



United Nations Development Programme Afghanistan

[Gender Mainstreaming in UNDP Afghanistan Project]

[October-2007 – December-2009]

Quarterly Project Report [Quarter Three, 2008]



Afghanistan National Disaster Management Authority (ANDMA) and UNDP launched a three day awareness workshop over the decrease of natural disasters and its mitigation on October 19-2008 in Kabul.

Project ID: 00058415
Duration: 27 months (October 2007 – December 2009)
Component (MYFF): 1.6 Gender Mainstreaming
Total Budget: USD 1,328,240
Unfunded: USD 1,037,659 Implementing
Partners/Responsible parties: UNDP

Table of Contents

I. Implementation progress	3
II. Project implementation challenges.....	9
Updated project risks and actions.....	9
Updated project issues and actions.....	Error! Bookmark not defined.
III. Financial status and utilization	9
Financial status.....	Error! Bookmark not defined.
Financial utilization.....	10
Annexes	11

I. Implementation progress

In this quarter, the project continued implementing two follow-up activities which were launched last quarter to increase staff awareness on gender issues. These were:

1. Training of Trainers Phase 2 for staff gender awareness, which saw 20 of the graduates from Phase 1 returning to learn adult learning and group facilitation skills; and
2. Two (2) new editions of *equal wings fly*, the electronic magazine for gender learning, on training women for economic empowerment (July edition) and women in media (August edition).

On July 28, 2008, the second project board meeting for the year also took place. The revised work plan was approved by the Senior Deputy Country Director.

Other highlights of the quarter are:

3. Youth trainers trained in the first quarter (March 2008) themselves conducted the gender workshop during the celebration of Afghanistan International Youth Day on 5th August 2008 to a full room capacity in Hotel Inter contain hotel ;
4. The Gender Officer of the Independent Election Commission, coached by the Gender Mainstreaming Project staff, completed the strategy for ensuring female participation in the Voter Registration. She presented the strategy at the Donors' meeting convened by DFID and USAID on 22 September 2008.

Below are accounts of activities by output.

Output 1: UNDP Afghanistan policy framework on gender equality covering both operations and programme is in place

<p>Annual Target/Deliverables:</p> <ol style="list-style-type: none"> 1. Six to eight UNDP projects with gender strategies or action plans to <ol style="list-style-type: none"> a. increase ratio of female to male staff and improve gender sensitivity of all staff b. increase project contributions to gender equality in Afghanistan per ANDS and NAPWA 2. Capacity in UNDP Afghanistan to carry out gender assessment or gender audit in place 	<p>Indicators:</p> <ol style="list-style-type: none"> 1. Gender strategy or action plans approved by project boards 2. Ten (10) UNDP project and country office staff rate themselves skilled in conducting gender audit (3 to 4 rating in a scale of 5) <p>(Note: It is under this component that UNDP Afghanistan collaborates with UNDP Regional Centres in Bangkok and Colombo for piloting in gender mainstreaming.)</p>
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In this quarter, two projects began the process of developing their respective Gender Strategies and Action Plans. These are: Enhancing Legal and Electoral Capacity for Tomorrow (ELECT) and Civil Service Leadership Development (CSLD). The Joint National Youth Project, at this time planning a major project revision, refrained from developing a gender strategy but requested the Gender Mainstreaming Project to continue to support its activities on Gender and Youth Capacity Development.

Outlined below is the progress in gender mainstreaming in the various UNDP projects and their collaboration with the Gender Mainstreaming Project for the purpose of improving their contribution to gender equality and women’s empowerment.

- 1.1 Joint National Youth Programme (JNYP) – in order to develop youth capacity and encourage coordination between the youth with the Deputy Minister of Youth Affairs on youth gender issues, the Gender Mainstreaming project assisted the JNYP in celebrating the International Youth Day on 5th August 2008. A total of 68 youth one male and one female from 34 provinces and 200 from Kabul University, Civil society and different Governmental and nongovernmental organizations attended the conference during which the UNDP Gender Mainstreaming project organized a gender session in which 60 people participated, including the Deputy Minister for Youth Affairs and the Deputy Minister for Women. They received youth recommendations on gender issues, which were submitted for the Youth Declaration.

