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Gender Equality Strategy

UNDP Egypt

(2013-2017)



Acronyms

CSO	Civil Society Organizations
EDHS	Egyptian Demographic Health Survey
FGM/C	Female Genital Mutilation/Cutting
GM	Gender mainstreaming
MDGs	Millennium Development Goals
MoFP	Ministry of Family and Population
MPs	Members of Parliament
NCCM	National Council for Childhood and Motherhood
NCW	National Council for Women
NGOs	Non-governmental Organizations
IP	International Professional
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Program

Table of Contents

Acronyms	2
Introduction	4
Country Profile from a Gender Perspective:.....	8
Causality Analysis for Unfulfilled Women Rights in Egypt.....	11
Rationale of the Gender Equality Strategy	12
Objective 1:	14
Objective 2:	16
Objective 3:	21
Annex 1: Prospective Outcome Evaluation – 2012.....	23
Annex 2: UNDP Checklist for Gender Mainstreaming in Project Proposals	31
Annex 3: UNDP Checklist for Gender Mainstreaming in Work Planning.....	33
Annex 4: Checklist to consider in the design and conduct of project evaluations.....	37
Annex 5: Focused Interventions	38
Annex 6: Gender Mainstreaming in UNDP Egypt Program	47
Annex 7: Gender Focal Team	60
Annex 8: Status of implementation of work/life policy.....	63

Introduction

The UNDP Egypt CO Gender Equality Strategy (2013 - 2017) describes how Egypt Country Office will establish a gender mainstreaming system in order to contribute towards the gender equality outcomes defined for the organization as a whole in the corporate UNDP Gender Equality Strategy (GES) as well as the current UNDAF (2013 -2017), CPD and CPAP (2013 – 2017).

The UNDP Egypt CO Gender Equality Strategy (2013 - 2017) echoes the implementation of Resolution 67/226 adopted by General Assembly December 21, 2012) on QCPR of operational activities for Development which reaffirmed that *“...gender equality is of fundamental importance for achieving sustained and inclusive economic growth, poverty eradication and sustainable development, in accordance with the relevant resolutions of the General Assembly and United Nations conferences, and that investing in the development of women and girls has a multiplier effect, in particular on productivity, efficiency and sustained and inclusive economic growth, in all sectors of the economy, especially in key areas such as agriculture, industry and services,”*

UNDP Egypt has the mandate to support national partners to accelerate the progress towards the MDGs by identifying and responding to the gender equality dimensions. UNDP has the responsibility to ensure the most effective and efficient delivery of its development assistance through strategic attention to the most vulnerable men and women, with the ultimate goal to contribute to the advancement the achievement of the Human Development with Gender Equality and the empowerment of Women in Egypt. Gender mainstreaming is the adopted approach for the current UNDAF (2013 – 2017). Gender mainstreaming, as a cross sectoral responsibility, is the overarching strategy of

the UNCT for making women's and men's concerns an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all UNDAF priority areas so that women and men benefit equally and inequality is not perpetuated.

It is worth noting that the present country programme is fully aligned with national priorities as reflected in the 10 year National Development Plan (2012-2022) of the Government; with the United Nations Development Assistance Framework (UNDAF), 2013-2017, for Egypt; and takes into account the directions of the draft UNDP Strategic Plan, 2014-2017, as it is being developed. It responds to the key development challenges facing Egypt as outlined in the Situation Analysis, 2010, approved by the Cabinet of Ministers in early 2011 and updated through the consultative sessions of the UNDAF priority working groups.

This strategy sets the framework for ensuring that the CO has the capacity and guided tools to deliver effectively its mandate. In response to this challenge, this strategy will assess, analyses, build and develop the internal capacities and procedures of the Country office by mainstreaming gender into the programming and operational areas. This strategy aims at guiding gender mainstreaming in the implementation of the CPD.

Another equally important approach is to set an exemplary workplace where staff can adopt the essence of the Gender Strategy within the Country Office thus incorporating gender equity in internal human resources and operational strategies. In addition, to ensuring equal representation of men and women in all management functions and committees, other relevant corporate policies have been adopted in order to ensure balance between personal needs of staff with the demands of work, and to ensure a work environment completely free from sexual or workplace harassment and abuse of authority. These policies include the Work Life Policy, including flexible working arrangements and breastfeeding policies, and the policy on Workplace Harassment, Sexual Harassment and Abuse of Authority (2005).

The previous UNDP Egypt Gender Equality Strategy (2009) has had set a goal of promoting equal opportunity for women and men as participants and beneficiaries of its programs implemented in Egypt. It aligned its strategy with the UNDP Global Gender Strategy which considers gender equality a pre requisite for inclusive, democratic, violence free and sustainable development. It also states that women's rights, gender equality, the MDGs and the human development paradigm are integral to each other, mutually reinforcing and irreducible.

UNDP Egypt gender equality strategy of 2009 was based on the premise that a gender aware analysis of the national context, including policies, development sectors and actors is critical to mainstream gender in programs and projects and also to support women's empowerment specific projects.

The GE Strategy was developed in 2009 as part of the management response of UNDP to the "*Gender Challenge*", and the need for UNDP to be more rigorous in monitoring the integration of gender across all program activities, and more particularly in program areas where gender issues are less visible. The Strategy emphasized the importance of being able to examine the causes of gender differentials in each sector and to understand the critical underlying factors. The Strategy recommended that UNDP staff and their national project staff should be capacitated to undertake simple gender analysis, and include sex disaggregated data and gender sensitive outputs and results in all their documents.



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In a recent evaluation conducted in 2012 for the UNDP gender Outcome “Women empowered to contribute to political, economic, and social change/development” under the programme cycle 2007 -2011, it concluded that *“The issue of gender relations is still very much overlooked in the formulation of the projects and therefore in the monitoring process which is mostly focused on quantitative measures. Qualitative Indicators remain noticeably absent in all project documentation. Also, significant is the absence of evidence concerning the undertaking of gender analyses in the projects supported by the UNDP CO during the CPAP cycle 2007-2011, the exception being the second phase of MPCC, BENAA, and the Safe Cities Initiative.”*

The lessons learnt, recommendations and conclusions of this Outcome Evaluation (Annex 1) informed and guided the design of this strategy.

The new UNDP Egypt CO Gender Equality Strategy (2013-2017) will continue to build on the work of the previous strategy (2009) while taking into consideration the following:

The new political and social context in Egypt following the January 2011 Revolution and the 30th of June second wave:

The transition to democracy after the 25th of January has offered Egypt opportunities but has also put women's achievements already gained at risk. The political climate in the transition period is not proving conducive to women's equitable participation and women's efforts to fully face specific challenges. The absence of clarity on the status of the National Women's Machinery, the proposed amendments of the Personal Status Laws, the scarce representation of women in new ministries, the rise of conservative groups and their exclusion from other leadership and political positions are some of the many threats that confront women during the transition. In addition, the newly passed constitution has several articles that do not give justice to women and open the door for extremist groups to take discriminatory measures against women i.e. article 219. According to the World Economic Forum 2011 Global Gender Gap Report, Egypt is ranked 123 among 135. Though Egypt has ratified most human rights treaties, there is a need for improvement of enforcement of the commitments. Egypt ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) on 18 September 1981 but made reservations related to the Personal Status Law, Article 2, 16 and 29. However, upon submission of its recent CEDAW report in 2010, the Committee encouraged the government to review the reservations.

The new UNDAF cycle (2013 -2017):

The current and recently signed UNDAF starting 1 July 2013, where the UNCT will pay particular attention to gender equality and women's empowerment challenges including that large numbers of women feel increasingly marginalized in terms of the political and economic participation, the soaring female women unemployment rates and the escalating phenomenon of Gender Based Violence (GBV). UNDP's efforts to continue promoting Egyptian women's social, economic and political empowerment during the next CPAP/CPD cycle 2013-2017 should be considered in light of the challenges posed by the preeminence of the conservative political and social discourse, as well as in the context of the opportunities embedded in unprecedented political dynamics.

Country Profile from a Gender Perspective:

Since the fourth World Conference on Women held in Beijing in 1995, the Egyptian government has been active in closing gender gaps in fields like health and education and in redressing gender discriminatory legislations. There is a strong political commitment at the highest level to advance the status of women and a National Council for Women (NCW) was established in 2001 with a wide mandate, large staff, government budget and a network of branches in all governorates.

However, Egypt still performs poorly on the achievement of MDG3, 'Promote gender equality and the empowerment of women', especially when it comes to women's education, wage employment and political participation., Egypt ranked 77 out of 80 countries on the Gender Empowerment Measure with a GEM value of 0.274 where the percentage of women in decision-making was 9% in technical and professional positions and the ratio of estimated female to male earned income was 0.26.

Customs and traditions heavily determine values and persistently differentiate between the two genders in their roles, responsibilities and privileges. They define the position of men and women in Egypt and provide a specific order and value for the family and society, and which are heavily influenced by interpretations of religion

In general, Egyptian society is patriarchal, and the family rather than the individual is considered as the main unit of society and should provide protection, welfare and livelihood for individuals. The society in general sees that the primarily role of women is the reproductive role, e.g. to bring up children, to take care of the household chores and of all members of the family including the elderly and the sick. Men are regarded as the sole breadwinner and head of the family and have authority, either through cultural tradition or by law, over what women can do inside and outside the home.

Culture and traditions have always been important in shaping gender relations. Prevalence of stereotypical images of obedient, emotional and dependent women and socio-cultural attitudes of patriarchy hamper women from realizing their full potential. Customs and traditions have also been important in shaping Egyptian legislation. Most of the discrimination is embedded in the family law and in parts of the penal code. For example, women do not have control over their bodies. Their male relatives especially fathers, husbands, brothers are the ones who have more control over it. Poor women cannot decide how many children or when to have them. It is a decision usually made by the husband.

Women and girls have to always prove their chastity to their male relatives and to the whole community. Therefore, they are subject to female circumcision, veiling and are at risk of being killed under the pretext of observing the family's honour. The family law also reflects these unequal gender relations. It is based on the assumption that husbands provide for their families and women therefore will be subordinate to their husbands and obey them. The existing code gives men the unconditional right to divorce, while women have to resort to court approval, which is often granted only if women relinquish all financial rights – including their dowry, or prove that their husbands have been abusive. This takes place in a changing reality where many women are working and contributing to their support of their households, yet legalized discrimination still prevails. Both the family law and several articles of the penal code in Egypt do not provide protection to women from the different forms of violence. Women face domestic violence such as physical assault, rape, honour killing and FGM/C. In many cases, the penal code and the culture of patriarchy provide for impunity of the perpetrators.

According to the World Economic Forum - Global Gender Gap Report (2012), Egypt is ranked 123 among 135. Furthermore, violence against women in both the private and public spaces hinders women's full social, economic and political participation i.e. wife battering or female genital mutilation. Actions that violate women's dignity or modesty, such as intimidation at work or sexual harassment in public places, while prohibited by law are common, as reported by the 2010 Survey of Young People in Egypt (SYPE). Full and productive employment and decent work for all remains a challenge in Egypt, particularly for women. The labor market remains a sphere where gender discrimination persists. Women's participation in the labor market is among the lowest in the world. Young women (aged 18-29) represent 19 % of the Egyptian workforce compared to more than 50 % for young men. The deteriorating economic situation after the revolution has resulted in an increasing unemployment rate, hitting women particularly hard. There is limited participation of women in self-employment and micro and small enterprise ownership at 18 % of the total number of micro and small enterprises. The challenges facing young women in the labor market in Egypt include work conditions and the absence of institutional, societal and familial support that help balance the private and public spheres of women's lives. The informal sector represents the main source of employment for new labor market entrants. It's an insecure sector that does not offer a work contract or social or medical insurance. While women make important contributions to the rural economy, their productivity is limited due to lack of access to land, credit, networks, marketing and information, as well as their heavy workload due to household responsibilities. Of the 1.1 million women working in the informal sector, 93 % reside in rural areas. Disparities in women's education are mainly reflected regionally, with rural women being less

likely to read and write than their peers in urban areas. Encouragingly, Egypt has taken measures to eliminate gender disparities in education. Egypt has eliminated gender disparities in general secondary education by achieving a higher ratio of girls to boys, and the country is on its way to achieving the same in primary education. The number of one-classroom schools increased from 418 in 1993 to 3,237 in 2008 and around 66,000 girls attended these. Moreover, expanding coverage of pre-school classes to reach an admission rate of 60% is one of the government's commitments. The ratio of girls to boys in primary education (Target 5) increased from 81.3% in 1990/1991 to 93% in 2007/2008. Projections indicate that the target will be reached by 2015.

The political climate in the transition period is not proving conducive to women's equitable participation and women's efforts to fully engage to face specific challenges. They have been largely excluded from leadership positions in the decision making transitional bodies. The newly passed constitution has several articles that do not give justice to women and open the door for extremist groups to take discriminatory measures against women i.e. article 219. Egypt has ratified most human rights treaties but there is a need for improvement of enforcement of the commitments.

Egypt ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) on 18 September 1981 but made reservations related to the Personal Status Law, Article 2, 16 and 29. However, upon submission of its recent CEDAW report in 2010, the Committee encouraged the government to review the reservations. Strategic efforts by civil society to hold states accountable to their obligations under CEDAW are often used and enforced as a protective tool to any backlash women's' rights after the revolution.

