

**United Nations Development Programme
Country: The Gambia**

Project Title **Women Empowerment & Gender Mainstreaming**

UNDAF Outcome(s): Economic and political systems utilize transparent, accountable, participatory & inclusive decision making processes at national & centralized levels

Expected CP Outcome(s): Improved opportunity for gender equality and integration of gender into development strategies and actions
(Those linked to the project and extracted from the CPAP)

Expected Output(s): Output1: strengthened legal & policy frameworks to protect women and improved legal status of women; Output 2: capacity development and institutional strengthening of national women's machinery ;Output3: increased awareness creation and advocacy on women's participation in decision making and politics; and Output 4: enhanced and effective management & monitoring of project
(Those that will result from the project and extracted from the CPAP)

Implementing Partner: Women's Bureau

Responsible Parties: Office of the Vice President & Ministry of Women Affairs, Women's Bureau, UNDP, TANGO, NCCE, FLAG & GAMCOTRAP

Brief Description

In response to its mandate the UNDP within the CPAP (2007 – 2011) supported the Women's Bureau to work towards the attainment of MDG 3: Gender Empowerment and the Advancement of Women. The previous project sought to address the under representation of women in decision making identified as a challenge in the PRSP and the National Women's Policy 2009 – 2011. Significant successes were made under the previous projects, but it is evident that a lot still needs to be done to maintain the momentum, as evidenced by the Capacity Assessment Report. Therefore, this project will consolidate the gains made in the previous Women in decision Making Projects and address key recommendations of the capacity assessment report and key emerging issues stipulated in the Beijing National Report and the Solemn declaration report.

The expected outputs of the project are the following:

Output1: Strengthened legal & policy frameworks to protect women and improved legal status of women Output 2: capacity development and institutional strengthening of national women's machinery to coordinate, promote and influence laws and policies that address the systemic and attitudinal obstacles to gender equality; Output3: increased awareness creation & advocacy on women's increased and effective participation in decision-making & politics and (4)enhanced project management & monitoring of project activities.

Programme Period: 2007-2011 Programme Component: Governance & Human Rights Project Title: Women Empowerment & Gender Mainstreaming Key Result Area (Strategic Plan): _____ Atlas Award ID: _____ Start date: April 2010 End Date: December 2011 PAC Meeting Date: 15 th April 2010 Management Arrangements: National Implementation Modality	<table> <tr> <td>2010 AWP Budget</td> <td>\$185,000</td> </tr> <tr> <td>Total resources required</td> <td>\$446,000</td> </tr> <tr> <td>Total allocated resources:</td> <td>\$446,000.00</td> </tr> <tr> <td>• Regular</td> <td>\$446,000</td> </tr> <tr> <td>• Other:</td> <td></td> </tr> <tr> <td> ○ Donor</td> <td>_____</td> </tr> <tr> <td> ○ Donor</td> <td>_____</td> </tr> <tr> <td> ○ Donor</td> <td>_____</td> </tr> <tr> <td> ○ Governmentin Kind-</td> <td>_____</td> </tr> <tr> <td>Unfunded budget:</td> <td>_____</td> </tr> <tr> <td>In-kind Contributions</td> <td>_____</td> </tr> </table>	2010 AWP Budget	\$185,000	Total resources required	\$446,000	Total allocated resources:	\$446,000.00	• Regular	\$446,000	• Other:		○ Donor	_____	○ Donor	_____	○ Donor	_____	○ Governmentin Kind-	_____	Unfunded budget:	_____	In-kind Contributions	_____
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Agreed by implementing partner: *Sanyateh*

Agreed by UNDP: *Clarence M. T. The 21 May 2010*

Section I

(a) Situation Analysis

Women constitute more than 58% of the Gambian population and most of whom (above 70%) are employed either in agriculture or low paid subsistence activities. The division¹ of labour along gender lines has resulted in daunting challenges for women as they carry out their productive, reproductive and community roles. They are engaged in a number of economic activities paid and unpaid in the formal and informal sectors of the economy.

The amount of time and energy that women spend on carrying out their unpaid reproductive roles serves as a barrier for them to participate in education and governance activities. Low literacy levels (37.1 percent female and 58.4 percent males) and low skills of women have culminated in their limited participation in the decision-making processes. Available data indicates that in the formal private sector less than 32% percent of formal private sector employees are females with less than 20% in managerial positions. In the public sector there is under-representation of women in top management.

