azerbaijan: Trends and Challenges, National Human Development Report, 2007, pp21-23* [↑](#footnote-ref-2)
3. *Two State Programs of Regional Development (2004-2008 and 2009-2013) consistently placed the development of agricultural sector among national priorities and stipulated the provision of fiscal and other benefits for agricultural producers.* [↑](#footnote-ref-3)
4. *According to the data provided by the State Statistics Committee of Azerbaijan Republic. For further details, please, see Gender indicators section on the State Committee’s website* [*http://www.stat.gov.az/source/gender/indexen.php*](http://www.stat.gov.az/source/gender/indexen.php) *(last accessed on 14/03/2016)* [↑](#footnote-ref-4)
5. *Please, see Gender indicators section, and specifically Table 3.10, on the State Committee’s website* [*http://www.stat.gov.az/source/gender/indexen.php*](http://www.stat.gov.az/source/gender/indexen.php) *(last accessed on 14/03/2016)* [↑](#footnote-ref-5)
6. *National Survey Report on Violence Against Women in Azerbaijan, 2008, p 21* [↑](#footnote-ref-6)
7. *Ibid, pp 21-27* [↑](#footnote-ref-7)
8. *Research Report on Migrants’ Spouses and Family Members Staying Behind in Azerbaijan, UNDP/IOM within the framework of UNDP’s “Support to Gender Research project”, Baku, 2013, pp 7-10* [↑](#footnote-ref-8)
9. *Assessment of the needs and concerns of rural women in the area of economic and social participation in Sabirabad, UNDP, 2011* [↑](#footnote-ref-9)
10. *The State Statistics Committee of the Republic of Azerbaijan, Men and Women, Table 3.1. “Educational attainment the population aged 15 and over”, accessed 12.2015. http://www.stat.gov.az/source/gender/indexen.php*  [↑](#footnote-ref-10)
11. *The State Statistics Committee of the Republic of Azerbaijan, Men and Women, Table 3.7. “Distribution of students of state higher educational institutions by field of study at the beginning of 2014/2015 academic years” accessed 12.2015. http://www.stat.gov.az/source/gender/indexen.php* [↑](#footnote-ref-11)
12. *Study on Early Marriages in Azerbaijan, p 67,* [*http://www.unicef.org/azerbaijan/Brochure\_Eng.pdf*](http://www.unicef.org/azerbaijan/Brochure_Eng.pdf) *(last accessed 14/03/2016)* [↑](#footnote-ref-12)
13. *Final list of regions is subject to confirmation by the State Committee for Family, Women and Children Affairs* [↑](#footnote-ref-13)
14. *Based on the ideas of social activist and educator Paolo Freire and widely used by UNDP projects around the globe, PAR methodology allows effectively combining the data collection and research with capacity building. PRA creates an interactive learning process that gives voice to the disadvantaged social groups and provides the participants with the opportunity to formulate and offer solutions for the problems that they identify in the course of discussion. PRA is a part of Participatory Action research and is widely used in* ***rural******and urban areas****.* [↑](#footnote-ref-14)
15. *Demographic and Health Survey (2006) and National Survey Report on Violence Against Women (2008) registered high prevalence of controlling behavior by male intimate partners towards women in Azerbaijan (including restrictions on women’s access to money and work). National Survey on VAW also revealed the association between GBV exposure and controlling behavior.*  [↑](#footnote-ref-15)