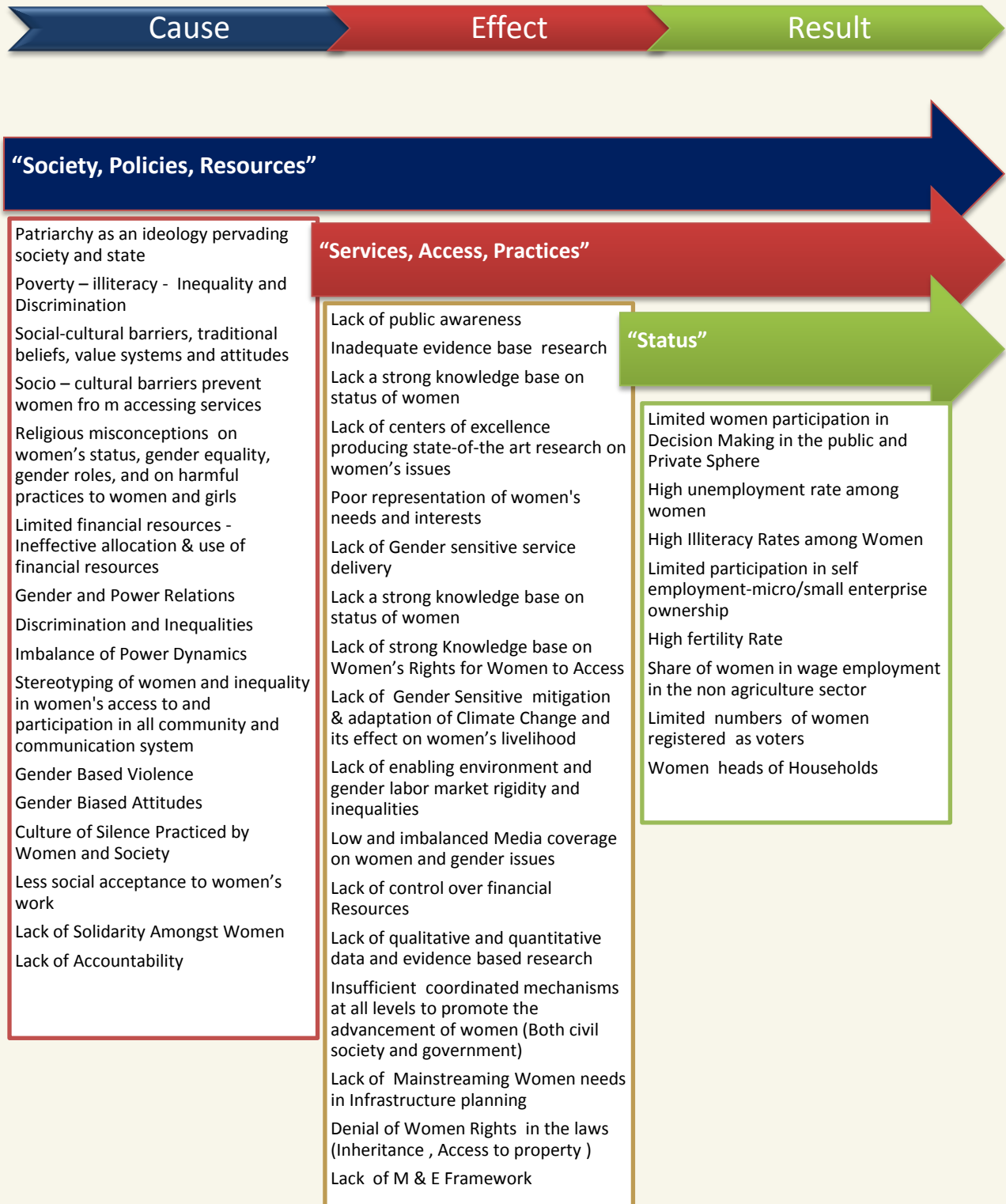
UNDP Egypt enjoys a high level of confidence and trust among government agencies, donors and civil society. As a result, it is well positioned, to contribute to national development results, including the empowerment of women through the reduction of gender disparities. Gender equality and gender mainstreaming are a main concern of UNDP, since without including half the population, - in the political, social and economic processes -, the country will not be able to fulfill its development potential.

UNDP's efforts to continue promoting Egyptian women's social, economic and political empowerment during the next CPAP/CPD cycle 2013-2017 should be considered in light of the challenges posed by the pre-eminence of the conservative political and social discourse, as well as in the context of the opportunities embedded in unprecedented political dynamics.

The causality analysis for unfulfilled women rights in Egypt can be summarized in Diagram 1.

Diagram 1 :

Causality Analysis for Unfulfilled Women Rights in Egypt



Rationale of the Gender Equality Strategy

A. Guiding Frameworks for the Gender Equality Strategy

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- Beijing Declaration and Platform for Action on Gender Equality and Women's Empowerment, 1995 (BPFA),
- Millennium Development Goals (MDGs)
- UN Security Council Resolution on Women Peace and Security (UNSCR 1325 and Subsequent Resolutions 1820, 1888 and 1889)
- UN System-wide Policy on Gender Equality and the Empowerment of Women (GEWE) (CEB 2006)
- UNDP Global Gender Equality Strategy 2008 – 2013 (GES),
- The Eight-Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery (The 8PA)
- Women Participation in Peace Building UN 7 Points Action Plan Tracking Progress Report of the Secretary-General on Women's Participation in Peace building (A/65/354-S/2010/466)
- Post 2015 Agenda (to come)
- ICPD 1994 and ICPD +20 Regional Cairo Declaration 2013 and Global 2014 (to come)

B. UNDP Programming Framework

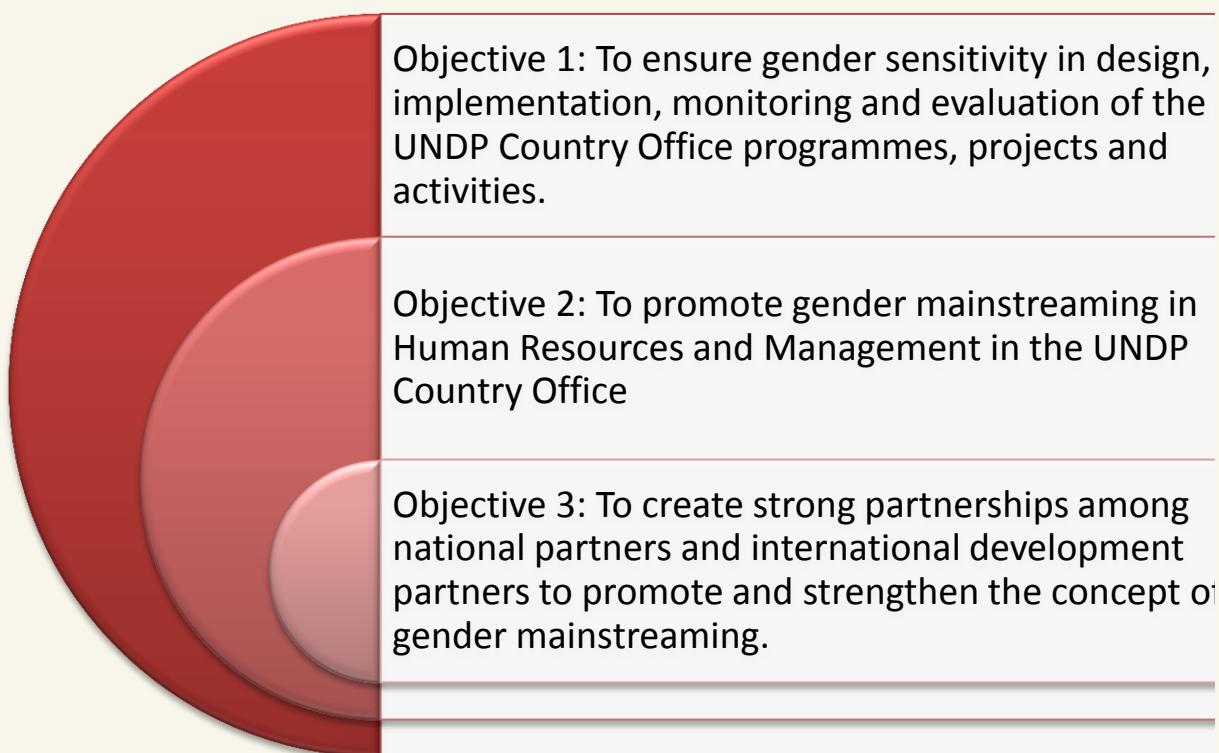
- UNDAF (2013 -2017)
- UNDP Country Programme and UNDP Country Programme Action Plan (2013 - 2017)

This strategy aims at guiding gender mainstreaming in the implementation of the CPD to achieve the following goals:

- Promote and advocate for gender equality and equity in Egypt to achieve progress for achieving MDG3
- Egyptian women's social, economic and political empowerment are improved

- Enhance the UNDP Egypt CO work on gender mainstreaming both in a qualitative and quantitative manner
- To establish policies, structures and processes at the Country Office to promote gender equality and gender mainstreaming

In order to achieve these goals the Gender Equality Strategy envisages the following objectives:



Objective 1:

To ensure gender sensitivity in design, implementation, monitoring and evaluation of the UNDP Country Office programmes, projects and activities.

Building on its acknowledged role as an honest broker, facilitator and topnotch advisor with the knowledge base and expertise anchored on a human development philosophy and commitment to human rights principles and gender equality, UNDP can play a pivotal role in promoting Egyptian women's social, economic and political empowerment during the next CPAP/CPD cycle (2013-2017).

The gender equality strategy will aim to address gender equality and women specific interventions in the different programs through a twin track approach based on the fact that whereas gender mainstreaming is important to achieve gender equality, yet there is still a need for actions in favour of women. Experience has shown that an approach that is based only on mainstreaming of gender issues can lead to the marginalization of the promotion of women's rights especially in difficult political, cultural and social contexts that are affected by gender based discrimination.

Therefore, the strategy utilizes a two pronged methodological approach:

Focused Interventions

- defined as efforts aimed at creating fundamental structural changes in institutions, policies, legislation and allocation of resources to promote gender equality between men and women based on the specific needs in the country.

Mainstreaming

- defined as considering men's and women's needs, interests and experience in the design, implementation, monitoring and evaluation of policies and programs. At all levels, an assessment of men's and women's rights, access to resources and decision-making provide guidance for mainstreaming efforts.

Both, women's empowerment interventions and gender mainstreaming aim at extending the dialogue to include a wider range of stakeholders especially civil society organizations to increase the relevance and sustainability of actions undertaken that are related to achieving gender equality.

Within this 1st objective, UNDP Egypt programmes and projects will incorporate a gender perspective in all phases of the programme/project cycle, i.e. during formulation, implementation, monitoring and evaluation. By ensuring gender sensitivity in all phases of the programme/project cycle, UNDP will ensure that both men and women will be able to equally contribute to and benefit from outputs of the different projects.

Activities under this objective include:

All Programmes/projects will review its currently planned outcomes, outputs and activities to determine if they need to be adapted in a way to help achieve the programme's gender equality objective.

All projects at the CO undertake a gender analysis as first step in programme/project preparation UUNDP Checklist for Gender Mainstreaming in Project Proposals – Annex 2)

Gender mainstreaming tools adopted and disseminated to all programmes and units (UNDP Checklist for Gender Mainstreaming in Work Planning – Annex 3)

Programme performance indicators should be gender sensitive and provide sex-disaggregated data on programme beneficiaries.

Integrating gender perspective in Monitoring and Evaluation Plan (Checklist to consider in M&E processes - Annex 4)

Conduct continuous capacity development sessions on Gender mainstreaming to all UNDP CO Staff

Use gender expertise/consultants as deemed necessary in project development

Participation Of Gender Focal Point/ Gender Team Member in LPAC meetings

Capacities of national counterparts, partners and stakeholders to address gender issues built or strengthened throughout the project implementation through trainings on gender equality and gender mainstreaming to ensure that they can incorporate principles of gender equality and women's empowerment into their work.

UNDP Egypt is contributing to addressing three major challenges that have their effects on women's empowerment and gender equality in the country. It continues to strengthen, enhance and consolidate its previous efforts in addressing problems such as female genital mutilation, low representation of women in political life and violence against women and girls in public spaces in addition to economic empowerment of women. UNDP Egypt CO has also adopted a gender mainstreaming approach through the different programmes/projects addressing the different UNDP practice areas including Poverty Reduction, Democratic Governance and Energy and Environment. Annexes 5 and 6 provides a highlight of the different programmes/projects and their contribution to achieve gender equality.

Objective 2:

To promote gender mainstreaming in Human Resources and Management in the UNDP CO.

I. Country Office Capacity Development:

The Country Office will continue its efforts that started with the First Gender Equality Strategy (2009) to strengthen the capacity of all staff members to be able to address gender equality and gender mainstreaming throughout the various job responsibilities whether in operations or programme.

All staff members completed the on line gender journey course. In addition, in 2006, the majority of program and operations staff participated in gender sensitization and gender mainstreaming trainings and in the refresher courses in 2009 and 2010.

These courses increased the awareness of many staff of the importance of addressing gender issues in their work. The number of women's empowerment projects has increased or enhanced as a result. The impact of the gender training was not even among all program staff. Still a number of projects under the environment program and under poverty alleviation program lack a gender perspective.



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Still a number of UNDP Programme staff lacks the required skills of gender analysis and they do not adopt a gender perspective to the projects they are responsible for. This is also reflected in the project documents which they produce. Many project documents still lack gender analysis and they do not address issues such as women's representation and participation in the target group and in decision making, access to resources of both genders (education, skills, knowledge, social services, mobility...etc), as well as rights and social norms and values. This is due in part to the fact that several program officers believe that women will automatically benefit from all proposed interventions among the general target group which does not differentiate between men and women. Though there has been improvement and progress in gender mainstreaming in the different programmes, there is still a need to pay more attention to important groups such as female heads of households. Programme officers need to focus more on including gendered objectives that ensure that women are benefiting and participating in the implementation of the project.

