

United Nations Development Programme

Gender Thematic Trust Fund

Strengthening and institutionalizing gender mainstreaming within UNDP and UNCT Bahrain.

Brief description

UNDP Bahrain is committed to achieving the goal of gender equality and women empowerment through mainstreaming gender in both its management practices and across its core programme practices with the involvement of UNCT. In accordance with this mission and policy, the present project is intended to strengthen Bahrain CO and UNCT to better achieve and respond to gender mainstreaming through the following: 1) Enhance skills, knowledge and build the capacity of UNDP and UNCT staff to better coordinate gender mainstreaming, gender mapping, target setting and advocacy, and; 2) Adopt and integrated approaches for gender mainstreaming under the upcoming CPO and CCA/UNDAF by designing a gender mainstreaming strategy to be applied in all UNDP CO programming, as well as by UNCT members and national counterparts.

United Nations Development Program

PROJECT NUMBER:

PROJECT TITLE: **Gender Equality and Mainstreaming Skill Building** within UNDP and UNCT Bahrain.

EXECUTING AGENCY: UNDP –Bahrain

PROJECT SITE: Manama, Bahrain

SOURCE OF FUNDS (SOF): GTTF/GMI

ESTIMATED START DATE: 01 October 2006

ESTIMATED END DATE: 01 September 2007

STATEGIC AREAS OF SUPPORT:

Summary of UNDP Inputs	
UNDP/GTTF: US\$	50,000
Other:	00,00
Total: US\$	50,000

Approved on behalf of:

UNDP Bahrain: _____
Resident Representative

Date

SECTION I - ELABORATION OF THE NARRATIVE

Part I. SITUATION ANALYSIS

BACKGROUND

In recent years, the Kingdom of Bahrain has observed major political, social and economic reform, which has served to further advance the status and role of women in Bahraini Society. In February 2001, a historic national referendum was held where an overwhelming majority of Bahraini nationals (both men and women over the age of 21) endorsed the National Action Charter, the blueprint for the nation's reform programme. The changes initiated by the National Action Charter were solidified in the amended 2002 constitution of the Kingdom of Bahrain, which granted women considerable political rights, including the right to participate and vote in municipal and parliamentary elections.

In 2001, the Supreme Council for Women was established as an advisory body to assist the government in formulating gender-related policies and strategies and to advocate amendments to existing legislation on issues pertaining to women. On that note, UNDP Bahrain gives particular attention to assisting the Supreme Council for Women in addition to the Shura and Representative Councils in realizing their mandate and in improving women's participation in the economic and political spheres through two on-going projects: 1) Action Plan for Political Empowerment of Women; and, 2) Strengthening the Institutional Capacity of the Parliament of Bahrain while including a particular objective to focus on gender sensitive policy and to pioneer gender mainstreaming in its own institution.

Furthermore, UNDP Bahrain is currently working on two initiatives to further strengthen women empowerment work: 1) reactivation of the MicroStart Project; 2) Providing training and advisory support to women candidates and 3) The establishment of the Women Political Support Fund in support of women candidates in the upcoming parliamentary election in the third quarter of 2006.

Given these significant initiatives, the obvious need of the Bahraini government for expertise in the area of gender mainstreaming, and the fact that Bahrain CO is expected to undergo the CCF review and CCA/UNDAF this year, and most importantly the corporate UN gender policy it is extremely crucial for Bahrain CO to be equipped with up to date gender mainstreaming and policy formulation skills and capacities in order to immediately address in-house needs now to strengthen our ability to better meet the potential needs of our counterparts. More specifically, the in-house needs to be addressed are as follows:

1. Enhance skills, knowledge and build the capacity of UNDP staff and UNCT to better coordinate gender mainstreaming, gender mapping, target setting and advocacy.

2. Adopt and integrated approach for gender mainstreaming under the upcoming CCF and by designing a gender mainstreaming strategy to be applied in all UNDP and UNCT programming.
3. Acquire strong skills to identify needs and provide timely strategic advice to key decision makers related to national policies affecting gender issues.

