

TABLE OF CONTENTS

A. PRACTICE AREAS

| | |
|-------------------------------------|----|
| Democratic governance..... | 3 |
| Poverty reduction..... | 6 |
| Energy and environment..... | 9 |
| Crisis prevention and recovery..... | 11 |
| HIV/AIDS..... | 13 |

B. FOCUSED INTERVENTIONS

| | |
|---------------------------------------|----|
| Gender and the MDGs..... | 17 |
| Gender policies and legal reform..... | 19 |
| Gender-responsive budgets..... | 22 |
| Violence against women..... | 24 |
| Capacity building and training | 26 |
| Data and indicators..... | 29 |
| Role of men and boys..... | 32 |

C. ANNEXES

| | |
|---|----|
| Annex A: Practice areas summary table..... | 34 |
| Annex B: Focused interventions summary table..... | 35 |
| Annex C: Acronyms and abbreviations..... | 36 |

Mainstreaming through...

Practice Areas

1. Democratic governance
2. Poverty reduction
3. Energy and environment
4. Crisis prevention and recovery
5. HIV/AIDS

1. Democratic Governance

Afghanistan: UNDP and its partners recruited female election workers to register women and to staff polling stations to address cultural prohibitions against the mixing of the sexes. Fully veiled women were allowed to use a thumbprint on their voter ID cards rather than a photograph. Some 40 per cent of voters in the 2004 presidential election were women. Intensive advocacy by UNDP resulted in a Presidential decree reserving two seats for women per province in the national *Loya Jirga*. A specific budget was allocated for the election of women candidates and a manual on *Gender and the Constitution* was developed to press for gender-specific provisions. The country's new Constitution grants women and men equal rights before the law.

Bahrain: Support was provided for the development of an Action Plan for the political empowerment of women – a key component of the Women Empowerment Strategy finalized by the Supreme Council for Women. This timely intervention responds to the urgent demand for concrete actions to empower women and prepare them for the upcoming elections in 2006. Targeted UNDP support just prior to the previous election helped bring six women into the current Parliament. Their participation was facilitated in regional and global conferences and workshops that focused on promoting gender mainstreaming policies and strategies, and they were provided with reports, studies, documents and information on gender-related legislation.

Bangladesh: Through UNDP governance initiatives, major changes have been taking place in the areas of elections, parliamentary democracy, access to justice and police reforms. The Bangladesh Election Commission has been strengthened. The gender caucus in Parliament aims to promote gender mainstreaming, focusing on the issues that concern both women MPs in particular and women in general. The Community Development Committees encourage the election and recruitment of women leaders and their skill development in non-traditional fields. 30 per cent women's participation is required in all meetings and 30 per cent block grants have been introduced for schemes identified and implemented by women's groups.

Belarus: A three-year UNDP/JWID project, completed in October 2005 aimed to enhance women's impact on the legislative process and expand public space for women through special education programmes, including training courses on leadership. Altogether, 678 women have received training that has enhanced their ability to participate in decision-making in different areas of political and public life. The project's posters – "(Wo)man contrived the wheel"; "(Wo)man invented the alphabet"; "(Wo)man kindled the fire" and "It is never too early/late to become a leader" – have encouraged people to take a fresh look at gender inequality. The findings of the research on gender issues in the country have been used for developing manuals for lawyers and journalists., a statistical book "Women and Men in the Republic of Belarus"(2003), and other publications. This has created new discourse on gender mainstreaming and human rights which have become a part of everyday parlance.

Egypt: In co-operation with the National Council for Women, UNDP established the Centre for the Political Empowerment for Women where representatives of different political parties, local councils and NGOs received training in leadership and communication skills, enhancing their knowledge on gender issues and electioneering. Advocacy on affirmative actions to increase women's representation in the Parliament – in partnership with the National Council for Women, the International Institute for Democracy and Electoral

Assistance (IDEA) and UNIFEM – has contributed to the national debate on women's political participation, particularly the implementation of a quota system of reserved seats for women.

Gambia: Sectoral reports were analysed from a gender perspective, particularly the 'Gender and Governance Report' that highlighted issues of effective participation of women in the national arena. Sensitization of parliamentarians has led to the establishment of a Network of Parliamentarians against Poverty. This has been very active on gender issues, especially in resource mobilization and advocacy. Civic and human rights education and sensitization campaigns specifically targeted women and children as disadvantaged groups. Equal opportunities and access was provided for both women and men to attend civic and human rights education sessions and activities.

Honduras: UNDP support for the National Policy of Equal Opportunities paved the way for two important pieces of legislation: a law on equal opportunities and a new electoral law that reserves 30 per cent of seats for women in elections. The Political Reform Project included capacity building of young leaders, including women candidates, in preparation for the 2005 elections.

Kyrgyzstan: Women's leadership was developed through the capacity-building component of the UNDP/Sida programme on Promoting Gender Equality in Politics. With improved confidence, women have started to participate in local decision-making processes, specifically in issues related to socio-economic priorities at the community level. Women make up half of CBO leaders, and many women won elections for local councils. Studies such as 'Gender Aspects of Local Self Governance', educational materials on gender stereotypes related to men's and women's participation in the elections and other specific gender activities undertaken with the support of UNDP have also facilitated women's increased participation in local governance.

Kuwait: Consistent advocacy for women in decision-making has resulted in landmark legislation that allows women to contest parliamentary elections for the first time in the country's history. UNDP will now be focusing on building the capacities of potential women parliamentarians and has developed a US\$1.7 million project on Kuwaiti Women and Elections for the next two years. The project focuses on building and/or enhancing the campaigning skills of women candidates who have to deal with national and district-wide issues and mobilization challenges. The Government recently approved this project.