As gender mainstreaming is also about advocacy, networking and knowledge management, it is important to develop the capacity of Programme Officers to be able to carry out these activities. They should combine the knowledge about ways to influence policy and also be skilled on program and project design.

The capacity of Programme Officers should be developed through practical training on regular basis. It is also suggested that the Gender Focal Team of the office starts by assisting Programme Officers in suggesting ways and means of mainstreaming gender in their projects and engendering their project documents.

**Planned
Activities:**

Include introduction to gender and gender mainstreaming in briefing package for new staff (e.g. e-learning module Gender Journey)

Adopt gender aware interviewing guidelines and techniques in recruitment process to ensure that all new staff members and consultants possess the basic understanding, skills and experience required to work in gender-sensitive manner.

Conduct a series of training sessions on gender mainstreaming for new staff members and refresher courses for those of who had the training before.

Conduct training sessions on gender mainstreaming for National Project Managers

II. Enhanced Institutional Mechanisms and Structures to enhance gender mainstreaming in all CO operations

Within the context of the previous Gender Strategy for UNDP CO for 2009, the country office had a gender focal point and established a gender cluster composed of three members, program officer, program specialist and a result based management officer. UNDP CO will be expanding this team to ensure appropriate representation from various teams thus ensuring a collective responsibility of all staff to ensure gender mainstreaming. To this end, UNDP CO will review the composition of gender cluster and expand it to form a Gender Focal Team. The GFT will be chaired by the Country Director and will be comprised of staff from Operations Unit, Programme Unit, Monitoring and Evaluation Specialist in addition to the Communication Officer. The Terms of Reference and the Composition of the Gender Focal Team (Annex 7).

The Gender Focal Point who will act as the convenor of the GFT will have 20% of his/her time dedicated to gender related issues and will be working in collaboration with all UNDP’s operation and programme teams to develop and implement strategies to ensure that gender equality are an integral part of the design, implementation, monitoring and evaluation of UNDP programme and policies.

Planned Activities:

Review composition of Gender Team and its Terms of Reference

Integrate gender-related performance targets in the RCAs of senior managers

iii. Gender sensitive Human Resources and Management Policy at CO level:

Egypt UNDP CO has been committed to promote the notion of gender equality through its policies and staff commitment to reflect the organization’s commitment to this goal. The CO has been adopting several corporate policies to ensure a gender sensitive organization including ‘Gender Balance in Management Policy 2003-2006’, Work Life policy, Zero-Tolerance to Sexual Harassment, and Abuse of Authority Policy.

While according to the balanced scorecard, the gender balance in professional levels was 52.4% as of end 2011, the % increased to 64.7% as of end 2012.

In 2013, the current number of female staff is larger than the number of male staff at all levels. The total number of staff is 57 out of which 35 are female and 22 are male. In the professional category (IPs and NOs), the total number of male staff is 7, while the number of female staff is 11 which is 61%, slightly above the 40-60% target. It is expected that the total number of female staff in the professional category will increase again during the course of this year.

Within the framework of this strategy, UNDP CO will continue to ensure gender equality within the recruitment process while monitoring gender balance in staff at all levels. The UNDP CO senior management has addressed the implementation of policies that promote a healthy working environment and the implementation of the Work/life Policy which attracts female professionals (Annex 8)

**Planned
Activities:**

Monitor gender balance in staffing at all levels and decide on ways of redress in case of imbalances

Monitor gender balance in all Committees, Appointment and Promotion Panels and decision making bodies.

In case of imbalances, review membership criteria of concerned Committees and panels

Work/life policy is adopted including flexible working arrangements

Continue zero tolerance to sexual harassment in the context of work relationships where corporate Sexual Harassment Prevention Policy is fully implemented

Objective 3:

To create strong partnerships among national partners and international development partners to promote and strengthen the concept of gender mainstreaming

The Paris Declaration and the Accra Agenda for Action provide the frameworks and good practice principles for adopting gender equality as a priority development issue. They both offer concrete opportunities to ensure that gender equality and women's empowerment initiatives benefit from scaled up Official Development Assistance (ODA). The Declaration and the Agenda for Action can be tools to empower women and men and to strengthen the responsiveness of governments to citizens.

The "Cairo Agenda for Action: A Mutual Strategy for Development Cooperation (CAA)," takes into account the principles embodied in the Paris Declaration and the Accra Agenda for Action on Aid Effectiveness and was one of the guiding tools used to shape the framework of the new UNDAF cycle (2013 – 2017).

Within this cycle, UNDP Egypt will be mainstreaming gender into all outcomes. In addition, to a gender-specific outcome which is Outcome 3.4: The voice, leadership, civic engagement and political participation of women and young people are visible and effective in public spheres.

Core and non-core resources will be dedicated to the achievement of gender equality results in all programme areas. Though the amount of core funding is small, UNDP continues to mobilize resources from development partner's agencies as well as from several donors in Egypt such as the European Commission, Netherlands, SIDA, Japan, Belgium.

UNDP Egypt assumes the role of facilitator, supporting dialogue at national and local levels as a crucial step towards policy formulation. This facilitative role is reinforced by UNDP's institutional expertise, supported by its communities of practice and knowledge networks, its continuing search for cutting-edge approaches and methods, and its ability to broker knowledge from other sources. These factors enable UNDP to play its role as a top notch adviser to the Government of Egypt



in developing policy options based on good practices and innovative thinking. UNDP can also play an important role in assisting a country in donor coordination so that advice from different donors is harmonized. Both the National Council for Women and the National Council for Childhood and Motherhood are the main government partners in implementing projects aiming at women's empowerment and achieving gender equality. They both mobilize political and government support for the alignment of national policies, programs and laws with international conventions for the protection and fulfilment of women's rights. Both entities have limited financial resources thus Government co-sharing is minimal if any.

UNDP also continues to mainstream the gender agenda within the different projects addressing all outcomes entailing collaboration with other Government entities including Ministry of Interior, MSAD, Ministry of Justice, Ministry of Local Development, SFD, and IDSC.

NGOs and civil society also bring the grass root perspective into the policy making process and to implement outreach and pilot activities to demonstrate the effectiveness of policies and programs.

Interagency collaboration has been led by UNDP in the previous UNDAF cycle and is expected to continue. UNDP mainly collaborates with UNWomen, UNFPA, UNICEF, and UNODC.

UNDP will make the best use of its limited core resources in leveraging international experience in development upon its global network through recruiting expertise and experience exchange as well as the issue of national knowledge capacities for policy advice. The concomitant focus on setting up downstream pilot initiatives to concretely demonstrate potential results in specific policy areas successfully contributed to the development policy agenda in Egypt on such issues as FGM/C, better representation of women in parliament and human rights.

Planned Activities:

Strengthened inter-agency collaboration and coordination on gender work through participation in UNCT Gender Theme Group

Support the development of joint programmes with other UN Agencies

Support the review and update of the Country Gender Profile to be included in Human Development Report

Annex 1:

Prospective Outcome Evaluation – 2012

“Women empowered to contribute to political, economic, and social change/development.”

LESSONS LEARNT

RECOMMENDATIONS

CONCLUSION

Lessons Learnt

UNDP’s focus areas during the past CPAP cycle 2007-2011 are aligned with national development priorities. UNDP has positioned itself strategically to contribute to national development results, including the reduction of gender disparities. UNDP’s contribution to the Outcome has been significant though more visible and more effective in certain intervention areas than in others, namely FGM, ICT, Access to Justice (Legal Aid), and NHDRs and the support provided to the GOE in reporting on the MDGs. The effectiveness of UNDP’s efforts in promoting women’s participation and representation, and enhancing the capacity of parliamentarians should not be marred by the results of the last elections or even the ones before. Just like the fight against FGM/C, changing the political culture to increase women’s representation in elected bodies is a long arduous road, which given the post revolution conservative discourse, will require the sustained efforts of multiple partners and significant financial resources. UNDP enjoys a high level of confidence and trust among government agencies, donors and civil society. As a result, it is well positioned, together with UNWomen to broker and coordinate efforts and mobilize resources for long term action in this critical and sensitive area.

Some of the projects/institutions that have been supported by the UNDP during 2007-2011, are very worthy; however, they dilute from UNDP’s focus on more critical intervention areas related to governance and the rule of law, that the UNDP is well positioned to lead. The reference here is to the CCCPA, NCHR, GFNF and BENAA. At the time of implementation, the UNDP was breaking new ground, but it is now time for other organizations/donors to take over this intervention area. In point of fact a recommendation to that effect was made in the evaluation of the Egypt Country Program for the cycle of 2002-2006.



“In the area of human rights, a high impact strategic contribution that UNDP can provide would be in conducting a comprehensive needs-assessment study that would provide several other interested donors and organizations with the basis for their support.”

Certain projects/institutions like the SFD and the NCCM (FGM/C) have been supported by the UNDP for many years. They should be ready to graduate from the UNDP incubator and pursue their course without the UNDP, unless critical areas of support are identified that fall within the UNDP mandate and areas of comparative advantage. In such cases, the nature of the partnership would have to change so that more impact is achieved through the assistance provided, which should be of short duration, and should not consume too much of UNDP’s attention or resources.

The enhanced gender capacity of the UNDP staff and the guidance provided by the gender strategy and action plan, have enhanced UNDP’s effective contribution to the Outcome; however, there are still gaps in the way gender is integrated into project design, also in the monitoring and guidance provided to the projects during implementation, as well as in the level of analysis provided in reports.

The strategy of *“Delivering as One”* through JPs was conceived and initiated during the CPAP cycle 2007-2011. More effort should be expended in this direction to reduce fragmentation of efforts, but also to mitigate frictionary sentiments within the UN system in Egypt. Representatives of UN agencies interviewed for the purpose of this evaluation indicated that the UNDP was often infringing on their technical domain. UNDP’s comparative advantage is seen by those respondents to mainly reside in the domains of governance and policy, with poverty and environment which are currently within UNDP’s mandate evolving into cross cutting themes in the work of all UN agencies.

Combining gender specific projects with non-gender specific projects in which gender mainstreaming is expected is a good strategy which has proven to work well and should be pursued.

The quality of the last NHDR and MDGR demonstrate noticeable improvements in general and also in addressing Gender Issues. They represent a most valuable contribution of the UNDP as acknowledged by everyone interviewed for the purpose of this evaluation.

Finally, the partnership strategy of the UNDP which was effective during the CPAP cycle 2007-2011, is no longer as relevant given the challenges identified in the 2010 NHDR and the SA, as well as those presented by post revolution developments. The strategy should be reconsidered in light of the decisions taken by the DPG and based on the conclusions of the **Cairo Agenda for Aid Effectiveness**, as well as the outcome of the 2012 parliamentary and presidential elections

RECOMMENDATIONS

The post revolution year has seen the rise of a conservative discourse advocating for a reversal of women's rights laws passed under the previous regime. Progress achieved on many gender related fronts is at threat of being compromised by the heightened political and economic instability characterizing the post revolution transition. It is within that context that recommendations are proffered for boosting UNDP role in the protection and promotion of women's human rights during the next CPAP cycle. These recommendations are concerned with the UNDP's with three levels of operation: Intervention Areas/Projects; Partnerships; and Staff Capacity.

Intervention Areas/Projects

Women's Access to Justice and Women's Political and Economic Empowerment, are areas of intervention that require sustained attention, significant intellectual and financial resources, and most importantly credibility. UNDP is well positioned to support efforts in these critical areas of women's empowerment.

The **Legal Aid** project would benefit from an additional round of support geared toward the consolidation of achievements rather than their expansion, the latter being a GOE prerogative. It is important that the scope of appreciation for the project go beyond the MOJ and beneficiaries to include the community as a whole. Communities should feel that access to justice that includes women and men is to the benefit of the family and the community. The engagement of civil society organizations in informing and educating the public about the role of family courts and the LAOs should be considered under the next UNDAF cycle. Linking locally-based NGOs to the family courts and equipping the NGOs to act as referral points to the DSOs and LAOs, is advisable. The involvement of the community through its civil society organizations will enhance the impact of the project and the sustainability of the legal aid mechanism. This will require undertaking a thorough assessment of the project in the context of the communities where the LAOs are operational, so as to understand the nature of interventions required for a such a link to be effective, the risks entailed and the opportunities for the UNDP and other UN agency partners to act in a way that would add value to this very critical area of intervention.

Women's Political Participation as an area of intervention rather than a specific project should be studied carefully. Recent appointments to the NCW do not necessarily mean that the organization is there to stay or even if it does, that it will have the leverage it did during the past decade. In this context a partnership scoping exercise needs to be undertaken. The findings would provide the UNDP with a better understanding of the players, and means of engagement. It is advisable that interventions geared to women's political empowerment include more than one GOE partner together with civil society. The Center for Gender Research currently being established at Cairo university is a possible partner, as is the Parliamentary Program of Cairo University. The Social Contract Center of IDSC is another possibility. The TORs for the scoping study should be developed closely with UNWomen, and should stipulate wide range consultations with donors, GOE and civil society groups. In that context, the Women Political Empowerment (WPE) project led by UNWomen provides a platform for UNDP and UN Women collaboration that is worthy of consideration.

