



# FINAL NARRATIVE REPORT

**Occupied Palestinian  
Territory**

Thematic window  
Gender Equality and Women's  
Empowerment

**Joint Programme Title:**  
Gender Equality - Social, Political and  
Economic in the oPt

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March | **2013**

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# Prologue

The [MDG Achievement Fund](#) was established in 2007 through a landmark agreement signed between the Government of Spain and the UN system. With a total contribution of approximately USD 900 million, the MDG-Fund has financed 130 joint programmes in eight Thematic Windows, in 50 countries around the world.

The joint programme final narrative report is prepared by the joint programme team. It reflects the final programme review conducted by the Programme Management Committee and National Steering Committee to assess results against expected outcomes and outputs.

The report is divided into five (5) sections. Section I provides a brief introduction on the socio economic context and the development problems addressed by the joint programme, and lists the joint programme outcomes and associated outputs. Section II is an assessment of the joint programme results. Section III collects good practices and lessons learned. Section IV covers the financial status of the joint programme; and Section V is for other comments and/or additional information.

We thank our national partners and the United Nations Country Team, as well as the joint programme team for their efforts in undertaking this final narrative report.

MDG-F Secretariat

## FINAL MDG-F JOINT PROGRAMME NARRATIVE REPORT

<b>Participating UN Organization(s)</b> <i>( indicate the lead agency)</i> UNDP/PAPP; UN Women; ILO; UNESCO; UNRWA; UNFPA	<b>Sector(s)/Area(s)/Theme(s)</b> <i>Please indicate Thematic window and other relevant sub thematic areas</i> Gender Equality and Women's Empowerment
<b>Joint Programme Title</b> <i>Gender Equality - Social, Political and Economic in the oPt</i>	<b>Joint Programme Number</b> 00067157
<b>Joint Programme Cost</b> <b>[Sharing - if applicable]</b> <b>[Fund Contribution):</b> USD 9,000,000 <b>Govt. Contribution:</b> In kind contribution <b>Agency Core Contribution: 50,000 USD</b> (UNFPA Core Resources) <b>Other:</b> <b>TOTAL:</b> USD 9,050,000	<b>Joint Programme [Location]</b> <b>Region (s):</b> Arab States <b>Governorate(s):</b> Occupied Palestinian Territory <b>District(s)</b> WB, Gaza and East Jerusalem
<b>Final Joint Programme Evaluation</b> <b>Final Evaluation Done</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <b>Evaluation Report Attached</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <b>Date of delivery of final report : March 2013</b>	<b>Joint Programme Timeline</b> <b>Original start date</b> <i>start date of the programme March 2009</i> <b>Final end date</b> <i>(including agreed extended date) March 2013</i>

**Participating Implementing Line Ministries and/or other organisations (CSO, etc)**

<b>ASALA</b>	Business Women's Association-ASALA
<b>Amal</b>	Amal Coalition to Combat GBV, Gaza Strip
<b>Al Muntada</b>	Al Muntada Forum to Combat Violence against Women
<b>BCRD</b>	Bisan Center for Research and Development
<b>BZU/WSI</b>	Birzeit University Women's Studies Institute
<b>BZU/ IOL</b>	Birzeit University – Institute of Law
	Center for Women's Research and Consultancy
<b>CEC</b>	Central Elections Committee
<b>CoC</b>	Chamber of Commerce
<b>Coop</b>	Cooperatives
<b>GUPW</b>	General Union of Palestinian Women
<b>IUG</b>	Islamic University of Gaza
<b>MIFTAH</b>	The Palestinian Initiative for the Promotion of Democracy and Global Dialogue
<b>MoEHE</b>	Ministry of Education and Higher Education
<b>MoH/WHDD</b>	Ministry of Health/Women's Health and Development Directorate
<b>MoJ</b>	Ministry of Justice
<b>MoL</b>	Ministry of labor
<b>MoSA</b>	Ministry of Social Affairs
<b>MoWA</b>	Ministry of Woman's Affairs
<b>MoYS</b>	Ministry of Youth and Sport
<b>NWEC</b>	National women employment committee
<b>PCBS</b>	Palestinian Central Bureau of Statistics
<b>PFPPA</b>	Palestinian Family Planning and Protection Association
<b>PGFTU</b>	Palestinian General Federation of Trade Unions of Palestine
<b>FPCCIA</b>	Federation of Palestinian Chambers of Commerce and Industry and Agriculture
<b>PLC</b>	Palestinian Legislative Council
<b>PWRDC</b>	Palestinian Women Research and Documentation Center
<b>PWWSD</b>	Palestinian Working Women Society for Development
<b>RWDS/ PARC</b>	Rural Women Development Society. / Palestinian Agricultural Relief Society
<b>Sawa</b>	Sawa – All the Women Together Today and Tomorrow
<b>WAC</b>	Women's Affairs Center, Gaza
<b>WATC</b>	Women's Affairs Technical Committee
<b>UCASC</b>	Union of Cooperatives for Saving and Credit

<b>WCLAC</b>	Women Center for Legal Aid and Counseling
<b>WPCs</b>	Women Programme Centers
<b>WWU</b>	Working women union

**Report Formatting Instructions:**

- Number all sections and paragraphs as indicated below.
- Format the entire document using the following font: 12point \_ Times New Roman.

## I. PURPOSE

- a. Provide a brief introduction on the socio economical context and the development problems addressed by the programme.

Palestinian women make up almost 49% of the total population. Occupation affects all aspect of Palestinian life, and women face double the hardship. Women in oPt are subject to all kinds of Israeli occupation oppressive measures including killed, maimed, incarcerated and whether displaced after their home was demolished. In addition to oppression from the occupation, Palestinian women and girls are subject to the oppression of the patriarchal system. Female participation in the different political decision-making bodies is very low, making up just 13% of the Palestinian Legislative Council (PLC) membership and 17% of the membership in the local councils. Even more alarming, participation in the higher executive-levels of government does not exceed 5% (ambassadors and director generals)<sup>3</sup>.

The economic situation in the West Bank and Gaza Strip has been characterized by a number of paradoxical relationships. Whilst there have been significant improvements in female educational qualifications at all levels, these gains have not translated themselves into higher labor force participation<sup>4</sup>. The rate of female participation in the labor market in the West Bank and Gaza at the design phase stood at 13.4% in 2006, one of the lowest in the world. This figure is low even by the regions' standards, where the average rate for Arab countries during the same year was 27%. Jordan for example, had a female participation rate of 23%, Lebanon 29%, and Egypt 30%. The latest 2012 figures by Palestinian Central Bureau of Statistics (PCBS) of 16.6% show an improvement in the situation of women in the labor market. The National Committee for Women's Employment, established through this programme, will have a lead role in addressing this problem...

Violence against women constitutes a major problem in the occupied Palestinian territory. A household survey, conducted in 2005/6 and again in 2011, showed that 26.5% of married women surveyed reported physical abuse from their husbands, while more than 65% report psychological abuse. Women continue to be victims of so-called "honor killings, " femicide, with over 50 documented murders taking place in the last five years, 25 of which have occurred since 2010<sup>4</sup>. Violence and abuse is intended to degrade and debilitate the victim and lead to her disempowerment. Thus, any attempt to generate real empowerment has to first work on combating violence through addressing legal and judicial systems; informal (tribal) systems; and ensuring accountability measures for perpetrators. In order to address this problem, the women's movement in Palestine has adopted a bilateral strategy, committed to lobbying and advocating decision-makers to adopt laws and develop national plans that are conducive to women's equality and empowerment, while simultaneously working on the grassroots level in education and awareness-raising. Through this programme, the first step to address this issue was the development of the National Strategy to Combat Violence Against Women (NSCVAW) which was endorsed by the Palestinian Cabinet in January 2011. Action plans were rolled out yet require human and financial sources for implementation. MoWA has committed to addressing the budgeting needs during the developing of the upcoming Palestinian National Development Plan 2014 – 2016 and should be incorporated into the oPt United Nations Development Assistance Framework (UNDAF) 2014 – 2016. The PCBS survey, also conducted through this programme provides the baseline for planning and should be addressed in the planning processes noted above.

- b. List joint programme outcomes and associated outputs as per the final approved version of the joint programme Document or last agreed revision.

### **Outcomes:**

**Outcome 1:** Reducing gender-based violence and all forms of violence against women and the girls,

- **Output 1.1:** Knowledge and baseline on VAW established to monitor gender equity goals and inform program development.
- **Output 1.2:** Address VAW by increasing the capacity of gender advocates to influence

- policy makers and legislators resulting in increased protection for women.
  - **Output 1.3:** Capacity to provide refuge, security, basic services and access to justice strengthened.
  - **Output 1.4:** Awareness raised amongst men and women on gender relations, women's entitlements and rights (social, political and economic).
  - Outcome 2:** Increasing the representation of women and women's issues in decision-making bodies; and
    - **Output 2.1:** Increased capacity of local governments, authorities and grassroots organizations to identify, plan and deliver gender sensitive services and on MDGs
  - Outcome 3:** Advancing equal opportunities for women's economic participation
    - **Output 3.1:** Influence of gender advocates, workers and employers org in decision making and planning is increased particularly in relation to reforming discriminatory labor laws and planning for gender sensitive employment opportunities.
    - **Output 3.2:** Employment opportunities for low-income women and female graduates including in refugee camps are increased.
- c. Explain the overall contribution of the joint programme to National Plan and Priorities
- There is alignment between the JP and, the Mid-Term Development Plan (MTDP 2005 – 2007), and the consecutive plan, Palestinian Reform and Development Plan (PRPD 2008-2011). It is on the basis of this programme and the MDG-F Culture and Development Programme in the oPt that in June 2012, the Palestinian Authority launched the National Strategy to Achieve the MDGs by 2015. Specifically, this program continued to meet the PAs NDP 2011 – 2013: The Palestinian National Authority's NDP, Social Sector Strategic Objectives 1. To support and empower the poor and other vulnerable citizens and their families; Objective 2. To prepare our children and youth for a fulfilling life and productive work in Palestine; Objective 4. To promote and sustain a healthy society; and Objective 6. To promote the full participation and empowerment of women in society; and the Palestinian Ministry of Women's Affairs Objective 2: To increase women's economic participation
  - It is clear that the JP came to build on government plans and policies that were already in place. In both plans there was a stress on gender equality as a basic principle in government policy; they each encouraged all attempts on the policy and program level to attain this goal. Moreover, both plans viewed political participation and economic empowerment of women as a major step toward reaching gender equality.
  - The 2005-2007 MTDP recognized the role of women in furthering development on the socio-economic and political levels, and encouraged the development of programs aimed at vocational training and job creation for women.
  - The PRPD reiterated the governmental commitment to democratic governance, rule of law and protection of the equal rights of all citizens. The plan promoted programs aimed at equality between men and women and those that provide social protection. The plan also stressed the importance of empowering public institutions, as the PNA's attempts to rehabilitate them were impeded due to enormous challenges it was facing at the time.
- d. Describe and assess how the programme development partners have jointly contributed to achieve development results

The "Delivering as One" approach of the six UN agencies within the MDG-F GEWE JP sought to bring a change on GEWE in oPt for the very first time through

- **A broad based participatory approach process** including stakeholders from all parts of the society (social, economic, political) of WB and Gaza equally and during almost each phase of JP PCM (needs assessment, design, implementation, monitoring and evaluation);
- **The implementation of activities through a two-tier process:** providing a holistic approach to problem-solving by linking research with policy action and service provision by the PA, its institutions and civil society organizations (CSOs), and

- To complement and **strengthen the PA's service provision capacity** through the support of essential services, institutional capacity development and innovative projects.
- **The development and implementation of a joint media & advocacy action plan** was a major joint initiative among the UN agencies and the national partners in Palestine succeeded at addressing gender inequality and misperceptions in the Palestinian community (see the snapshot DVD on implemented activities).