PART II. STRATEGY

The overall outcome of this project is to: 1) Start with a review analysis of UNDP and UNCT Bahrain programme and operations which will provide a recommendation for all fronts of the UNDP/UNCT COs; 2) strengthening the skills, knowledge and capacity of UNDP and UNCT to better address both specific in-house and broad national gender issues, policies and strategies, and; 3) construct a gender strategy which aims at institutionalizing gender mainstreaming in the country office.

Through the project a number of gender mainstreaming training activities will be conducted for the Bahrain CO staff. Most notably, introduction to gender mainstreaming, engendering the programmes and operations, gender sensitive planning, monitoring tools, measurements, impact and how to apply these tools in daily work agendas and how to better respond and support the government in mainstreaming gender especially through our projects with the Parliament, Supreme Council for Women and the Bahrain Institute for political development (BIPD). This will be accomplished through the following activities:

1. Creation of a UNDP Gender Cluster and UNCT Gender Thematic Group to facilitate gender mainstreaming both at the office and country levels.
2. Undertake a gender analysis of the Country Programme and operations: starting with a background analysis of programs and projects;
3. Data collection on national gender initiatives (Supreme Council for Women, Ministry of Social Development, BIPD, ETC.)
4. Train UNDP and UNCT Staff and Management: on gender planning, analysis, monitoring tools and gender measurements;
5. Develop a CO Gender Mainstreaming strategy: for all management and programming initiatives;
6. Integrate a gender perspective in the upcoming 2007 CCA/UNDAF;
7. Establish and institutionalize gender accountability and monitoring mechanism: in management and programmes/projects;
8. Establish links with other country offices in the region to share experiences;
9. Create a knowledge platform to institutionalize and multiply good practices in gender mainstreaming.

The completion of the project will also mark the start of the gender mainstreaming in all administrative and programming activities for the Bahrain CO, where the office will further advocate for change by within the office and with partners to advance the gender empowerment message and agenda forward.

PART III. MANAGEMENT ARRANGEMENTS

The UNDP Bahrain CO will be the executing agency. UNDP/ SURF-AS Gender will provide assistance to UNDP CO during the course of the project (for it to be localized). The project will be internally managed by the UNDP Gender cluster (which is to include 2 UNDP gender focal points). The Gender Cluster will be responsible for managing the resources, setting up the work plan, formulating consultants TORs and coordinating with CO Human Resources and Procurement Sections for recruitment and procurement services.

The Gender Cluster will also be responsible for advising the RR and communicating with the Programme Staff on expectations, activities, etc. The UNDP Gender Cluster and the UNCT Gender Thematic Group will be the first to be trained (TOT Training) and guided by the Gender specialists who will be recruited for the project.

At the clearance of the Project by the GTTF, the Gender Cluster will prepare the ATLAS work plan, and manage payments as per TTF rules and regulations.

The Gender Cluster will also liaise with colleagues in other COs for queries and related announcements. At the UNCT level, heads of agencies have committed to appoint focal points to make up a new UNCT Gender Thematic Group. The Gender Cluster will coordinate with the UNCT Gender Thematic Group to benefit from the GMI initiative and to collectively document all key activities, and lessons learned and share them through the relevant channels.

The project shall be directly executed under DEX modality, where UNDP CO assumes overall management responsibility and accountability for project implementation. Bahrain CO will have to formulate, appraise, approve, execute, implement, monitor and evaluate and oversee its own performance. The CO will define responsibilities for a) planning and supervising project activities and taking decisions; b) technical and operational implementation of activities; c) monitoring progress and d) evaluation and audit.

Part IV. Monitoring and Evaluation -

UNDP Bahrain RC/RR will have the ultimate supervisory responsibility on the project. The Gender Cluster will be directly responsible for day-to-day operations of the project, such as preparing and revising work plans, planning and organizing project review meetings; providing technical feedback to senior management, ensuring the project activities are carried out within the financial limitations of the budget, supervising the technical and administrative support personnel and coordinating project activities with stakeholders.

