

United Nations Development Programme

برنامج الأمم المتحدة الإنمائي



Syria Country Office Annual Work Plan 2021

Project Title and ID:	Gender Justice and Empowerment Vulnerable Women - 00118298
Expected CP Outcome(s):	Outcome 1. Households and communities benefit from sustainable livelihood opportunities, including economic recovery and social inclusion
Expected Output(s):	1.2 Youth-led initiatives promoting tolerance and acceptance undertaken
Implementing Partner:	UNDP
Responsible Party(ies):	Local Authorities
Gender Marker	GEN3 (gender equality as a principal objective)

Brief Description

While all Syrians have been impacted by the crisis, women and girls have faced distinct threats and challenges during the conflict due to the entrenched complexity of the issues they experience every day. This “crisis within a crisis” is impacting the Syrian social fabric and weakening individuals’ and communities’ resilience, especially women with increased triple burden and increasing resort to negative coping methods. Alarming spikes in suicide rates among male adults are being reported across the country, as many men – traditional breadwinners in Syrian society - increasingly fail to provide for their families. This is putting additional strain on female headed households and increasing the psychosocial impact of Covid-19. The SEIA also indicates increased violence and Gender-based violence (GBV) cases. Syria’s social protection systems – decimated by years of crisis – are currently incapable of responding to these complex protection and psychosocial needs. Invariably, the doubled crisis led to an increase in workload, which is not have necessarily led to greater empowerment or freedom for women.

The proposed project has been developed in line with Syria country priorities 'on gender equality, elimination of GBV and women empowerment. It aims to build resilience of vulnerable Syrian women and men with a multi-dimensional assistance and considering the global gender framework for holistic support.

Gender Justice and Empowerment Vulnerable Women programme follows a guiding approach: Human Rights-Based Approach, Survivor-Centered Approach, Community-Based Approach and Systems Approach. It focuses on prevention of violence, mitigation to reducing risks and responding to consequences of GBV. Focusing on gender and age shift the mood form quantitative intervention to qualitative one. Gender and conflict sensitive methodologies and tools will contribute to enhance social cohesion and peace building. Furthermore, UNDP will follow a community-led strategy at different levels to empower communities as the first actors of building resilience and maintaining own protection, rather than mere passive and helpless victims, and thus helping them better address the causes and consequences of the on-going violence in a sustainable fashion. The project will contribute to SDGs # 1, 5, 10 and 16.

Programme Period:	2016 - 2021
Key Result Area (SP):	OUTCOME III: Strengthen Resilience to Shocks and Crises
Atlas Award ID:	118298
Start date:	1-Jan-21
End Date:	30-Dec-21
PAC Meeting Date:	26-Jan-21
Management Arrangements: DIM	DIM

AWP Budget:	\$636,400
Total resources required 2021	\$529,480
Total allocated resources 2022	\$106,920
o Regular	
o Others:	-
o Donors:	\$636,400
Japan	\$356,400
RFF (COVID-19 Response):	\$280,000
Unfunded budget:	-

Agreed by UNDP:

UNDP Resident Representative

25-Feb-2021

Annual Working Plan 2021-2022

Project Title: Gender Justice and Empowerment Vulnerable Women

Award ID: 00118298

Gender Justice Programme Component & Framework	Expected Outputs	Planned Activities	Timeframe				Responsible Party	Donor	Source of Funds	Gover-norate	Planned Budget			
	(Indicate Atlas Output IDs)		Q1	Q2	Q3	Q4					Account and Budget Description	2021 Amount (\$) Funded	2021 Amount (\$) Unfunded	2022 Amount (\$)
<p>Gender Mainstreaming: aims to bring about gender justice and advance women's rights by including gender considerations in policy and program development and implementation, partnership arrangements, advocacy, as well as organizational structures, culture and resource allocation;</p> <p>Micro: Devise a comprehensive strategy (Minimum Standrads for Mainstreaming), taking all the key actions and steps of organisational change into consideration. These standrads would supportdecision and Policy Makers to adopt approach that ensures "gender Justice and women's right at heart of everything they do". (MOSAL, SCFAP, MOC, MOLA MoE, MoM)</p> <p>Meso: Strengthened capacity towards enahnced legal and accountability frameworks to design advance gender responsive tailored project to contribute to empower women and girls to exercise their rights and to be protected from violence and harmful practices.</p> <p>Macro: Follow participatory consultation process with local communities by engaging women & men of different age groups</p>	<p>(JSB 2020: 00125829) - OUTPUT 1: Conflict affected women are holistically supported according to Global Gender Frame work by reducing gender inequality and promoting women's empowerment to live dignified life. (Enhance capacities of women, and their engagement and participation at community level and local peacebuilding)</p> <p>Indicators: # of local and orgnizational analysis conducted # of stakholders involved in orgnizational analysis # of "targeted actions / projects" designed with GAM 3 to address women's disadvantage due to gender inequalities directly and explicitly # of startegies (minum standards developed to gender # of people and actors with gender responsive enhanced capacity # of young girls & boys, women and men benefited from Gender equality and GBV responsive and prevention interventions # of women benefitted from leadership preparedness programmes for mediation and active participation in local planning</p> <p>Targets: - (1) local assessment related to vulnerability and inequality - (1) orgnizational analysis to identify gaps twards gender equality - (1) strategy related to gender minmum standards with link to PSEA - followed by (3) sensetizing and capacity enhancement workshops - (1,500) young girls & boys, women and men benefited from Gender equality and GBV responsive and prevention</p>	<p>Activity 1.1: Gender Analysis & Mainstreaming: Multi-goal and multi-disciplinary planning approach to support gender integration "Gender Justice and Women's Rights at the heart of everything we do" is adopted - Institutional transformation to achieve gender equality results.</p> <p>Actions at 3 levels: Micro: * Conducting an organisational analysis with support of key personnel * Conduct Gender Analysis to better understand and identify women's need, assess and analysis the situation of most vulnerable groups of women, adolescents' girls and disabilities, their priorities across economic, ethnic, displacement status and geographic divides. to guide gender evidence-based programming and responses.</p> <p>Meso: * "targeted actions" are designed to address women's disadvantage due to gender inequalities directly and explicitly. * set priorities and take small steps to pursue the introduction of gender mainstreaming through regular use of GAM tool. *Improved UNDP data systems to reflect age and gender disagrigations in UNDP Programmes to contribute to monitoring, mapping and addressing inequalities, advance the achievement of the Sustainable Development Goals and Development, and strengthen interventions in humanitarian crises.</p> <p>* Enhance capacity of front lines personnel of different stakholders (including ToT in collaburation with GenCap) on: gender mainstreaming and developing realistic statistics related to gender (women participation in different spheres of life). Legal rules and regulation including perosnal and labour rules Initiate the dialogue between diffrent stakholders (directorates / misntries) and local community towards rights of women and building trust.</p> <p>Macro:</p>	x	x	x	x	UNDP	JSB 2020 c (00141)	32045	National	73100- Local Consultants	3,000	-	-
			72400 - Communic & Audio Visual Equip	10,500	-	4,500								
			75700 Learning, Training, Workshops and Conference, and related Travel Costs	10,593	-	3,000								
			GMS @ 8%	1,927	-	600								
			Subtotal Activity 1.1	26,020	-	8,100								