The application of these instruments across all three outcomes and seven output levels resulted in the attainment of tangible and measurable development results from which all target groups/beneficiaries have benefitted.

## II. ASSESSMENT OF JOINT PROGRAMME RESULTS

- a. Report on the key outcomes achieved and explain any variance in achieved versus planned results. The narrative should be results oriented to present results and illustrate impacts of the pilot at policy level)
- b. In what way do you feel that the capacities developed during the implementation of the joint programme have contributed to the achievement of the outcomes?

Outcome 1: Although measurable and visible progress has been achieved under all outputs and at all levels of JP implementation, outcome 1 is only partly achieved, as no indication exists whether and to what extent GBV and all forms of VAW against women and the girl child is de facto reduced as a result of JP implementation. This is due to the fact that an M&E system is not fully in place yet, and challenges encountered in implementation of advocacy activities

Outcome 2: This outcome has been fairly achieved as the capacity of local government, authorities and grassroots organizations to identify plan and deliver gender-sensitive services and on MDGs are measurable and tangible. The capacity development interventions carried out by the MoLG have been of a more holistic nature (modular training course, development of procedural manual on how to hold meetings, incentivizing meetings into which women local council members were involved etc.) as well as the establishment of the National Committee for Women's Employment (NCWE), which are pillars of sustainable mechanism to initiate a change in women representation in the economic and political life of oPt. However, no indication exists on % increase of women seats since JP implementation in the local elections as for outcome 2 (local elections held in October and November 2012)

Outcome 3: This outcome has been fairly achieved, although the change of social and economic condition through all interventions (women only cooperatives, young women engineers, startup women's businesses through TVET and entrepreneurial skills development) has not been measured and the question answered whether the poverty rate in the initial phase of the JP implementation has decreased towards the end of JP interventions.

The interventions under outcome 3 contributed in increasing, understanding of labour standards and laying solid ground for gender-sensitive reform of the labour law, contributing to a culture shift on gender equality among ILO Tripartite partners and in social dialogue forums through participatory gender audits and capacity development in gender mainstreaming, introducing rights-based tools and approaches to partners that plan to continue to use them, opening new avenues in areas such as cooperatives and in non-traditional areas for women's work, and initiating an evidence-based discussion of GBV in the workplace.



It also contributed in creating employment opportunities (new avenues opened in cooperatives which is an area of particular relevance to Palestinian context, new tools shared to reach low-income women micro-entrepreneurs and create employment in non-traditional areas, and number of women gain incomes or skills to do so); promoting gender equality and providing protection in the workplace (drawing attention to the incidence and impact of gender-based violence in the work place.)

- c. Report on how outputs have contributed to the achievement of the outcomes based on performance indicators and explain any variance in actual versus planned contributions of these outputs. Highlight any institutional and/ or behavioural changes, including capacity development, amongst beneficiaries/right holders.

Output 1.1. Knowledge and baseline on VAW and GBV established to monitor gender equity goals and inform program development

Under the lead role<sup>2</sup> of the technical lead agency of the JP, **UN Women**, several national institutions such as MoWA, PCBS, PWRDC, BISAN, MoH, BZU as well as UN agencies (ILO and UNDP) have collaborated in order to strengthen the foundation for an institutionalization of research and knowledge based systems on GBV and VAW at the central level so that a wider repository of surveys, data and research studies on VAW and GBV exist with the aim to provide policy makers with more evidence based data on how to reduce GBV and tackle VAW in oPt.

This intervention has mounted, inter alia, in the draft of the National Strategy to Combat VAW, the first ever enacted Strategy in the history of oPt, which has been endorsed by the Palestinian Ministers Cabinet in January 2011.

Albeit the fact that PCBS, since its establishment in 1993, had already published a violence survey back in 2005-2006, capacity development interventions within the context of the JP, e.g. in the form of training delivery on gender disaggregated data for PCBS staff members, have resulted in the publication of the most gender sensitive “Violence Survey in the Palestinian Society 2011” the PCBS has ever published<sup>3</sup>. After these interventions PCBS has published also the survey on Women and Men in Palestine in 2011.

The delivery of training courses for judges, lawyers, prosecutors and forth year students in the Faculty of Law at the Birzeit University<sup>4</sup> in Ramallah has initiated a remarkable shift within the attitudes of training participants<sup>5</sup>.

The concept of gender as a fundamental principle of human rights broke taboos in the mindset of all lawyers the final evaluation team met in the Faculty of Law, Birzeit University, for a focus group meeting. In particular, female and male sharia court judges expressed their deep appreciation for this training, which according to them initiated a dialogue forum within the Sharia Court administration as well as within the trials/cases.

Although the plan to establish Gender Units within the Sharia courts(including the recruitment of social workers to mediate among the disputing parties) has been decided by a Presidential decree in

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<sup>2</sup>The terminology „lead“ role, as stipulated under outputs, have not been specified, neither in the JP Document from 2008, nor in the AWP and M&E reports reviewed. Hence, it remains incoherent whether the lead role was referring to the managerial, technical or even thematic role.

<sup>3</sup>According to the Head of the Social Statistics, Gender, Child and Crime Unit, Mr. Khalid Abu- Khalid, the present survey has been the most gender sensitive survey ever published by PCBS. A look into the Violence Survey in the Palestinian Society, 2011 Main Findings, Ramallah, March 2012 proofs this statement. The data collected in the survey is of high quality due to the profound elaboration of data collection methods, classification of types of violence (occupation, domestic, sexual, verbal, physical), profiling of victims of any type of violence into age groups, geographic location, social status (married or single) etc.

<sup>4</sup>These activities are dovetailing with those listed under output 1.3. where 240 women and men (180 in WB and 60 in Gaza) judges, lawyers, prosecutors and fourth year law students at Birzeit University were trained.

<sup>5</sup>Birzeit University, Report on the Evaluation Workshop of the Training Programme on Integrating Gender Criteria in the Work of Judges, Prosecutors, Lawyers and Local Government Staff, 5 June 2012,oPt

2007, this plan has not been carried further by the JP, due to the weak legal standing of Sharia courts compared to other jurisdictions in oPt.

Whilst access to rule of law and law enforcement issues<sup>6</sup> are one of the major threats for Sharia courts to initiate a reform process, the JP has nevertheless affected the knowledge base of the Sharia court judges, lawyers and the clients enabling the latter to enjoy more rights. Gender sensitive trial processes guaranteeing the freedom of speech for women and making them more aware of their legal rights under the Sharia law, is one measurable progress made in this regard<sup>7</sup>.

Another tangible result is the plan of Sharia court judges and lawyers to establish a Bar Association of Sharia Lawyers and Judges, the first ever to be established in oPt, for which however the Sharia law has to be equated with that of the civil court and operationally, the verdicts from the Sharia courts to be transferred to the civil courts. The Bar Association is considered to strengthen the role of the sharia courts and will advocate that it has its own enforcement mechanisms.

However, as Sharia courts still do not possess a computerized system of rendering verdicts and to record cases, although standard operational procedures are in place, e.g. submitting annual reports on the cases to the President's Office, this omission poses a threat to continuously make trials more gender sensitive and to build the knowledge base on GBV and VAW within Sharia court jurisdiction, which would have supported the full achievement of this output.

The action-oriented research on VAW has contributed to the rolling out of the action plans for the National Strategy to Combat VAW.

These key interventions carried out under output 1.1. have not only increased the technical capacities of all national institutions involved under this output with regard to gender related subjects, moreover they supported the fulfillment of the mission and mandate of each institution in order to deliver its services they are mandated to provide in a much more gender sensitive way, although the lack of an M&E Unit within MoWA from the outset of the program interlinking PCBS to MoPAD's DARP and to the Gender Units of other line ministries (including the establishment of Gender Units within the Sharia Courts) would have resulted that gender equity goals are de facto monitored.

In short: Whilst the first part of the output has been fairly achieved, the second is not achieved.

#### Output 1.2. Capacity of gender advocates to influence policy makers and legislators increased

Under the leadership of **UNESCO** and UN Women this output served two purposes:

- a) Upgrading capacities of gender advocates at the central level (MoWA, MoH, CEC, women NGO's and PLC members) by training them in research and data analysis on GBV and VAW and to link it with the development of policies through action plans<sup>8</sup>, and
- b) To support the capacities of women organizations in Gaza and WB on networking so that one action plan could be developed to do advocacy on all outcomes of JP to influence decision makers.

Basically, these two activities are complementing each other and are mutually dependent. Whilst UNESCO (through MIFTAH) has been focusing on a top-down approach to increase capacities of policy makers on GBV, VAW, statistical indicators and integration of gender

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<sup>6</sup>UNDP, Public perceptions of Palestinian justice and security institutions, March 2012, p. 6; Access to legal assistance is inadequate, adversely affecting perceptions of justice and the integrity of security institutions.

<sup>7</sup> Meeting with Mrs. Sumoud A. Damiri, PNA, Supreme Judge Department, The Upper Council of Sharia Jurisdiction

<sup>8</sup> MIFTAH has delivered training sessions to PLC members, out of which male members were initially reluctant to receive training on gender concepts, GBV, VAW etc. However, once female members were trained, male members developed interest to receive training as well. Meeting with MIFTAH on 14 November 2012. See also MIFTAH activities report 2011, p.14-15

sensitive indicators into various laws so as to develop action plans, which they can follow up afterwards, UN Women on the other side, has put emphasize on a bottom up approach by engaging CBO's through one advocacy strategy for WB and Gaza on their mandate to influence decision makers at the central level.