Furthermore, the monitoring function of the project will ensure accounting for progress benchmarks, processing budget revisions, and making arrangements for evaluation and audit at the end of the project by the GFP.

At the end of the Project, the Gender Cluster, in consultation with the UNCT Gender Thematic Group will prepare the Project Completion Report, and submit it to the GTTF group.

Part V. Legal Context

The project shall be the instrument referred to as such in Article I of the Standard Basic Agreement between the Kingdom of Bahrain and the United Nations Development Programme (UNDP) signed by both parties and the Government implementing agency shall for the purposes of this Standard Basic Agreement, be referred to as the Government Cooperating Agency described in the Agreement.

As in all agreements between the Kingdom of Bahrain and UNDP, the programme document referred to in the Standard Basic Agreement shall be the main instrument governing the conduct and performance of the contractors and agents

ANNEX I

PROJECT RESULTS AND RESOURCES FRAMEWORK

<p>Intended Outcome as stated in the Country Programme Results and Resources Framework: Staff trained and Gender Perspective mainstreamed in all UNDP and UNCT Bahrain programmes, projects and activities</p>			
<p>Outcome Indicators as stated in the Country Programme Results and Resources Framework: Advancement in the status of women and gender equality</p>			
<p>Partnership Strategy: Main partners will be: UNDP Staff UNCT</p>			
<p>Project title and ID (ATLAS Award ID): Strengthening and institutionalizing gender mainstreaming within UNDP/UNCT Bahrain.</p>			
<u>Intended Outputs</u>	<u>Output Targets</u>	<u>Indicative Activities</u>	<u>Responsible Agency</u> <u>Inputs</u>
<p>1. Gender Analysis of Management and country programme developed</p>	<p>October 2006 - November 2006 Better Understanding of common CO gender practices achieved to better plan for future change</p>	<p>1.1 Background analysis of program, projects and office meeting with programme, operations and project staff 1.2 Implementation of analysis recommendations</p>	<p>UNDP, SURF-AS gender, Consultant \$5,000</p>

<p>Intended Outcome as stated in the Country Programme Results and Resources Framework: Gender Perspective mainstreamed in all UNDP and UNCT Bahrain programmes, projects and activities</p> <p>Outcome Indicators as stated in the Country Programme Results and Resources Framework: Advancement in the status of women and gender equality</p> <p>Partnership Strategy: Main partners will be: UNDP Staff UNCT</p>					
<p>Project title and ID (ATLAS Award ID): Strengthening and institutionalizing gender mainstreaming within UNDP Bahrain.</p>					
<u>Intended Outputs</u>	<u>Output Targets</u>	<u>Indicative Activities</u>	<u>Responsible Agency</u>	<u>Inputs</u>	
<p>2. Training programmes organized for UNDP and UNCT staff and National Project Directors on Gender Mainstreaming and Women Rights</p>	<p>December 2006- April 2007</p> <p>All 12 UNDP CO Staff and key UNCT Staff (1-2 from each agency) trained to better manage</p>	<p>2.1 Recruit National/ International Consultants on Gender Mainstreaming, Women's Rights and engendering project and programme management cycle</p> <p>2.2 Prepare training material</p> <p>2.3 Organize one day workshops for all CO Staff and key UNCT staff with the following topics: (5 Workshops x 1 w/d)</p> <ul style="list-style-type: none"> • Intro to Gender • Engendering the Programme and operations • Gender sensitive planning • Gender measurement and monitoring • Gender impact assessment 	<p>UNDP, SURF-AS gender, Consultant</p>	<p>\$27,000</p>	

