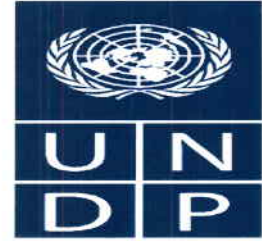




Governo de Moçambique



Programa das Nações Unidas para o  
Desenvolvimento

## United Nations Development Programme 2011 - Annual Work Plan for Gender

Agency: UNDP - Mozambique

**UNDAF Pillar 3 Outcome:** Individuals, civil society and public and private sector institutions at national level empowered to halt the spread of HIV and AIDS among the population at risk and mitigate its impact

**UNDAF CP Expected Outcome (s):** 3.5 Provincial and district plans have mainstreamed HIV and AIDS and Gender, including their resources for its implementation

**UNDAF CP Expected Outcome (s):**

**3.5.1** A National Mechanism for the creation of critical mass of experts from Government and Civil Society established

**UNDAF 1 Outcome:** By 2011, the government and civil society capacity at local, provincial and national levels strengthened to plan, implement and monitor the socio-economic development in a transparent, accountable, equitable and participatory way in order to achieve the Millennium Development Goals (MDGs)

**UNDAF CP 1.6 Expected Outcome (s)** Civil Society Organizations Structures (including traditional authorities) strengthened and involved in the development agenda at decentralized level

**UNDAF CP 1.6.4 Expected Outcome (s)** Enhanced capacity to effectively integrate the issues of HIV, AIDS, Gender and vulnerable groups in the governance processes at all levels

**Implementing Partners:** Ministry of Women and Social Action (DNM & CNAM), Eduardo Mondlane University (Department of Sociology), Forum Mulher

### Summary

*This component of the UNDP programme, started in 2007, aims to ensure that gender issues are effectively incorporated into plans, budgets and sector monitoring processes through capacity building and the availability of local experts. Capacity building has been developed through the support in the formulation of guidelines and manuals for the training and monitoring of planners and technical staff in the use of the aforementioned instruments and in the consolidation of the network of facilitators. It also included the training of trainers to support the mainstreaming of gender issues in the public sector in a decentralized manner. To make capacity building sustainable at long term, the project also includes the institutionalization of training in gender mainstreaming in local academic institutions.*

*In 2010 the project focused on the dissemination and training of activists and civil society organizations on Human Rights and Domestic Violence, in the creation of Gender courses and in the publication of stories about violence. During the year 2010, progress was notable in regard to knowledge of the society of domestic violence issues, as well as improving the mainstreaming of Gender issues in plans, particularly at decentralized levels as a result of the increased number of civil servants trained on the matter. It should also be noted the improvement in the conditions and quality of service provided to victims of domestic violence as a result of the support provided to service centres under the project. Within the academic institutions, the creation of a course about Gender based violence should be highlighted, as well as the publication of a book on Gender and Human Rights.*

*In 2011, the final stage of the project will be to consolidate efforts to ensure continued mainstreaming started in 2007. The project will continue to train members of Provincial and District Government to integrate gender issues in development plans and programmes in the districts and to support civil society organizations in the component of domestic violence. In this final phase of the project it is also expected that gender is entirely institutionalized at tertiary education institutions through the introduction of a Gender-based violence course.*

Period of the Programme:	2010-2011
Component of the Programme:	Gender Mainstreaming
Budget Code:	00056874
Year:	2011

<b>Annual Estimated Budget:</b>	\$ 630,000
<b>Allocated Resources:</b>	
- Regular Resource:	\$130,000
- Other Resources (Joint Programme):	\$500,000

UNDP - Mozambique Annual Plan

Approved by:

National Council for the Advancement of Women (CNAM) and  
Ministry of Women and Social Action (DNM - MMAS)

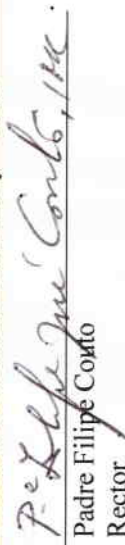


Iolanda Cinfura  
Ministry for Women and Social Action

07/02/11

Date

Eduardo Mondlane University - UEM



Padre Filipe Couto  
Rector

4/02/2011

Date

Forum Mulher

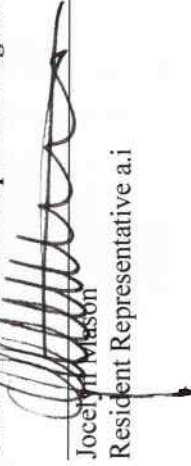


Graça Samó  
Executive Secretary

18-01-11

Date

United Nations Development Programme (UNDP)