Women's Economic Integration is another critical area of intervention where the UNDP can add value through targeted support. The over-representation of women among the unemployed and the poor is well documented in the 2010 NHDR and in various studies. The post revolution economic deceleration and the tense social and economic situation affecting Egyptian households, is bound to result in furthering the economic marginalization of women. While, the MCCP and Siwa Sustainable Development projects are very relevant to the specificity of the governorates where they were implemented, a broader national women economic empowerment program is now required for Egypt to ensure that the transition does not push its women into chronic poverty and extreme want. UNDP is advised to support an umbrella program or JP bringing together all UN agencies, under which, donor resources would be pooled. The initiation of the program could be included within the final round of support provided to the SFD - an organization mandated to target the poorer segments of the population, women and youth - as well as being part of a renewed round of support to the NCW.

The **NHDR and MDG** reports are instrumental as taking stock exercises as well as providing a road map for development and public policy. The last NHDR devoted a whole section to gender. This practice should be pursued in the next NHDR with more attention paid to how gender relations are changing and whether women or men are being shortchanged in the process. Accordingly, the TORs formulated for the Lead Consultant as well as the authors of the various chapters should require rigorous integration and analysis of gender issues.

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Partnerships

The UNDP should not under any circumstance intervene in any area on its own. Other UN agencies as appropriate should be involved in the design, mobilization of resources and execution of project.

When considering sensitive intervention areas such as women's political participation, a scoping exercise should be undertaken to determine the comparative advantage of various partners, and their readiness to engage. The decision to go ahead should be determined based on the findings of the study, and risk register should be formulated accordingly. A recommendation somewhat similar to that effect was made in the previous gender outcome evaluation report. "For each area of focus by UNDP or by other agencies of the UN system, a "partnership strategy" to comprise members of the UN and interested DAG members, NCW and or NCCM and other competent governmental bodies or institutions at local or central levels, as well as with NGOs, should be formulated".² While multiple partnership strategies are not deemed necessary, partnership scoping exercises must be carried out prior to engaging in sensitive intervention areas.

Egypt's civil society is in difficult straights. Its secular NGOs and human rights groups are challenged on one hand by Islamic organizations/groups that provide a wide array of public services in exchange for political credit, and on the other hand by government policies that constrain their ability to act on behalf of the communities they are meant to serve or the constituencies they represent. Supporting civil society and human rights groups is therefore critical, and it is best achieved through targeted engagement in interventions and activities. Efforts to effectively engage civil society should therefore be pursued by the UNDP, and in this context, the UNDP should commission a study as part of its new UNDAF cycle that will indicate the civil society segment that should be mobilized and the purpose for which it should be engaged.

Similarly, UNDP's efforts to engage the PS through the Global Compact Network and the Egyptian Corporate Responsibility Center (ECRC) should be continued. The promotion of gender parity in the work place is of critical importance during the next phase of programming. Awareness raising and capacity development activities targeting private sector operatives and service providers should be stepped up to counter balance the negative impact of rising unemployment on women. The encouragement of gender sensitive value chain (GSVC) and social accountability analyses, together with incentives, such as the Gender Equity Seal, are integral to the establishment of an opportunity structure for women in the formal private sector.

² OUTCOME EVALUATION REPORT: UNDP Multi-Year Funding Framework (MYFF) for Egypt, 2002-2006: Outcome 5: "Increased awareness on participation of women in society" A NCW-UNDP joint Initiative. Seheir Kansouh-Habib, 2007, p. 36

Staff Capacity

The 2012-2016 UNDAF does not have a specific Gender Outcome. Development partners and experts interviewed during the course of this evaluation were of divided opinion. A majority said that the removal of the Outcome should be reconsidered in the review of the 2012-2016 UNDAF. Opinion holders believe that removal of this Outcome will compromise efforts to advocate for and promote women empowerment, also sending a message to the new GOE that women's agenda is not at the forefront of development concerns. A minority said that given the rising post revolution conservative discourse and the threat of a backlash against women's social and political gains, the mainstreaming approach might be the most appropriate strategy but that the adequacy of mainstreaming measures needs to be ensured through the institution of rigorous systems and procedures. It is in this context that the issue of staff capacity is considered.

UNDP staff members should not be expected to become gender experts. However, they are expected to be aware of the need to and value of integrating gender issues in all UNDP work. They should be conversant with gender concepts, and gender tools. Regular gender orientation sessions and general refresher trainings for all UNDP staff are important, but they need to be complemented with sector specific gender programming trainings and tools.

UN Women is the gender arm of the UN system. One of its roles is "to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress." Certain UNDP program managers have started resorting to UN Women to review project documents so as to ensure that gender is adequately mainstreamed. However, this is practiced on an adhoc basis and is very much dependent on the program manager's initiative. A more systematic process of ensuring the mainstreaming of gender in all projects would include the conduct of gender analyses at the project formulation stage and the review of all project documents to make sure that mainstreaming efforts are adequately documented. The institutionalization requires directives from senior management as well as an alignment of required technical and financial resources. The role and job description of the GE focal point needs to be re-examined and the organizational leverage and resources made available to that person should be commensurate with expectations.



Conclusion

UNDP's efforts to promote Egyptian women's social, economic and political empowerment during the next CPAP cycle 2012-2016 should be considered within the context of post revolution Egypt, which includes the challenge posed by the rise of the Islamists to power and the preeminence of their political and social discourse, as well as the opportunities embedded in unprecedented political dynamics. And, although it is too early to make definitive conclusions concerning women's status in the coming 2-3 years, it is a fact that women's agenda has been sidelined and that a roll back of the gains women have acquired during the past decade is anticipated. Since the revolution, conservative forces have been advocating for a reversal of women's rights laws passed under the previous regime. On the bright side, women groups are becoming increasingly active in their struggle to retain their rights. The various women coalitions are meeting almost daily, holding press conferences, and issuing statements to inform the general public, the various human rights organizations and the international community of their position against regression to their status, emphasizing that the building of a civil democratic state can only be achieved with the full participation of women. The Egyptian Women Union of Hoda Sharawy was re-established with 500 NGO members to act as an observatory arm to the national policies of the government. Protests and marches were organized by hundreds of women groups and civil society organizations demanding 30%-50% representation of women in the committee charged with drafting the constitution. The committee that was recently dissolved included only 6 women. It is unclear yet whether the formation of the new committee be based on specific criteria, which will include women's representation.

Finally, there is a women movement or at least the beginning of such a movement, whereas in the past years, there were only disparate groups with little or no voice. This activism represents an opportunity that could be leveraged in support of women's empowerment and gender equality. The UNDP and its development partners should consider a) developing a joint UNDP, UNWomen and UNICEF report on the challenges facing women in the post revolution era as well as recommendations for action; and, b) organizing a series of consultations with designated representatives from the main women and civil society coalitions as soon as this is feasible (after the presidential elections). The purpose of these consultations is to discuss what forms of support are most needed and the best modality for the various UN agencies to provide assistance to women groups without causing undue backlash to the cause of Egyptian women.

Annex 2

UNDP Checklist for Gender Mainstreaming in Project Proposals³

The Checklist for Gender Mainstreaming in Project Proposals is a tool developed by UNDP to review the extent to which gender is mainstreamed into projects. The tool can be used at any point in the development of a project proposal. However, it is most beneficial when applied at the very beginning during preliminary consultations and kept in view to identify gaps in situation analysis, project strategy, outputs and indicators, budgeting, etc.

The tool not only poses specific questions that guide you to examine the gender sensitivity of different components of a project document, but also offers some pointers as to what specific information should be included and how these can be tested for their adequacy in promoting gender equality and/or women's empowerment.

Points to take into consideration when drafting project proposals/documents:

1. Does the situation analysis take into account the different social, economic, cultural and political situations of men and women?
2. Does the analysis reflect an awareness of the gender-differentiated impacts of socio-economic and development processes?
3. Have data and statistics provided as background and/or justification for intervention been disaggregated by sex?
4. If not, has a reason (e.g., unavailability of such data, inappropriateness of desegregation against a particular indicator) been given for the omission?
5. Is it proposed to address gender gaps in data under the project?
6. Has collection of sex-disaggregated data been specified in the proposal for baseline survey?
7. Does the proposed strategy appropriately address the dimensions of gender inequality described in the analysis?
8. If not, where are the gaps?
9. Do the proposed activities include action on gender issues identified in the strategy? Are they appropriate and adequate?
10. Do the activities include any interventions to advance women's empowerment (e.g., formation of women's collectives, support to these groups, capacity-building for women, gender training with men, creation for opportunities for women to participate in decision-making, increased access to resources, support for entry into non-traditional roles and spaces)?

³ This section has been slightly adapted and taken from the UNDP Country Office For Somalia: Gender Mainstreaming Handbook For Programme Staff, 2013



11. If yes, are these appropriate to the intervention and do they build on advances under other interventions? If not, are there opportunities for such action?
12. Are success and impact parameters and indicators appropriately gendered?
13. Does the monitoring framework include measurable gender indicators appropriate to the intervention?
14. If only general indicators have been included, are there any specific indicators that could be suggested?
15. Have adequate resources been provided for the proposed gender activities?
16. Are there opportunities under the 'general' activities in the project where a gendered approach could be introduced or specific activities suggested?
17. Have specific actions for gender equality been mandated under the project (e.g., specified percentage of women members in decision-making bodies, training programmes, study tours and other learning opportunities, economic opportunities)?

Annex 3

UNDP Checklist for Gender Mainstreaming in Work Planning⁴

This tool, developed by UNDP, is divided into three sections: 1) preparation/consultations, 2) work plan and 3) budgeting, and implementation. Actions proposed in these sections can be used to ensure activities are planned and implemented in a gender sensitive and responsive manner. The tool should be used at the very beginning of the development of work plans and kept in view to identify gaps in budgets and implementation.

The preparation/consultations section will help you to ensure that women as well as men are equally represented and consulted before the work plan is drafted; the work plan and budget section helps Programme Staff to examine the adequacy of activities and allocated budgets in contributing to UNDP and the project's gender equality commitments, while the final section on implementation invites you to anticipate how the work plan will be implemented, consider whether monitoring mechanisms are gender-sensitive and the potential impact the project implementation will have on gender relations. By following this checklist, staff will be able to plan appropriately and in a manner which will also allow them to report more effectively on whether your project addresses gender.

Points to consider when drafting a work plan:

Preparation/Consultations

1. Will women stakeholders be consulted equally along with men stakeholders during the work plan formulation process, especially female beneficiaries? How?
2. Will there be partnerships with local women's NGOs and CSOs? How will these be built?
3. Are/will there be consistent mechanisms in place to ensure that women and men participate equally in capacity development activities (training, workshops, study tours, secondments, conferences, detail assignments, etc...) and are equally consulted during preparations and follow-ups? What are these mechanisms?

⁴ This section has been slightly adapted and taken from the UNDP Country Office For Somalia: Gender Mainstreaming Handbook For Programme Staff, 2013

Work Planning and Budgeting

4. Does the work plan include activities contributing to GEWE (rated two or three on the Gender Marker)?
5. Are your baselines, targets and indicators disaggregated by sex? (For example: 35 civil servants trained on HIV AIDS in the workplace, of which 30% were women).
6. Will the activities in the work plan build the capacities of national and local actors to promote gender equality and women's empowerment in a culturally-sensitive manner? How?
7. Are the suggested gender-specific or related activities clearly identified with specific timeframe and responsible party in the work plan?
8. Are funds allocated for gender analysis or a gender responsive situation analysis, as well as for the collection of sex-disaggregated data?
9. Do the gender-specific activities identified have a sufficient budget? Will these be linked with at least one specific output and a corresponding output indicator, in such a way that expenditures on gender and actual output can be monitored by using Atlas? (BCPR targets a minimum of 15% of the total budget on gender-specific activities).
10. Does the work plan foster synergies on gender equality with other projects and programmes, as well as with other agencies' initiatives? How?

Implementation

11. Will the potential impact of the work plan on gender equality/inequalities be assessed during the Project Board's reviews and other dialogue spaces? By which mechanisms?
12. What kind of risk mitigation actions will be adopted to avoid the project/programme impacts negatively on the status of women?
13. Are monitoring mechanisms gender-responsive? How?

Example of how to apply the UNDP Checklist for Gender Mainstreaming in Work Planning

The example below illustrates how a work plan has strengthened the way it addresses gender according to recommendations from the checklist. Please note that the example is one application among many, as the checklist refers to everything from partner consultations to implementation.

NON-GENDER SENSITIVE	GENDER SENSITIVE
<p>Activity A: Implement rural infrastructure interventions that will contribute to the improvement of living conditions of people in the project area.</p>	<p>Activity A: Implement rural infrastructure interventions that will contribute to the improvement of living conditions of people in the project area, with a special focus on benefitting the poor, including poor women farmers.</p>
<p>Indicator A: Time spent transporting goods to/from markets.</p>	<p>Indicator A1: Time spent transporting goods to/from markets (disaggregated by sex); Indicator A2: access to health and education services rates for men/women, boys/girls; and Indicator A3: % increase in income for men and women farmers.</p>
<p>Activity B: Engage poor and vulnerable groups to actively participate in determining development priorities for infrastructure investments.</p>	<p>Activity B: Engage society in inclusive manner, targeting especially groups formed by poor women and men to actively participate in determining development priorities for infrastructure investments.</p>
<p>Indicator B: Number of common interest groups formed and functioning.</p>	<p>Indicator B1: Number of common interest groups composed of a balanced representation of women and men formed and functioning; and Indicator B2: Ratio of women in decision-making positions in the common interest groups.</p>

Examples of Gender Indicators:

There are four ways in which indicators might be considered gender sensitive: (i) Disaggregated by sex; (ii) Gender specific; (iii) Implicitly gendered, and (iv) chosen separately by men and women.