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			Q1	Q2	Q3	Q4					Account and Budget Description	2021 Amount (\$) Funded	2021 Amount (\$) Unfunded	2022 Amount (\$)	
	(Indicate Atlas Output IDs)														
<p>Gender and women empowerment specific work in Syria:</p> <p>Conflict affected women are holistically supported according to Global Gender Frame work depending on the context and aspirations of women's groups and gender advocates, and UNDP's capacities and opportunities, by reducing gender inequality and promoting women's empowerment to live dignified life</p> <p>Marco:</p> <p>Removing structural barriers to women's empowerment, effective participation leadership in all forms of decision-making and peace building processes including women's disproportionate burden of unpaid work, and Strengthening gender (GBV) -responsive strategies in crisis and post crisis, prevention, preparedness and recovery.</p> <p>Meso:</p> <p>Strengthen the enhancement of national and local responses in tackling harmful practices that foster gender inequalities and women participation (including capacity enhancement, awareness raising, men engagement & advocacy efforts) through Strengthened partnerships and collaboration with other different stakeholders including civil society, among others, using evidence-and results-based advocacy and accountability</p> <p>(MOSAL, SCFAP,) - (UNDP Gender Startegy: Gender capacities)</p> <p>Micro:</p> <p>Strengthened civil society and community mobilization and civic engagement to eliminate discriminatory gender and sociocultural norms affecting women and girls with focus on providing safe space and access to skills enhancement, information including legal one and capabilities to make informed choices about issues of their concerns and rights, and well-being.</p> <p>(Gender Frame-work: Women Participation,GBV, MenEngagement), Advocacy & Campaigning)</p>	<p>interventions (at least 50% are female).</p> <p>- (50) women benefitted from leadership preparedness programmes for mediation and active participation in local planning</p> <p>Baselines:</p> <p>1 Gender study</p> <p>2300 young girls & boys, women and men benefited from Gender equality and GBV responsive and prevention interventions (including MHPSS services)</p> <p>30 actors oriented on Gender and GBV mainstreaming</p> <p>Gender Marker (3)</p>	<p>Activity 1.2: Access to services, skills development and Selfcare service:</p> <p>Provision of quality and lifesaving response services, including psychosocial support, enhance vulnerable groups' access to these services, with a focus on women and girls with disabilities</p> <p>Actions at 3 levels:</p> <p>Micro:</p> <ul style="list-style-type: none"> * Continue provision of MHPSS services * Further develop the follow up and quality assurance * Women and Young people, in particular adolescent girls, have the skills, information including legal one and capabilities to make informed choices about issues of their concerns and rights, and well-being. * Conduct community-based and awareness activities on GBV and to provide coping skills toolbox/ life skills <p>Meso:</p> <ul style="list-style-type: none"> * Coordinate with relevant stakeholders to address associated stigma with MHPSS * Support socio-economic empowerment activities for women and young girls as part of prevention measures; including business literacy in coordination with MSMEs, GBV services and Women access to justice / legal awareness in coordination with CS. * Increased multisectoral capacity to prevent and address gender-based violence using a continuum approach in all contexts, with a focus on advocacy, data, psychosocial support, and coordination <p>Macro:</p> <ul style="list-style-type: none"> * Strengthening gender (GBV) -responsive strategies in crisis and post crisis, prevention, preparedness and recovery. 	x	x	X	X	UNDP	JSB 2020 (00141)	32045	National	73100- Local Consultants	14,000	0	5,000	
											75700 Learning, Training, Workshops and Conference, and related Travel Costs	27,000	0	12,000	
											GMS @ 8%	3280	-	1,360	
											Subtotal Activity 1.2	44,280	-	18,360	
											71200- International Consultant	17,500	-	7,500	
											73100- Local Consultants	14,000	-	6,000	
											75700 Learning, Training, Workshops and Conference, and related Travel Costs	28,185	-	14,000	
											72100 Contractual Services-Companies	50,000	-	20,000	
			<p>Activity 1.3: Women Participation in Peace Buidling and Different Spheres of Life:</p> <p>Promots Women and Young girls participation in peace buidling process and different spheres of life to amplify their voices and support actions to responde and prevent violence</p> <p>Actions at 3 levels:</p> <p>Micro:</p> <ul style="list-style-type: none"> * Continue support for women networks and its local initiatives that addresses issues of their concerns in coordination with SC * Promote women access to information and services in coordination with EDL (PWDs. Rural Developmet, MSMEs), with Infrastructure, with LG and CS. * Promote women and young girls capacities in coordination with LG, CS, SC, EDL (PWDs. Rural Developmet, MSMEs), with Infrastructure. <p>Meso:</p> <ul style="list-style-type: none"> * Establishing non-violence and women mediation Center as part of strengthening the self-reliance of these communities and individuals and lay the foundation for a medium- and longer-term recovery process in Syria. (with support of SC, CS and NGO capacity buidling) 	x	x	X	X	UNDP	JSB 2020 (00141)	32045	National				

