

United Nations Development Programme

Country: Azerbaijan

**Substantive Revision V to the Project Document of the Technical Assistance Project:  
Promoting Rural Women Participation in the Economic and Social Life**

**Project Title:** Enabling civil society to play a greater role in advancing gender equality and women's rights

**UNAPF/CP Outcome(s):** UNAPF 2016-2020 Outcome1: By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups

**Expected Output(s):** Improved capacity of women and youth for active economic and social participation in Bilasuvar, Neftchala and Sabirabad regions.

**Implementing Agency:** The State Committee for Family, Women and Children Affairs

**Implementing Partner:** United Nations Development Programme

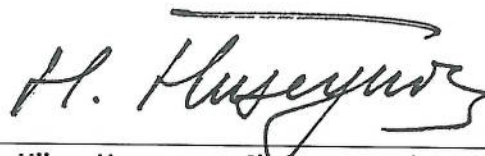
**Narrative**

The overall objective of the action is to increase the role of the civil society in advancing women's rights and to promote economic and social participation of rural women through civil society organizations. The specific objectives of the action are: to build capacities of the non-governmental organizations to advance the gender equality agenda through human-rights based approach; to strengthen capacities of women activists to better exercise their right to social participation; and to enable vulnerable women to better exercise their economic rights. The project will be implemented in Sabirabad, Neftchala, Bilasuvar regions and Baku, and will focus on: capacity building for NGOs on CEDAW Convention; Capacity building for Women Resources Centre; Legal education of CSOs and local women; Trainings for women in social participation; Trainings for women in entrepreneurial skills; and Support to business start-up for women.

Programme Period: 2016-2020  
Strategic Plan: Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment.  
Project Title: Promoting Rural Women Participation in Economic and Social Life  
Atlas Award ID: 00089106  
Project ID: 00095488  
Start date: 01 April 2016  
End Date: 31 March 2018  
Management Arrangements: NEX with Support Services

Total resources required **USD 486,842**  
Total allocated resources: USD 486,842

- UNDP: USD 48,684
- EU: USD 438,158
- Unfunded budget: 0
- GMS USD 31,850
- In-kind Contributions: USD 30,000

 18.03.2016

Agreed by the Government of Azerbaijan

Ms. Hijran Huseynova, Chairperson of the State  
Committee for Family, Women and Children Affairs

Agreed by UNDP

 18.03.2016  
Mr. Ercan Murat, Resident Representative a.i.

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## I. Situation Analysis

Azerbaijan has a well-developed legislative base for protection of women's rights. The Constitution of the Republic of Azerbaijan guarantees its citizens gender equality and freedom from all kinds of discrimination in all spheres of life. National legislation stipulates equal rights of men and women to engage in all types of economic and social activity, inherit, own and sell property, receive bank loans and travel in and out of the country. Since Azerbaijan achieved a status of sovereign independent state in 1991, the country ratified major international agreements on human rights, including the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1995.

Over the past decade the economic situation in Azerbaijan has been consistently improving and new employment opportunities have been generated. However, Azeri women still have higher unemployment rates and higher shares in informal employment than Azeri men. Women also face both vertical and horizontal segregation in many sectors of employment and are concentrated mainly in low-wage sectors, deemed suitable for the 'female nature' such as education, health and social services. Disparities are also observed in the level of men's and women's participation in entrepreneurial activity. Of total number of entrepreneurs in Azerbaijan only 18 % are women (Source: Ministry of Economy and Industry).

UNDP-supported assessments of the needs of women in two provincial areas – Sabirabad and Neftchala- found that women in regional centre and villages are rarely engaged in community activities, interest groups, discussions and other types of social activism. This evidence of the assessment is confirmed by the national statistics - women NGOs in Azerbaijan constitute only 6.7% of the total number of NGOs registered in Azerbaijan. To make it worse, only 11% of NGOs engaged in women empowerment and gender equality sector are based outside of Baku. Disparities observed in the level of men's and women's participation in economic, social and political life are, to a large extent, accounted for by patriarchal attitudes and the stereotypes regarding women roles and responsibilities in the family and society, which constitute a significant impediment to the implementation of the legal provisions and limit women's opportunities to claim and fully exercise their rights.

The UN CEDAW review is an effective mechanism to lobby and advocate for women's rights. Being a major human rights treaty for women and principal legal instrument addressing women's rights and equality, the substance of the Convention is based on three interrelated core principles: equality, non-discrimination and State obligation.