The user/ producer dialogue<sup>9</sup> has been contributing to this output by means of providing an understanding and a practical tool to both data users and producers on how to produce relevant data and how to utilize it in order to design appropriate policies to be implemented afterwards. The comprehensive data provided by ILO marks that this tool has been an important advocacy tool bringing data users and producers together in order to establish a system through which relevant data could be produced and utilized for better policy development. In addition, it supported PCBS as the data producer in oPt to continuously upgrade its capacity also at the organizational level by supporting it in specialization in population statistics, labor market statistics etc. However, the effect the user/ producer dialogue has initiated will be much more visible once the M&E Unit in MoWA will be in place. It will accommodate and make use of the relationship between data producers and users.

Based on this analysis, this output has been only partly achieved.

### Output 1.3. Capacity to provide refuge, security, basic services and access to justice strengthened

Under the leadership of **UNFPA**, UNDP, UN Women and UNRWA intensive training sessions were delivered for a variety of institutions and professions.

UNFPA's training sessions for 150 front health providers in the Emergency Units, Primary Health Care, and District Clinics on improved provision of assistance to victims of GBV have benefitted doctors to the extent that they gained knowledge and practical skills on how to deal with victims of GBV for the very first time resulting in the development of strategy to continue working with health providers beyond the MDG-f program<sup>10</sup>.

However, it was reported that doctors bypassed the role of social workers when a victim of GBV was admitted to the hospital. Instead of referring the victim to the social worker who would provide counseling services and make her aware of her rights, the victim was directly referred to the Family Protection Unit of the Police, which did not always had capacities to deal with these cases due to fact that MOH has not yet adopted the national referral system.<sup>11</sup> In some cases police officers took these victims to the shelters and when they were released afterwards, MoSA was following up on their cases<sup>12</sup>.

MoSA on the other hand could not provide information as to how their cases were followed up and whether this information was shared with MoWA so that it could record and take action

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<sup>9</sup>MDG-F Achievement Fund, ILO, Report of the main results of a field study of the reality of the relation between the producers and users of the labor statistical data in the Palestinian Territory, Ramallah 2010, p.7-11

<sup>10</sup>Meeting with a female doctor recruited by MoH. MoH and UNFPA verified this information.

<sup>11</sup> Meeting with the Family Protection Unit of the Police in Bethlehem on 16 November 2012; A three year strategic plan of the Police is at present under preparation which is proposing to change the strategic as well as organizational set up of the Police in order to tackle GBV and VAW issue in a much more efficient way. Currently, the Family Protection Unit in Bethlehem was understaffed with having only 3 police officers dealing with victims of GBV. In addition, the presentation by Mrs. Wafa Mu'ammam (Police- Family Protection Department) at the Birzeit University within the framework of the „Conference on Gender as Entry Point to Development and Justice in Palestine“ on 19 November 2012, demonstrated the difficulties the Police was posed to due to the lack of a standard operational procedures at the beginning of the JP and the lack of a genuine Palestinian law to address GBV and VAW issues, as the mix of Egyptian, Ottoman and British rule were not applicable and favorable in this regard. Therefore, it was recommended that new Palestinian laws should be drafted in order to frame the legal basis for this action.

<sup>12</sup>However, no documentation exists as to whether this referral system was appropriate to deal with GBV cases and whether the situation of the victim improved either during JP implementation or within the existing referral system.

accordingly. Documentation on this does not exist either due to the fact there is still no adoption of the developed referral system among MOH, MoSA and the police/security forces. Therefore, UNFPA's approach concentrated on sensitizing MoSA's social workers on gender roles and responsibilities including dealing with detected GBV cases due to the fact there is no adoption of the national referral system as mentioned above which urged UNFPA to focus on orientation and sensitization of the ministry's social workers whom are in close contact with the marginalized young students at their centers

The MoH suggested that the HIS needed to be updated and that the ToR of the social worker needed revision in order to fully integrate this function into the organizational set up of the hospital as well as into the referral system guided by MoI (Family Protection Unit) and MoSA (shelter for women).

The fact that the protocol to establish a national referral system has not been endorsed by the Ministers Cabinet so far has been hampering the full support with regard to these interventions<sup>13</sup>.

The establishment of the Hayat multipurpose center (shelter) in Gaza however, initiated a breakthrough in the Gazan society in the sense that the Hamas government was forced to address GBV and VAW issues for the very first time at the national/ policy level. However, since the negotiation process with Hamas took long, the establishment of the sheltering component was delayed until January 2013, however, all other components, i.e., legal, psychological and social support as well as child visitation were well underway.

Despite the fact that the sheltering component still did not operate fully as a shelter prior to January 2013, it is nevertheless the first physical structure for the protection of women, addresses the phenomenon of gender based violence within an integrated, human rights-based approach, working on prevention, while promoting a culture of gender-sensitive, violence-free family relations as well as protection and empowerment of women, girls and children victims and survivors of violence.

Another important intervention under this output was the further support and upgrade of the helpline services offered by SAWA, a CSO, which provided 24 hour a day services to victims (women, children, youth) being subject to various types of violence. The JP has contributed to further institutionalization of the helpline by providing technical expertise, capacity building, supporting the adoption of new technology, database management and training to volunteers. The establishment of the database covers very important data and information on the type of violence forced upon the victim, profiling of the perpetrator and information about questions raised by the victims on sexual health and STD.

The development of a resource mobilization strategy, networking and advocating on GBV and outreach of helpline services also to victims in Gaza, demonstrates that this intervention has contributed to this output significantly. Moreover, the publication, Documenting Best Practices and Lessons Learned: Operation and Development of a Call Centre Supporting Victims of Violence in the oPt provides a thorough analysis of the Call Center's practices, tools, approaches, challenges, and achievements necessary to improve future effectiveness, complement the findings of other actors and to identify emerging needs. The report mainly focused on two best practice areas: Documenting and sharing the vast knowledge amounted by Sawa in using ICT for the benefit of the most vulnerable; and documenting and sharing the vast knowledge of Sawa on training and motivation programs related to the staffing of the Call center.

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<sup>13</sup>The Women's Center for Legal Aid and Counseling (WCLAC) has submitted the Protocol with the financial support of the EC, as the EC funded a program to establish a national referral system. However, the PNA has only lately committed itself to ratify the a national referral system that defines and organizes work among institutions that offer protection to women who are victims of violence and to put it into practice (PNA, The National Strategy to Achieve the MDGs by 2015, June 2015, p. 37)

AISHA in partnership with the Palestinian Center for Democracy and Conflict Resolution (PCDCR), and WEFAQ focused on awareness raising on VAW and GBV in schools and the community. Aisha in partnership with PCDCR, provided awareness raising for 1500 children in the Gaza Strip with the aim of empowering and protecting them from violence as well as providing them with conflict resolution skills and alternatives to violence; awareness raising activities with 500 parents on child rearing skills and alternatives to violence, as well as providing them with basic skills to diagnose and refer children to counselling services; awareness raising workshops targeting 120 initiative coordinators, and provide the target groups with information on counselling services that are available to them. AISHA and WEFAQ provided awareness rising on VAW in the Gaza Strip reaching approximately 740 individuals by providing them with information on Gender based violence, its figures, consequences, how it can be managed and the protection measures of such violence. Information on the availability of a multi-purpose anti-violence center (Hayat) and its role in Gaza and its use of a human rights approach for women/girls victims/survivors of violence was also incorporated in awareness and training sessions.

Awareness sessions proved to be effective as a mechanism to reach out to women to provide them with different skills and information on different fields. These sessions provided a platform where women can express themselves, find support and guidance as well as referral when needed. Many of the women expressed the psychological problems faced within and outside of the family. While recording a documentary film for the project, An old man, who attended the awareness workshops within the second part of the project, said *“the counselor come here to teach us something important and what she said must spread from one person to another. All of us who attended the session should tell about what we learn; if we were 20 people, those 20 should tell 2000, then the 2000 should tell 4000 etc. This is how knowledge and culture change and this are how attitudes change”*. Women’s rights, gender, and violence against women issues became common issues that are addressed and discussed repeatedly by women and men and in various events such as media seminars, workshops, and seminars.

In terms of the awareness raising sessions in schools as well as training for counselors and teachers the activities have had a positive impact on children’s attitudes and way of thinking. It was reported that children and their parents who were part of these activities began seeking assistance from school counselors and psychologists. In addition to psychological consultations within the school, and others were referred to the Gaza Community Mental Health Program- GCMHP for longer term interventions. Children started to change the image about the school counselor and they started to trust the counselor. Many children started to take the technique they learnt in the awareness sessions as personal behavior and alternative to violence for example, *a child who attended the awareness sessions said: “we did not have any previous knowledge that violence could be verbal, sexual and psychological, we thought violence is just beating others. Also, now when we see any children fighting, we intervene to stop the fight and to tell them that there is always alternative to violence”*

The last intervention the final evaluation team has surveyed under this output was the training conducted to 80 MoSA counselors and 20 disadvantaged youth. This intervention has supported the strengthening of the departments of Vocational Training and Education and the Department for Aluminum within MoSA.

Both departments were in charge of providing skills training and job opportunities for juvenile males between 14-18 years of age. The Project Coordinator of UNFPA seconded to MoSA, was in charge of training juvenile females on skills so that they could find employment after the training was provided.

Common criticism was raised on the issues that a) diplomas/ certification obtained by the graduates were not recognized by the MoEHE, hence aggravating the condition for juveniles to get appropriate accreditation in order to enter the employment market, b) lack of

cooperation with MoL and it's TVET Department in order to standardize training courses, c) the obsolete nature of existing laws on juveniles and d) lack of investment to integrate juveniles into the labor market. As the establishment of a full-fledged national referral system has not been followed through, which has been pivotal for the achievement of this output, this output has been only partly achieved.

Output 1.4. Awareness raised, amongst men and women on gender relations, women's entitlements and rights (social, political and economic)

Under the leadership of UNFPA<sup>14</sup>, the media and advocacy strategy for the JP was developed, although at a later stage (July 2010) of JP implementation due to the delay of the payments transfer that is tied to the implementation rate of each UN agency.

A review of the Strategy proofs, however, that there was no unified/ core message, since the messages were only drafted jointly with the UN agencies and their national partners to match the objective of the specific event to be marked. As a result, this strategy had faced lots of challenges during its development, implementation and evaluation. The products of the media strategy are the best examples showing the JOINT UN planning and implementation of such media activities especially in the Gaza Strip.