	<p>programmes and operations in light of UNDP Corporate gender policy</p>		
<p>Intended Outcome as stated in the Country Programme Results and Resources Framework: Gender Perspective mainstreamed in all UNDP and UNCT Bahrain programmes, projects and activities</p>			
<p>Outcome Indicators as stated in the Country Programme Results and Resources Framework: Advancement in the status of women and gender equality</p>			
<p>Partnership Strategy: Main partners will be: UNDP Staff UNCT</p>			
<p>Project title and ID (ATLAS Award ID): Strengthening and institutionalizing gender mainstreaming within UNDP Bahrain.</p>			

<u>Intended Outputs</u>	<u>Output Targets</u>	<u>Indicative Activities</u>	<u>Responsible Agency</u>	<u>Inputs</u>
3. Gender Mainstreaming Strategy and Action Plan Prepared	February 2007- March 2007 To better plan for future programmes and operation activities	3.1 Recruit National/ International Consultant. 3.2 Organize meeting with UNCT. 3.3 Organize meeting with National Counterparts: SCW, BIPD, and National Project Directors. 3.4 Finalize Strategy. 3.5 Strategy presented to CO Staff for Comment. 3.6 Organize Workshop with UNCT to share and disseminate the findings. (1 working day) in March 2007	UNDP, SURF-AS gender, Consultant	\$5,000
Intended Outcome as stated in the Country Programme Results and Resources Framework: Gender Perspective mainstreamed in all UNDP and UNCT Bahrain programmes, projects and activities				
Outcome Indicators as stated in the Country Programme Results and Resources Framework: Advancement in the status of women and gender equality				
Partnership Strategy: Main partners will be: UNDP Staff UNCT				
Project title and ID (ATLAS Award ID): Strengthening and institutionalizing gender mainstreaming within UNDP Bahrain.				

<u>Intended Outputs</u>	<u>Output Targets</u>	<u>Indicative Activities</u>	<u>Responsible Agency</u>	<u>Inputs</u>
<p>4. Integrate a gender perspective in the upcoming 2007 CCA/UNDAF;</p>	<p>November 2006/ January 2007</p> <p>Gender mainstreaming integrated into all potential activities of the new 5 year programme.</p>	<p>4.1 Organize working group meetings with UNCT, RC with the leadership of CCA/ UNDAF Focal Point and Gender consultant. To synergize with CCA/UNDAF consultants.</p> <p>4.2 Collect Data.</p> <p>4.3 Finalize report.</p> <p>4.4 Incorporate findings into CCA/UNDAF to mainstream gender in all programming initiatives.</p>	<p>UNDP, SURF-AS gender, Consultant</p>	<p>\$ 3,000</p>
<p>Intended Outcome as stated in the Country Programme Results and Resources Framework: Gender Perspective mainstreamed in all UNDP and UNCT Bahrain programmes, projects and activities</p>				
<p>Outcome Indicators as stated in the Country Programme Results and Resources Framework: Advancement in the status of women and gender equality</p>				
<p>Partnership Strategy: Main partners will be: UNDP Staff UNCT</p>				
<p>Project title and ID (ATLAS Award ID): Strengthening and institutionalizing gender mainstreaming within UNDP Bahrain.</p>				

<u>Intended Outputs</u>	<u>Output Targets</u>	<u>Indicative Activities</u>	<u>Responsible Agency</u>	<u>Inputs</u>
<p>5. Establish and institutionalize gender accountability and monitoring mechanism: in management and programmes/projects</p>	<p>May 2007 - June 2007</p> <p>Programmes and operations will be more accountable and gender sensitive in their day-to-day activities</p>	<p>5.1 Appoint UNDP Gender Cluster (2 focal points) to monitor and evaluate gender progress at the Office level.</p> <p>5.2 Appoint UNCT Gender Thematic Group to monitor and evaluate gender progress at the Country level.</p> <p>5.3 Recruit National Consultant.</p> <p>5.4 Organize working meetings with stakeholders.</p> <p>5.5 Finalize report</p> <p>5.6 Organize Workshops for UN Staff (1 workshop x 1 w/d) with assistance of SURF-AS gender</p>	<p>UNDP, SURF-AS gender, Consultant</p>	<p>\$10,000</p>