In the area of governance, women's invisibility is pronounced especially in the local government administration. There are no women Governors, Mayors, Chairpersons of Councils or District Chiefs. Out of the 1,873 villages in the country, there are only 5 female Alkalolus.² Even though gender parity is applied in the appointment of Village and Ward Development Committees as prescribed by the Local Government Act in effect the women, who are elected to these committees, are generally proxies of prominent males whose interests they represent and not that of the women. On the other hand some of the few women who find themselves in leadership positions at the national or local level find it difficult to effectively contribute and influence decisions in a male dominated system.

In the legislature only 7.5% of National Assembly members are women however the Speaker is a woman. In the Executive at the level of Cabinet the situation is much more impressive as 33% of Ministers are women thus surpassing the number recommended by the UNDP Gender Empowerment Model of 30%. Taking into consideration the fact that the 2nd highest position in the country that of Vice President is held by a woman indicates that there is high political will towards gender empowerment.

The growing incidence of gender based violence is of concern as studies indicate its alarming increase and its intersection with HIV/AIDS. The patriarchal system and customary practices and norms support male dominance and women's insubordination thus making them vulnerable to violence.

The Government of The Gambia and its partners have made significant efforts to provide an enabling legal and policy environment for the advancement of Gambian women and in improving their social, cultural and economic status. This is evident in the establishment and operationalisation of a National Women's Machinery under the Office of the Vice President and Secretary of State for Women's Affairs, the development and implementation of the National Policy on the Advancement of Gambian Women 1999-2009, the ratification of international and regional instruments on the rights of women, the enactment of the Women's Bill in an attempt to domesticate these laws. A number of policies have been passed which advances women empowerment and gender equality.

Since 2007, the UNDP within its CPAP (2007-2011) supported the Government's efforts in the attainment of MDG 3-. Specifically, the UNDP supported the Women's Bureau to implement two projects aimed to address the under representation of women in decision making positions highlighted in the Poverty Reduction Strategy Paper (PRSP11-2007-2011) and the National Women's Policy (2002-

¹ Women in Decision Making, Project 2008

² Report on Capacity Assessment of Women in Decision Making Positions, Women's Bureau January 2008

2009). These projects registered many successes amongst which included the Capacity Needs Assessment of Women in Decision-Making positions Study (2008) conducted & baseline information established.

It is against this background that UNDP formulated this project to consolidate and sustain the gains made in the previous projects and to focus on institutionalising women empowerment and gender mainstreaming in the overall national framework.

(b) Implementation Strategy

The project is in line with the current UNDP Country Programme. The first phase of the project will establish the legal and policy framework to facilitate implementation of women empowerment and gender mainstreaming initiatives. Following the enactment of the Women's act and the approval of the Women Empowerment and Gender policy, national committees will be set up to oversee the enforcement of the act and the implementation of the policy. This project will build on gains made in the previous projects to continue to strengthen the capacity of the National women machinery. Working with the gender focal points in the line ministries trained in the previous project, and support the establishment and operationalization of gender units in ministries.

The project will continue the nationwide advocating and sensitizing on the Women's Act and Gender Policy, benefits of having women in decision-making position, politics, and on Gender Based Violence. It will strengthened the partnerships with relevant government sectors/programme, NGOs, Women CSOs , UN Agencies and developing national capacities, and enhancing national ownership to implement activities effectively and efficiently.

The project will focus on delivering the following outputs: Output1: strengthened legal & policy frameworks to protect women and improved legal status of women Output 2: institutional strengthening and capacity development of the National Women's machinery to coordinate, promote and influence laws and policies that address the systemic and attitudinal obstacles to gender equality; Output3: increased awareness creation and advocacy on women's increased and effective participation in decision making and politics; and Output 4: enhanced and effective management and monitoring of project activities.

(c) Sustainability

The project is aligned with the CPAP (2007-2011) and the UNDAF. The existence of the National Women's Council and the Bureau as legal entities within the country's legislation will ensure continuity. Capacity development will be a key element mainstreamed to ensure national capacities are enhanced and sustained.