Women NGOs present in the country still lack good understanding of the CEDAW Convention and are not adequately aware of the full range of the intervention and participation opportunities in CEDAW related process, such as the preparation of an alternative report.

The CEDAW related process should also be accompanied by a range of advocacy and lobbying initiatives, the application of which requires certain knowledge of the effective advocacy tools as well as sufficient understanding of the internal system and procedures related to CEDAW Committee. If adequately and professionally approached by local stakeholders, namely by women NGOs, CEDAW can be an excellent tool to promote gender equality in the country, making women strong enough to impact all aspects of their lives.

## II. Strategy

The overall objective of the action is to increase the role of the civil society in advancing women's rights and to promote economic and social participation of rural women through civil society organizations.

The specific objectives of the action are the following:

1. Build capacities of the non-governmental organizations to advance the gender equality agenda through human-rights based approach;
2. Strengthen capacities of women activists to better exercise their right to social participation;
3. Enable vulnerable women to better exercise their economic rights.

Capacity development approach constitutes the principal methodology for the implementation of all activities proposed by the action. As practiced and promoted by UNDP, an essential ingredient in the capacity development approach will be to bring about transformation that is generated and sustained over time from within.

The expected results of the proposed action are structured under four components which are described in further detail below:

### **Expected Result 1. CSOs have stronger capacities to advocate for, monitor and report on the implementation of the major international treaty addressing women's rights:**

- Activity 1.1** Development of a legal education guide for NGOs on CEDAW Convention
- Activity 1.2** Awareness raising session for NGOs to improve their understanding of CEDAW
- Activity 1.3** Development of a toolkit on effective advocacy to promote women's rights
- Activity 1.4** Delivery of training to NGOs on effective advocacy to promote women's rights
- Activity 1.5** Development of a toolkit on monitoring fulfilment of obligations under CEDAW Convention and guidelines on preparing alternative CEDAW report
- Activity 1.6** Delivery of training on monitoring and reporting under CEDAW Convention
- Activity 1.7** Organization of a simulation exercise modelling a CEDAW Committee session with participation of government and NGOs

### **Expected Result 2. Women Resource Centres are established and/or maintained as a vehicle to support women's civic engagement in Sabirabad, Neftchala and Bilasuvar:**

- Activity 2.1** Assessment of barriers preventing women's civic engagement in the target regions
- Activity 2.2** Establishment of a new Women's Resource Centre in Bilasuvar
- Activity 2.3** Training for three WRCs to build robust capacity on organizational development
- Activity 2.4** Support to development and Implementation of Action Plans for the three WRCs
- Activity 2.5** Study tour for WRC coordinators and/or active WRC members to learn experiences on community-based women's organizations abroad

### **Expected Result 3. Women community groups are equipped with tools and resources to exercise their right to social participation:**

- Activity 3.1** Development of a Resource Guide to Advancing Women's Economic and Social Rights Using CEDAW and a booklet on economic and social rights of women in Azerbaijan
- Activity 3.2** Training to improve legal education of women on CEDAW convention and economic and social rights in Azerbaijan
- Activity 3.3** Training on *Strengthening Women's Social Participation in Rural and Peri-urban Areas*
- Activity 3.4** Awareness raising campaign among local communities about women's contribution to community development and Azerbaijan's tradition of women's social activism
- Activity 3.5** Training to interested women on the basics of NGO Establishment and Management
- Activity 3.6** Networking among women activists from the three target regions through 3 face-to-face meetings and social media platforms
- Activity 3.7** Provision of legal advice to the community activists interested to establish local NGOs

**Expected Result 4. Women are enabled to more actively participate in economic activities and exercise their economic rights:**

- Activity 4.1** Assessment of employment opportunities/vacancies in the local labour market that could be filled by active women of the target regions
- Activity 4.2** Trainings courses in the WRCs as may be relevant based on the labour market demand (e.g. CV writing, computer courses, accounting and others)
- Activity 4.3** Production of a booklet on economic empowerment and delivery of awareness raising sessions to broaden understanding of the career choices
- Activity 4.4** Meeting with the private sector and banks to sensitize them to gender specific needs and initiate dialogue between the businesses and civil society activists to promote women's rights
- Activity 4.5** Organization of a Job Fair as a venue to bridge job-seeking women with potential employers
- Activity 4.6** Production of the '*Start and Improve your Business*' training manual and delivery of business start-up training including support to business proposal writing
- Activity 4.7** Competition for best business proposal among women graduates from the '*Start and Improve your Business*' training and procurement of in-kind inputs to support winners of the competition