Gender Justice Programme Component & Framework	Expected Outputs (Indicate Atlas Output IDs)	Planned Activities	Timeframe				Responsible Party	Donor	Source of Funds	Gover-norate	Planned Budget				
			Q1	Q2	Q3	Q4					Account and Budget Description	2021 Amount (\$) Funded	2021 Amount (\$) Unfunded	2022 Amount (\$)	
		<p>* Strengthen partnerships and collaboration with other different stakeholders including civil society, among others, using evidence-and results-based advocacy and accountability</p> <p>* Removing barriers to women's empowerment and participation, including women's disproportionate burden of unpaid care work; (with support of SC, CS, LG and MSMEs)</p> <p>Macro:</p> <p>* Promoting women's participation and leadership in all forms of decision-making and peace building processes (in coordination with SC, CS and LG)</p>									GMS @ 8%	8,775	-	3,800	
												Subtotal Activity 1.3	118,460	-	51,300
		<p>Activity 1.4: Men and Young boys engagement: Male leaders and civil society actors are engaged and understand the importance of working together with women in rebuilding their communities to ensure.</p> <p>Actions at 3 levels:</p> <p>Micro:</p> <p>* Strengthened civil society and community mobilization and civic engagement to eliminate discriminatory gender and sociocultural norms affecting women and girls</p> <p>Meso:</p> <p>*Men engamanet in capacity enhancement and dialogue to highlight main barriers for gender equality</p> <p>*Support engamanet of Men feminst Activest and increase collaburation for coordination with local network</p> <p>Macro:</p> <p>* Engage men for advocay for women leadership role in different spheres of life</p>	x	x	x	x	UNDP	JSB 2020 (00141)	32045	National	73100- Local Consultants	4,000	-	4,000	
												75700 Learning, Training, Workshops and Conference, and related Travel Costs	11,222	-	4,000
												72100 Contractual Services-Companies	20,000	-	10,000
												GMS @ 8%	2,818	-	1,440
												Subtotal Activity 1.4	38,040	-	19,440
												64300 - DPC	21,000	-	9,000
												F&A DPC	1,680	-	720
												Total for Technical Assistance/Project Management Costs:	22,680	-	9,720
												Total for Output 1:	249,480	-	106,920

Gender Justice Programme Component & Framework	Expected Outputs <i>(Indicate Atlas Output IDs)</i>	Planned Activities	Timeframe				Responsible Party	Donor	Source of Funds	Gover-norate	Planned Budget					
			Q1	Q2	Q3	Q4					Account and Budget Description	2021 Amount (\$) Funded	2021 Amount (\$) Unfunded	2022 Amount (\$)		
	<p>(RFF: 00125059) OUTPUT 2: Conflict affected women are holistically supported according to Global Gender Frame work by reducing gender inequality and promoting women’s empowerment to live dignified life.</p> <p>(Connect vulnerable Syrians especially women and young girls to social services through a community-centered approach)</p> <p>Indicators # of participatory assessment related to vulnerability and inequality during COVID-19 # of strategy paper related to social protection # of young girls and boys, women and men benefited from psychosocial support services</p> <p>Targets: - (1) participatory assessment related to vulnerability and inequality during COVID-19 - (1) strategy paper related to social protection - (2100) young girls and boys, women and men benefited from psychosocial support services , especially survivors of which 50% women)</p> <p>Baselines: 1 Gender study 2300 young girls & boys, women and men benefited from Gender equality and GBV responsive and prevention interventions (including MHPSS services)</p> <p>Gender Marker (3)</p>	<p>Activity 2.1: Gender Analysis: Increasing the evidence-base for effectively designing gender sensitive social protection services addressing vulnerability both during and beyond Covid-19</p> <p>Actions at 3 levels: Micro: - Contracting national consultant to Conduct a brief analysis on impact of COVID-19 on gender dynamics and violence - Implimentation of Focus groups to support evidence based research</p> <p>Meso: - Coordination with other parties and sectors - support a multiyear network initiative to scale up action against GBV and make best practices visible - develop a user friendly minimum standard and checklist for gender mainstreaming taht facilitatet provision of advice and technical assistance for inclusion of GBV in programme projects and conduct dialogue on GBV - Apply GAM tool to all UNDP project</p>	x	x	x	x	UNDP	RFF 2020 - (00125059)	32045	National	71400- Contractual Services - Individ	15,000	-	-		
		75700 Learning, Training, Workshops and Conference, and related Travel Costs	16,000	-	-											
		GMS @ 8%														
		Subtotal Activity 2.1	31,000	-	-											
				<p>Activity 2.2: Access to services, skills development and Selfcare service: Innovative solutions to Strengthening gender (GBV) -responsive strategies, prevention, preparedness and recovery including expansion access to psychosocial support services</p> <p>Actions at 3 levels: Micro: * Continue provision of MHPSS services and expand it to support UNDP physical safe houses / spaces for vulnerable women and young girls *Women and Young people, in particular adolescent girls, have the skills, information including legal one and capabilities to make informed choices about issues of their concerns and rights, and well-being. *Conduct community-based and awareness activities on GBV and to provide coping skills toolbox/ life skills * Support women and GBV safe spaces</p> <p>Meso: * coordinate with relvant stakholders to support GBV survivals * Support socio-economic empowrment activities for women and young girls as part of prevention measures; including business literacy in coordination with MSMEs, GBV services and Women access to justice / legal awareness in coordination with CS. *Increased multisectoral capacity to prevent and address gender-based violence using a continuum approach in all contexts, with a focus on advocacy, data, psychosocial support, and coordination</p> <p>Macro: *Strengthening gender (GBV) -responsive strategies in crisis within crisis (COVID-19), prevention, preparedness and recovery. * Develop a guidance paper for safe spaces operational procedures</p>	x	x	x	x	UNDP	RFF 2020 - (00125059)	32045	National	71200- International Consultant	24,000		
				71400- Contractual Services - Individ	14,000											
				75700 Learning, Training, Workshops and Conference, and related Travel Costs	45,000											
				72100 Contractual Services- Companies	54,000											
				GMS @ 8%												
				Subtotal Activity 2.2	137,000											