Type of Indicator	Definition	Examples
Disaggregated by sex	The value of the indicator is calculated separately for men and women, and so allows comparisons to be made between the two groups. Such disaggregation is important because it may reveal the differential impact on men and women of a given policy or practice that may pose a challenge to achieving gender equality.	(1)Ratio of voter turnout among men to that of voter turnout among women. (2)Percentage of seats held by women in local assemblies/councils.
Gender-specific	This group of indicators measures governance practices which are specifically targeted at women or men. In practice, it is likely to be made up largely of the inputs, outputs and outcomes of policies designed to increase women's empowerment.	(1)Proportion of seats in National Parliament reserved for women (%) (2)Percentage of local assemblies/ councils having a women's caucus.
Implicitly gendered	In this case, the indicator makes no explicit reference to gender. However, if it is interpreted within a broader context, it is clear that the indicator is of particular relevance to women or men. (E.g. Number and proportion (%) of reported cases of domestic violence prosecuted in courts (victims predominantly female but data should also be sex-disaggregated).	(1)Degree to which electoral laws facilitate or hinder the participation of women as candidates for elections or as voters.
Chosen by women	These two groups of indicators need not refer to gender at all. They may simply reflect the differences in men's and women's preferences and priorities regarding different areas of governance.	(1)Percentage of women respondents believing the way they vote could improve their future welfare.

Annex 4

Checklist to consider in the design and conduct of project evaluations⁵

1. Does the evaluation's terms of reference specify gender issues and questions to be addressed in the evaluation?
2. What was the proportion of women and men's participation in the project activities (as beneficiaries, decision-makers or change agents) during the reporting period?
3. Were specific activities or components targeted at women? What was the objective and was this achieved? Specifically, how did the activities impact on women's empowerment (self-esteem, capacity for leadership and self-organization)
4. Do project reports identify gender gaps and gender-related project success? Are indicators of success clearly defined and applied? How can negative impacts be mitigated or eliminated (lessons learned) and positive impacts increased? For example:
 - Increased work load;
 - Incidents of violence or other forms of backlash;
 - Statement/declaration in support of women/women's rights; and
 - Change in gender stereotypes and discriminatory attitudes toward women and girls, and commitment of men to support women's empowerment.
5. What is the perception of men and women about the impact of the activity on gender relations?
6. Are there any internal and/or external factors contributing to the success/failure of gender mainstreaming within the project?

Other issues to consider include:

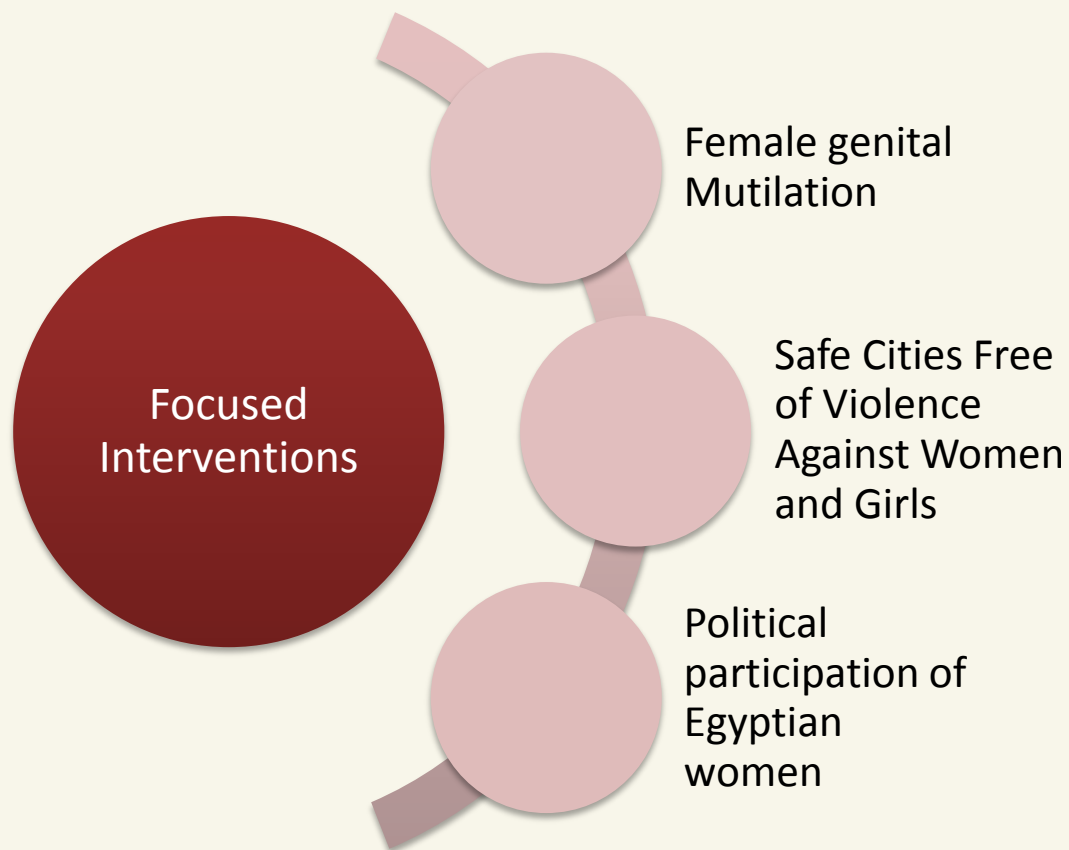
7. How women and men have different needs, access and control over resources;
8. How women and men face different constraints and opportunities in participating in economic, political and community life; and
9. How women and men face different forms of stereotypes and discrimination and the impact this has on project results.

⁵ This section has been slightly adapted and taken from the UNDP Country Office For Somalia: Gender Mainstreaming Handbook For Programme Staff, 2013

Annex 5

Focused Interventions

The following highlights how UNDP Egypt is addressing three important challenges through focused special interventions:



I. Female Genital Mutilation:

FGM/C is deeply entrenched in social and economic structures in Egypt and women are victims of cultural and social practices that cause material and non-material harm to them when practicing such operation on them. It is a tradition deeply rooted in the society and the abandonment of FGM/C requires working at different levels. Achieving collective agreement by a significant number of families in a community to abandon FGM/C is an important dimension of this process. Legal actions and political commitment to its abandonment are also of vital importance.

FGM/C remained unbroken taboo for many years in Egypt. In 2002, the government of Egypt championed the cause of abandoning FGM/C. Due to several courageous initiatives undertaken by the National Council for Childhood and Motherhood (NCCM) and civil society organizations, FGM/C has been positioned and perceived at present by many Egyptians as a clear violation of human rights and one of the gravest forms of discrimination against girls and women. There are more doubts than ever before should FGM/C continue being justified on grounds of culture and religion or not. The initiatives aimed at creating a political, legal, and socio-cultural environment conducive to abandoning FGM/C. Abandoning FGM/C in Egypt will take many decades and will remain widely practiced for some time to come and this is why continuous, concerted and sustained efforts are necessary to achieve the goal of protecting each and every girl in Egypt from being mutilated.

UNDP played a pivotal role to mobilize partnership with donors and multilateral partners and other stakeholders around programs aiming at abandoning FGM/C. UNDP mobilized technical and financial support to assist the National Council for Childhood and Motherhood (NCCM) which is the main governmental agency leading the national movement against FGM/C. Among the different activities NCCM has implemented, it set up a Child Helpline to answer the queries and concerns of parents and to enable concerned citizens to report FGM/C operations. It also managed the “FGM Free Village Model” Project, implemented in 120 villages aiming at the mobilization of communities to develop their own strategies for eradicating the practice. NCCM has succeeded in making all forms of FGM/C illegal, with enforcement mechanisms; developed integrated media campaigns at national level and lobbied with religious authorities, health service providers, media, academia, legal personnel, line ministries and young people in efforts for FGM/C abandonment. The leading coordinating role of UNDP has helped NCCM to achieve all the above.

As a result and according to the 2008 Egyptian Demographic Health Survey (EDHS), FGM/C prevalence decreased from 97.3% in 2000 to 91.1% in 2008 for women aged 15-49. Moreover, it has decreased from 76.5% in 2005 to 74.4% in 2008 for girls aged 15-17. In addition data indicated that FGM/C is declining among girls of younger age, for example girls aged 9-10 are more than twice likely to be circumcised than girls of age 7-8. The position taken to relate FGM/C to religion has decreased from 72.6% in 2000 to 60.8% in 2005 to 49.1% in 2008. The younger generations' perceptions are more against the practice than the older generations. For example 34.1% of girls aged 15-19 see that FGM should continue while 63.8% of women aged 45-49 believe that it should continue (EDHS 2008).

The National Council for Childhood and Motherhood with a number of Child Rights NGOs has managed to present a new Child Act to parliament in 2008. Consequently, in June of 2008, the Egyptian parliament approved the criminalization of FGM/C practice through national legislation and made the practice a punishable offence. Article (242 BIS) of the penal code was added to ban FGM/C criminalizing the practice and penalizing the practitioner by a fine and/or imprisonment. It should be noted that the FGM/C initiative has largely contributed to setting the stage to passing the law criminalizing this practice.

To build on the success of the first project a new project titled "Abandonment of FGM/C and Empowerment of Families" was launched. The second FGM project (2009- 2014) was conceived as Joint Program (JP) spearheaded by the NCCM and supported by the UNDP, UNFPA, UNICEF, and UNWomen, as well as other bilateral donors. Picking up on the lessons learnt from the first project, the recommendations of the 2008 evaluation, the outputs of the high-level regional conference "The Cairo Declaration + 5", held in December 2008, and consultations with stakeholders, the project was designed to continue addressing FGM, but within the context of a broader family empowerment package, a strategy aligned to the mandate of the Ministry of Family and Population (MOFP), established in 2009. Building on the impact of the first project, the enforcement of the legal frameworks banning and criminalizing FGM/C was to be a main concern of the JP, which aims at empowering families "to make sound decisions regarding discriminatory action against children." Accordingly the primary package of interventions focuses on FGM, deprivation of education, and early forced and unregistered marriages. Additional measures for economic and social empowerment included as part of the project are microcredit loans, child care and child nutrition programs, maternal and family counseling, among others. The \$ 7,000,000 project has one Outcome or Result aligned with the UNDAF Gender Outcome, and three indicators to which partners are meant to contribute through five outputs. The Project Outcome is "A political, legal and social enabling environment is created and sustained to empower families to abandon FGM/C and other forms of violence against children."

Following January 25, 2011 Revolution and the cancellation of the MOFP and the placing of NCCM under the supervision of the Ministry of Health and Population (MOHP), and the project was placed under the execution of the National Population Council (NPC).

II. Women's political participation :

The Egyptian Constitution and legislations guarantee a woman's equal right to participate in the electoral process and stand for public office. Egyptian women actively demanded full suffrage rights since 1930's and obtained their political rights as early as 1956. However, the cultural environment works against women taking up this right. Many women, as well as men, do not believe that women are able to govern as effectively as men and will therefore not vote for a female candidate. Many women also choose not to vote or vote according to a male family member's instructions. Their participation as candidates and consequently as members of the legislature is very limited. Before the revolution, women represented less than 2% of parliament members. Their representation in the Shura Council and in the local elected councils was also very low. Furthermore, their representation has decreased over time. Only at times when the Egyptian government agreed to implement a gender quota system, women's representation in parliament and in local council increased.

In 2007, the Egyptian government made a number of amendments to the Constitution which called for increasing women's participation in politics. The amended article 62 called for the allocation of a minimum quota for women within the two parliamentary chambers and within the local councils in order to encourage women's participation. This was further elaborated in the electoral law. In 2009 the government and the ruling party re introduced a different form of a gender quota system by which additional 64 seats were occupied by women in the newly elected parliament in 2010.

The National Council for Women (NCW) collaborated with UNDP Egypt In the area of women political participation, to strengthen the legislative and oversight functions of women members of parliament (MPs) through the establishment of a parliamentary forum for women. In 2010 Egyptian women MPs were a small minority in the Egyptian legislative bodies where their number in the People's Assembly was only 9 out of a total of 454. In the Shura council, there were 18 women MPs out of a total of 264 at present. The NCW organized activities aiming at building the capacity of women MPs in legislative and oversight issues, making the performance of women MPs visible to the public by documenting the experiences, success stories and lessons learned of former and prominent women MPs as well as women members of local councils.

The forum's members met in sessions to debate and discuss with senior MPs, senior legal advisors, and other experts topics such as the legislature role of the parliament, analysis of the national budget, the need to modernize local administration, and strengthening parliamentary oversight, election monitoring, and strengthening independency of the judiciary. UNDP has also supported a study conducted to assess variables that affected the voting for women in one constituency. With the Constitutional reform initiated by the political leadership and called for by civil society organizations, the project was well positioned to provide the forum for women MPs the opportunity to discuss debate and influence the constitutional reform and call for affirmative action for women to increase their participation in parliament and other elected council.