### III. Results and resources framework

<p><b>Intended Outcome as stated in the Country Program Results and Resource Framework: UNAPF 2016-2020 Outcome1:</b> By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p> <p><b>Outcome indicators as stated in the Country Programme Results and Resources Framework, including baseline and targets:</b></p> <p><b>3. Indicator:</b> Unemployment rate disaggregated by sex and age</p> <p><b>Baseline (2014):</b> Females: 5.8%</p> <p><b>Target:</b> Females: 5.7%</p> <p><b>Applicable Output(s) from the UNDP Strategic Plan:</b> Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment.</p> <p><b>Partnership Strategy:</b> State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan (SCFWCA), local executive authorities of Bilasuvar, Neftchala and Sabirabad regions</p> <p><b>Project title and ID (ATLAS Award ID):</b> Promoting Rural Women Participation in the Economic and Social Life (Project ID: 00089106, AWARD ID: 00095488)</p>				
INTENDED OUTPUTS	OUTPUT TARGETS FOR 2016-2017	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS
<p><i>Increased role of the civil society in advancing women's rights and improved capacity of rural women for active economic and social participation in Bilasuvar, Neftchala and Sabirabad</i></p> <p><b>Indicator 1.1:</b> Number of NGOs (from among project beneficiaries) reporting making references to training materials</p> <p><b>Indicator 2.1:</b> Bilasuvar WRC is fully operational (Yes/No)</p> <p><b>Indicator 2.2:</b> WRCs have annual Action Plans developed in participatory manner (Yes/No)</p> <p><b>Indicator 2.3:</b> Number of registered members of WRCs</p>	<p><b>Under Expected Result 1:</b></p> <ul style="list-style-type: none"> <li>15 NGOs (from among project beneficiaries) reporting making references to training materials</li> </ul> <p><b>Under Expected Result 2:</b></p> <ul style="list-style-type: none"> <li>Assessment of the needs and concerns of rural women of Bilasuvar conducted</li> <li>WRC established and operational in Bilasuvar</li> <li>WRCs in Bilasuvar, Neftchala and Sabirabad have annual Action Plans developed in participatory manner</li> <li>At least 50 registered members at each WRC</li> </ul> <p><b>Under Expected Result 3:</b></p> <ul style="list-style-type: none"> <li>300 women participating in capacity building workshops and awareness raising sessions</li> </ul>	<p><b>Expected Result 1. CSOs have stronger capacities to advocate for, monitor and report on the implementation of major international treaty addressing women's rights:</b></p> <p>1.1 Development of a legal education guide for NGOs on CEDAW Convention</p> <p>1.2 Awareness raising session for NGOs to improve their understanding of CEDAW</p> <p>1.3 Development of a toolkit on effective advocacy to promote women's rights</p> <p>1.4 Delivery of training to NGOs on effective advocacy to promote women's rights</p> <p>1.5 Development of a toolkit on monitoring fulfilment of obligations under CEDAW Convention and guidelines on preparing alternative CEDAW report</p> <p>1.6 Delivery of training on monitoring and reporting under CEDAW Convention</p> <p>1.7 Organization of a simulation exercise modelling a CEDAW Committee session</p>	<p>UNDP, SCFWCA</p>	<p>International consultant \$20,285</p> <p>Local consultants \$12,489</p> <p>Audio-visual &amp; publications \$9,868</p> <p>Travel \$2,632</p> <p>Supplies \$1,754</p> <p>GMS \$3,293</p> <p><b>Subtotal: \$50,321</b></p>