Lithuania: Advocacy for and gender analysis of women's political empowerment has resulted in increased numbers of women MPs following the 2004 elections. Promoting equal opportunities and gender equality has been high on the agenda of the National Human Rights Action Plan. With UNDP support, the Ombudsman Office for Equal Opportunities which functions since 1999 has been instrumental in responding to gender needs, ensuring greater use of gender analysis and empowering women through awareness raising and advocacy campaigns. The Ombudsman Office is considered to be a model resource centre.

Pakistan: The success of the UNDP-assisted Women's Political Participation Project (W3P) has been instrumental in the development of an umbrella Gender Support Programme (GSP). Under W3P, 27,000 women councillors participated in rights-based training programmes and other capacity-building efforts to improve their effectiveness. A comprehensive research study, 'Political and Legislative Participation of Women in Pakistan: Issues and Perspectives', provides baseline data on women's participation in the political arena and forms a solid foundation for shaping further capacity-building and advocacy interventions, catering to the whole range of women's citizenship as voters, candidates and legislators.

Romania: The Integrated Approach to Gender Balanced Political Empowerment and Participation project is focused on increasing the political representation of women in Romanian politics. Its strategy involves awareness raising, promoting changes in gender roles and working with male politicians, government officials, civil servants, etc. The main activities of the project are training sessions, dissemination of research data, a competition for gender-sensitive media production, public debates, roundtables with new and experienced parliamentarians, working with policy makers, monitoring governmental activity on gender and implementing new tools in policy-making: gender audits, gender budgeting and gender impact assessment.

Rwanda: UNDP support in the drafting of the new Constitution for ensuring women's representation in Parliament has led to the election of 48 per cent women candidates. This marks the highest percentage of women ever in a parliament to date in the world. UNDP has also supported capacity building for a women's caucus. Women's representation is ensured in local development committees, with the result that women's issues are taken into consideration in local level planning.

Somalia: As part of the UNDP programme to strengthen the judiciary, an advocacy and awareness-raising campaign is being conducted to promote gender equality and the role of women professionals in the justice system. Judiciary training for law professionals has included a few women. A workshop was conducted to build the capacity of local human rights NGOs that monitor violations of human rights and procedural law against women and children. In addition, a scholarship programme was funded for six female students to join the Faculty of Law at the University of Hargeisa, and support was provided for the training of female recruits and serving women police officers.

Syrian Arab Republic: UNDP Syria has two projects dealing with governance, both of which have been very active in facilitating women's increased representation and effective participation. The Support to Local Elections project aims to politically empower women at the local level and involve women as candidates in local government. The Institutional Capacity Building for People's Assembly project targeted women MPs to enhance their capacity to contribute to public policy-making. MPs have been invited to attend seminars, workshops and meetings and provided with research studies and policy analysis. Wide national and international media coverage of the activities that took place under both projects also helped in the promotion of gender equality.

Tajikistan: Initiatives have been introduced to eliminate corrupt practices in the medical services that became rampant after the fall of the Soviet Union. Policy reforms include rehabilitation of several medical facilities, measures to build the confidence of the general public in medical services and legitimate sliding scale fees for the provision of services. This is expected to lead to a reduction in maternal and child mortality rates as the general populace regains its faith in public health services and health care becomes more easily accessible.

Turkey: The theme of the 2004 NHDR is 'Information and Communication Technology', in recognition of the fact that the Government has prioritized the issue of harnessing ICT effectively in its development and reform agenda for 2005. The report's analysis focused on existing disparities in the country, including regional and gender disparities, and how the effective use of ICT can help to overcome gender gaps. It also highlighted the role of access to information in broadening women's participation in governance while at the same time recognizing some of the persistent cultural challenges that limit women's access to ICT.

Uruguay: UNDP provided support services for the implementation of a Judicial Management Programme. The various education events that were carried out in the area of human rights included a gender perspective. For example, journalists from around the country were trained in human rights in a national seminar that took place in July 2005. Another activity involved recording the memories of women who were political prisoners during the dictatorship period and sharing their experiences with the new generations.

Yemen: UNDP has supported voter education efforts that are linked to religious instruction in order to counter claims that religion prevents women from being active in political life. It has also launched two projects with the Ministries of Justice and Human Rights that aim to enhance women's access to justice and to raise awareness of their human rights. A pilot court has been established in each of the country's two largest cities. An analytical study on 'Access of Women to Justice – Impediments and Solutions' has been prepared and will be shared with the Ministries, local NGOs and stakeholders. Its findings and recommendations will be instrumental in developing an action plan for implementation first in the pilot courts and then nationwide.

2. Poverty Reduction

Armenia: Based on a gender needs assessment conducted in three northern regions of the country, UNDP launched an innovative income generation and job creation programme for women-headed households in cooperation with Heifer Project International and local CSOs. Under this programme, women's cooperatives were established for marketing agricultural produce. Women were actively involved in all aspects of the programme design, planning and implementation, and they are shouldering responsibility for ensuring its sustainability.

Bulgaria: An assessment of women's poverty was undertaken for the development of the National Action Plan for Social Inclusion, which is based on the UNDP-supported Anti-Poverty Strategy. The Action Plan includes targeted social policies and interventions that benefit socially disadvantaged women such as single mothers, disabled women and the elderly. The fact that special attention is being paid to gender issues is innovative in the Bulgarian context, where there has been no such tradition in the past.

China: Gender was a key component in the formulation of the Human Development Fund's project document. This Fund targets poor women in rural areas by including specific initiatives for their active participation and empowerment. Nine rural distance-learning centres were established in Western China targeting the poor, women and minority teachers to provide improved access to educational services. Women farmers have been able to increase their income and enhance their status as a result of gaining access to information for marketing their agricultural products via the rural ICT/poverty centres.

Gambia: Gender needs analyses were conducted in all UNDP poverty-related interventions, and women and youths have made up 80 per cent of the over 100,000 direct beneficiaries of these interventions since the year 2000. Women participated actively at all levels of the organizational process in all the development forums, from contributing ideas for forum topics to participating as lead presenters or discussants. A Community Development Enhancement Initiative pilot project (CDEI-PP) was launched, and grass-roots women entrepreneurs were trained in agriculture and related service activities.

