



**United Nations Development Programme
Project Document**

Country: Swaziland

**Project Title: Support to the Federation of Swaziland Employers and Chamber of Commerce
- Business Women's Forum of Swaziland (FSE&CC-BWFS)**

Narrative: Under the leadership of the Business Women Forum Swaziland (BWFS), the project aims at expanding women's economic opportunities through promoting entrepreneurship and improving access to information and productive resources to facilitate economic growth. In addition, it will also strengthen existing Small Middle Enterprise (SME) support infrastructure and implementation of national policies, strategies and action plans.

1. SITUATIONAL ANALYSIS

Women are playing a significant role in national growth, as they contribute to the economy at various levels and in different activities as provided for in the National Development Strategy - Vision 2022 and Poverty Reduction Strategy Action Programme (PRSAP). The Small, Medium and Micro Enterprises (SMME) Policy recognizes that there is a need to promote women entrepreneurship. The policy states that "Government will ensure that there shall be no prejudice and/or discrimination to aspiring entrepreneurs on the basis of gender or marital status." The recently adopted 2010 National Gender Policy recognizes that strengthening of women's roles and opportunities in the economic sector creates the foundation for household and community resilience to different forms of shocks both in the urban and rural settings.

Key challenges for economic empowerment of women which were identified by grassroots representatives during regional dialogues (2009/2010) held in preparation of the Swaziland Women's Decade 2010-2020 included:

- Limited access to productive resources due to outdated legislation: Due to limited property rights women often lack collateral/security for loans. Financial institutions generally do not recognize married women as creditors without their husband's consent.
- Lack of entrepreneurial and business management skills: Training on income creation and entrepreneurial activities often does not sufficiently target women's specific issues, such as access to and control over resources.
- Lack of mentoring and coaching programs was identified as one of the weakest areas in women entrepreneurship promotion¹.
- Limited access to markets for informal producers of which the majority is women: There is not sufficient infrastructure in place to promote economic activity of producers in the informal sector such as access to water and sanitation points, market days.

Other barriers specific to women include low literacy levels, limited awareness of relevant business support services and double roles in the domestic sphere².

In 2008 UNDP and the Federation of Swaziland Employers and Chamber of Commerce (FSE&CC) facilitated the establishment of the Business Women Forum of Swaziland (BWFS) through the five-year strategic plan (2010 -2014) is laying foundation to address the women-owned businesses specific needs. It is of importance to strengthen the Forum as it works towards the attainment of its vision which is "**to be the leading organisation that fosters the development and economic empowerment of women in Swaziland**". In particular though, national programs are still required in the development of networking forums, business research and information dissemination, creation of vibrant lobbying and advocacy platform for business women's voices at decision making level as well as capacity development of a entrepreneur infrastructure at all levels. This will contribute to the eradication of gender inequalities in business and poverty alleviation through economic empowerment.

2. OBJECTIVES

The objectives of the project are:

- To conduct advocacy and networking activities/forums aimed at assisting women in business fulfil their aspirations and also address the challenges that they face when doing

¹ Assessment of the Enabling Environment for Women's enterprises in Swaziland, December 2009, p. 40.

² Scaling Up Innovation and Entrepreneurship for Rural Women in Swaziland: The Role of the Private Sector 2009.

business individually or as an association. This will be aimed at educating women in business on policies that affect them. Conduct lobbying and advocacy activities aimed at awareness raising and education on women economic empowerment (addressing legal and structural barriers).

- To conduct Post Graduate Placement Programme (PGPP) with an objective to offer business development services to women owned business. This will involve periodic visits to the membership of the BWFS to provide business management support, mentorship, and advisory services.
- To promote access to information on registration, licensing, financing modalities, business and trade related information and research through the BWFS website.
- To undertake capacity building programs aimed at up-skilling specific sectors such as the handicraft sector of innovation and product development and agriculture sector on business management. Training on information systems e-business will also be developed to improve the operating environment and reduce business costs for women in business.
- To strengthen the secretariat and institutional capacity to deliver on the BWFS five year strategic plan

3. STRATEGY

The project approach is in line with the 2010 National Gender Policy strategies on women economic empowerment which seek to:

- Promote self-employment opportunities through entrepreneurship and economic empowerment to limit dependence on wage employment.
- Strengthen entrepreneurial skills for women through training in Small and Medium Enterprise development.
- Encourage women to use information and technology for networking, nationally, regionally and internationally

Specific strategies for economic empowerment of women and the enterprises include the promotion of self-employment opportunities, capacity development, lobbying and advocacy for an improved enabling environment to facilitate initiation and sustenance of women-owned businesses and SMMEs.

4. MANAGEMENT ARRANGEMENTS

The funds for this project will be provided by UNDP (and other development partners). UNDP will be the main responsible Agency with regards to budget control and oversight. The Federation of Swaziland Employers and Chamber of Commerce (FSE&CC) will be the collaborating partner providing in-kind contribution. The Business Women Forum Swaziland (BWFS) will be the implementing partner (IP) and will work with the Deputy Prime Minister's Office - Gender Coordination and Family Issues Unit (DPMO-GCFIU) Ministry of Commerce, Industry and Trade (MCIT), University of Swaziland (UNISWA), Technoserve and other private and civil society organisations to undertake the project activities.