On the other hand, the early release of the Media and Advocacy Strategy would have guided and supported the activities herein to which however no direct causality exists (neither in the JP documents nor during the meetings held with UN agencies).

Despite this, however, measurable and tangible progress has been observed of activities within this output under the leadership of **UNRWA** in WB and Gaza.

Awareness raising campaigns on issues such as provision of assistance to victims of VAW and GBV, family and child protection, gender relations, CEDAW and women's rights and entitlements have benefitted 19,006 women, 4,289 men and 8 religious leaders in 19 refugee camps across the WB<sup>15</sup>. The outreach of UNRWA activities through a ToT curriculum on family counseling training on the provision of psychological counseling in close cooperation with the Birzeit University has certainly contributed to the fact that a multiplier effect was initiated in this regard.

However, it was reported that after conducting awareness raising sessions, counseling services were seldom sought although the frequency of violence cases within refugees camps are much higher than in rural and urban areas<sup>16</sup>.

As for Gaza, 19,495 women and 1,656 men have benefitted from the same session. In addition, a committee consisting of male stakeholders, key figures, professionals and leaders have undergone these sessions as well. The committee was tasked to change unequal power relations between women and men, whilst involving men in activities to end VAW within the established 7 WPCs. Training was conducted on the UN Resolution 1325 for 20 lawyers & counselors at WPCs, and 14 awareness raising workshops held on CEDAW and the same resolution at UNRWA schools, targeting around 500 UNRWA's teachers. However, no report from Gaza indicates how these training sessions have contributed to end violence, as can be seen in the M&E report of the JP too.

Overall and moreover, the fact that a referral system has been introduced within UNRWA at a later stage of JP implementation, as the introduction of GBV and VAW concepts have been very new to UNRWA's work, demonstrates that this output has been only partly achieved.

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<sup>14</sup>Under output 1.4., UNFPA was tasked to manage the development of the Media and Advocacy Strategy on behalf of the entire JP. As such, the JP did it in a concerted effort.

<sup>15</sup>Presentation of UNRWA, Challenges, Lessons Learned, Achievements held at a meeting with Mrs. Hanan Jayyousi, Deputy Chief Field Relief and Social Services Programme in Ramallah

<sup>16</sup>PNA, PCBS, Violence Survey in the Palestinian Society 2011, Main Findings, Ramallah, March 2012

One of the major achievements under this outcome is the training and sensitization of thousands of rural women across the West Bank, East Jerusalem and Gaza Strip which illustrated a success story with regard to protection and empowerment of rural women (Please refer to success stories in the program's newsletters)

Outcome 2- Representation of women and women's issues in decision-making bodies increased

Output 2.1.<sup>17</sup> Increased capacity of local government authorities and grassroots organizations to identify, plan and deliver gender- sensitive services on MDG's

Under the leadership of **UNDP** and the Gender Unit of MoLG, 300 members of the local councils in 15 districts have been trained on a modular designed training course comprising of subjects such as:

- Gender mainstreaming concepts
- Gender mainstreaming concepts in district planning
- Gender mainstreaming concepts and law
- Gender Responsive Budgeting in district planning
- Gender mainstreaming concepts in development

The aim of this modular training course was to raise awareness on the above and to provide skills training on how to develop and implement gender sensitive local development policies for the present local council members. The directorates of the MoLG, religious leaders and sharia court judges attended this training as well. Although the Training Unit of the MoLG took the leadership in providing training courses based on the technical input from the Gender Unit of the MoLG, several obstacles posed a challenge to achieve this output to its full extent<sup>18</sup>:

- The absence of Gender Units or Women Affairs Directorates<sup>19</sup> within the governorates administration (sub-national level), putting an additional strain on the Directorates of Local Governance to mainstream gender within the governorates administrative structure as well as supporting the local councils to do the same due to the lack of human and financial resources and the lack of training impact assessment tools/mechanism in order to track the progress made on the various gender subjects<sup>20</sup>,
- The lack of coordination among CBO's, which have been conducting training courses for rural women as well as local councils, causing a duplication of training subjects for the local councils,
- The lack of openness on part of male council members to work along with women council members due to cultural constraints, and
- The inability of women council's members to attend local council sessions and their replacement by their husbands.

In order to counteract these threats as early as possible, the MoLG

- Initiated the development of a forum so as to coordinate the work of CBO's in training local council members and to avoid duplication of training courses,
- Prohibited to hold local elections in case the 20% quota for women seats was not abided by,
- Incentivized local councils financially whenever they were involving women into local council meetings,

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<sup>17</sup>Under outcome 2, the earlier outputs 2.1. and 2.2. have merged into one single output.

<sup>18</sup>Meeting with Mrs. HananImseih, Head of Gender Unit within MoLG, 11 November 2012 in the premises of the MoLG, Ramallah; see also her presentation on MoLG's intervention under this output as shown at the Conference on Gender as Entry Point to Development and Justice in Palestine, 19 November 2012, Institute of Law, Birzeit University

<sup>19</sup>MoWA has been defining its role within the JP as a policy-making ministry and not necessarily an implementing ministry, a reason why no MoWA's directorates do exist in the governorates. Refer also to the speech of Mrs. Fatima Radaydah, Experience of the MoWA's in gender policy making within the public sector, held on 19 November 2012 at the Conference on Gender as an entry point to development and justice in Palestine, Institute of Law, Birzeit University

<sup>20</sup>Meeting with Mrs. Intisar Hasiba, Directorate of Local Governance in Nablus on 13 November 2012

- Developed a procedural manual on how to run and manage local councils,
- Developed a procedural manual for the fulfillment of the mandate of the Gender Unit of MoLG,
- Development of a more gender sensitive National Strategy on Local Governance beyond 2013 so as to mainstream gender into the sectoral level of oPt, and
- The joint initiative with CBO's to draft a proposal advocating for an increase of women's representation in the local councils from currently 20 up to 30%.
- In addition, WATC complemented the training courses provided by MoLG on subjects such as advocacy and media and leadership skills and by involving marginalized youth in remote areas for the very first time into the training courses as well<sup>21</sup>.

The project “Women Political Participation: Right not Privilege” implemented by WATC in the West Bank and Gaza Strip and supported by UN Women, aimed at achieving its goals of improvement and social transformation by following three important strategies: 1. Awareness to the public; 2. Improving capacity building for organizations and youth groups; and 3. Lobbying and advocacy. An internal evaluation report was carried out within WATC in order to assess the achievements, outcomes of the project and its effects on target groups. The report had come with number of positive results that show the effectiveness of the project reflected on the CBOs, target groups, Sabaya Centers and civil society organizations in all targeted locations throughout Gaza and the West Bank. Results of the internal evaluation have proven the project has successfully brought more social awareness towards women's' rights and their participation in political issues in particular, in its broader sense and not just in the elections. The project has also aimed at building the institutions capacity of knowledge and skills; the training program \ focused on promoting deep understanding of gender and its utilization in organizations as well as that of planning strategies and support for women and related social issues. The project also dealt with recognizing needs and challenges for the society in general and those of women in particular. This was possible through the PRA training and field research, which contributed to define women's needs and the challenges in political participation; the results were quite impressive to numerous institutions. This was the first step in uniting efforts of the Palestinian women movement in strengthening women's role in politics.

Through this program as well as UN Women core funds earmarked for women's political participation and leadership, a three-day training workshop on *Gender and Elections* for 20 Palestinian women participants, taught by two accredited BRIDGE trainers was achieved.<sup>22</sup> Held in view of Palestinian Local Council Elections and Legislative and Presidential Elections, the training took place in Amman, Jordan on 18-21 November 2012. Participants went through a rigorous selection process and represented a range of ages and experience. Most were rural women members of local councils or women who plan to run in upcoming elections; others were younger women who anticipate a future in politics. Sections of the three modules (and additional segments) were translated into Arabic and used in the training: 1. Introduction to Electoral Administration; 2. Gender and Elections; and 3. Electoral Contestants. Among the results, these modules are now available in Arabic to be used in other countries in the region. A third trainer achieved full accreditation through this activity and will be part of the pool of specialized BRIDGE trainers. There are plans to hold further trainings in the West Bank and Gaza.

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<sup>21</sup>Even though the integration of male youth into the work of WATC is not explicitly mentioned in the mission statement from 2012, WATC in itself undergoes a structural reformation process. The development of a resource mobilization strategy and a sustainability strategy proofs this.

<sup>22</sup> Developed in 2000, BRIDGE is a governance and political participation training curriculum designed for CSOs, political parties and electoral officials ([www.bridge-project.org](http://www.bridge-project.org)). The full prospectus includes 24 modules coupled with a facilitator accreditation programme. BRIDGE was created through a partnership of five organizations: the Australian Electoral Commission, the UN Electoral Assistance Division, UNDP, the International Foundation of Electoral Systems (IFES), and International IDEA.



A second major achievement under this output was the establishment of a multi-sectoral, multi-partner, National Committee for Women's Employment NCWE, which has been established in February 2010 as an advisory body to the Ministry of Labor after being endorsed by the Cabinet. ILO Social partners (MoL, MoWA, PGFTU and FPCCIA advocates of gender equality in the public sector, and advocates of gender equality in the non-governmental sector) A 3-year strategic plan was developed for the 2013-2015.

NCWE, which brings together Tripartite and civil society partners to advocate for gender equality in the world of work, had adopted bylaws, established a secretariat and developed three-year strategic plan. The members of NCWE include diverse partners who all affirmed that the establishment of NCWE filled a national need for a multi-sectoral, multi-partner body to address women's employment. Palestinian Authority has adopted NCWE at cabinet level, and the MOL minister has endorsed its TOR. The programme has supported the capacity of NCWE members by ensuring their participation in policy discussions on labour law, the study on GBV, implementation of the PGA reports, the user-producer dialogues, and labour-sector strategies. NCWE has gained observer status at the Tripartite Committee, minimum wage committee, as well as the Employment Fund and is reportedly to be represented in the planned economic and social council, giving it an entry point to advocate gender equality in important social dialogue forums

Based on the above, this output has been fairly achieved.