India: The UNDP India Partnership Forum has developed an innovative Social Code for

Business to protect working women. More than 300 companies have formally adopted the Code, under which they agree to ensure equal access to employment and promotion opportunities for women, and negotiations are underway with another 200 companies. Projects with the Ministries of Rural Development and Agriculture are currently operational across 33 districts in 6 states and focus on mainstreaming gender concerns in micro-credit and on food security. Capacity building of women to participate effectively in formal and informal decision-making bodies is given priority in both the projects and all activities are carried out in partnership with women's groups.

Lesotho: Through sector working papers by Government and civil society, gender mainstreaming of the PRS has formed part of the consultative process of ensuring a truly national document to achieve greater equality of the sexes at home, work and within the larger community. Priority cross-cutting issues in the PRS include combating HIV/AIDS and addressing gender inequalities. Various measures – including overcoming gender gaps in education through the Free Primary Education Programme, increasing women's access to decision-making and the finalization of the National Gender and Development Policy and National Population Policy – have ensured inter-sectoral and inter-agency collaboration to promote gender equality.

Pakistan: The UNDP-assisted Poverty Reduction Project ensures the participation of women and men in equal numbers at the local level. Planning, implementation and monitoring of the productive community schemes are undertaken by the women themselves. Assistance for micro-enterprise development is also targeted towards women. Dialogues conducted at all tiers of government have ensured programme development around the national agenda on mainstreaming gender as outlined in the National Plan of Action for Women, PRSP and MDGs. Gender sensitization exercises conducted with the Planning and Development Departments identified the need for gender analysis to be part of all government planning processes.

Romania: In order to economically empower women, an institutional model has been developed to deliver gender-sensitive development services to women entrepreneurs. At the core of this initiative is capacity building of rural women to enable them to graduate into micro-entrepreneurs. Based on the project's positive experiences, manuals on small-scale food processing activities were produced and disseminated. A *Facilitation Guide* and an *Evaluation Guide for Income-Generating Projects* took a gender-sensitive approach. The initiative also conducted a study on rural women's status that has been effective in developing an inclusive approach in development processes.

Sierra Leone: The PRSP process took into account the fact that poverty and marginalization are pervasive among women. All the training that has been conducted included women, and it has helped them to understand the need to adopt new techniques, particularly labour-saving technologies. Direct support has also been provided to some women's groups for micro-enterprise development. A national food security initiative launched by the President provides a basis for advocating improved agricultural practices and sustainable microfinance, both of which specifically target women.

Turkey: UNDP intensified its capacity-building activities related to urban and rural development in Eastern and South Eastern Anatolia. A major development activity was launched in Eastern Anatolia, focusing on rural development and tourism as means of economic growth. The project is unique in that it supports pilot initiatives for villages and communities to determine their own development priorities and planning and helps District Governors to better define local priorities. In South Eastern Anatolia, UNDP increased its support to SME initiatives for economic growth and employment. To date 1,136 jobs have been created through this project.

Uganda: National poverty fora (NPF) were held to disseminate policy and poverty information with the aim of stimulating dialogue. The fora had fair representation and participation of women, and the papers presented included analysis from a gender perspective. Women provided feedback – voicing specific concerns regarding women's access to better services for their human and economic development – and contributed to policy recommendations that informed the Poverty Eradication Action Plan (PEAP). The PEAP includes actions to facilitate women's access to credit to increase the number of women participating in trade.

Ukraine: Support provided by the UNDP/JWIDF initiative is transforming the ways rural women conduct their business with the support of information technologies. The information centres, established by the project entitled 'Sustaining Women Farmers', offer information services to rural women entrepreneurs on their rights, changes in agrarian legislation, markets for selling their products and credit lines for purchasing seeds and agricultural machinery.

Uzbekistan: UNDP supported a comprehensive analysis of the impact of trade policies on women. The analysis formed the basis for training and roundtable discussions on engendering macroeconomics for representatives from key line ministries and government agencies, and ultimately influenced the national MDG and poverty reduction strategies. Gender mainstreaming was a cross-cutting issue in the Living Standards Strategy (LSS) developed by the Government in close cooperation with UNDP and the World Bank. The LSS promotes women's active participation in the labour market and in decision-making processes.

Venezuela: Gender mainstreaming projects have been included in two local development agendas that have been identified and agreed upon in conjunction with various local actors and local, regional and national authorities. Local women's organizations and community representatives participated together with the National Institute for Women and the National Bank of Women throughout the process. Resources were obtained to train micro-businesswomen and to encourage mini productive business chains with women's participation. This process has successfully contributed to improving local capacities for policy-making and project design oriented towards human development and is to be replicated in other municipalities.

Yemen: The 52 Community Development Organizations (CDOs) have been strengthened and their sustainability ensured through the successful handing over of implementation of the entire programme to the Social Fund for Development. Over 30 per cent of the beneficiaries are women, and women are represented on both the executive boards and general assemblies of the CDOs, thereby influencing policy and resource allocation decisions at the sub-national level.

Regional (Caribbean): Gender is mainstreamed into the development of UNDP programmes and the general approach to community and/or microfinance activities. There are poverty eradication projects, for example, in St. Lucia and St. Vincent. Women are specifically targeted as a vulnerable group in St. Lucia. The sustainable livelihoods project in Grenada provides support to women for craft work and new skills development including carpentry, masonry and electrical work. A gender balance in project steering committees and community management groups is advocated, and special support to women and/or young men may be identified within a specific community.