Though women have been in the front lines of the January 25 Revolution and have actively participated to topple the old regime, the women's agenda has been side-lined following the revolution and there was a roll back of the gains women have acquired during the past decade. On the bright side, women groups are becoming increasingly active in their struggle to retain their rights. Women groups/coalitions have been meeting almost daily since the revolution, holding press conferences, and issuing statements to inform the general public, the various human rights organizations and the international community of their stance against any infringement on their rights. The Women Coalition of 300 NGOs for Civic Education and Women's Participation established after the revolution was vocal in emphasizing the need to uphold laws protecting women and promoting gender equal social and political rights. The Egyptian Women Union of Hoda Sharawy was re-established with 500 NGO members to act as an observatory arm to the national policies of the government. Protests and marches were organized by hundreds of women groups and civil society organizations demanding 30%-50% representation of women in the committee charged with draft the constitution. In Egypt's 2011 - 2012 elections for both Houses of Parliament, there were only 14 elected women out of the 678 elected members of parliament. In the People's Assembly Elections (Lower House), there were nine (9) elected women, and only two (2) appointed out of 508 members. The percentage of women's representation in the People's Assembly is approximately (2%) only. In the Shura Council Elections (Upper House), there were 5 elected women out 180 seats which is less than 3% representation. The women's share in the parliamentary elections can be described as disappointing despite the high women voter turnout. Women were under-represented in the parliament due to the abolishment of the quota law, the position of the majority of women candidates in the tail of the party lists, and the mainstream conservative culture that doesn't encourage women in leadership positions. For the 2011 -2012 parliamentary elections Egypt adopted a mixed parallel system, with 75% of seats being elected through a list proportional representation (PR) system and 25% through a majoritarian system. The "Quota" of 64 seats for women was abolished, and the only measure introduced to "favor" women representation was the condition that, for every list presented for the PR election, a woman candidate would need to be included. There was no mention of where the woman candidate was to be placed, and in the great majority of cases women candidates were at the bottom of the candidate lists.



To address and encourage the active political participation of Egyptian women, UNDP launched the following projects:

a. Strengthening of the Democratic Process in Egypt

The purpose of this project is to support national efforts to enhance the credibility and sustainability of electoral institutions and processes, with a particular emphasis on capacity development and women's empowerment. The project is expected to a) strengthen public outreach and voter information on the parliamentary elections; b) strengthen technical and operational capacity of national electoral authorities; c) incorporate lessons learned and best practices of the 2011 elections in the subsequent elections processes; and d) increase access of women and rural dwellers to their citizenship rights in the 2011 and future elections. Promotion of women's participation in the elections and their role in the overall transition process are key components of the project, both through gender mainstreaming and targeted interventions. It is worth noting that public information and voter education efforts have been gender-sensitive; some of the outreach activities and materials were especially designed to target women and seek to enhance woman's political participation as voters in the elections.

The project has financed the translation of a BRIDGE (Building resources in Democracy Governance and Elections) training course of "gender and elections" into Arabic to meet the high demand in Egypt and the region for this particular type of training. Several courses have been held in Egypt, targeting key members of the electoral authorities.

A Voter Education Initiative is being designed to change rural women's and disenfranchised youth's perception of the meaning of active involvement in political life in their communities. The campaign will encourage their engagement to influence decision making processes, to mitigate potential conflict at local level, and to gain more confidence about their respective roles at community level. The first phase of the initiative was initiated by designing and conducting data collection baseline survey from the field on youth and rural women perspectives toward political engagement and political participation

b. Women Citizenship Initiative:

The overall goal of the 3 years project is to ensure women’s basic citizenship rights during the democratic transition in Egypt “through assisting poor and disabled women and those in rural (or marginalized) areas to have an impact on the political choice as voters and their economic and social identity as citizens. The project’s main objective is increasing women’s political participation and enhancing their economic positioning through facilitating the ongoing national registration process for the issuance of national ID cards for women, and linking women to economic and access to finance facility. The nationally-led Citizenship initiative will rely on the following main strategic instruments: A Communication and Public Awareness Information Strategy and the development of Public Services Announcements (PSAs); Empowerment measures for Women through issuance of the ID Cards, and Technical Support for Government with the mobile registrar units, and an economic empowerment facility and access to finance with the Social Fund for Development credit scheme. The project is developed in partnership with UNWomen, the Ministry of State for Administrative Development, the Social Fund for Development and the Ministry of Interior/ Civil Status Organization. The project supported the setting up of a coordination unit within MSAD to manage efforts and procedures to provide mobile units in marginalized areas, in order to facilitate the issuance of national ID cards to women in rural areas. To date 42,270 women in rural areas have been reached and their application form filled; 30,000 applications were checked and scheduled for photography and 6000 women have received their ID cards. The mapping of women in the new governorates indicated that in Giza 600,000 women do not have the ID cards, in Sohag 700,000, in Minya 500,000, in Assiut 400,000 and 3,000 in El Wadi Elgedid.

III. Safe Cities Free of Violence for Women and Girls (VAW&G)

In the 2010 National Human Development Report, highlighted the results of the Survey on Young People in Egypt Results on Sexual Harassment. Responses from females revealed that; 50% had been subjected to sexual harassment, 98.8% had been subjected to verbal harassment, and 4.57% had been touched. Almost 55% had not told anyone about being harassed, while 45% told someone and none of those who told someone never reported to the police. These daily occurrences limit the rights and freedoms of women and take away their ability to enjoy their cities and seek equality within their communities.



The Safe Cities Free of Violence for Women and Girls (VAW&G) is a four year gender-specific JP led by UNWomen in partnership with other UN agencies, including the UNDP. The overall purpose of the joint programme is to improve the quality of life for Egyptians through the creation of safe neighbourhoods and communities that are free from violence against women and girls (VAW & G). The main objectives of the Safe Cities project are to: provide the relevant institutions in Egypt with the skills and knowledge to respond to, and prevent, VAW &G in public spaces, while also reducing the prevalence of VAW & G in implementation sites.

The locales selected for implementing the Safe Cities programme are within the Greater Cairo Region (GCR), a conglomeration of neighbourhoods and suburbs that comprise Cairo Governorate, as well as the urban areas of Giza and Qalyobiya. The programme will roll out in three implementation sites where localized implementation activities will take place. The programme design will allow for an impact evaluation that will produce evidence based knowledge that supports a broader “Safe City” model that can be scaled up across the country and sustained beyond the lifetime of the initial project. The model is based on the Latin American Brazilian Model, and is tailored to fit Egypt Social Structure.

Expected outcomes and outputs will focus on the role of duty bearers and their enhanced knowledge, skills and forged partnerships that will help prevent and respond to cases of VAW & G in public spaces (and private spaces). Rights holders will also gain knowledge and develop their capacities to demand their rights and other civic entitlements. Prevention campaigns on the subject of VAW & G in public spaces will be launched and it is envisaged that practical infrastructure safety measures will be instituted by local communities and the national government.

The project will employ a series of strategies that maximize the effectiveness of programme interventions and utilize integrated approaches that highlight community-based participation, media and policy-oriented advocacy, awareness raising activities, capacity development and gender responsive budgeting (GRB) and South-South Collaboration.

The project will focus on a community development framework that ensures the voices of right holders are heard, while also reaching out to the duty bearers. Furthermore, the Joint Programme (JP) will utilize a legal policy framework to guarantee the rights of women and girls are respected, and an institutional framework that instils national ownership over programmatic components that are sustainable and can be scaled up. The long-term impact of the Joint Programme is reduced prevalence of VAW & G in Cairo’s public spaces (and private spaces).



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The joint programme is a joint initiative between a number of national counterparts including Ministry of Foreign Affairs, Ministry of Health and Population, National Council for Childhood and Motherhood, and General Organization of Physical Planning in addition to six UN Agencies including UNDP, UNWOMEN, UNICEF, UNFPA, UNODC, and UNHABITAT.

Annex 6

Gender Mainstreaming in UNDP Egypt Program

UNDP supports a number of projects which manage to address gender inequalities. These projects are located in programs where inequality and women's vulnerability are already a concern at the national level. These initiatives include the following:





Gender in the Millennium Development Goals and Post 2015 Consultations

UNDP Egypt supports the Egyptian government to realize MDG3 on gender equality and empowering women by enhancing the political participation of Egyptian women. It also supports the national employment strategies that address unemployment of women and which facilitate women's entry into the labour market. It helps increasing the employability of women by improving their access to education and literacy services as well as to technical and vocational training opportunities. UNDP Egypt attempts to mainstream gender in achieving MDG1, and MDG7. On eradicating extreme poverty and hungry (MDG1), UNDP Egypt works with government to deliver on a new social contract that aims at provision of quality public goods and services that are better targeted in favour of equity and efficiency and fulfils the rights of its citizens while effectively promoting economic growth, reducing poverty and achieving MDGs and social justice. Poor women are targeted through the new social contract in low income areas and benefit from subsidies programmes implemented by Ministry of Social Solidarity. UNDP also strengthens governmental institutions that provide safety nets to poor women and which support small and medium enterprises (SMEs) run by women such as the Social Fund for Development. It also increases the efficiency of SMEs through ICT solutions.

UNDP country office also addresses gender issues in achieving MDG6 on combating HIV/AIDS. It ensures that a multi sectoral national strategic plan on HIV/AIDS is in place by providing institutional support to the national AIDS program of Ministry of Health and ensuring a strong dialogue with civil society including Egyptian NGOs network for People Living with HIV which address gender issues.

By supporting the government and NGOs in combating FGM/C, UNDP Egypt also contributes to achieving MDG4 on reducing child mortality and MDG5 on improving maternal health.

On the occasion of MDGs+10, UNDP country office will with UNWomen support the National Council for Women to plan gender costing of the millennium development goals by developing and using an indicator on the percentage of MDG costs allocated to gender mainstreaming interventions within the eight goals. It will also address gender issues in MDG7 on ensuring environmental sustainability because it is important to recognize women as significant actors in conserving and sustaining natural resources and to ensure their role in the planning process.

UNDP with UNWomen will in this occasion also call for and support mainstreaming gender in the monitoring and reporting of MDGs at all levels as a way to help the government in achieving the

goals and to forge synergies among MDGs, CEDAW and the Beijing Platform for Action. It will make sure that the gender component will be an integral part of monitoring and reporting on the progress of all goals to ensure a gender responsive MDG framework.

Post 2015 Consultations

The consultative process on the United Nations Development Agenda Beyond 2015 was carried under the overall coordination of the UN Resident Coordinator, and were led by the United Nations Development Programme (UNDP) Egypt Country Office in collaboration with the UN agencies working in Egypt, and in partnership with the Ministries of Planning and International Cooperation (MOPIC), and the Ministry of Foreign Affairs (MOFA). Consultations were carried over a period of two months (February-March 2013). The process consisted of a desk top review of critical UN and Government reports as well as thematic documents provided by donors and other UN agencies. Focus group meetings were implemented with the following stakeholder groups: Business people, women, youth(aged 18 -29 years old), civil society organizations, environment and population experts and NGOs, as well as both school and street children aged 10-15 years from low income/informal neighbourhoods. In addition, individual interviews were held with representatives of key government organizations, public figures and thematic experts

The consultation with women groups and activists revealed the main issues that need to be addressed to ensure inclusive development for women. Gender neutral government policies and Violence against Women (VAW) were foci of concern of this group of stakeholders, as was the feeling that there was a systematic attempt to limit their presence and participation in the public sphere.

The consultation process identified the following top priorities:

- Monitoring VAW and taking measures to protect women from violence in the streets and to punish perpetrator
- Including the national machinery for women (NCW) and women groups in the consultations of the National Plan and ensuring that women's agenda is considered in the policies of government and that it is adequately resourced
- Promoting sectors of employment where women are concentrated and improving the working conditions and qualifications of women
- Taking steps to address the conservative discourse that encourages gender based discrimination and gender based violence. This could be done through a wide scale awareness campaign and messages disseminated by the government, the religious establishment and the NCW through the media.
- Confirming in the constitution the commitment of the government of Egypt (GOE) to all international declarations and conventions on gender and human rights.

The inclusion of these priorities in the Report intended to inform the SG's Report to the GA in June 2013 will definitely be pivotal in negotiating policies and programmes aiming to address gender inequalities. Within the umbrella of this strategy, UNDP will continue to support the consultation process of the Post 2015 Agenda.

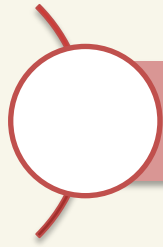


Legal Aid and Dispute Settlement Offices in the Family Courts

The Legal Aid project, was initiated 2008 as a partnership between the UNDP and the Ministry of Justice (MoJ), with the purpose of introducing the legal aid concept to citizens through the establishment of Legal Aid Offices (LAOs) in three Family Courts; and, to strengthen the Dispute Settlement Offices (DSOs) in the target Family Courts. Aligned with UNDAF 5: **“Democratic Institutions and Practices are firmly Established and a Culture of Human Rights through Active Citizenship is Prevalent”** and CPA 3 **“Fair and Efficient Administration of Justice in Place”**, the expected Results of the pilot project were the following:

Activating the role of Legal Aid to citizens within Family Courts through the establishment of a separate office within the court to provide free legal advice to litigants.

Developing and supporting DSOs within family courts through increasing the capacity of their staff which will be reflected positively on their ability to settle family dispute amicably and hence reduce the number of cases before the court and thereby achieve effective justice.