### Outcome 3- Creating equal opportunities for women to participate economically<sup>23</sup>

#### Output 3.1. Influence of gender advocates, workers and employers organizations in decision-making and planning is increased particularly in relation to reforming discriminatory labor laws and planning for gender-sensitive employment opportunities

Under the sole leadership of **ILO** and within the context of their tripartite agreement, ILO has taken the lead to carry out extensive capacity development interventions in the form of training courses for MoL, the Palestinian General Federation of Trade Unions (PGFTU) and the Federation of Palestinian Chambers of Commerce, Industry and Agriculture (FPCCIA) staff members on gender equality in the world of work, decent work, international labour standards (to improve understanding of and commitment to labour standards and key gender-related conventions) and GBV as well as training on how to do a gender review of all existing laws and policies that impede women's labor force participation

The Participatory Gender Audit (PGA) has been an important tool that was conducted within several institutions such as MoWA, MoL, PGFTU, FPCCIA, Ministry of Economics, in order to promote organizational learning at the individual, work unit and organizational levels on how to practically and effectively mainstream gender. The PGAs implemented, have directly contributed to raising awareness on gender issues and identifying key gender gaps within the government institutions, civil society organizations and the private sector and have subsequently resulted in development of action plans to address such gaps. The ILO was the first organization to provide theoretical and practical training to a pool of national trainees introducing ILO PGA methodology and approach. The national team of trainees has practiced the implementation of the PGA. MoWA has benefitted from this intervention to the extent that it could better monitor, supervise, and plan for gender mainstreaming at the various governmental institutions that however will contribute to the establishment of the M&E Unit within MoWA as of 2013. The development of the PGA Strategy under the lead of MoWA provides means for proper institutionalization of PGA at the national level.

Stakeholder interviews revealed that the PGAs helped build relationships and trust between social dialogue partners such as the MOL and PGFTU as well as between MOWA and the PGFTU. MOWA staff reported that the PGFTU is now for the first time using MOWA as a

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<sup>23</sup>During JP implementation the initial amount of outputs under this outcome have been reduced from three to two according to the advice of the MDG-F Secretariat in New York to simplify and specify the aims of each output. Hence, activities under the former output 3.2. "Capacity of the MoL (including its institutions), workers' and employers' organizations developed to implement specific measures" have been shared among all other outputs.

resource. The PGA recommendations were presented to the MOL minister and the secretary general of the PGFTU, who adopted them. The MOL and PGFTU developed action plans to follow up on the PGA audit recommendations. Of the three MOL departments in which PGAs were conducted, the labour inspection is the most important because of its key role in encouraging women's work and protecting them in the workplace, its direct link to the public, and its ability to collect the kind of data that could inform policy making.

The capacity of the MOL gender unit was extensively supported so as to enable it to play an effective role in helping to carry forward the PGA action plans and chairing the National Women's Employment Committee (NCWE). A strategy and three-year plan was developed, and gender unit's capacity and visibility have been enhanced as evidenced by the way it is now seen as a source of expertise on PGA.

These interventions aiming at strengthening the institutional set up of MoL as such have been more of a holistic and integrative nature in the sense that the mission/mandate of several departments have been further strengthened and linked with each other, although a comprehensive organizational strengthening process per se was not aimed at.

E.g. after provision of training on how to review laws that impede women's workforce participation and how to integrate labor standards into policies, the Inspectorate Department was provided with the tools/ mechanism for ensuring that workplaces were abiding by these laws and that abuses were detected immediately. On the other hand, training on part of the Inspectorate Department for the employers, employees and for the courts (judges, lawyers) was also ensuring that these new laws were introduced on a face-to-face basis.

However, due to the severe job prospects for women in the labor market and the cultural constraint imposing women to defer from complaints, the detection of abuse cases was limited. Nevertheless, due to the holistic nature of this intervention, the achievement of this output has been fairly achieved.

### Output 3.2 Employment opportunities for low-income women and female graduates including in refugee camps are increased

Under the same leadership of **ILO**, a situation and institutional assessment on "Mainstreaming Gender Equality concerns in Palestinian cooperatives" was conducted in 2009 . To date around 700 cooperatives (women as well as mixed cooperatives) were established in the WB out of which the Cooperative Extension Unit of the MoL has classified 500 as active ones. Majority of these are agricultural cooperatives with only 14 per cent women as members. The assessment came out with a set of **key findings and recommendations** to contribute in enhancing the economic performance of the Palestinian women's cooperatives and in increasing their participation rate.

For the establishment of the cooperatives, ILO has adapted the MATCOM (Training Manual for the Management of Cooperatives and Marketing) to the Palestinian context and supported the development of *Cooperative Extension workers' Manual* based on the MATCOM material and local cooperatives legislation and policies, and trained cooperative extension workers, who in turn provided training and counseling to women cooperatives using ILO cooperative management training materials on basic cooperative knowledge, cooperative law and policies, ILO promotion of cooperatives, cooperative management and leaderships, value chain analysis in cooperatives and basic economics of agricultural Cooperatives. A cooperative assessment tool was also developed to help the MoL-Coop extension workers to improve their ability in providing advisory support services and counseling to cooperatives on enterprise management and governance issues.

According to the Union of Cooperative Associations for Saving and Credit (UCASC), which took over the capacity building training programme of women cooperatives only in the middle of JP implementation and which is an umbrella organization of all women's cooperatives, the women cooperatives were more beneficial than the mixed ones, as women were more empowered, confident and capable in these ones. UCASC conducted a training needs assessment followed by a series of capacity building activities in the West Bank to improve the skills of cooperative administrative committee members in 43 Palestinian women's cooperatives in awareness raising, business skills development, coaching, cooperative management and governance, a number of women's cooperatives (13 cooperatives) has reported an increase in memberships, cooperative monthly sales and income, no evidence has

been reported on the percentage increase in the membership or income, a conduction of impact assessment every 3-6 months will be needed to track the social and economic changes of women's cooperatives following to the ILO/UCASC interventions.

Despite the relatively long history of the Palestinian cooperative movement, women participation in cooperatives is relatively recent. Most women cooperatives have been established after 2000 as a result of externally motivated factors, including donor funding priorities toward cooperative development. Awareness is therefore still limited regarding local communities, self-interest, governance and cooperative principles, as well as cooperatives project that display the productive capacities of women on a larger scale.

The lack of adequate quality control mechanism within the Cooperative Extension Unit of MoL, poses a serious threat to ensure continuous support and improvement of the cooperative structure in order to achieve this output. The concern raised by UCASC that external organizations are using the cooperatives to raise funding for projects, proofs that cooperatives are running the risk of becoming dependent structures of dubious organizations.

Finally, the women cooperatives met during the field mission in Bethlehem (cooperative for handicraft), Qabalan (running of a supermarket and production of pastry), cooperatives for spices in Beit Anan-Jerusalem<sup>24</sup>, demonstrated that the production of certain goods for the local market were meeting an actual demand and that products could be sold to retailers. A financial viability plan of the cooperatives were partly available, however, marketing concepts have the potential to be refined further so as to reach out beyond the local markets. The question whether registered cooperatives within the Cooperative Extension Unit of MoL have been also registered within the Ministry of National Economy in order to support them in marketing their products at fairs or to reach out to regional markets, could not be answered.

The skills development training program for 44 unemployed women engineers in Gaza were developed with the Community Service and Continuing Education Deanship (CSCED) of the Islamic University in Gaza. The training was aimed at a) providing the necessary skills to match the requirements of the local construction market, b) integrating the women engineers into the construction industry through placements in the contracting companies and c) encouraging the contracting companies to involve women engineers into their companies work.

After a three months job placement training, 11 out of 44 women engineers managed to secure jobs at SMEs in the construction sector. This is equivalent to a total employment rate of 25%. However, no indication exists on the remaining 75% of women that were not employed right after the accomplishment of the training course.

The Young Women Gain Employable Skills in Photography course enabled 17 young and unemployed young women (mainly from the refugee camps and rural areas) to acquire skills training on photography. This course responded to the lack of female photographers in the local market and hence, was a demand driven initiative. Participants were selected based on their vulnerability (victim of GBV and hardship families). Project documentation indicates that 5 out of 17 women were able to find a full time job or start up their own businesses. However, no indication exists on the remaining 12 training participants. Hence, the employment rate has been only around 30%.

The Gender and Entrepreneurship Together initiative (GET Ahead) has supported the training of 291 women from the projects conducted by ASALA and UNRWA.

Through UNRWA 111 refugee women received training on enterprise development whereby they learned how to be engaged in small-scale businesses. The training comprised of modules such as entrepreneurship skills from a gender perspective and in addition, it addressed the practical and strategic needs of low-income women in enterprise development by strengthening their basic entrepreneurial traits, and business and people management skills. Out of 111 graduates, 55 received further specialized vocational training provided by sector-specific providers on topics such as food processing, hairdressing, facial care, sewing, photography and filming, while 85 received further training on soft skills, such as financial education, marketing, entrepreneurship and communication skills. According to the progress

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<sup>24</sup>The organizational set up of the cooperatives need strengthening as several members who were not fully engaged in the activities did bookkeeping randomly.

report from ILO, 43 micro and small business have been created for the most vulnerable women as a result of the trainings, which comprised of vocation/ skills training and the distribution of small grants ranging from \$500 and \$1.500. 51 permanent employment opportunities were created. Through ASALA's project, 180 women in rural areas (West Bank and Gaza strip) received training on Get Ahead, Business Management, Marketing and Finance trainings, and Hygiene, Quality Control, Packaging and Labelling. 24 micro enterprises were established. As the employment rate right after completion of training courses has been overall around 50

- d. Who are and how have the primary beneficiaries/right holders been engaged in the joint programme implementation? Please disaggregate by relevant category as appropriate for your specific joint programme (e.g. gender, age, etc)

The tables indicate that whilst at the national level women and men were directly involved in the JP in a more or less equal manner, this situation was quite different at the sub-national and even moreso at the local level, where the number of women as direct as well as indirect beneficiaries were eight- to nine fold higher than those of men.

The total number of men with 18.895 is equivalent to around 20% of those from women with 157.662.

Thus, although the JP has significantly exceeded the initial number of people which were involved in the awareness raising sessions, training on GBV, VAW, Capacity Building training and leaderships skills, MDG-related service delivery etc. during the course of the JP implementation, the gender ratio is not balanced and hence, favouring women over men

Direct right holders:

Beneficiary type	Number of institutions	Expected number of women	Number of women to date	Expected number of men	Number of men to date
<b>National institutions</b>	13	--	1.137	--	891
<b>Local institutions</b>	74	--	19.594	--	2.607
<b>Urban</b>	--	--	--	--	--
<b>Rural/ refugee camps</b>	48	12.575	40.570	3.035	6.461
<b>Total</b>	135	12.575	61.301	3.035	9.959

Indirect holders:

Beneficiary type	Number of institutions	Expected number of women	Number of women to date	Expected number of men	Number of men to date
<b>National institutions</b>	--	--	75	--	75
<b>Local institutions</b>	--	--	90460	--	10.000
<b>Urban</b>	--	--	--	--	--
<b>Rural/ refugee camps</b>	--	--	67127	--	8.820
<b>Total</b>	--	--	157.662	--	18.895

Describe and assess how the joint programme and its development partners have addressed issues of social, cultural, political and economic inequalities during the implementation phase of the programme:

- a. To what extent and in which capacities have socially excluded populations been involved throughout this programme?