3. Energy and Environment

Armenia: More than 50 per cent of the experts involved in the UNDP-supported activities, including lobbying for and implementation of environmental and energy policies, were women. The national capacity needs for implementation of the Rio Convention were assessed and prioritized. A National Action Plan was developed for capacity building in cross-cutting sectors and the principles for selecting sustainable development indicators were agreed. A feasibility study on transport fuel substitution was conducted and reviewed. A climate technology transfer centre was also established. As part of efforts to streamline gender in all programmes, a social survey among women-headed households was conducted on preferable options for heat supply.

Bahrain: UNDP supported its national counterparts in finalizing the national environmental strategy. This focused particularly on water and coastal management due to the increasingly detrimental situation, both quantitatively and qualitatively, in the country. The important role of women in environmental management was stressed in the strategy, as was their active participation in environmental NGOs. Of the 64 members of the professional cadre that produced the reports for the strategy, 18 were women, and several of them led the working groups that contributed enormously to the outputs of the reports.

Botswana: The self-assessment of the UNDP environment project targeting the rural population, where the majority of households are female-headed, addresses the issue of gender gaps in the management of the environment and natural resources. In recognition of women's important role in this area, the project makes provisions for increasing their capacity to influence policy, planning and programming – especially with regard to improved access to clean energy. It also aims to raise awareness among the general public, decision makers and rural consumers on the potential role of PV energy and LPG in meeting basic energy needs.

China: The UNDP/GEF-supported project, 'Multi-Agency and Local Participatory Cooperation in Biodiversity Conservation in Yunan Upland Eco-Systems', has made significant gains in empowering women by encouraging them to manage a micro-credit scheme and monitor biodiversity resources. The China Biodiversity Partnership Framework builds on experiences from this project. The draft Law for Renewable Energy Development and Utilization addresses the issue of enhancing access of rural women to modern energy services.

Ethiopia: With UNDP support, the Ministry of Water Resources is finalizing the Gender Mainstreaming Strategy that makes it mandatory to ensure 20 per cent representation of women in the management of water schemes. Gender issues are specifically addressed in the UNDP community level natural resources management project implemented in selected local communities. The water supply and sanitation guideline has been translated into two local languages to enhance the direct participation of women in the leadership of water associations in rural communities.

Guinea Bissau: UNDP provided support for the formulation of a National Framework on Environmental Management and the elaboration of a Sectoral Policy on Water and Sanitation, both of which specifically considered gender issues. Technical advice was provided to the Improvement of Living Conditions and Community-led Water Management in Gabu Region project and gender was mainstreamed into the programme, particularly with regard to women's role in water management. The participation of

women in water management committees at local and regional levels was promoted. Women are particularly targeted for sensitization on the benefits of biodiversity conservation for livelihoods, medical purposes, food security, etc.

Nepal: With the support of UNDP and the World Bank, the Rural Energy Policy developed targets enhancing women's access to energy in remote parts of the country. In rural areas, UNDP supported the creation of gender-balanced community organizations and functional groups to manage a micro-hydro energy fuelling system and irrigation scheme. The equal participation by women ensured that gender considerations were an integral part of activity prioritization and funding. Rural energy monitoring systems collect and analyse gender-disaggregated data on a quarterly basis, which then feed into the overall district level planning and budgeting process.

Papua New Guinea: UNDP intervention resulted in the establishment of the first Marine Protected Area incorporating sustainable livelihood options. Gender sensitivity was taken into account in the process of establishing the Area through consultation, workshops and participation in provincial women's council meetings and conferences. A sizeable budget in the Milne Bay Project is allocated for improving women's participation in livelihood activities and leadership. Women's groups from different church denominations were mobilized and agreed to promote and advocate the principles of environmental sustainable development within their respective congregations.

Tanzania: A UNDP project promoted the use of solar energy and biogas to improve energy services to the poor and reduce the carbon emissions produced when wood and dung are used as fuel. These emissions are harmful to the users, who are primarily women. The project has improved women's health and enhanced the quality of their living conditions and is reducing their workload. The membership of the project steering committee was equally divided between women and men. Fifty per cent of the members of Parliament who travelled to Kenya to study solar energy were also women.

United Arab Emirates: In order to achieve the MDGs and mainstream gender issues in environment projects, plans have been made to include women in water management committees and to encourage their participation in decisions relating to the selection of locations for drilling water wells. Women will receive training in the management of water wells and in community development activities. Gender needs analysis played an integral part in the process of formulating and appraising the projects for which the resources were mobilized.

Uzbekistan: UNDP commissioned a study on gender and access to energy in Uzbekistan and Kazakhstan to demonstrate the inextricable linkages between the environment and the role of women in sustainable livelihoods. The findings have helped to re-orient interventions on environment and biodiversity to facilitate women's participation and their needs. For example, the introduction of energy provision and light in the evenings enabled women to increase their income-generation activities, such as sewing, knitting and weaving projects.

Zambia: The method used in a study on the impact of biodiversity loss and desertification on women, youth and children was adapted for developing gender analysis tools. These tools provided the basis for the preparation of an issue paper on the implementation of two international conventions on the environment and biodiversity. The Community-Based Natural Resources Management processes have enabled women to participate in the protection and economic exploitation of natural resources on a sustainable basis.

4. Crisis Prevention and Recovery

Bosnia and Herzegovina: UNDP supported the development of by-laws on the national return policy that give priority to women-headed households. Specific strategies to ensure gender mainstreaming are integrated into programmes. Equal gender representation in decision-making is being given due consideration in Recovery programmes.

Democratic Republic of Congo: UNDP provides technical assistance to the Transition Government on the implementation of the DDR process. It has funded a Gender and DDR project that adopts the UNDP BCPR guidelines to gender approaches in post-conflict situations and promotes sustainable projects that develop the skills of both women and men. In particular, it has improved co-ordination with existing national and international initiatives – especially those that focus on good governance, the promotion of women’s participation in peace-building, electoral processes, reconstruction activities, human rights, poverty alleviation and psychosocial support for victims of conflict.