- 1.2 Enhancing Legal and Electoral Capacity for Tomorrow (ELECT) – Upon the request of ELECT project and the Afghanistan Independent Election Commission, The Gender Mainstreaming Project provided continuing support to IEC Gender Officer in designing the outreach campaign related to Gender and Voter Registration. Series of brainstorming and mentoring sessions were held with the Public Outreach Department and its Gender Officer. ELECT International Advisers to the POD were also consulted and kept informed about the progress in the planning for supplemental activities to reach out to women and to engage men in supporting women’s right to register as voter. The plan was presented by the Gender Officer at the Donors’ meeting organized by DFID and USAID at the DFID offices. The Officer in charge of the Public Outreach Department also presented the information campaign for Voter Registration.

- 1.3 Civil Services Leadership Development (CSLD) – Participant to the Training of Trainers, Phase 1 & Phase 2, the International Adviser for Curriculum Development of CSLD drafted a Gender Strategy on behalf of the Afghanistan Civil Service Institute (ACSI). The Gender Mainstreaming Project provided feedback and advice of the Gender Strategy that is scheduled for presentation to the ACSI leadership and to the CSLD Project Board.

So far, no activities were carried out for the second target on gender assessment/audit of projects. We await the completion by one project – the National Area-Based Development Programme (NABDP) – of its own initiated Gender Assessment for lessons learned and methodology that can be applied to other UNDP projects.

Output 2: UNDP CO and project staff committed and able to apply gender equality principles in their respective work

<p>Annual Target/Deliverable:</p> <ol style="list-style-type: none"> 1. UNDP Afghanistan gender trainers and focal points trained to <ol style="list-style-type: none"> a. conduct gender awareness sessions with colleagues and partners b. monitor or coordinate implementation of gender strategies or action plans of 	<p>Indicators:</p> <ol style="list-style-type: none"> 1. Fifteen (15) CO and project staff trained as trainers for gender awareness. 2. 50 UNDP staff attends gender awareness sessions; Five (5) staff trained in gender mainstreaming in UNDP thematic or practice areas.
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<p style="text-align: center;">projects</p> <p>2. UNDP CO and project staff aware of gender issues and with technical capacity to implement gender mainstreaming</p>	
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A major result envisaged under this component is the raising of gender awareness of all staff in UNDP Afghanistan. The main approach is to establish a pool of UNDP in-house trainers who sustain gender awareness raising sessions for their peers. In addition, the Gender Mainstreaming Project collaborated with the UNDP Learning Manager to raise staff awareness on the UN policy against sexual exploitation and abuse especially in humanitarian settings.

Training of Trainers

A total of 30 people from UNDP country office, UNDP project offices and other UN entities, attended Phase 1 of the Training of Trainers (ToT). Only twenty (20) of them went on to attend Phase 2 of the ToT that focused this time on skills training for adult learning methods and group facilitation and communication. The workshop was experiential and participatory, and focused on helping participants to

The workshop ended with a session in which the participants committed to be part of Gender Group that will carry out training and advocacy on gender. They agreed to complete the 3-phased ToT Course which was set for November 4-6, 2008 during which they will learn skills in designing and running learning sessions.

Awareness raising sessions

A direct follow-up from the ToT is the series of sessions to show the film *To serve with pride: Zero tolerance for sexual exploitation and abuse.* Two sessions were held at the country office with the second one made exclusive for female staff who did not feel comfortable sitting with male colleagues during the first screening.

The film showing was initiated by the UNDP Learning Manager upon her receipt of a copy of the film from the UNAMA Conduct and Discipline Officer who was a guest at the ToT. One of the ToT participants, National Programme Officer Orzala Hesmat, facilitated the session for female staff while the Gender Mainstreaming Specialist handled the sessions with the projects.

UNDP projects that asked for facilitation support were the two Justice Projects (AJDL and SJSA), Joint National Youth Project (JNYP) and Afghanistan Information Management System (AIMS) Project.