Jocelyn Mason  
Resident Representative a.i

14/2/2011

Date

**IMPLEMENTATION PARTNERS  
FACE AUTHORIZED SIGNATORIES**

<b>Implementing Partner</b>	<b>Name (s) of Authorized Signatories</b>	<b>Title (s)</b>	<b>Signature (s)</b>
<b>MMAS</b>	Josefa Langa	National Director for Women	
	Ivete Alane	Permanent Secretary	
<b>UEM</b>	Nair Teles	Head of the Department of Sociology	
	Graça Samo	Executive Director	
<b>FÓRUM MULHER</b>	Joana Gonçalves	Programme Director	
	Presentina Checo	CNAM	
<b>CNAM</b>	Ivete Alane	Permanent Secretary	

## Gender mainstreaming

<b>Component 5: HIV/AIDS and Gender CPAP Output (s):</b>										<b>PLANNED BUDGET</b>		
<b>EXPECTED OUTCOMES</b>	<b>KEY ACTIVITIES</b>	<b>TIMEFRAME</b>				<b>RESPONSABLE</b>	<b>Planned Amount</b>	<b>Allocated Amount</b>	<b>Sources of Resources</b>			
		Q1 2011	Q2 2011	Q3 2011	Q4 2011							
<p>5.2.1 CNAM capabilities strengthened in the areas of policy analysis, provision of technical assistance and monitoring and reporting on the compliance with national and international commitments</p> <p>5.2.2 Guidelines on Gender mainstreaming in plans and budgets for technical staff and planners of selected sectors at central and local levels prepared and published, and users' ability to set target</p> <p>5.2.3 Evaluation of the Gender and inclusion of plans produced by the selected key sectors' staff performed</p> <p>5.2.4 Training on gender mainstreaming effectively institutionalized among the staff of higher education institutions</p> <p>5.2.5 An adequate network of facilitators local capacity to support gender mainstreaming in public proceedings established</p>	<p>5.2.1.1 Dissemination and implementation of the Second National Conference on Women and Gender outcomes</p> <p>5.2.1.2 Production of advocacy materials for awareness on the women's Human Rights</p>	X	X	X	X	DNM	\$20,000	\$20,000	\$20,000 OR			
<p>Knowledge of and capacities of DNM and civil society organizations to address domestic violence and Human Rights issues strengthened</p>			X			DNM	\$5,000	\$5,000	\$5,000 RR			

	5.2.1.3 Dissemination of integrated attendance services to victims of domestic violence				X					DNM	\$15,000	\$15,000	15.000 OR
	5.2.1.4 Training of Gender, Human Rights and domestic violence activists at the district level									DNM	\$30,000	\$30,000 OR	
	5.2.1.5 Production and dissemination of MMAS newsletter	X	X	X	X					DNM	\$15,000	\$15,000 OR	
	5.2.1.6 Printing and publishing of the history of Mozambican Women book	X	X							DNM	\$25,000	\$25,000 OR	
	5.1.2.7 Production of IEC materials on the domestic violence law for trainings and for the campaign to inform/raise awareness of communities			X						DNM	\$10,000	\$10,000 OR	
	5.2.1.8 Production and broadcasting during 60 days, of three radio spots and 2 TV spots suitable for women with disabilities								X	DNM	\$10,000	\$10,000 RR	

	5.1.2.9 Realization of the National meeting for trainers on the law of domestic violence against women				X				DNM	\$30,000	\$30,000	\$30,000 OR
	5.1.2.10 Participation of Mozambique in national conferences and international events on women	X	X	X	X				All Project partners	\$20,000	\$20,000	\$5,000 RR \$15,000 OR
5.2.2. Gender mainstreamed into plans and programmes in 5 Ministries and 5 districts	5.2.2.1 Training of MMAS staff, planners, focal points and human resource managers of public institutions and Civil Society Organizations in Gender mainstreaming in plans and budgets	X							CNAM	\$20,000	\$20,000	\$10,000 RR \$10,000 OR
	5.2.2.2 Training of provincial governments and Ministries advisory boards on issues of Gender and Human Rights			X					CNAM	\$20,000	\$20,000	\$20,000 OR
	5.2.3 Dissemination of the Gender mainstreaming guidelines in the district plans			X					CNAM	\$30,000	\$30,000	\$30,000 RR

	5.1.2.4 Dissemination of the National Plan for the Advancement of Women 2010-2014	X							CNAM	\$30.000	\$30.000	\$10.000 RR \$20.000 OR
5.2.3 Recommendations and lessons learned from the evaluation of the Gender included in the 2010 planning	5.2.3.1 Evaluation of the Gender mainstreaming project						X		UNDP and Project partners	\$25.000	\$25.000	\$25.000 RR
	5.2.3.2 Carry out a mapping of interventions and support services for women victims of domestic violence available in the country	X							DNM	\$30.000	\$30.000	\$30.000 OR
	5.2.3.3 Set up a monitoring and evaluation				X				DNM	\$25.000	\$25.000	\$10.000 RR \$15.000 OR
	5.2.3.4 Carrying out of monitoring visits and promotion of Gender activities in the Workplace	X		X			X		UNDP	\$10.000	\$10.000	\$5.000 RR \$5.000 OR
5.2.4 Course on gender based violence and Gender instruments operationalized.	5.2.4.1 Carry out a research on the feminization of poverty			X			X		UEM – Arts Faculty (Department of Sociology)	\$17.000	\$17.000	\$15.000 OR \$2.000 RR
	5.2.4.2 Establish a website to display and share information - Women's Observatory	X		X			X			\$2.000	\$2.000	\$2.000 RR
	5.2.4.3 Operationalisation of the Gender-based violence course	X								\$5000	\$5000	\$5000 RR