Eritrea: Ten thousand rural expellees were successfully reintegrated. Gender was factored into the planning and implementation of the project, with women-headed households given priority. In particular, women were given precedence in income-generating projects in an attempt to improve the livelihood of the family by empowering the women. An Integrated Community-Based Mine Action Model has been developed in recognition of the fact that mine action needs the full participation of the whole community – women, men, girls and boys.

Guatemala: In partnership with the State Peace Secretariat, UNDP is currently exploring ways to establish formal links between the CSO network and the Government in order to create a national early warning system as part of a wider strategic vision to support the consolidation of the peace process. In addition, 84 forensic investigations were conducted including psychosocial care and legal services for survivors. The experiences of female war victims, especially widows, were validated through forensic investigation, legal support and psychosocial care services. A higher degree of self-esteem is now observable among women from indigenous communities in the areas where such services have been provided.

India: One of the objectives of the Disaster Risk Management (DRM) Programme is to promote gender equity. Emphasis has been placed on ensuring that women are included in decision-making at all stages of the disaster continuum, and a number of studies have been planned to assess the participation and empowerment of women in DRM initiatives. Furthermore, their involvement in all training programmes (search and rescue operations, first aid and damage assessments, shelter management, evacuations, etc.) was given priority. Local governments and CSOs are being encouraged to consider gender equality perspectives in the promotion of sustainable development initiatives, including disaster reduction.

Indonesia: The Peace-Oriented Development Analyses, which included an assessment of the role of women in peace building and conflict prevention, provided the basis for the development of a women’s leadership programme on conflict mitigation and peace building. The management of the UNDP Community Recovery Programme (CRP) was decentralized to help empower local NGOs and CBOs to reduce poverty and advocate for pro-poor policies. CRP activities in which women were actively involved have been found to be more successful than the ones in which women did not have a significant

management role. Many of the women involved in this project subsequently became members or even heads of community groups.

Kyrgyzstan: UNDP facilitates participatory problem solving and conflict-resolution processes in local communities. Women make up a large part of the membership of the CBOs with which UNDP cooperates, sometimes holding leading positions in the revision committees and being responsible for finances. Women's leadership was developed through activities such as a survey on gender aspects of conflict prevention; production of videos; and organization of seminars, trainings and focus-group discussions. Numerous women beneficiaries won the elections for rural councils held in October 2004; now they are actively involved in decision-making and resource allocation processes, mainly in the sphere of social welfare.

Nepal: The repositioning of UNDP programmes to address the root causes of the armed conflict – such as exclusion, discrimination and economic deprivation – has resulted in specific projects being identified, formulated and implemented for girls, women and disadvantaged groups (DAGs). A Vulnerable Community Development Plan has targeted more resources and activities to the ultra poor and disadvantaged, the majority of whom are women. There is regular interaction between the project and the Government. All new recruitments, especially at the field level, are made from DAGs, ethnic minorities and women, and special consideration is given to lowering qualification requirements. On-the-job training is then provided to improve staff competence.

Philippines: The Multi-Donor Programme in Mindanao has been successful in mainstreaming gender issues in the National Peace Plan. This has an affirmative and non-discriminatory action agenda for Mindanao, with focused interventions and corresponding resources for gender issues. The programme is engaging Muslim women leaders in the national peace dialogues and in local development planning processes. This has resulted in women, especially former combatants or wives of former rebels, working towards strengthening community-based management activities to improve the living conditions of former combatants and their families, creating what are recognized as model communities.

Somalia: DDR activities specifically include consideration of gender issues at both the policy and implementation stages. For example, micro-credit schemes have been developed to benefit war widows as well as demobilized soldiers. Family-based care for psychosocial assistance has also been successfully piloted in Somaliland. Small arms control efforts have utilized women's networks and NGOs in strategy development and implementation roles (e.g., women's groups have been effective advocates for gun safety measures in the home). Efforts are made to ensure that as many women as possible form part of Village Development Committees, particularly in positions where they can influence the decision-making process.

Sudan: The UNDP programme on governance and equity in political participation is helping to strengthen women's leadership capacities. The involvement of the gender focal points in the Government and Sudan People's Liberation Movement/DDR Interim Authorities discussions around the small arms programme has increased women's involvement in these institutions. Strategies are now in place to promote broader involvement of women from civil society in small arms weapons management and DDR planning and implementation. UNDP facilitated and supported a series of discussion forums for women from different sectors and ethnic groups to develop a common women's vision on the peace process.

Uganda: With UNDP support, the Government is seeking to identify and address the needs of

women in conflict-affected areas. A priority is the many serious problems facing victims of sexual violence, particularly girl-mothers who were formerly sexually enslaved by rebel commanders. The issues facing these groups are a special feature of the ongoing planning process for return, resettlement and reintegration. The combined advocacy work of UNDP and UNICEF contributed greatly to the protection concerns in the national IDP policy.

Viet Nam: A national consultation workshop on the UNDP-supported National Strategy and Action Plan for Disaster Reduction was organized with the participation of government agencies, research institutions and other stakeholders. Gender analyses were a key element in designing projects and undertaking emergency/rehabilitation assistance activities. This led to specific emergency support activities for women and women-headed households. Efforts to increase women's participation were mainstreamed in all project activities, including disaster preparedness training and decision-making on the use of resources for rehabilitation. At the same time, training was provided to empower women to manage and monitor the use of these resources.

5. HIV / AIDS

Belarus: Two major events organized by UNDP – Campaign Sport and Music Stars Against AIDS – specifically mentioned women as the group most vulnerable to the epidemic and focused on the inclusion of women/girls in HIV prevention and treatment. Initiatives to prevent HIV/AIDS in prison also take account of the gender dimensions of HIV/AIDS. A UNDP-supported photo exhibition, Door, was organized by the NGO Positive Movement. Focused on the life story of a girl who was infected with AIDS, it has been displayed in three cities in Belarus as well as in Vilnius, Lithuania.