Gender Justice Programme Component & Framework	Expected Outputs <i>(Indicate Atlas Output IDs)</i>	Planned Activities	Timeframe				Responsible Party	Donor	Source of Funds	Gover-norate	Planned Budget			
			Q1	Q2	Q3	Q4					Account and Budget Description	2021 Amount (\$) Funded	2021 Amount (\$) Unfunded	2022 Amount (\$)
		<p>Activity 2.3: Women and young girls Participation and Leaderships & Men engagement: Enhancing the roles of municipalities and neighbourhood committees including mukhtars and youth volunteers, and women's groups to support most vulnerable groups in their communities to handle the impact of COVID-19 at the local level - At least ten targeted municipalities and neighbourhood committees will be assisted in organizing youth volunteers to support vulnerable and high-risk households and individuals (the elderly for example), to access basic information, services, and goods.</p> <p>Actions at 3 levels: Micro: * Support different types of local and antional networks (including women, men, and key personnel) * Coordinate with Rural development units, Key persons and other influencers to promote women participation * Support Implimentation of locally designed initatives based on identified needs and priorities * Support community dialogue to adress GBV and Violence * Impliment Men and young boys specific activities for engagement for Gender Justice agenda</p> <p>Meso: * Continue initating dialogue between municipalities and local women to promote trust and advoacte for women participation * Collaburate with institutions such as DoE and universities to impleiment gender justice designed activities * Coordinate with Municipalities to promote Gender inclusive (PWDs) friendly environment to address barrires and triple burden of women roles</p>									71400- Contractual Services - Individ	15,000		
											75700 Learning, Training, Workshops and Conference, and related Travel Costs	25,690		
											72100 Contractual Services-Companies	43,855		
			x	x	x	x	UNDP	RFF 2020 - (00125059)	32045	National	72400 - Communic & Audio Visual Equip	2,000		
											GMS @ 8%			
											Subtotal Activity 2.3	86,545	-	-
											64300 - DPC	25,455	-	-
		Activity 2.4 :Direct Project Costing (DPC)									Subtotal Activity 2.3	25,455	-	-
Total for Output 2:											280,000	-	-	
Total Project:											529,480	-	106,920	

Summary of Donor Funding:				
Donors - Outputs	Funded 2021	Unfunded 2021	Funded 2022	Total
(JSB 2020: 00125829) - OUTPUT 1: (Enhance capacities of women, and their engagement and participation at community level and local peacebuilding)	249,480	-	106,920	356,400
(RFF: 00125059) OUTPUT 2: (Connect vulnerable Syrians especially women and young girls to social services through a community-centered approach)	280,000	-	-	280,000
Total:	529,480	-	106,920	636,400