The fund execution modalities will be the National Implementation Modality (NIM) using HACT processes.

UNDP Programme Managers and Policy Advisors at UNDP-headquarters, UNDP-Regional office and the UNDP Swaziland country office programme management structures will provide overall supervision and guidance in the implementation of the project.

5. MONITORING AND EVALUATION

The project monitoring and evaluation procedures will be aligned to the Country Programme Action Plan 2011-2015. Quarterly monitoring visits and reports using the UNDP standard templates will be used to track implementation of planned activities, expenditures, and achievement of the output results.

Identified risks: The project will be undertaken during a time when the country is going through economic and fiscal challenges with observed depressed entrepreneurship activity.

6. LEGAL CONTEXT

The administration of the project will be governed by UNDP rules and procedures as defined in the Programming manual within the policy context defined by the Executive Board (EB).

7. RESULTS AND RESOURCES FRAMEWORK

<p>PRSAP Pillar 3: Empowering the poor to generate income & reduce inequalities.</p> <p>PRSAP Strategic Objective P30406: Encourage SMEs to invest in training and build the capacities of businesses.</p> <p>UNDAF 2011-2015 Pillar 2: Poverty Reduction and Sustainable Livelihoods</p> <p>UNDAF 2011-2015 Outcome 2.2: Increased and more equitable access of the poor to assets and other resources for sustainable livelihoods.</p> <p>CPAP 2011-2015 Pillar 1: Poverty and Sustainable Livelihoods. CPAP 2011-2015 Outcome 1.2: Women have capacity and accessing their rights.</p> <p>CPAP 2011-2015 Outcome Indicators 1.2: Women's rights and their access to productive resources enhanced.</p> <p>Project Title and ID (ATLAS Award ID): 00077632</p>				
Intended Output	Output Targets	Indicative Activities	Responsible Parties	Inputs
1. A vibrant lobbying and advocacy strategy	<ul style="list-style-type: none"> - 200 women educated and aware of business policies that affect their businesses - Number of documented responses to issues raised by our lobbying and advocacy - decisions that have been taken at country level that has the BWFS's direct input - Increase greater interaction amongst business women so as to strengthen skills and information transfer 	<ul style="list-style-type: none"> - Documented commentary on business/gender related policies - Meetings / caucuses with government, local government, and other development partners with regards to issues that affect the environment, welfare and ease of doing business for women in business. - Formulation of the advocacy strategy or roadmap. 	FSE&CC, BWFS, MoTC&I	Technical support, conference facilities, financial support
2. Women in business trained on entrepreneurship following a set curriculum on entrepreneurship.	<ul style="list-style-type: none"> - 200 women in business and the youth trained in the identified areas (using Technoserve developed curriculum). 	<ul style="list-style-type: none"> - identify the training groups -conduct at least two training sessions/programs per quarter. 	FSE&CC, BWFS, UNDP, MCIIT, Technoserve	Conference facilities, Technical support, Financial support, secretariat support
3. Increased access to business information by the business women.	<ul style="list-style-type: none"> -World wide web access and promotion of the BWFS. -100 women in business utilizing website. 	-development of the BWFS website	FSE&CC, BWFS, UNDP	Technical support, funds
4. BWFS Secretariat strengthened	-Enhanced capacity of the BWFS to deliver on the strategic plan		FSE&CC, UNDP	Funds, technical support

8. ANNUAL WORK PLAN BUDGET SHEET - YEAR: 2011

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET	
		Q1	Q2	Q3	Q4		Funding Source	Budget Description
<p>Output 1: Women in business with specific emphasis on the rural women entrepreneurs trained on business management and development skills to improve the operating environment and reduce business costs for women in business.</p> <p>Indicator 1.1: Four training workshops undertaken.</p> <p>Indicator 1.2: 4 seminars and 1 symposium aimed at increasing SME Performance and women participation in business</p>	<p>1.1: Support for skills development programs</p> <p>1.2: Support for networking events and guest business personalities local/international when they are invited/caucuses/ meetings with government, local government and development partners.</p>					FSE&CC, BWFS, Technoserve		20,000
<p>Output 2: The Business Women's Forum Secretariat/Facilitators Role Strengthened</p> <p>Indicators 2.1: BWFS Communication and Advocacy strategy</p> <p>Indicator 2.2: Post Graduate Placement Programme report.</p> <p>Indicator 2.3: # of Women accessing and using information from the BWFS website.</p> <p>Indicator 2.4: Mandate of the BWFS strengthened.</p>	<p>2.1: Support for the advocacy strategy</p> <p>2.2: Support for the Post Graduate Placement Program</p> <p>2.3: Support for the development of the website</p> <p>2.4: Support for the annual General Meeting, pre-election training, communication and administration.</p>					FSE&CC, BWFS, UNDP, UNISWA, SIFE, DPMO-GCFU, MCIT		5,000 7,000 3,000 4,252
Administration Costs								2,748.00
Total								39,252.00
Grand total								42,000.00