Belize: The National Policy on HIV/AIDS, formulated with UNDP support, is based on the principle of equality and non-discrimination regardless of any person's HIV/AIDS status. The Policy also specifically addresses the rights of women, including migrant sex workers. An amendment to the legislation on HIV/AIDS has been proposed to protect people from any form of discrimination and injustice related to the disease. This will enable the establishment of a process and mechanism for the identification of and response to human rights violations pertaining to HIV/AIDS. At the same time, it will strengthen the legal aid system to provide relevant services to protect the rights of PLWHAs, their families and other vulnerable populations.

Cambodia: Women made up over 45 per cent of those mobilized in the HIV/AIDS leadership programme, most of them in decision-making positions. As a consequence, topics dealing with sexual behaviour and women's role in society – previously considered taboo – are now being publicly discussed, and bridges and networks have been built between representatives of various sectors. A women's section and women's support groups have been established within the national networks of PLWHA. 30 per cent of the team that facilitated more than 700 'community conversations' reaching over 300,000 people in seven provinces were women. These conversations offered a unique opportunity for women in communities to voice their concerns.

Democratic Republic of the Congo: The UNDP CO provided technical and financial support to the National Council on AIDS for developing a manual on monitoring and evaluating activities as identified in the Strategic Framework for Combating AIDS. A manual on HIV/AIDS peer education has also been developed. Five civil society representatives have been trained as supervisors, trainers and community dialogue

facilitators for addressing the pandemic. The We Care programme achieved 50 per cent of its target in training UNDP staff on HIV/AIDS prevention and treatment.

Ethiopia: The National Coalition for Women against HIV/AIDS, spearheaded by women ministers, was a direct outcome of the UNDP-sponsored Leadership Development Programme. The Coalition, which advocates HIV testing and is headed by the Prime Minister himself, is now promoting gender and HIV/AIDS issues at policy and grass-roots levels. UNDP has mobilized funds from the UNDP/JWIDF project to undertake research on gender and HIV/AIDS and to support gender projects, particularly changing unequal gender norms and practices, in a bid to control the spread of the disease.

Ghana: UNDP's innovative Leadership Development and Community Capacity Enhancement Programmes have trained over 500 leaders, advocates, desk officers and activists from government, civil society and institutions such as Parliament, Chieftaincy and the media. In the Manya Krobo area, which has a HIV/AIDS prevalence rate of about 10 per cent, women leaders and the chiefs made far-reaching decisions to reduce the spread of HIV, increase support to orphans and provide more income-generating activities for young girls. There is increased recognition of the leadership role of women (such as Queen Mothers). In addition, all training sessions ensured that at least 50 per cent of participants were women leaders.

Honduras: Targeted interventions to sensitize various groups and sectors have led to greater awareness of gender and HIV/AIDS issues. For example, action plans are being prepared for the Organization of Single Mothers to help them address the issues of vulnerability to HIV/AIDS and empowerment. In the most remote region of the country, dialogue is being encouraged between women and men to help them avoid risky behaviours, and hospital staff are being made aware of the epidemic's gender dimensions. As a result of training and capacity building, more women are involved in decision-making processes. A network of women living with HIV/AIDS has been formed to end stigma and discrimination and help HIV+ women reintegrate into their families.

India: The UN Country Team is developing a communication and advocacy strategy on greater involvement of people living with HIV/AIDS, with a special focus on affected and infected women. At the same time, in order to bring about the economic and legal empowerment of women living with HIV/AIDS, a study has been commissioned to look into the socio-economic impact and burden of the disease on women.

Islamic Republic of Iran: The GFATM project has been pro-actively followed up through a significant number of programming and organizational meetings, workshops and promotional activities. Within the project specific attention was paid to women, girls and youths as the more vulnerable groups. Special initiatives were included to target sex workers, wives of prisoners, female drug users and female students. Fifty per cent of the staff on the project are women. The UNDP REACH programme continued to take an integrated approach and a PLWHA group was organized.

Poland: UNDP inspired and led the 2004 HIV testing campaign by placing messages in magazines for women on the occasion of International AIDS Day. This has resulted in increased awareness among women on the issue of HIV testing. The planned HIV 2005 public testing campaign, which incorporated results of the public survey undertaken by UNDP, has enabled precise planning of activities for all sectors. The innovative approach is based on cooperation between medical professionals and those who are HIV+ to end stigma and discrimination against PLWHAs.

Rwanda: Gender equity is one of the main components of the National Multi-sectoral Plan on HIV/AIDS, and specific actions targeting women have been drawn up. As part of its programme to strengthen civil society networks, UNDP provides institutional and technical support to the PLWHA umbrella association. PLWHA groups are mainly composed of women, and there is a campaign to encourage men living with HIV/AIDS to join.

Mainstreaming through...

Focused Interventions

1. Gender and the MDGs
2. Gender policies and legal reform
3. Gender-responsive budgets
4. Violence against women
5. Capacity building and training
6. Data and indicators
7. Role of men and boys

1. Gender and the MDGs

Albania: UNDP support to the national MDG report has led to the identification of gender mainstreaming as one of the four principles of the Government's approach to the MDGs. Each MDG regional report and regional development strategy highlights gender inequality as one of the key obstacles to the country's development and includes specific measures to increase women's representation in decision-making bodies, empower women to participate in economic development and reduce school drop out rates for girls, especially in rural areas. Women's organizations took an active part in the formulation of the local goals and development priorities.

Burundi: The UNDP gender project, formulated in consultation with development actors including CSOs, created a synergy and strong partnership for gender balance. This promoted the empowerment of women's collectives and increased their sense of ownership around the MDGs. The importance of gender mainstreaming was particularly highlighted within the MDG monitoring mechanism.