In relation to stakeholders training, the sustainability approach lies on the trickledown effect that will result from the training of trainers in gender mainstreaming. Institutional strengthening and capacity development initiatives will ensure a solid foundation for future interventions.

Part II. Management Arrangements

Execution modality

The project shall be implemented through National Implementation Modality (NIM) and The Women's Bureau shall be the Implementing Partner (IP). The project will establish a Project Board (PB) to oversee the overall implementation process. The Project Board will be co-chaired by the Permanent Secretary, Office of the Vice

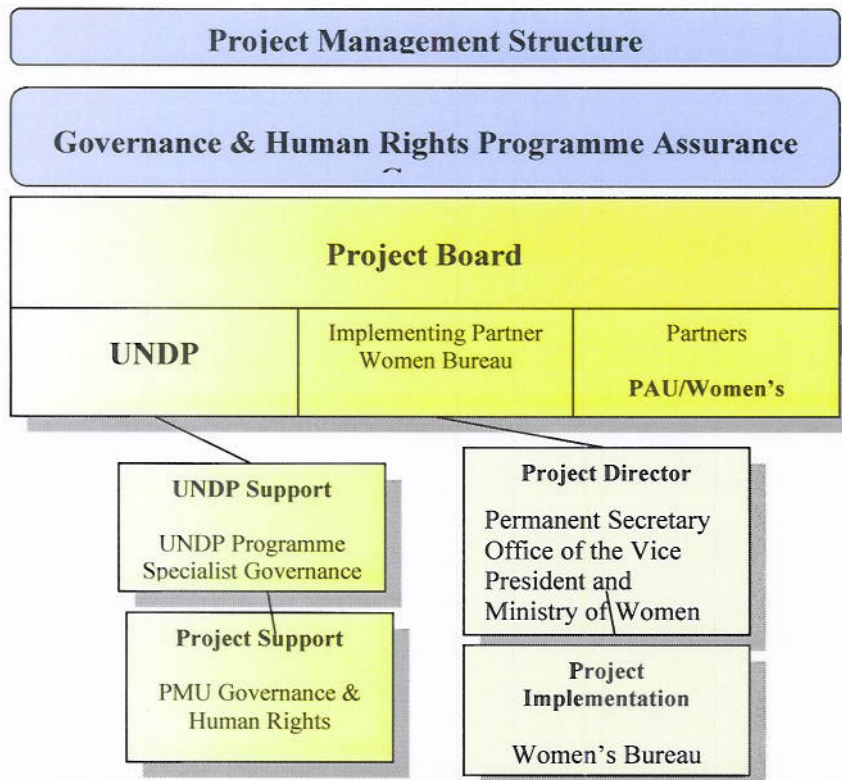
President and the Resident Representative, UNDP. Membership of the Project Board will consist of representatives from Government departments, development partners and the technical committee on the gender advocacy strategy, UNDP representatives and NGOs. The Board will meet on a monthly basis and will decide on specific activities that are to be supported by the project based on project objectives, the annual work plan, budget and availability of funds.

The Permanent Secretary or designate shall serve as the **Project Director (PD)** and Accounting Officer. S/He shall be responsible for the overall coordination of the project, accounting for the use of project resources and achievement of overall project objectives. The Women’s Bureau will identify a dedicated full-time staff member as the **Project Coordinator (PC)**, who shall be responsible for the day-to-day management of the project.

A Programme Management Unit (PMU) will be established for all UNDP interventions in the areas of Governance and Human Rights. The PMU will ensure the smooth functioning of the project and shall consist of a Programme Manager, Monitoring & Evaluation Officer, an Administrative/Finance Officer and 2 drivers. The Programme Manager and Unit shall provide support to each of the Project Board within the Governance & Human Rights cluster.

The project will strictly adhere to the UNDP applicable regulations, rules, policies and procedures. For the day-to-day disbursement of project funds, a financial management system in accordance with the Harmonised Approach to Cash Transfers (HACT) for implementing partners will be adopted. The Funding Authorisation and Certification of Expenditure (FACE) form will be used. All requests must be accompanied by a financial report of the previous quarter. UNDP The Gambia Country Office will provide support services to the project as set out in the attached “Letter of Agreement for Provision of Support Services” (Annex 3).

b) Project Assurance



Project assurance is the responsibility of UNDP. The project assurance role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. A Programme Assurance Group for all interventions in Governance and Human Rights will be established to undertake coordination between all the projects and ensure synergies, sustainability and the achievement of development results. The Group will consist of the Secretary-General of the Government, the UNDP Resident Representative, Project Directors, Project Coordinators and the Programme Manager of the Programme Management Unit. With the support of the PMU, the Programme Assurance Group, will meet every six months and will be responsible for the overall coordination, management and monitoring of all interventions in Governance and Human Rights, including policy dialogues and resource mobilisation.