5.2.5 Exchange of experiences and best practices among facilitators on gender mainstreaming and domestic violence held.	5.2.4.4 Provide technical assistance to the Department of Sociology in project implementation	X	X	X	X		\$10.000	\$10.000	\$10.000 RR
	5.2.4.5 Print and disseminate research work on gender				X		\$1.000	\$1.000	\$1.000 RR
	5.2.5.1 A national meeting of planning, monitoring and evaluation involving experts from the LDCs, INAS and partners held.				X	DNM	\$25.000	\$25.000	\$25.000 OR
5.2.1.2 Provide institutional and technical support to Forum Mulher in the domestic violence components and development of policies and instruments to encourage Human Rights and Gender equality									
		X				Forum Mulher	\$50.000	\$50.000	\$50.000 OR



TOTAL				<b>MMAS - DNM</b> RR \$25,000 OR (JP) \$215,000
				<b>CNAM</b> RR \$50,000 OR (JP) \$50,000
				<b>Forum Mulher</b> OR (JP) \$200,000
				<b>UEM –</b> <b>Department of</b> <b>Sociology</b> RR \$20,000 OR (JP) \$15.000
				<b>Monitoring and</b> <b>evaluation</b> RR \$35.000 OR (JP) \$20.000
				<b>TOTAL</b> <b>\$630.000</b> <b>RR - \$130.000</b> <b>OR - \$500.000</b>

### M&E Framework

Expected Outcomes in the Annual Plan	Indicators, Base and Goals	Verification Means
<p><b>5.2.1. Outcome of year 1:</b> CNAM capacity to implement the results of the Second gender conference, including results of the domestic violence component enhanced</p>	<p><b>Indicator:</b> Number of institutions and provinces reporting with gender indicators and analysis included            Base: Ministries: 0; Provinces: 0            Goals: Ministries: 10; Provinces: 5</p>	<p>Monitoring Reports            Project Progress Reports</p>
<p><b>Outcome of year 2</b> - Knowledge of, and MND and the civil society organizations capacities to address issues of domestic violence and Human Rights enhanced</p>	<p><b>Indicator:</b> Number of technicians from the MND and civil society members trained in domestic violence and Human Rights            Base: 100            Goal: 200</p>	
<p><b>5.2.2. Outcome of the year:</b> Capacity of public sector staff to mainstream gender into public sector institutions plans and programmes strengthened</p>	<p><b>Indicator:</b> Number of Ministries and provinces that have adopted the gender perspective budgeting and gender mainstreaming in their planning processes            Base: Ministries: 0; Provinces: 0            Goals: Ministries: 4 (MPD, MF, MIJUS, MAE)            Provinces: 3 (Cabo Delgado, Nampula and Gaza)</p>	<p>Monitoring Reports            PES and State Budget</p>
<p><b>5.2.3 Outcome of the year:</b> Gender mainstreaming project implementation assessed.</p>	<p><b>Indicator:</b> Proportion of Ministries and Provinces that operationalize their plans and budgets from gender perspective            Base: Ministries: 0; Provinces: 0            Goals: Ministries: 60%; s Provinces: 60%</p>	<p>Assessment Report</p>
<p><b>5.2.4 Outcome of the year:</b> The course on gender based violence and Gender instruments created and operational.</p>	<p><b>Indicator 1:</b> Number of tools produced and courses taught at higher education institutions with gender issues integrated into their curriculum            Base: 1            Goals: 2</p>	<p>Monitoring Reports            Course approval documents</p>

<p><b>5.2.5 Outcome of the year:</b> An exchange of experiences and best practices among facilitators of gender mainstreaming carried out.</p>		<p>Reports of training seminars</p>
	<p><b>Indicator:</b> Number of facilitators recorded in the database  Base: 0  Goals: 50 Base</p>	<p>Reports of surveys carried out  Database  Monitoring Reports</p>
	<p><b>Indicator:</b> Number of civil servants and members of Civil Society Organizations with knowledge on how to mainstream Gender issues in their plans  Base: 0  Goals: 150 Monitoring Reports</p>	<p>Monitoring Reports  Reports of Inquiries</p>