ICT for Sustainable Development

The aim of UNDP's support in the area of Information Communication Technology is ***“Expanding the Innovative Utilization of ICT in all Aspects of Life to accelerate the Socio-Economic Development of Egypt and make ICT more accessible and Affordable to all Citizens”***. The mechanism for realizing this strategic goal was the ICT-Trust Fund (TF) jointly established by the Ministry of Communications and Information Technology (MCIT) and the United Nations Development Programme (UNDP) in January 2002. The first program of the Fund was ***“ICT to Foster Egypt’s Sustainable Human Development”*** was funded mainly by Italian Cooperation until 2007, when the UNDP took over Phase 2 of the program for a period of 5 years (2007-2011) at a total budget of \$ 9,000,000. Some of the successful intervention areas were maintained and a couple of new ones were added, namely the Youth Utilizing ICT for Development and the Development of Arabic Content. The components retained from phase 1, are: ICT for Community Development, the Specialized Community Development Portals under the overarching portal of Kenana online, and the Program Support and Technical Support Units.

The Program is aligned with the UNDAF Country Program Outcome 2: ***“National Strategies Formulated, Tested and Implemented to Facilitate Increased Access and Foster Use of ICT to Achieve Development Goals.”*** To achieve this Outcome, one overarching Output was formulated to which all program components and activities are meant to contribute: ***“Development of Best Practice Methodologies and Models for Using ICT to foster Socio Economic Development in Egypt.”*** Accordingly, all the projects under the various program components have a pro-poor orientation, targeting vulnerable groups in underprivileged and remote communities. The Smart Schools Network, the Mobile Information Technology Units, the Illiteracy Eradication CD, the Community Development Portal and e-library, were the main projects under the project components.

The gender perspective has been mainstreamed in all projects since the inception of the program in 2002 and further on. The consideration of gender disparities and needs is apparent in the Literacy and Smart Schools Network projects, as well as, in the Specialized Community Development Portals and E- Library, both of which contain information and awareness messages related to early marriage, pregnancy, health, political rights, and environment, as well as education, and job opportunities.

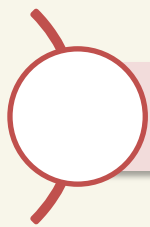
The ***“Integrated ICT for Siwa Community Development”*** is project funded by the Vodafone Foundation, implemented by the ICT-TF, and coordinated by the UNDP.



Siwa Oasis is one of Egypt's isolated settlements located in the heart of western desert in Governorate of Marsa Matrouh, it lacks access to most services. The local community is very conservative, with strict rules regulating the mobility of women and the interaction between genders.

The two years project included the implementation of focused interventions using sustainable ICT solutions in the areas of Education, Literacy, Health, and E-Commerce. Community consultations were held to better understand how to deliver the ICT solutions. The gender perspective is incorporated in all project activities.

The two most successful and appreciated intervention areas by women were the Tele-Medicine Service between the "Shatby Pediatric Hospital" in Alexandria University and Siwa Central Hospital, and the literacy Project, both of which represent culturally sensitive solutions addressing the critical needs of women and children. The fact of not having to travel long distances to access pediatric care is highly appreciated though women would like the service currently available to women once a week to be offered more often. The educational platform offered by the Tabluter, a mobile computing system placed in women's homes has proved very popular as well as effective. Being able to help children with their homework is perceived by the women to be one of the most positive outcomes of the project. The project trainers claim that the impact of the E-Commerce is yet to be appreciated by women despite the fact that to date 127 SME owners, 110 of which are women, have started to market their products on line. The E-Commerce component of the project has enabled SCEDC to act as an E-Marketing Hub.



The Egypt Network for Integrated Development

The Egypt Network for Integrated Development (ENID) is a comprehensive five-year initiative which started in April 2012. The ENID is implemented by the Ministry of Planning and International Cooperation. The purpose of the initiative is to address vital challenges to economic development, with a specific focus on poverty reduction and employment generation at local levels. The project covers five major domains. Namely, these are (Program A) the economic empowerment of women and youth; (Program B) promoting micro, small and medium enterprises (MSMEs); (Program C) agricultural productivity and off-farm employment; (Program D) upgrading basic services in rural Upper Egypt; and Program (E) administrative and fiscal decentralization. The project was piloted in Qena, a typical and economically underdeveloped



governorate in Upper Egypt to increase the probability of success and replication.

ENID supports socio-economic development in Qena through the “one village one product” model for 45 villages and 45 products in services (a third), manufacturing (a third), and agri-businesses (a third). Few poor women in rural areas engage in civic or employment activities as a result of cultural constraints. In Qena, culture of social conservatism and harassment restrain the activities of young women. More than anything, the huge sector of agriculture is an area where there are a lot of activities for women, an area where women really work.

UNDP and UN Women are working together to maximize the benefit of women from the project. To this end a number of interventions are planned including:

- ENID will expand pre-school education and safe options for women’s travel over long distances.
- In order to encourage women to enter the labor market, ENID will evaluate existing best practices and will promote them in areas such as entrepreneurship, microcredit, business development services and training. The design of an asset transfer scheme is also envisaged for women.
- ENID will ensure participation of civil society organizations and their accountability to local communities, and promote transparency in government budget disclosure at the regional and governorate levels, with public debate to ensure the share of women in government expenditure.
- ENID will increase awareness of women’s issues through advocacy campaigns particularly, by promoting a ‘Violence against Women Act’. In addition, the ENID will develop research and documentation, monitoring and evaluation, knowledge platform and data bank, dissemination, advocacy and communication.
- One Village One Product Model is based on field visits to several Qena locations and discussions with potential beneficiaries to align village and product, identify need and willingness and capabilities. For instance, the following activities are available for women:
 - Handloom products: Both a center and home use looms will build on available skill and train newcomers.
 - Jewelry/beads: ENID will explore the potential for introducing a second product to meet the enormous demand by women to learn a skill. It is expected that an ENID marketing director will establish and systematize all marketing of handicrafts for home, tourist and export potential.
 - Literacy: The activity action has been an analysis of existing literacy programs to identify best practice.

- Palm Products: An use of the palm tree in all its aspects, from the creation of furniture to basket weaving, clothing.
- Some others key activities to develop for women: women IT activities, establishment of income-generating activities, establishment of free schools, women teachers, agricultures related activities.



Social Fund for Development (SFD) Project

The SFD was established in 1991 as a UNDP project with a pro-poor mandate that it implements through its enterprise development, public works, community and skills upgrading programs. The issue of Micro, Small and Medium Enterprise (MSME) growth and development ranks high among Government of Egypt's (GOE) priorities for socio-economic development in Egypt, given the growing need of employment creation, especially for women. There is only limited participation of women in self-employment and micro and small enterprise ownership. As size grows, levels of female ownership decrease even further. Women-owned enterprises have lower levels of capitalization, are less likely to employ other workers, more likely to be in retail trade, less likely to export, and less likely to be registered. By providing institutional, financial and technical support, coupled with innovative approaches, the Social Fund for Development (SFD) is the larger institution supporting MSME growth and job creation. Only 10 % of the Social Fund goes to women. It is growing but it is not growing enough.

The presence of women in entrepreneurial and micro and small enterprises activity mirrors their low participation in the labor force generally. There are over one million women in the labor force who would like to work but who cannot find employment. Therefore, there may actually be greater potential for women's participation in the enterprise sector than men, proportionately. There is, therefore, significant untapped potential to encourage more women to enter the labor market and to consider entrepreneurial and MSME activity as an option. However, the many barriers they face must be addressed, including social and cultural resistance to their economic activity; low education and literacy levels; training, business development services, and markets; low property ownership/rights; and difficulties in dealing with regulatory authorities. At the institutional level it is necessary to support 20 several officials in 20 governorates. At the external level, it is necessary to innovate in gender issues by doing trainings and by promoting financial and non-financial services. Documentation, advocacy and communication are important in order to increase the percentage of women in the labor force. The proposed interventions to be introduced to achieve this goal include:

- SFD will establish a Gender Unit.
- SFD will implement labor-intensive public works programmes, using local economic development frameworks to enhance job creation of women in rural areas.
- At the internal level, the SFD project will develop women friendly workspaces, offices more gender sensitive, free schools, etc.
- At the external level, SFD intends to provide an integrated package of financial and non-financial services to women. Financial services include credits extension to existing and start-up MSME. Non-financial services include technical supports, marketing and exports for MSME.
- SFD will support capacity building for women.



The Social Contract Center (SCC) Project (phase II)

Egypt's Human Development Report of 2005 flagged the need for a re-negotiation of Egypt's social contract as there were clear signs that this was long overdue. Growing disenchantment with declining- accessibility for women to basic services, lack of political freedoms, women rights violations, corruption and growing income and wealth disparities were reaching boiling point. Moreover, the complete hegemony of the state left no room for women in society to voice their demands or grievances, participate, or engage in any dialogue on basic rights and freedoms. A legacy of protracted mutual mistrust between civil society and the state aborted any progress towards a national dialogue. Since it was established in 2007, the SCC was conceived out of the fundamental need to create an inclusive platform to engage in a continuous dialogue for the crystallization of a new social contract based on the principles of equality, participation and accountability.

There is also an absence of multi-stakeholder platforms for societal dialogue on women's issues, bringing the relevant policy makers, institutions, CSOs and private sector to discuss and propose policies of women's empowerment. This will also include discussions with parliament and legislative committees. There is also lack of availability of gender related studies concerning women's issues in Egypt and there is a need to create databases and commission research as a basis for policy making and advocacy.

The 2011 Revolution validated the mission and purpose of the second phase of the SCC, opened a huge window of opportunity for ground-breaking SCC work on gender to be embraced and adopted by the government, and, most important, set the foundation for sustained communication and trust between SCC on the one hand and civil society and all political parties on the other hand. SCC has played its pivotal role in facilitating part of the national dialogue on the new constitution that represents an important cornerstone of the country's social contract. The proactive approach of SCC also culminated in preparing the ground work and lobbying for two milestone contributions for the constitution; the provision of the Economic and Social Council and the provision on the National Commission for Combatting Corruption. However, currently, there is no platform for women SCC's position and credibility will allow it create a special thematic policy platform dedicated to women's issues. . The Center need to pay more attention on women issues and a Women Policy Platform need to be created. This inclusive platform will focus on need to integrate women's participation in decision making as well as focus on working on draft women legislations to bring the legal rights of women in legislation. The Center has to build trust between the state and all stakeholders; secure women citizen rights and promotes active women citizenship and institutionalize channels for women participation and dialogue. The overall outcome of this project is to facilitate the national dialogue among all key stakeholders on the development and implementation of socio-economic rights of women, good governance and anti-corruption policies.

Proposed Interventions include:

- SCC will create a Women Policy Platform and will commission research related to women's issues.
- SCC will organize training workshops, consultations, and seminars dealing with women issues. Support for the development of networking, coalitions and avenues to engage in dialogue on various laws, policies related to women will also be pursued.
- SCC will continue to develop, test, refine and simplify various tools in consultation with government and civil society to support in decision and policy-making about women. These include participatory monitoring and evaluation tools, governance assessment frameworks, women economic empowerment models, a women well-being index.
- SCC will advocate for gender policies by convening high-level discussions and consultations, organizing roundtable meetings with relevant partners. Much of the advocacy will rest on evidence-based research findings. Finally, the SCC will produce documentaries and publications to document, disseminate and share lessons learnt.



Gender and Climate Change in Egypt

UNDP aims at supporting government and NGOs to deal with climate change effectively in order to evade having a dramatic impact on the environment and on economic and social development. There are important gender perspectives in all aspects of climate change. These include gender inequalities in access to resources, including credit, extension services, information and technology, all of which should be taken into account in developing mitigation activities of climate change. Adaptation efforts to climate change which UNDP will support will systematically and effectively address gender specific impacts in the areas of energy, water, food security, agriculture and health. In Egypt, rural women play a major role in the agricultural sector as producers of staple food, a sector which is highly exposed to the risks of climate change especially the small holdings and women are expected to contribute much of their time and unpaid work to coping with climate risks. Women also as natural resource managers, play an important role in supporting households and communities to mitigate and adapt to climate change. Women are most likely to suffer more from increased morbidity and mortality from heat waves, floods, difficulty to meet irrigation needs, reduced crop productivity, increased malnutrition and infectious diseases. In addition, women tend to be underrepresented in decision-making on sustainable development, including on climate change, and this impedes their ability to contribute their important perspective to climate change. There is a dearth of information in Egypt on impact of climate change in general and its impact on women in particular. UNDP will advocate the need to look at gender issues in climate change as well as gender impact. This will assist suggesting the development and adoption of gender responsive policies that can mitigate and adapt to the foreseen climate change.

UNDAF/CPD Priority Area #1: Poverty Alleviation through Pro-Poor Growth and Equity
Relevant UNDP Strategic Plan Focus Area: POVERTY REDUCTION

Outcome 1.1: Government is operating with efficient and adequately resourced mechanisms of awareness creation, equitable targeting, delivering and monitoring of social protection services and access to adequate and affordable housing for children, young people, rural women, elderly and other vulnerable groups.