Part III. Monitoring & Evaluation

The project will be monitored through periodic meetings of the Project Board, which will be held monthly. The board will be responsible for approval of the annual work plan and budget. These will constitute the official working documents once signed by the Permanent Secretary and the Resident Representative, UNDP. The Project Board will undertake monthly reviews on implementation progress, based on progress reports prepared by the Project Director. The Project Board will also undertake monitoring visits to verify implementation progress and hold discussions with beneficiaries to obtain performance feedback. Progress, technical and financial reports will be presented to the Project Board for review and the outcome of such meetings will be used to improve on project performance and in strengthening policy and implementation guidelines whenever necessary. The Project Board will also receive reports on all activities supported by the project to serve as additional basis to assess and monitor the programme performance and delivery. The reports may include pilot study/project evaluations, consultancy reports or reports from participants who attended a training, conference or workshop. An annual project report (APR) will be produced by the Implementing Partner in close collaboration with the PMU and submitted to the Tripartite Review (TPR) meeting to be scheduled between Government and UNDP every first quarter of the year following the year covered by the annual project report.

Part IV. Legal Context

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in Article I of the Standard Assistance Agreement between the Government of the Republic of The Gambia and the United Nations Development Programme, signed by the parties on 24 February 1975, and all CPAP provisions apply to this document.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document”.

The following types of revisions may be made to this project document with the signature of the UNDP Resident Representative only, provided that he is assured that the Government has no objections to the proposed changes:

- a) Revisions in, or addition of, any of the annexes of the project document;
- b) Revisions which do not involve significant changes in the immediate objectives, outputs or activities of a project but are caused by the re-arrangement of inputs already agreed to or by cost increases due to inflation; and
- c) Mandatory annual revisions, which rephrase the delivery of agreed project inputs or increased expert or other costs due to inflation or take into account agency expenditure flexibility.

ANNEX I

LETTER OF AGREEMENT BETWEEN UNDP AND THE GOVERNMENT OF THE GAMBIA

1. Reference is being made to consultations between officials of the Government of The Gambia (hereinafter referred to as “The Government”) and officials of UNDP, during the project proposal drafting process and LPAC meeting with respect to the provision of support services by the UNDP country office for abovementioned project. UNDP and the Government hereby agree that the UNDP country office may provide such support services at the request of the Government through its institution designated in the relevant project document, as described.
2. The UNDP country office may provide support services for assistance with reporting requirements and direct payment. In providing such support services, the UNDP country office shall ensure that capacity of the Government-designated institution is strengthened to enable it to carry out such activities directly.
3. UNDP The Gambia office will provide, at the request of the designated institutions, the following support services for the activities of the project:
 - (a) Identification and/or recruitment of project personnel;
 - (b) Identification and facilitation of training activities;
 - (c) Procurement of goods and services;
4. The procurement of goods and services and the recruitment of project and programme personnel by the UNDP country office shall be in accordance with the UNDP regulations, rules, policies and procedures. Support services described in paragraph 3 above are detailed in the project document. If the requirements for support services by the UNDP country office changes during the life of the project, the changes in the support services described in this agreement shall be revised through mutual agreement between the UNDP Resident Representative and the designated institution.
5. The relevant provisions of Article 1 of the Standard Assistance Agreement between the Government and UNDP, signed by the parties on 24 February 1975, including the provisions on liability and privileges and immunities, shall apply to the provision of such support services. The Government shall retain overall responsibility for the project through its designated institution. The responsibility of the UNDP country office for the provision of the support services described herein shall be limited to the provision of such support services detailed in the project document.
6. Any claim or dispute arising under or in connection with the provision of support services by the UNDP country office in accordance with this letter shall be handled pursuant to the relevant provisions of the Standard Assistance Agreement.
7. In accordance with the mutual agreement reached by the UNDP country office and the designated institution the cost recovery by the UNDP country office in providing the support services described in paragraph 3 above shall be made as per UNDP ISS (Implementation Support Services) Guidelines, Universal Price List.
8. The UNDP country office shall submit progress reports on the support services provided and shall report on the costs reimbursed in providing such services, as may be required.
9. Any modification of the present arrangements shall be effected by mutual written agreement of the parties hereto.
10. If you are in agreement with the provisions set forth above, please sign and return to this office two signed copies of this letter. Upon your signature, this letter shall constitute an agreement between your Government