Output 3: Guidelines and tools for gender mainstreaming in programme/projects and in operations developed and applied

<p>Annual Target/Deliverables:</p> <ol style="list-style-type: none"> 1. Temporary special measures to improve gender balance in UNDP launched 2. Gender sensitive indicators used in CPAP and in selected projects (e.g. governance) 	<p>Indicators:</p> <ol style="list-style-type: none"> 1. Temporary special measures are approved by Senior Management and circulated to all project and unit heads 2. List of indicators for CPAP and in selected projects approved by Senior Management and Project Boards respectively
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3. UNDP Afghanistan Gender Strategy and Action Plan developed as part of new country programme	3. Gender Strategy and Action Plan contained in Country Programme document and UNDAF.
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The UNDP Gender Mainstreaming Specialist recommends the application of the AIMS approach to increasing female representation in the staffing of the project office. New female graduates from the various faculties of Kabul University were selected to become part of the AIMS Staff Development Programme. At the annex is a feature article on the subject published in equal wings fly, July edition. The AIMS approach involved the following:

Elements of the Staff Development Programme in AIMS (as published in equal wings fly, July edition)

- Unit supervisor prepares the Terms of Reference for the Staff Development Person.
- Unit supervisor serves as coach or teacher to the SDP. He consults the SDP in designing her learning plan. The plan includes learning while doing as well as attending regular AIMS courses which are offered by AIMS Institute to employees of government and other partners.
- The SDP is treated like a regular staff member when it comes to work assignments. She is assigned tasks that are essential to the function of the unit. If the unit implements projects, the SDP is brought in as member of the project team.
- The SDP is evaluated at two levels: performance on the job and learning. At the end of the week, she prepares a report.
- The SDPs are encourage to come to the office on Saturday and use the time to do plan their work and learning, consult with colleagues and update their CVs> it is a flexible time allocated for the SDPs to creatively think of their future.
- AIMS provide meal allowance and transportation support to the SDPs.

No activities were implemented under target 2 on CPAP indicators. For target 3 on the new country programme and its Gender Strategy, the Gender Mainstreaming Specialists takes part in the UN Gender Theme Group initiative to mainstream gender concerns in the ongoing UNDAF formulation process.

Output 4: Information materials on gender mainstreaming in UNDP Afghanistan published and disseminated to target users/audiences

<p>Annual Target/Deliverables:</p> <ol style="list-style-type: none"> 1. UNDP learning space and e-zine launched and seven editions published/produced 2. UNDP brochure on gender results and activities published 3. Gender mainstreaming primer prepared and printed 	<p>Indicators:</p> <ol style="list-style-type: none"> 1. "equal wings fly" in 7 editions up in UNDP intranet 2. brochure printed and distributed (2000 copies in English) 3. primer printed and distributed (2000 copies in English)
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This component serves to support the above three outputs, in particular, raising the awareness of UNDP staff on gender. At the same time, the component is the means for communicating to UNDP stakeholders its commitment to gender mainstreaming as well as country programme results.

The July and August editions of *equal wings fly*, the electronic magazine (e-zine) for gender learning, deals on *Women and training* and *Women and Media*. Target readers of *equal wings fly* are male and female employees of UNDP in the country office and projects, for an expected readership of more than one thousand.



AZANA
Weaving HOPE
in Afghanistan
images

equal wings fly
Online Open Space for Gender Learning

UNDP

July 2008 e-zine of Gender Mainstreaming of UNDP Afghanistan

training women FOR ECONOMIC empowerment

Kabul University graduates get hands-on training in UNDP AIMS
"When the post was announced, I thought, I could do the job. I applied, and before long, I received a call that I have been short listed" narrated Ms Mehria Fazal who was hired as Administrative Assistant in Afghanistan Information Management Services (AIMS). [\(MORE\)](#)

The women carpenters of Kabul
When most people still think that carpentry is only male-dominated field of occupation, these 60 women carpenters of Dashi-e-Barchi district of Kabul proudly claimed, "Women are able to do all works which men are doing!" [\(MORE\)](#)