Strengthening Capacity of Ministry of Social Solidarity		GEN 2
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Outcome 1.2: Government applies improved pro-poor, inclusive and gender sensitive policies in financial and non-financial services supporting of Micro and Small Enterprises (MSE)

Social Fund for Development		GEN 2
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Employment Creation in Innovative Public Work Programs		GEN 3
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Outcome 1.3: Private sector applies improved practices in agro-business, tourism, manufacturing and other labour intensive pro-poor sectors related to the inclusion of MSEs in the value chain with particular attention to gender, equity and environmental sustainability

Pro - Poor Horticulture Value Chains		GEN 2
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Outcome 1.4: More and better skilled youth, women and other vulnerable groups have decent job opportunities

Mobilization of the Dahshour World Heritage		GEN 2
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Technology to Foster Human Development		GEN 2
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MDG Awareness & Research Initiative		GEN 2
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Technical Support to MOLD in support to Local Development		GEN 2
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UNDAF/CPD Priority Area #3: Democratic Governance through Decentralization, Civic Engagement and Human Rights		
Relevant UNDP Strategic Plan Focus Area: DEMOCRATIC GOVERNANCE		
Outcome 3.1 :National and local capacities and systems are enhanced for decentralized, inclusive and gender sensitive planning, budgeting, monitoring & evaluation		
JP Safe Cities Free of Violence		GEN3
Outcome 3.2: National institutions and CSOs are strengthened to further protect, respect and fulfill Human Rights in line with Egypt's international commitments, with special focus on women, children, disabled, refugees, the aged and migrants		
Strengthening the Capacity of the CCCPA		GEN 2
Support to Legal Aid & Dispute Settlement Offices in Family Courts		GEN 2
Abandonment of FGM		GEN 3
Supporting PWD Initiation Plan		GEN 2
Outcome 3.3: Anticorruption and accountability institutions, legislation and policies are reformed, modernized and transparent to ensure social justice and Rule of Law and to be in line with Egypt's International commitments		
Support Modernization of Ministry of Transport		GEN 2
Outcome 3.4: The voice, leadership, civic engagement and political participation of women and young people are visible and effective in public spheres		
Social Contract Center		GEN 2
Outcome 3.5: Institutions, legislation and policies are responsive to the immediate requirements of the transition to democracy		
Strengthening of the Democratic Process in Egypt		GEN 2
UNDAF/CPD Priority Area #5: Environment and Natural Resources Management		
Relevant UNDP Strategic Plan result: Energy and Environment		
Outcome 5.1: The Government of Egypt has adopted and effectively implemented Sound Climate Change adaptation policies and programmes focused on vulnerable sectors, groups and high risk geographic locations		
Adaptation to Climate Change in the Nile		GEN 2

Annex 7

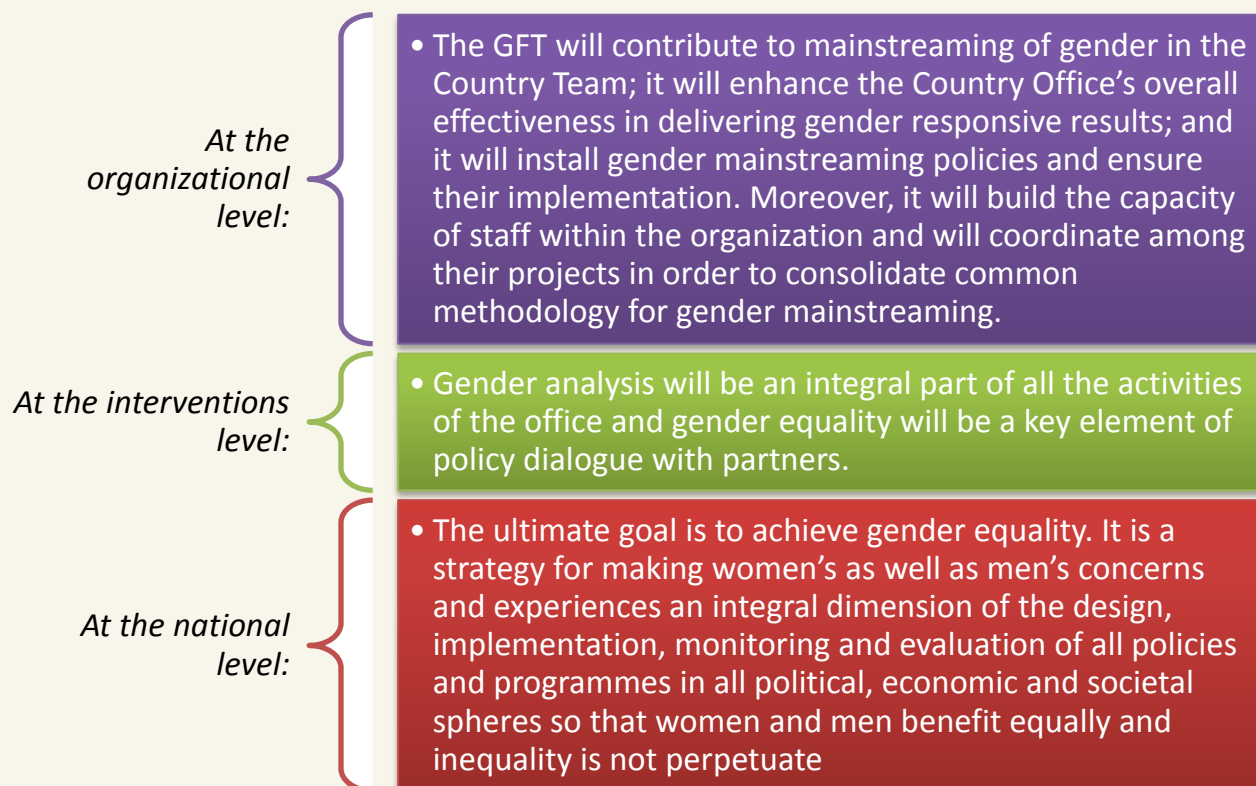
Gender Focal Team

Terms of Reference and Membership

Background

In response to UNDP's Egypt Gender Equality Strategy in addition to the CO's CPD and CPAP, the Country Office will establish a Gender Focal Team (GFT) in order to contribute towards the gender equality outcomes defined for the organization as a whole at the corporate level as well as complement the CPD and CPAP at the local level. The GFT will have representation from both Operations and Programme, it will be chaired by the Country Director and will be in charge for the implementation of a workplan to ensure gender mainstreaming in programmes and projects as well as ensure gender parity in the workplace and that all staff in the office is gender sensitive.

The GFT will also work collectively on the process of Gender Equality Seal Certification for the office on three levels:



Composition

- **Chair:**
 - Mr. Ignacio Artaza, Country Director
- **Convenor:**
 - Ms. Heba Wafa, Gender Focal Point
- **Members:**
 - Mr. Mohamed Harrirah, Operations Manager
 - Ms. Nahla Zeitoun, Poverty Team Leader
 - Ms. Noha Rifaat, RBM Officer
 - Mr. Karim Ezzeldin, Communication Officer
 - Ms. Dina Hosni, HR Analyst
 - Ms. Annetta Flanigan, Strengthening of the Democratic Process Project
 - With regular participation of Ms. Anita Nirody, UNDP Resident Representative

Responsibilities

The Gender Focal Point Team:

- Facilitates or coordinates the development and/or implementation of a gender mainstreaming strategy for the country office, in the respective cluster.
- Leads and coordinates the Gender Equality Seal Certification process for the CO by developing a workplan and meeting regularly
- Advocates for the inclusion of gender issues in programme/project formulation by researching gender issues relevant to programme/project, ensuring gender is part of project identification, formulation and appraisal.
- Supports the inclusion of gender issues in all relevant implementation activities and monitoring and evaluation.
- Contributes gender information and analysis to policy advice/dialogue.
- Introduces relevant gender dimensions at country office meetings within the cluster, with the partners, inter-agency and NGO meetings.
- Identifies the needs of colleagues for information and training in gender mainstreaming and obtain relevant documents and training materials.



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- Supports the organization of capacity building/ training for the country office on gender concepts, gender analysis, and planning.
- Serves as a repository for gender information within the cluster
- Encourages staff to raise gender equality issues in the workplace.
- When requested, participates in and contributes to the work of UN inter-agency, donor, NGO and academic networks on gender equality.
- Participates in UNDP's gender community of practices.
- Prepares inputs into global reports as required.
- Compiles information of his/her respective "team" to disseminate among colleagues.

Annex 8

Note to the File

Status of implementation of work/life policy

The present note summarizes steps undertaken by the CO to address a healthy working environment and the implementation of the Work/life Policy:

- Presentation made to staff on Staff Well Being and Work/life Policy in 2010, and information shared with staff subsequently by email / intranet;
- Implementation of telecommuting working arrangements: this practice is under implementation in the office and used by some staff regularly, upon agreement with supervisors;
- Implementation of Compensatory Day Off (CDO) and Compensatory Time Off (CTO) arrangements: in practice;
- Staff retreat during March 20-21, 2013, focusing on team-building and stress management, (which including aspects of well-being and work/life balance considerations);
- Joint OHR & Ethics Office mission to Cairo during May 13-14, 2013, to address and clarify issues related to, *inter alia*, work/life policies and procedures, career & staff development opportunities, fostering a harmonious work environment, etc. This was followed by one-on-one consultations by staff to further understand options and alternatives as related to individual cases.

Signed:

Ignacio Artaza, Country Director, 7 July 2013

Inventory of Work/Life Policies And Existing Policies, Benefits and Entitlements in Support of Staff Well Being

UNDP Human Resources Management

(Complete policies to be found in the Programme and Operations Policies and Procedures/ POPP)

[Flexible Working Arrangements](#) details the definition, eligibility, hours of work and entitlements when effected for four working arrangements approved for staff working in UNDP.

Here you will find six different options for Compressing Work Schedules and details on Flexi-Time, Part-Time Employment and Telecommuting.

[Maternity Leave](#) allows an eligible staff member a period of time before and after giving birth, to prepare for and recover from the medical aspects of delivery, and to facilitate mother-child bonding.

[Paternity Leave](#) allows the father to provide support to the mother and child, as well as bond and provide care after the birth of the child.

[Adoption Leave](#) allow an eligible staff member a period of time for bonding and taking care of a child following his/her adoption and is granted instead of maternity leave and paternity leave.

[Time off for Breastfeeding](#) enable mothers to breastfeed their infants upon returning to work, until the infant reaches two years of age.

[Family Leave](#) allows eligible staff members a period of time in the event of a family-related requirement. Family leave is a justification for leave, not an additional amount of leave.

[Family Visit](#) is travel which provides eligible staff residing alone at their duty station periodic family visits.

[Annual Leave](#) is granted by UNDP to provide staff members with periods of time off from work at full pay for personal reasons and for purposes of health, rest and recreation.

[Home Leave](#) allows eligible internationally recruited staff to periodically visit their home country to renew and strengthen cultural and family ties. As such, the UN invests in maintaining its multi cultural profile by providing HL travel costs.

[Hours of Work / Official Holidays](#)

Work Week

The organizations of the common system have agreed to establish a common workweek amongst their representations at the same duty station. A common workweek is to be understood as a similar (equal) length of the workweek, i.e. the number of scheduled hours of work in a week, among United Nations system organizations at a duty station.

Official Holidays

Number 6. The organizations of the common system have ten official holidays annually, including those official holidays mandated by the General Assembly, which shall be observed at all duty stations.

Number 8. If any official holiday occurs on a non-scheduled workday, either the preceding or the following day is considered as an official holiday.

New York Office Holiday Schedule

Number 12. If one of the above days occurs on a Saturday or Sunday, the preceding Friday is considered an official holiday in lieu of Saturday and the following Monday in lieu of Sunday.

Number 13. If a holiday falls during a period of annual or sick leave, the staff member will receive credit for that day, i.e. the holiday will be recorded as a holiday and not a sick or vacation day.

National, Local and Religious Holidays

Number 14. Absence from work on any national, local or religious holiday is charged to AL, unless that day is one of the ten official UNDP holidays at the duty station concerned.

Holiday Credit during Special Leave

Number 15. If a holiday falls during a period of special leave [e.g. Maternity Leave (ML)], Special Leave Without Pay (SLWOP), the staff member does not receive credit for that day, i.e. the holiday is included as part of the period of special leave.

UNDP Duty Travel

[Route, Mode of Transportation and Standard of Accommodation](#)

Travel Time and Rest Stopovers

A staff member shall be granted a compensatory day off if required to travel on a non-working day from the duty station to a place of mission. This compensatory day off may be exercised immediately after that non-working day or within four months of return to the duty station. This does not apply to consultants.

[Other Official Business Travel Allowances and Expenses](#)

Child Care While on Duty Travel

When a single staff member is required to undertake official business/duty travel on a non-work day, the childcare costs incurred during the non-workday shall be reimbursable as part of her/his travel claim.

Breastfeeding or Single Mothers with Infants

UNDP shall pay a lump sum to help cover the travel costs for infants who are under two years of age and who accompany the breastfeeding or single mothers on official business travel to a family duty station. This provision does not apply to consultants.

[Overtime Compensation](#)

Overtime means the time worked in excess of the scheduled workday or scheduled workweek or during any of the UN official holidays.

[Night Differential](#)

The purpose of the night differential is to financially compensate staff members performing night-time duty functions.

[Sick Leave – Certified and Uncertified \(to be included soon\)](#)

Granted to staff unable to perform their duties by reason of illness or injury or whose attendance at work is prevented by public health requirements.

[Special Leave](#)

The policy on Special Leave provides exceptional assistance to staff members in balancing their working life with personal responsibilities, needs and interests. UNDP aims to create a well-managed flexible working environment that supports staff, promotes well-being, maintains fair and effective working practices, thereby providing a balance between organizational priorities and personal life. This can be without pay, with partial pay or with full pay.

[Sabbatical Programme](#)

The purpose of the sabbatical programme is to grant a period of leave to staff for learning relevant to UNDP's mission, linked to strategic objectives, crucial to the accomplishment of UNDP's goals and responsive to UNDP's projected needs of the future.

[Educational Assistance Programme](#)

The purpose of the UNDP Educational Assistance Programme (EAP) is to encourage learning and assist all Staff members on Permanent/Continuing/Fixed-Term appointments to pursue activities that lead to the acquisition of relevant knowledge, skills and qualifications.



*Empowered lives.
Resilient nations.*

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