The participatory approach that was applied, since the design of the interventions, to assessing the needs of the targeted population, to designing suitable interventions, lead to ensuring that a bottom – up approach and ensuring the ownership with stakeholders, and as a result it helped in institutionalizing the programme products in various institutions. For example, the training curricula for the legal professions, the guidelines for the security forces as well as the manual to eliminate VAW in Schools and the guide book on dealing with GBV survivors for health providers.

The development of the National Strategy to Combat VAW utilized a don-top approach and ensured that women from refugee camps, villages and anti-violence centers were included in the process. Moreover, the governance structure of Hayat Center, specifically the advisory committee, is comprised of over seven organizations working in the area of gender equality and the empowerment of women and human rights interventions, advocacy and documentation. Sabaya Centers and women-run CBOs in the West Bank and Gaza Strip were involved in all aspects of the program, within the three outcome areas. Sabaya Centers provided a platform for the validation of activities and at the same time, guidance in terms of priority areas for future programming.

In some cases they were right holders and in other cases they were duty holders.

They were involved in the implementation of the interventions, in the participatory monitoring visits, identifying human faces stories and documenting them.

- b. Has the programme contributed to increasing the decision making power of excluded groups vis-a-vis policies that affect their lives? Has there been an increase in dialogue and participation of these groups with local and national governments in relation to these policies?

The JP applied a participatory approach, and relied on a number of techniques to ensure a proper dialogue, the techniques varied from establishing a National Committee for Women's Employment, to creation of PA platforms and tailored focus groups on: (education, justice, security, social affairs, education and women's affairs), to forming and strengthening existing women coalitions (Al Muntada in the West Bank and Al Amal one in Gaza), to producing episodes to tackle certain topics, to conducting participatory gender audit, all lead to proper reflection of women needs in new policy formulations and revisiting existing laws, policies.

- c. Has the programme and it development partners strengthened the organization of citizen and civil society groups so that they are better placed to advocate for their rights? If so how? Please give concrete examples.

A training manual on "VAW and advocacy" produced under the JP and is being used widely by major women and other NGOs in the training workshops they conduct; 830 ministries, PLC, women and youth NGOs were targeted; 13,606 women , 2,882 men and 8 religious leaders in 19 refugee camps across the West Bank

Al Muntada in the West Bank and Al Amal Coalition in the Gaza Strip developed the first ever joint advocacy strategy on VAW. This took place through video conferencing between the two bodies followed by a joint working session in Egypt.

- a. To what extent has the programme (whether through local or national level interventions) contributed to improving the lives of socially excluded groups?

The program, through UNFPA's interventions with MoSA, enabled disadvantaged young people to learn more on gender relations and being referred upon necessity by the targeted social and vocational

workers dealing with such students in MoSA's centers. In addition, the integration of Gender Equality concepts and protection from GBV in MoSA's national curriculum was a success to sustain such interventions in the Ministry beyond the program. (Note: the curriculum was developed from UNFPA's core fund)

B. Describe the extent of the contribution of the joint programme to the following categories of results:

a. Paris Declaration Principles

- Leadership of national and local governmental institutions
- Involvement of CSO and citizens
- Alignment and harmonization
- Innovative elements in mutual accountability (justify why these elements are innovative)

Principle	JP's contribution	Paris Declaration on Aid Effectiveness' indicators
Ownership	Strong	<p><u>Indicator 1</u>: Does oPt have an operational development strategy?</p> <p>Although PLC is dysfunctional, MoPAD is in charge of leading the monitoring of the Palestinian National Development Plan (PNDP) 2011-2013. However, a monitoring mechanism of the PNDP is not fully in place right now.</p> <p>The JP contributed to the PNDP and it executed its mandate at PMC level through MoWA and at NSC level through MoPAD.</p>

Alignment	Medium	<p><u>Indicator 2:</u> Building reliable country systems As oPt did not undergo an assessment on this by OECD and the World Bank, the JP's contribution to this indicator can't be assessed.</p> <p><u>Indicator 2a:</u> How reliable are country public financial management system? Ditto as above.</p> <p><u>Indicator 2b:</u> How reliable are country procurement systems? Ditto as above.</p> <p><u>Indicator 3:</u> Aligning aid flows on national priorities Not achieved, as JP through the AA UNDP has disbursed financial transactions directly through the ministries via its DIM modality, bypassing PNA's policy to pass aid through the Single Treasury Account (e.g. World Bank's PRDP Trust Fund) or through the European funding mechanism, PEGASE, which is very closely aligned with the government system.</p> <p><u>Indicator 4:</u> Coordinated support to strengthen capacity At least 50% of JP's technical cooperation flow was implemented through coordinated programmes consistent with national development strategies.</p> <p><u>Indicator 5a:</u> Use of a country public financial management systems JP used UN's financial management system.</p> <p><u>Indicator 5b:</u> Use of country procurement systems: JP used UN agencies procurement procedures and systems; e.g. UNDP as the AA transferred funds directly to MoWA to cover the cost of the PS in order to organize workshops/ meetings at MoWA. Hence, JP contribution in this regard was in compliance with PA's financial and procurement procedures.</p> <p><u>Indicator 6:</u> Avoiding parallel implementation structures JP has operated within the existing country institutional and administrative structures and did not undermine a strengthening of national capacities.</p> <p><u>Indicator 7:</u> Providing more predictable aid In year predictability of aid flow from JP to the government sector was guaranteed.</p> <p><u>Indicator 8:</u> Uniting aid JP in itself was aimed at uniting aid within the UN agencies in oPt. Ergo, fully achieved.</p>
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Harmonization	Strong	<p><u>Indicator 9:</u> Using common arrangements JP has used the MDG-F programme based approach, its aid delivery procedures, thus reducing duplication of effort and lowering the costs associated with aid management.</p> <p><u>Indicator 10:</u> Shared analysis JP has coordinated the work of the final evaluation team with that of the Gender Task Force Evaluation Team from UNDP New York, so that duplication of analysis is avoided.</p> <p><u>Indicator 10a:</u> Joint missions Four joint missions were coordinated. a. Knowledge sharing initiative with the JP GEWE Morocco b. Shelter Management best practices (Exchange of visits between the WB and Gaza) c. Final Evaluation preparation exercise d. Documenting best practices in addressing Gender Equality</p> <p><u>Indicator 10b:</u> Joint country analytical work The JP has conducted 11 analytical works so far, however during JP implementation there was no clear baseline on this.</p>
Managing for results	Strong	<p><u>Indicator 11:</u> Do countries have results-oriented frameworks? JP contributed to the nationalization of the MDGs (The National Strategy to Achieve MDGs by 2015). JP contributed to the CSNSG. JP contributed to the Local Aid Coordination Committee Plan. JP contributed to the Gender Task Force Annual Plan. JP contributed to the UNDAF exercise towards end of 2012.</p>
Mutual accountability	Low	<p><u>Indicator 12:</u> Mutual accountability JP has not contributed to this, as MoPAD does not have a mutual aid effectiveness assessment in place.</p>

b. Delivering as One

- Role of Resident Coordinator Office and synergies with other MDG-F joint programmes
- Innovative elements in harmonization of procedures and managerial practices (justify why these elements are innovative)

UN Reform	Relevance/Contribution
One Leader <b>Low</b>	<ul style="list-style-type: none"> <li>• UNSCO in its role as the RC has been part of the NSC and provided strategic oversight (along with MoPAD) to the JP.</li> <li>• UNSCO has been coordinating the work of six UN agencies at the PMC level by creating a “mini PMC”<sup>25</sup> to streamline the work of and to offer backstopping to the PS in preparation for PMC and NSC meetings, as well as to address problems arising during programme implementation that can’t be solved at PMT level.</li> <li>• However, no documentation exists on how UNSCO in its capacity as the RC has actually carried out its coordination</li> </ul>

<sup>25</sup>Meeting with Programme Officer of UNSCO, Mr. Nicolas Rost on 15 November 2012 in the premises of UNSCO in Jerusalem.



	<p>functions.</p> <ul style="list-style-type: none"> <li>• According to the UNDG webpage, a standard operational procedure/ manual exists on coordination functions, which however was not available in oPt.</li> </ul>
<p>One budget <b>Low</b></p>	<ul style="list-style-type: none"> <li>• JP did not contribute to the one budgetary framework or One Fund as this is non existent in oPt.</li> <li>• JP through the AA (UNDP) has channeled the funds to each UN agency, which in turn channeled the funds directly to the implementing partners by applying the DIM modality (except for UNFPA, which followed the NIM modality).</li> <li>• As PLC is not functional and the national budget not assessed in order to decide whether donor money can be channeled to the national budget, the JP has not contributed to it</li> </ul>
<p>One programme <b>Low</b></p>	<ul style="list-style-type: none"> <li>• JP has been only recently and towards the end of the JP contributing to the development of the UNDAF, the first ever in its kind in oPt, which is going to cover the years 2014-2016.</li> </ul>
<p>One office <b>Low</b></p>	<ul style="list-style-type: none"> <li>• The JP has not contributed to the one office concept, as UN agencies in Ramallah are located in various areas.</li> <li>• It is not clear as yet, whether this is going to change in Ramallah, however ILO and UNDP are in walking distance, whereas UNFPA, UNRWA, UNESCO and UN Women are located in different places.</li> </ul>

- Joint United Nations formulation, planning and management
  - UN coordination – sector groups, specific thematic groups such as gender, youth, M&E, East Jerusalem – is working well
  - There is possibly too much structure but there are enough forums for people to coordinate
  - The UNDAF is a new means to improve coordination – both among UN agencies and between the UN and the Government of Palestine
  - There has been very good UN participation in the UNDAF process
  - A Palestinian gender working group has been specifically formed for the UNDAF process and includes Palestinian Authority institutions representation, civil society, academic institutions and gender advocates.
  - Gender is taken seriously as a cross-cutting issue by all UN agencies
  - The Gender Task Force is a standing working group
  - It has been very involved in the UNDAF process, more than most other cross-cutting groups, and it has worked very efficiently, including by reviewing the outcome matrix

### III. GOOD PRACTICES AND LESSONS LEARNED

- b. Report key lessons learned and good practices that would facilitate future joint programme design and implementation
- c. Report on any innovative development approaches as a result of joint programme implementation

#### Best Practices/ Success stories

Success stories and best practices have been visible across all outputs and outcome levels, although they have been more visible at the national than the local level, despite the fact that the needs to address GBV, VAW, increase of women representation and equal access to women to the labor market were more important at the local level.