and UNDP on the terms and conditions for the provision of support services by the UNDP country office for this project.

Fatou Jasseh-Kuyateh

Mrs. Fatou Jasseh-Kuyateh
Permanent Secretary
Office of the Vice President
For the Government of the Gambia

Date: *14/5/2010*

Chinwe M. Dike

Ms. Chinwe M. Dike
Resident Representative
UNDP
Signed on behalf of the UNDP

Date: *21 May 2010*

PROJECT RESULTS AND RESOURCES FRAMEWORK

Intended Outputs	Output Targets	Indicative Activities	Responsible Parties	Budget USD
<p>Output 1: strengthened legal & policy frameworks to protect women and improved legal status of women</p> <p><i>Baseline :no women's act</i></p> <p><i>Indicators: women's bill enacted and enforced</i></p> <p><i>Targets: Gender and legal policy framework and programming Strengthened</i></p>	<p>1.1 Gender policy and Women's Act launched and advocacy</p> <p>1.2 Improved programme delivery and Increase awareness of the general public on gender based Violence, thus improved management and reduced incidences</p>	1.1.1 Printing of the Women's Act and the National Gender Policy and Strategic work plan	Women's Bureau Women's Bureau	10,000
		1.1.2 Support the advocacy and launching of the Women's Act and National Gender Policy in all seven regions	Women's Bureau	\$21,000
		1.1.3 Implementation of Gender Policy & integration with the PRSP11	Women's Bureau/UNDP	\$10,000
		1.2.1 Conduct a comprehensive study on Gender Based Violence and its Validation	Women's Bureau/UNDP	10,000
		1.2.2 Development of a national Programme on prevention and management of Gender Based Violence	Women Bureau	\$5000
		1.2.3 Support to mobile legal aid clinic to FLAG/legal adviser/FLARE and capacity building of officers at Women Empowerment Centre	Women's Bureau/FLAG/GFPA	\$10,000
		1.2.4 Support implementation of	Women's Bureau/NGOs	\$20,000

		<p>the National plan of action on GBV</p> <p>1.2.5 Improve filing systems and record keeping on GBV</p>	Women's Bureau/UNDP	\$5000
		<p>1.2.6 Support the Drafting of a Gender Based Violence Bill & its validation</p> <p>1.2.7 Conduct Gender Based Violence Consultations</p> <p>1.2.8 Conduct an intensive national study to generate gender disaggregated data on socio-economic conditions of Gambian women & its validation</p>	<p>Women's Bureau</p> <p>Women's Bureau/UNDP</p>	\$10,000 \$20,000
<p>Output 2: Capacity development and institutional strengthening of national women's machinery</p> <p><i>Baseline: 2005 MDG Reports 2008 Report on</i></p>	<p>2.1: Gender mainstreamed and Capacity of the Women's bureau, CSO, key stakeholder in public enterprises; private sector and Government enhanced to implement the project, gender mainstreaming and Gender monitoring</p>	<p>2.1.1. Train Women's Bureau staff, NGOs/CSOs, Gender Focal points, MDFTs, VDCs & WDC on Gender Analysis, planning, budgeting & project management</p>	Women Bureau /UNDP	20,000
		<p>2.1.2 Train NAMs on Gender mainstreaming, women's Act and Gender policy</p>	Women Bureau/UNDP	10,000
		<p>2.1.3 Train religious leaders on gender mainstreaming, women's Act and Gender</p>	Women's Bureau/UNDP	10,000