Wishes of war widows
A representative from the Ministry of Women's Affairs took us to visit some of the on-going activities for war-widows and underprivileged women in the neighborhoods of Kabul. [\(MORE\)](#)

Hi-tech is for us too, say students at Cisco Academy
"There was a time when I thought it would be too difficult for women to work around the computer equipment," said Shila Qayumi (28), an apprentice of IT training held in the Ministry of Woman Affairs (MoWA). [\(MORE\)](#)

 **Spin the Globe** | India's bank for women | Tackling poverty is the key to gender equality

The editorial of the July issue explains:

Citing the tendency among traditional families of not allowing their daughters to study in the same place as boys, Yalda says, "Girls have limited places to study." In this issue, we feature the Cisco Networking Academy in the Ministry of Women's Affairs to show how government and UNDP linked together to open doors for women so that they can enter the labor market. Like the 20-year-old student Yalda, UNDP sees the importance of giving particular attention to the

constraints faced by women in getting education and skills. (See *“Hi-tech is for us too, say students at Cisco Academy.”*)

Another UNDP project addresses one such constraint: lack of practical work experience. Afghanistan Information Management Services (AIMS) is modeling an approach to help female university graduates acquire practical experience in the field of information technology. “Many university graduates do not know where to start finding job, or what an office environment is like,” explained Mr. Khalid, GIS Manger.

Women in Afghanistan face serious obstacles in the socio-economic sphere. These in turn hinder them from gaining productive skills and from earning an income which they can use to support the overall living conditions of their families. In the midst of the cultural and political prejudice and atrocities against women in the country, lack of opportunities for women and girls to improve their skills and professional capacity dig deeply into their problems.

In this issue we focus on one of the means to women’s empowerment which is number three of the Millennium Development Goals: giving women opportunities to develop their productive skills and to earn income.

The question that needs to be asked: what are the constraints and opportunities for Afghan women in the economic sphere?

Further, we need to ask ourselves: how can UNDP help Afghan women gain skills and find employment?

“Gender equality” says Fatima Akbari, a 42 year-old woman carpenter, “is when women are also given the same opportunity as what the men receive. We were lagging behind other countries, but now the situation is getting better.”

Let us carry out a conversation on what interventions UNDP can make to help the poor and marginalized women to build productive skills and to find decent jobs. It is extremely important, especially for widows and young women who are the breadwinners of their families.

The brochure and primer will be done over the last quarter of the year.

II. Project implementation challenges

Updated project risks and actions

There are no updated project risks.

Updated project issues and actions

There are no updated project issues.

III. Financial status and utilization

Financial utilization

Table 2: Quarterly expenditure by activity [1st July – 30th September, 2008]

Activity	Budget 2008	Expenditure Q1-Q2	Expenditure 01 July - 30 Sep 2008	Balance as Oct 1	Delivery Rate
ACTIVITY01	7,000.00	0.00	0.00	7,000.00	0%
ACTIVITY02	70,075.00	49,379.87	17,698.31	38,393.44	25%
ACTIVITY03	55,400.00	7,200.00	0.00	48,200.00	0%
ACTIVITY04	27,025.00	9,928.06	1,574.79	18,671.73	6%
ACTIVITY05	170,500.00	110,333.41	61,544.75	121,711.34	36%
	330,000.00	176,841.34	80,817.85	233,976.51	71%

Table 3: Quarterly expenditure by donor [1st July – 30th September, 2008]

Donor	Activity	Budget 2008	Expenditure Q1-Q2	Expenditure 01 July - 30 Sep 2008	Balance as Oct 1	Delivery Rate
UNDP	ACTIVITY01	7,000.00	0	0.00	7,000.00	0%
	ACTIVITY02	70,075.00	49,380	17,698.31	38,393.44	25%
	ACTIVITY03	55,400.00	7,200	0.00	48,200.00	0%
	ACTIVITY04	27,025.00	9,928	1,574.79	18,671.73	6%
	ACTIVITY05	170,500.00	110,333	61,544.75	121,711.34	36%
Grand Total		330,000.00	176,841.34	80,817.85	233,976.51	71%

Annexes