Based on the findings, the JP initiated a change on GEWE issues through the following best practices/ success stories:

- Through the development and endorsement of the *Violence Against Women (VAW) Strategy*, which was enacted in January 2011 by the Ministers Cabinet,
- The *implementation of the VAW Strategy through the line ministries* by developing action plans,
- In support of the above, the *draft of the Cross- Sectoral National Strategy on Gender (CSNSG) 2011-2013*, the very first in its kind advocating to mainstream gender across all sectors in oPt,
- The development of the *Media and Advocacy Strategy* on GEWE issues for the very first time in oPt,
- The *institutionalization of the national Gender Machinery towards the end of the JP by means of establishing a Monitoring & Evaluation (M&E) Unit within the Ministry of Women Affairs (MoWA)*, being in charge of developing and monitoring national gender indicators in close cooperation with the Palestinian Central Bureau of Statistics (PCBS) and the Development Assistance and Reform Platform (DARP) of the Ministry of Planning and Administrative Development (MoPAD), whereby gender mainstreaming can be initiated through a three tier process: by linking the national level with that of the sub-national and local (tawassol) and vice versa,
- The *publication of the most gender sensitive “violence survey”*, the PCBS has ever published through capacity development interventions by the JP, hence enabling policy-makers to address violence cases in a much more targeted and comprehensive way,
- The intensive capacity development workshops and development of training manuals for *Family Protection Units of the Police*, the curricula to eliminate VAW in schools and the one for lawyers, judges and prosecutors on how to deal with cases of VAW, which were institutionalized within the relevant departments.
- The establishment of the *National Committee on Women’s Employment (NCWE)* as an advisory body to the Ministry of Labour in partnership with representatives from government institutions, worker unions, employers, and civil society organizations.. Its mandate is to contribute to the elaboration and adoption of a conceptual policy framework to promote the economic participation of women, to eliminate discrimination and inequality, to provide support and assistance to the Ministry of Labour, and to work effectively to influence national policies in order to increase job opportunities for women.
- *The JP allowed UN agencies to develop more holistic interventions in the field of GBV, VAW and GEWE. It also increased the organizations’ technical expertise to mainstream gender*

within their programmatic areas. UNRWA, for instance, adopted GEWE, GBV and VAW within its programmatic areas for the very first time in oPt, rightly so, as violence cases are more prevalent in the refugee camps, one finding the latest violence survey came up with.

- The outreach of the JP went beyond the contribution to MDG 1 and MDG 3; in fact it contributed to 6 out of 8 MDGs at the micro, meso and macro level, thus making the JP a success story.
- The contribution of the JP via MoPAD to support the Paris Declaration on Aid Effectiveness is rated as medium, although oPt has been involved in the Paris Declaration Monitoring Survey for the very first time only two years ago. This is an average result.

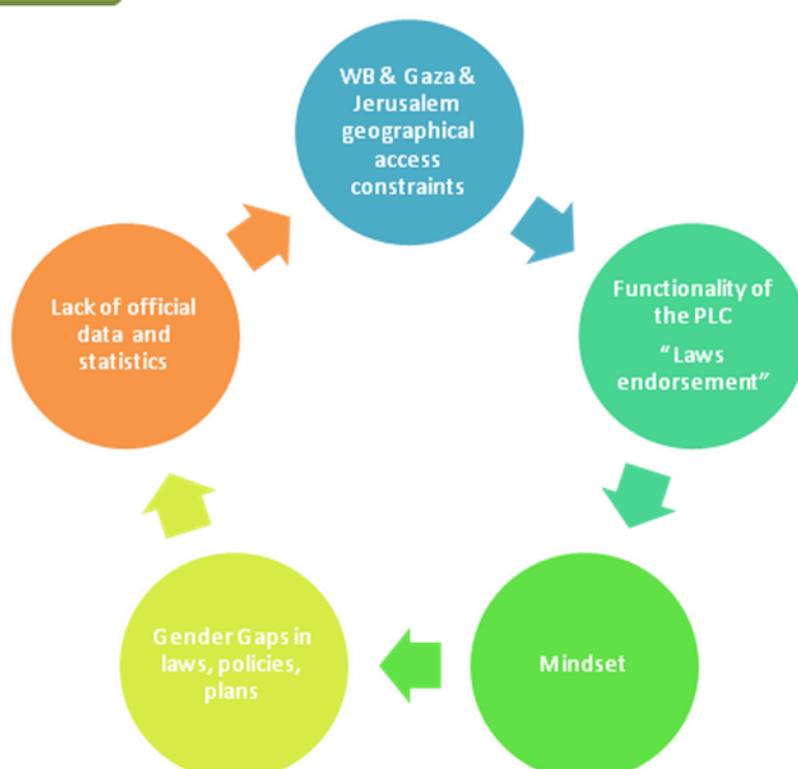
d. Indicate key constraints including delays (if any) during programme implementation

- Internal to the joint programme
- External to the joint programme
- Main mitigation actions implemented to overcome these constraints

The lack of an M&E Unit within MoWA from the outset of the programme has prevented gender equity goals being fully monitored.
The national referral system is often flawed, with victims of GBV often being referred to the Family Protection Unit of the Police, who lack the capacity and experience to deal with them, rather than social workers. A protocol to establish a national referral system not yet endorsed by the Cabinet.
The absence of Gender Units or Women Affairs Directorates at governorate (sub-national) level, Cultural and social norms have also prevented women council members attending local council sessions
The non-functioning of the PLC has meant that it has not been possible to take forward gender issues in national planning cycles, including budgets and loan instruments

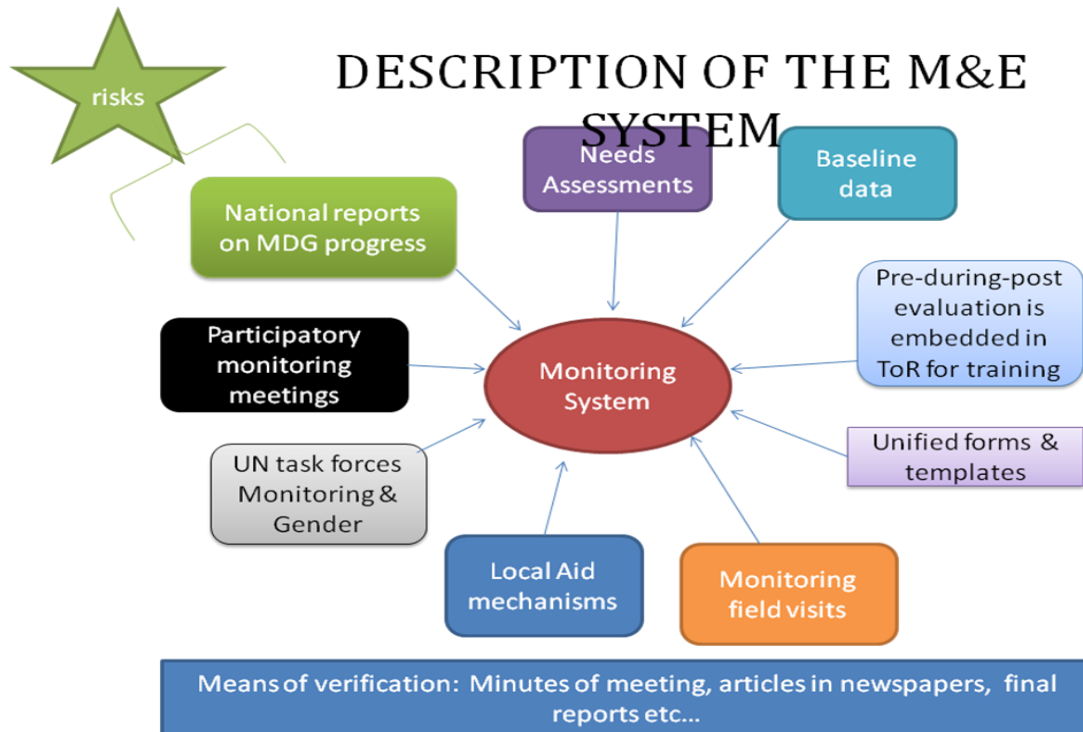
e.

## Challenges



f. Describe and assess how the monitoring and evaluation function has contributed to the:

- Improvement in programme management and the attainment of development results
- Improvement in transparency and mutual accountability
- Increasing national capacities and procedures in M&E and data
- To what extent was the mid-term evaluation process useful to the joint programme?



- Monitoring is the role of all parties { common grounds must be established }
- Dynamic, user friendly templates must be used and adopted to changes
- Institutionalization of forms @ the counterparts.
- Involve media and advocacy in monitoring to reflect the human faces stories
- Institutionalization of the gender indicators @ the PCBS.
- The line ministry is empowered and reporting on the National MDG report
- Public Employees are receiving competency building activities
- Needs Assessments & studies & review of laws are feeding the policy level “ policy papers”
- Advocates are using the developed policy papers in their advocacy activities
- UN, PA rep. & CSO are meeting on monthly basis to review progress and highlight challenges
- Platform for discussions “ bring PA ministries together (inter-ministerial cooperation and coordination), as well as all UN agencies”
- Forming thematic groups to tackle identified topics for instance, studies, laws, policy papers etc...
- Include pre-during and post evaluation in the ToR and reflect it as a deliverable under contracts

The JP was successful in implementing ten out of the fourteen mid - term evaluation recommendations whether fully or partially.

The four remaining recommendations were not achieved for the following reasons:

- The first suggested that the new work plan and budget should include as an Annex, disaggregated interventions and inputs specific to Gaza and the West Bank, so that the spatial distribution of efforts for both areas can be clearly established.  
There was disagreement among the PMC members on the adoption of this recommendation as it was difficult to implement. For UN agencies the West Bank and the Gaza Strip are considered one area. UN agencies often use the same suppliers for the West Bank and Gaza to implement their activities and their systems are not designed to disaggregate the required data. No accurate figures could be obtained on the actual expenditure in Gaza as compared to the West Bank. It is estimated by the programme management that 22% of the total budget was spent in Gaza, although Gaza makes up around 40% of the Palestinian population.
- The second proposed that the ToR for the various management structures (i.e. NSC, PMC, PMT, PS, Gaza Team, and Thematic Sub-Groups), as well as for the special function units (i.e. Technical Lead Agency, Coordination Office, Administrative Agent, and Programme Manager) should be revisited and improved, so that these can be clearly understood among the various institutions and positions involved. Based on these ToR, an organizational structure, which defines the lines of relationships and accountabilities of the management structures, should have been clearly defined and agreed upon. It was recommended that the JP may hire an independent organizational development expert for these tasks, or the MDG-F Secretariat may itself facilitate the process of coming to a common understanding on these during its upcoming mission to the oPt in early 2011.