Cambodia: The issue of planning for and protection of the livelihoods of women garment workers and others affected by the Multi-Fibre Trade Agreement was successfully put on the national policy agenda by the UNDP Gender and the MDGs project being implemented by UNIFEM. The project demonstrated that building a multi-stakeholder partnership for targeted attention and action in response to changes in trade and macroeconomic policies can be an effective strategy for concretely linking the MDGs to poor women's rights and their demands for change. The gender analysis included identifying gaps in services and making recommendations to help ease the potential transition of displaced garment workers.

Croatia: The MDG 3 Working Group on gender equality was one of the most active and ambitious groups for consensus building and in goal-setting exercises for achieving gender equality. All the MDG targets for gender were fully adopted by the National Strategy for Human Rights. Moreover, further possible activities that aim to achieve gender targets are currently being explored.

Ghana: The Ghana Poverty Reduction Strategy (PRS) was finalized reflecting MDG goals and targets. In the MDGs needs assessment, gender issues featured prominently and were used in the revision of PRS targets. For example, the girl to boy ratio in schools has been set as 1:1 by the end of 2005.

Kenya: The assessment of investment requirements to achieve the MDGs looked not only at the requirements for meeting Goal 3 but also at gender-friendly investments and strategies for the other goals. The UNDP Gender and the MDGs project being implemented by UNIFEM has helped to mainstream gender issues in government initiatives on its PRS, the CCA and UNDAF, and the Millennium Project's costing exercises. Grass-roots women's interests and priorities have been linked with the national process through consultations that generated a clear agenda for action on the MDGs. Women are calling for the translation of the National Economic Recovery Strategy for Wealth and Employment Creation into practical benefits for poor communities.

Kyrgyzstan: The UNDP Gender and the MDGs project implemented by UNIFEM is demonstrating how to lower transaction costs for government and civil society partners by using intersecting frameworks – the MDGs, CEDAW and the Beijing PFA – to strengthen

understanding and accountability for gender equality. In establishing an effective working partnership with stakeholders from the Government, the UN system and civil society, the project has encouraged commitment for gender-sensitive MDG reporting and developed a monitoring mechanism for tracking progress toward the achievement of the three international agreements and implementation of the PRSP.

Liberia: Gender analysis undertaken with the support of UNDP in the MDG report preparation has helped to make the MDG indicators gender sensitive. The process of preparing the report was participatory and consultative. The report brought to light the depth of the disparity between men and women in most spheres of work and contains specific recommendations on priorities for accelerating human development.

Libyan Arab Jamahiriya: UNDP supported the analysis of sex-disaggregated data in the preparation of the MDG report. During the course of preparing the report, the need to develop gender statistics and indicators became more apparent for future cooperation for women's empowerment. Rules and regulations are being revised to enhance women's access to micro credit.

Malaysia: Significant achievements were the preparation, analysis and dissemination of an advocacy monitoring MDG report that contains sex-disaggregated data and another report documenting best practices and success stories in achieving the MDGs. These two publications mark the first fully collaborative effort between UNDP and the Government. In addition, both women and men were involved in the design and analysis of the MDG report. Government and CSO stakeholders responsible for gender advocacy participated fully in the work and strong partnerships were formed, including with the Human Rights Commission of Malaysia and regionally-based civil society.

Morocco: Ways of building widespread ownership of engendered MDG reporting and follow-up are being demonstrated by the UNDP Gender and the MDGs project being implemented by UNIFEM. A total of 29 new targets and 89 new indicators have been proposed. For reporting on Goal 3, the lead team recommended three new gender equality targets in the areas of employment and access to resources, decision-making, and legal discrimination and violence against women. The pilot project has also proposed a costing exercise, focused on the next three years, to take into account the resources needed to achieve the priorities set out in the 2005 'localized' and engendered MDG report.

Peru: The UNDP Gender and the MDGs pilot project being implemented by UNIFEM has integrated gender-sensitive messages in national level MDG campaigning and raised the awareness and advocacy capacity of youth and women's organizations. By placing gender equality and women's rights at the core of its implementation strategy, the pilot has been able to link diverse constituencies (young academics, women's organizations and the UN/Government MDG campaign team) to engage them in a range of activities aimed at popularizing the MDGs. It has also increased commitment to ensuring that MDG actions meet women's needs.

Saudi Arabia: In order to ensure better quality and stronger government ownership of the MDG report, UNDP focused on raising official awareness, soliciting commitment and building capacity to establish and sustain MDG-related data and information. Achievements included the empowerment of rural women through community development; strengthening the capacity of women NGOs; participation of women in HIV/AIDS prevention interventions; participation of women in human rights workshop; and streamlining women's employment in the national development plan.

Thailand: The Thailand MDG report is an UN Interagency effort. Gender analyses and facilitating the participation of an increasing number of women in policy dialogues formed an integral part of the process of report preparation. Having achieved the MDG 3 target of eliminating gender disparity in primary and secondary education, the Government has focused its efforts to attain gender equality on increasing women's participation in politics and administration at the national and local levels. The new target for MDG-Plus is to double the number of women in the national parliament, Tambon Administrative Organization and executive positions in the civil services by 2006.

Yemen: One of the key and very active working groups established under the first PRSP in 2003 is the Working Group on Gender. Co-chaired by the head of the National Women's Committee, this group has been undertaking a number of gender-related studies as well as the MDG gender needs assessment that will be included in the medium- and long-term policy documents being facilitated by UNDP. In addition, gender experts are working in each of the other seven working groups on the MDGs, and gender focal points have now been institutionalized in all line ministries and government offices. The Working Group on Gender is also discussing the introduction of a parliamentary quota system for women with the PRS Technical Committee.

2. Gender Policies and Legal Reform

Albania: Produced in close cooperation with government counterparts, the PRSP/ National Strategy for Social and Economic Development progress report has incorporated a section on gender equality for the first time and included recommendations on gender mainstreaming. UNDP mobilized funds for the Capacity Building for Gender Mainstreaming project, which includes support to the national gender equality machinery, training of staff and policy analysis at line ministries, support to the Gender Institute at Tirana University and a comprehensive public awareness campaign. A Law on Gender Equality, focusing on equal opportunities mainly in the labour market, was passed in June 2004.