<p><b>Indicator 3.1:</b> Number of women participating in capacity building workshops and awareness raising session</p> <p><b>Indicator 3.2:</b> Percentage of women with passing level of improved legal literacy and understanding of training topics</p> <p><b>Indicator 4.1:</b> Number of women participating in capacity building workshops and awareness raising session</p> <p><b>Indicator 4.2:</b> Number of women with improved livelihoods due to the project services</p>	<ul style="list-style-type: none"> <li>70% of women with passing level of improved legal literacy and understanding of training topics</li> <li>At least 20 women attend the training on Strengthening Women's Social Participation</li> </ul> <p><b>Under Expected Result 4:</b></p> <ul style="list-style-type: none"> <li>Assessment of employment opportunities in local labour market conducted</li> <li>130 women participating in capacity building workshops and awareness raising session (incl. 40 women attending trainings on basic professional skills and 40 women attending business development trainings)</li> <li>20 women with improved livelihoods due to the project services</li> <li>Educational materials published and distributed</li> <li>Regional job fair organized</li> <li>Total of 10 new women-led businesses are jump-started</li> <li>20 representatives (men and women) of private sector institutions attend the relevant trainings</li> </ul>	<p>with participation of government and NGOs</p> <p><b>Expected Result 2. Women Resource Centres are established and/or maintained as a vehicle to support women's civic engagement in Sabirabad, Nefchala and Bilasuvar:</b></p> <p>2.1 Assessment of barriers preventing women's civic engagement in the target regions</p> <p>2.2 Establishment of a new Women's Resource Centre in Bilasuvar</p> <p>2.3 Training for three WRCs to build robust capacity on organizational development</p> <p>2.4 Support to development and Implementation of Action Plans for the three WRCs</p> <p>2.5 Study tour for WRC coordinators and/or active WRC members to learn experiences on community-based women's organizations abroad</p> <p><b>Expected Result 3. Women community groups are equipped with tools and resources to exercise their right to social participation:</b></p> <p>3.1 Development of a Resource Guide to Advancing Women's Economic and Social Rights Using CEDAW and a booklet on economic and social rights of women in Azerbaijan</p> <p>3.2 Training to improve legal education of women on CEDAW convention and economic and social rights in Azerbaijan</p> <p>3.3 Training on Strengthening Women's Social Participation in Rural and Peri-urban Areas</p>	<p>International consultant \$12,061 Local consultants \$66,195 Equipment \$7,675 Furniture \$5,482 Audio-visual &amp; publications \$5,482 Travel \$2,193 Supplies \$11,623 Translation \$1,645 Postal services \$110 Communications \$877 GMS \$7,936</p> <p><b>Subtotal: \$121,279</b></p>
			<p>International consultant \$3,290 Local consultants \$36,804 Travel \$2,522 Supplies \$987 GMS \$3,052</p> <p><b>Subtotal: \$46,655</b></p>

		<p>3.4 Awareness raising campaign among local communities about women's contribution to community development and Azerbaijan's tradition of women's social activism</p> <p>3.5 Training to interested women on the basics of NGO Establishment and Management</p> <p>3.6 Networking among women activists from the three target regions through 3 face-to-face meetings and social media platforms</p> <p>3.7 Provision of legal advice to the community activists interested to establish local NGOs</p> <p><b>Expected Result 4. Women are enabled to more actively participate in economic activities and exercise their economic rights:</b></p> <p>4.1 Assessment of employment opportunities/vacancies in the local labour market that could be filled by active women of the target regions</p> <p>4.2 Trainings courses in the WRCs as may be relevant based on the labour market demand (e.g. CV writing, computer courses, accounting and others)</p> <p>4.3 Production of a booklet on economic empowerment and delivery of awareness raising sessions to broaden understanding of the career choices</p> <p>4.4 Meeting with the private sector and banks to sensitize them to gender specific needs and initiate dialogue between the businesses and civil society activists to promote women's rights</p> <p>4.5 Organization of a Job Fair as a venue to bridge job-seeking women with</p>		<p>International consultant \$2,741</p> <p>Local consultants \$23,267</p> <p>Audio-visual &amp; publications \$3,838</p> <p>Travel \$219</p> <p>Supplies \$5,154</p> <p>Business start-up \$43,860</p> <p>GMS \$5,536</p> <p><b>Subtotal: \$84,615</b></p>
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		<p>potential employers  4.6 Production of the 'Start and Improve your Business' training manual and delivery of business start-up training including support to business proposal writing  4.7 Competition for best business proposal among women graduates from the 'Start and Improve your Business' training and procurement of in-kind inputs to support winners of the competition</p>		
<b>Project Management</b>		On-going project management, monitoring and reporting	<b>Subtotal for Activities:</b> UNDP, SCFWCA	<b>\$302,870</b>  Contractual Services \$140,737 Admin expenses \$31,202 GMS \$12,033
		<b>Subtotal for Project Management:</b>	<b>Total Cost:</b>	<b>\$183,972</b> <b>\$486,842</b>



## IV. Annual Work Plan Budget Sheet

Project Title: Promoting Rural Women Participation in the Economic and Social Life