*The organizational development expert was not hired as was recommended, although all agreed that the ToRs pertaining to the programme management structures should be reviewed.*

- The third recommendation suggested that the participation of non-state institutions in the JP can be made more meaningful by inviting this sector in the meetings of the PMC and NSC, albeit as observers, as originally envisioned in the JP document. In Gaza, the same approach could have been applied in the local management team.

*All PMC members did not accept this recommendation.* While some members felt that non-state members such as NGOs will add great value to the discussions at the level of the PMC being the ones in touch with the community and its needs, the recommendation was dropped due to the large number of non-state members to be invited.

- The fourth suggested that for a future JP, a technical review of the budget should be done prior to approval of the application and include an analysis of the annual allocations. Further, it recommended that the review should also appraise the accuracy of the costs. The evaluation specifically recommends the use of the Activity-Based Costing (ABC) method in preparing budgets, because this method is consistent with the concepts in RBM. The evaluation is also not recommending the use of the commitment rate method for fund releases in JP that may be supported by the MDG-F in the future.  
The recommendation was agreed upon by the PMC but could not be implemented as this had to be done at the beginning of the JP.

Describe and assess how the communication and advocacy functions have contributed to the:

- a. Improve the sustainability of the joint programme
- b. Improve the opportunities for scaling up or replication of the joint programme or any of its components
- c. Providing information to beneficiaries/right holders

On the media and advocacy component, the Website has been regularly updated; a media campaign was carried out in Gaza Strip. It included mural paintings in three different locations across Gaza, SMS, pens, calendars, flash memories, posters, coloring books, TV and radio spots produced by media students and young journalists, and other three radio spots on gender issues and human rights were produced and broadcasted five times a day all through the 16 days campaigns to combat VAW and International Women's Days, all calling for ending violence and increased women's participation in society. The campaign also included a distinguished workshop targeting 40 men as advocates for GBV. In addition, the campaign opened a group on Facebook under the mentioned slogan which included so far more than 444 members. Moreover, the 16 days campaigns were commemorated in the Gaza Strip; a national conference on 1325 was held attended by around 150 policy and decision makers from NGOs, GOs, PLC members and ministers from both the West Bank and Gaza Strip (via a video conference). The conference ended up with a set of decisive recommendations. There was also a screening of one of the striking documentaries "Sour Bread" which was produced by media students from An-Najah; human faces documentary, TV show (12 episodes) in Palestine national TV, 6 issues of well-known Newsletter (Voice of Women) and other workshops targeting key media figures in Palestine were conducted as well. The media and advocacy plan for the programme can be found on the ministry website as well ([mdg-f.mowa.pna.ps](http://mdg-f.mowa.pna.ps) ).

The jointly developed website, "Step on the Road" documentary and the "Al-HASAD" newsletter, are tools for MoWA and concerned UN agencies, to mobilize resources and attract donors to fund similar interventions to continue delivering towards the achievement of the MDGs, specifically MDG3. In addition, the developed TV show "Anta wa Anti" has been the first focused Talk show, on the most watched local TV Satellite channel: Palestine, which opened the opportunity for local TV staff to get sensitized on certain gender issues and advocate for serious related issues such as the labor laws to be adjusted to meet gender sensitive rights.

Please report on scalability of the joint programme and/or any of its components

- a. To what extent has the joint programme assessed and systematized development results with the intention to use as evidence for replication or scaling up the joint programme or any of its components?
  - b. Describe example, if any, of replication or scaling up that are being undertaken
- A. quick snap shot of main deliverables:

<b>Certified teams</b>	<ul style="list-style-type: none"> <li>• Accredited and conducted 3 assignments</li> <li>• Requests are coming from other institutions</li> </ul>
<b>Competency building</b>	<ul style="list-style-type: none"> <li>• A group of professions are trained, and are transferring the gained know-how and knowledge to their colleagues</li> </ul>
<b>Media Plan</b>	<ul style="list-style-type: none"> <li>• Certified media people who tackle gender issues.</li> <li>• Honoring key events are embedded in ministries calendars for upcoming ones.</li> </ul>
<b>Developed Manuals / curriculums</b>	<ul style="list-style-type: none"> <li>• Accredited by the counterparts for instance, Mol, HJC, Universities</li> </ul>
<b>Needs assessments</b>	<ul style="list-style-type: none"> <li>• Policy papers formulated – pending the functionality of the PLC for approval -</li> </ul>
<b>Strategies</b>	<ul style="list-style-type: none"> <li>• VAW strategy endorsed by the cabinet “ financial consequences will follow”</li> </ul>
<b>Safe House “ Shelter”</b>	A ONE stop shop shelter for women in Gaza is established where it will offer prevention, protection and participation services

B. Due to the Ministry of Local Governance records, there are 354 local council units in the Opt, out of which 82 run elections on the 20<sup>th</sup> of October 2012, and 179 as only one party list participated they won by default; The primarily results for the elections indicate that 575 women will be on board.

Building on the MDG- Gender Equality and Women’s Empowerment Programme, mainly outcome 2 “Representation of women and women’s issues in decision- making bodies increased; and the memorandum of understandings that have been signed between Birzeit University and Ministry of Women’s Affairs and Ministry of Local Governance; this project will build on the developed curricula and the identified trainers and replicate the model with the 12 local authority councils.

The project will target local authorities in 12 districts; and build their competencies on how to integrate gender in district planning, advocating for their rights as citizenships, engaging them in monitoring gender equality, and how to utilize from social media in promoting for their rights via capacity development interventions

The Ministry received a grant of 68,000 EURO to finance this activity via the AECID.

c. Describe the joint programme exit strategy and asses how it has improved the sustainability of the joint program

### ***Capacity Development interventions (soft component)***

The JP succeeded in developing tailored training materials according to the different target group backgrounds; all public servants in the line ministries participated in the capacity development interventions; the training material will act as a source of information where they can revert back to it when they need specific information; the JP aims at developing a roster for all PA public servants who participated in the MDG-GEWE.

The JP in the coming period will assess the provision of services by the targeted groups, so as to

assess the impact of the training on service delivery.

The JP primarily evaluation and assessment for the capacity development interventions indicated that the PA public servants enhanced their skills and knowledge on Gender issues; VAW; advocacy; provision of services etc...

### ***Strategies; policy papers; revision of laws:***

The strategies which were developed through the JP were endorsed by the line ministries, National bodies, and afterwards by the Palestinian Minister Cabinet. Memorandum of understandings were signed with 5 ministries in order to ensure the development of action plans for the National Strategy to Combat VAW and their implementation; other bi-lateral memos were signed as well including ILO with PCBS; UNWOMEN + UNDP with the MOWA; + UNFPA with the MOWA; UNESCO with MOWA, UNFPA with MoH and MoSA, etc...

### ***Training of Trainers:***

To ensure the sustainability and the continuous operation for the JP activities; the program certified a number of public servants and CBO staff in refugee camps to deliver services mainly on: (legal+ psycho-social counseling + gender audit+ cooperatives' development, and entrepreneurship Development)

### ***Capacity Development (hard component):***

The JP equipped a number of women clubs, Women-Only Cooperatives, women in micro enterprises and CBOs with the needed equipments to enable them to organize for the awareness raising and training sessions. Video-conferencing equipment was purchased for the two main advocacy bodies working to combat VAW; Al Muntada in the West Bank and Amal Coalition in the Gaza Strip. The JP rehabilitated and officially organized for the inauguration of the first shelter in Gaza.

### ***Utilizing from resources in implementing interventions***

The JP tapped into existing resources – within the scope of the program and outside- for instance; ( GIZ comparative advantage with regard to vocational training ) + (the Gender and Entrepreneurship- GET Ahead manual developed by ILO) +(ILO MATCOM tool for Cooperative management and Marketing and Cooperative Guide for extension workers developed by ILO )+ (Construction Project Management Guide for Women's Engineers developed by the Islamic University of Gaza in direct consultation with ILO) + (The Participatory Gender Audit Manual – ILO tool) + (the vocational centers of UNRWA in terms of certified trainers and premises) + (comparative advantage of micro finance programs); and linked the entrepreneurial skills with technical / vocational ones and afterwards applied a grant scheme mechanism for those interested in establishing new enterprises or secured jobs for the others. Seventeen Sabaya Centers and women run CBOS, following training, benefitted from feasibility studies and business plans for potential income generation projects.

### ***Media and Advocacy Component:***

The JP is implementing a comprehensive media and advocacy plan and utilizing from national capacities to advocate for gender issues and highlight the main achievements of the programme, the challenges faced, and the way forward beyond the MDGIF GEWE Programme. This component involved high level of national institutions including the Palestinian National and Satellite TV (PBC), Voice of Women monthly supplement, other key journalists and others. In addition, a high profile closing ceremony organized in November 2012 screening and disseminating the programme's documentary film. It's worth mentioning, the MDG-F Website is completely handed over to MoWA.



#### **IV. FINANCIAL STATUS OF THE JOINT PROGRAMME**

- a. Provide a final financial status of the joint programme in the following categories:

Budget disbursement rate per agency

<b>UN Agency</b>	<b>Total Amount Received</b>	<b>Total Amount Disbursed as of end March, 2013</b>	<b>Balance</b>
UNDP	2,043,229	2,038,113	5,116
UN Women	2,026,484	2,026,484	0
UNESCO	776,525	764,996	11,529
UNFPA	1,325,163	1,325,163.24	0
UNRWA	1,179,354	1,126,486	52,868
ILO	1,649,245	1,582,811	66,434
<b>Total</b>	<b>9,000,000</b>	<b>8,769,494</b>	<b>230,506</b>

#### **V. OTHER COMMENTS AND/OR ADDITIONAL INFORMATION**

#### **VI. ANNEXES**

1. List of all document/studies produced by the joint programme
2. List all communication products created by the joint programme
3. Minutes of the final review meeting of the Programme Management Committee and National Steering Committee
4. Final Evaluation Report
5. M&E framework with update final values of indicators