<p><i>the Capacity Assessment of Women in Decision Making</i></p> <p><i>Indicators:</i> <i>number of trainings and equipments provided</i></p> <p><i>Targets enhanced capacity of gender machineries</i></p> <p><i>Related CP outcome: UNDAF outcome</i></p>	<p><i>and impact assessment</i></p>	<p>policy</p> <p>2.1.4 Support the identification process and training of Village Focal Points for NWC,</p> <p>2.1.5 Conduct Training workshops for women leaders, female area councilors , national women council, executive members of the federation of Gambian women , female youth leaders and NWC Village focal points on gender mainstreaming, their roles and responsibilities, networking, lobbying, leaderships, public speaking and advocacy</p>	<p>Women's Bureau</p> <p>Women's Bureau/UNDP</p>	<p>10,000</p> <p>40,000</p>
<p>Output 3: Increased awareness creation and</p>	<p><i>3.1 Gender Communication & Advocacy Strategy Implemented</i></p>	<p>3.1.1 Update and further develop appropriate messages informed by the Women's</p> <p>2.1.6 Training for the leadership in Government, , CSOs, Donor partners, Judiciary, Parliament and private sector on Gender concepts, gender mainstreaming Gender Analysis & Budgeting</p>	<p>GCATC</p> <p>Women's Bureau/UNDP</p>	<p>5,000</p> <p>15,000</p>

<p>advocacy on women's participation in decision making and politics :</p>		<p>ACT, Gender Policy and outcome of the Beijing plus 15 review meetings</p>		
<p>Baseline: 2009 data Indicators</p> <p>Targets: Communication Strategy Implemented Related CP outcome: UNDAF Outcome 3</p>	<p><i>3.2 effective implementation of the Women's Act and Gender Policy</i></p>	<p>3.1.2 Light Assessment of CSOs and NGOs</p> <p>3.2.1 Conduct public awareness creation on the Women's Act using the media(TV , Radio, Print, and other publicity materials such as bill boards, posters, flyers, magazines</p> <p>3.2.2 Conduct public awareness creation on the Gender Policy & Women's Act for :</p> <p>1. Policy Makers (public & private)</p> <p>2. Regional authorities, MDFTs, Area councils, chiefs, alkalos</p> <p>3. Influential women leaders & youths</p> <p>3.3.1 Conduct public awareness creation in all regions on the socio-economic benefits of women participation in decision-making, politics, and negative impacts of harmful practices and GBV:</p> <p>1. Influential women leaders, Chiefs, Alkalos, youth leaders</p>	<p>Women Bureau /UNDP</p> <p>WB/ NCCE, /GCATC/FLAG</p>	<p>5,000</p> <p>\$40,000</p>
			<p>Women's Bureau /FLAG/GCATC/NCCE</p>	<p>20,000.00</p>
			<p>WB/NCCE/GAMCOTRAP-WORLDVIEW-BAFROW, Traditional Communicators</p>	<p>\$40,000</p> <p>\$10,000.00</p>

		<p>2. Political parties structures, select committees and political bureaus</p> <p>3.3.2 Conduct sensitization and training workshops for potential women candidates from all regions for local councils & national assembly elections</p> <p>3.3.3 Translation of the key provision-related to women in decision making and politics of the constitution, women's Bill/Act, Gender Policy and Local Government Act and GCAS into local languages on audio and print</p> <p>3.3.4 Produce, record and disseminate drama in two local languages on the significance of having women in decision making positions</p>	<p>Women's Bureau /GCATC/NCCCE</p> <p>Women's Bureau</p>	<p>\$15,000</p> <p>\$30,000.</p> <p>\$15,000</p>
<p>Out 4 : Effective management and Monitoring of Project:</p>	<p>4.1.Enhanced& Effective project management</p>	<p>4.1.1 Monitoring and Evaluation Activities</p> <p>4.1.2 Audit</p>	<p>Women Bureau /UNDP</p> <p>Women's Bureau/NCCCE/ Drama Group/Gender communications committee(GCATC)</p>	<p>10,000.00</p> <p>20,000</p>

Baseline:				
Indicators:				
Targets				
Grand TOTAL				446,000.00

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Mrs. Fatoh Jasseh-Kuyateh
 Permanent Secretary
 Office of the Vice President
 For the Government of the Gambia

Date: *14/5/2010*

.....
Ms. Chinwe M. Dike

Resident Representative
 UNDP
 Signed on behalf of the UNDP

Date: *Chinwe M. Dike 21 May 2010*