Year: 2016

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET							
		Q1	Q2	Q3	Q4		Funding Source	Amount						
<p><b>Output:</b></p> <p><i>Increased role of the civil society in advancing women's rights and improved capacity of rural women for active economic and social participation in Bilasuvar, Neftchala and Sabirabad</i></p> <p><u>UNAPF 2016-2020</u></p> <p><u>Outcome 1:</u> By 2020, the Azerbaijan economy is more diversified and generates enhanced sustainable growth and decent work, particularly for youth, women, persons with disabilities and other vulnerable groups</p>	<b>Component 1: Project Activities</b>					UNDP, SCFWCA	EU	\$257,632						
	<b>ER 1. CSOs have stronger capacities to advocate, monitor and report on implementation of major international treaty addressing women's rights:</b>													
	1.1 Development of a legal education guide for NGOs on CEDAW Convention								X				Int'l Consultant Audio-visuals	\$5,482 \$3,838
	1.2 Awareness raising session for NGOs to improve their understanding of CEDAW													
	1.3 Development of a toolkit on effective advocacy to promote women's rights								X				Contractual Services	\$3,728
	1.4 Delivery of training to NGOs on effective advocacy to promote women's rights									X			Contractual Services	\$5,307
	1.5 Development of a toolkit on CEDAW monitoring and guidelines on alternative CEDAW report										X		Int'l Consultant Audio-visuals	\$5,482 \$6,031
	1.6 Delivery of training on monitoring and reporting under CEDAW Convention													
	1.7 Organization of CEDAW simulation exercise												GMS	\$2,095
	<b>ER 2. WRCs are established/maintained as a vehicle to support women's civic engagement in Sabirabad, Neftchala and Bilasuvar:</b>													
	2.1 Assessment of barriers preventing women's civic engagement in the target regions								X				Int'l Consultant Travel Supplies	\$12,061 \$2,193 \$1,864
	2.2 Establishment of a new Women's Resource Centre in Bilasuvar									X			Equipment Furniture Other supplies/services	\$7,675 \$5,482 \$23,355
	2.3 Training for three WRCs to build robust capacity on organizational development								X	X	X	X	Contractual Services	\$8,618
	2.4 Support to development and implementation of Action Plans for the three WRCs								X	X	X	X	Contractual Services	\$39,474
	2.5 Study tour to learn experiences on community-based women's organizations abroad													
													GMS	\$7,052

ER 3. Women community groups are equipped with tools and resources to exercise their right to social participation:		X		X		EU		\$33,279
3.1 Resource Guide and a booklet on economic and social rights of women in Azerbaijan						EU	Int'l Consultant	\$548
3.2 Training on CEDAW convention and economic and social rights in Azerbaijan					X	EU	Contractual Services	\$9,649
3.3 Training on Strengthening Women's Social Participation in Rural and Peri-urban Areas					X	EU	Int'l Consultant Travel Other supplies/services	\$2,741 \$2,412 \$658
3.4 Awareness raising campaign among local communities						EU		
3.5 Training to interested women on the basics of NGO Establishment and Management					X	EU	Travel	\$439
3.6 Networking among women activists from the three target regions					X	EU	Contractual Services	\$4,079
3.7 Provision of legal advice to the community activists interested to establish local NGOs						EU		
<b>ER 4. Women are enabled to more actively participate in economic activities and exercise their economic rights:</b>		X		X		EU	GMS	\$2,177
4.1 Assessment of employment opportunities						EU		\$84,616
4.2 Trainings courses based on the labour market demand					X	EU	Contractual Services	\$7,456
4.3 Booklet on economic empowerment					X	EU	Audio-visuals	\$4,934
4.4 Meeting with the private sector and banks					X	EU	Int'l Consultant Contractual Services	\$2,851 \$10,110
4.5 Organization of a Job Fair						EU		
4.6 Delivery of business start-up training					X	EU	Contractual Services Supplies	\$7,675 \$2,193
4.7 Competition for best business proposal					X	EU	Supplies GMS	\$43,860 \$5,537
<b>Component 2. Project Management</b>		X		X		EU		\$91,985
On-going project management, monitoring and reporting						EU	Contractual Services Admin costs	\$70,368 \$15,601
						EU	GMS	\$6,016
<b>TOTAL</b>								<b>\$349,617</b>





## **V. Management Arrangements**

The Management Arrangements under this project revision will remain the same as under the original Project Document.

## **VI. Legal Context**

The Legal Terms and Conditions under this project revision, as applied to all UNDP technical assistance projects, will remain the same as under the original Project Document.