Bangladesh: UNDP launched a Human Security Report in 2002 that particularly focused on the vulnerability of women vis-à-vis the justice sector. This was followed in 2005 by the setting up of a comprehensive police reform programme that mainstreamed gender in all of its components, including: crime prevention, investigation, operations and prosecutions; human resource management; and strategic oversight and project management. It also calls for empowering women in policing.

Bhutan: UNDP support has enabled the Government to fulfil its CEDAW reporting obligations. This has also led to the establishment of a National Commission on Women and Children. (NCWC), eight of whose eleven members are women, and the realization of the need to prepare a National Plan of Action on Gender Equality. Preparation of the National Plan, based on the recommendations in the CEDAW Report and the Concluding Comments of the CEDAW Committee, is expected to facilitate the incorporation of gender concerns in national and sectoral plans and strategies. The national poverty indicator framework has incorporated gender-sensitive indicators.

Bosnia and Herzegovina: Cooperation between key government officials and civil society was emphasized in the implementation of the Gender Equality Law during the UNDP-supported workshop on MDG 3. More than 60 draft laws have subsequently been

reviewed to harmonize them with the Gender Equality Law and 23 new laws have been passed. Amendments to the Family Law and Domestic Violence Law are considered major milestones in the partnership between civil society, the legislature and the Government. UNDP has also supported the establishment of Gender Commissions in Municipalities to facilitate implementation of the Gender Equality Law by inviting proposals for small grants from CBOs.

Brazil: The gender needs analysis is a pre-requisite for the design of all the targets related to human rights. Some of the training programmes developed in this area are focused specifically on gender issues. Best practices and lessons learnt are expected to provide inputs on overcoming gender gaps to the Secretariat of Women's Rights and Equality.

Burundi: UNDP support has led to the adoption of a national policy, strategy and action plan on gender equality and development of gender-sensitive tools. The national gender policy was adopted by the Government to promote gender equality in accordance with the 30 per cent target as aggregated over the various institutional frameworks. In addition, capacity strengthening, advocacy, sensitization and training were conducted across the country. Support to the women's parliamentary association and the gender parliamentary commission together with sensitization and trainings to parliamentarians have helped to promote gender equality issues.

Kazakhstan: UNDP helped develop the Concept on Gender Policy with the Government and broad participation of women's NGOs. Draft bills on Equal Rights and Opportunities and Domestic Violence were developed and debated in the Parliament. A law on Reproductive Health was passed. Following advocacy by several international organizations including UNDP, the Parliament adopted an amendment to the Criminal Code on human trafficking. As a result of the UNDP-sponsored human development course, which teaches gender analysis and its practical application, university faculty and students presented a number of gender-related local development projects. Training courses on gender were also conducted for journalists.

Lao PDR: UNDP provided technical support to members of the National Assembly for a workshop on incorporating CEDAW obligations into the proposed Law on Women. The law, which was subsequently adopted by the Assembly, includes measures to enhance the development and empowerment of women, prioritizing access to knowledge and seeking to strengthen women's social and economic capabilities. It also addresses issues such as domestic violence and commercial human trafficking. In addition, UNDP provided technical assistance on gender analysis and data to the Women's Caucus of the National Assembly to formulate a Gender Mainstreaming Action Plan with the goal of increasing women's representation in the Assembly.

Lebanon: In order to enhance the gender sensitivity of the courts and women's access to legal information, the first ever CD-Rom on legislation governing family laws, international conventions relating to women rights and referral services was produced with UNDP support. This is crucial in Lebanon, where most women are totally ignorant of their legal rights in family issues.

Liberia: The outcome of the National Women's Conference held in May 2004 with UNDP support is the National Gender Action Plan, which captured the concerns of Liberian women. The approved electoral law specifically proposes 30 per cent representation of women in elected positions. Laws on rape and women's inheritance rights have also been legislated.

Namibia: UNDP support has led to the adoption of a national policy, strategy and action plan on gender equality and the development of gender-sensitive tools. The review process involved the active participation and involvement of women from all walks of life and ensured that gender, HIV/AIDS and environment are focused on across all actions as main elements for poverty reduction. Checklists were developed, and training on gender and HIV/AIDS mainstreaming was imparted to relevant line ministries. The review report of the National Poverty Reduction Action Programme (NPRAP) has been finalized and submitted to Cabinet for endorsement. In addition capacity enhancement, advocacy, sensitization and training were conducted across the country.

Nepal: By applying a rights-based and multi-sectoral approach and involving a wide range of stakeholders, the UNDP-assisted Mainstreaming Gender Equity Programme – working closely with the Ministry of Women, Children and Social Welfare (MWCSW) and the National Planning Commission – has been able to sensitize policy makers in addressing gender equality issues. Capacity building on CEDAW provided to parliamentarians, local leaders and the media has resulted in an amendment to the women's rights bill that grants inheritance rights to daughters and guarantees women's reproductive rights and their rights related to family, divorce and violence, primarily rape and sexual offences.

Philippines: A UNDP-supported programme on Gender-responsive Governance is intended to ensure that gender equality becomes a major consideration in governance reform and that new laws protecting women's human rights are fully implemented. The findings of a study on gender sensitivity of the courts facilitated the creation of a Committee on Gender Responsiveness in the Justice System, headed by the Supreme Court's Chief Justice, and gender orientation/training for judges. UNDP also provided support to the Gender Justice Awards, which aim to raise the awareness of judges on gender issues such as violence against women, access to justice and children's and women's rights.

Serbia and Montenegro: In Serbia, resources were mobilized for supporting the drafting of the Gender Equity Law to be enacted in 2005. The outcome of these efforts will be increased women's participation in policy-making processes and national resource allocations. In Montenegro, gender issues were mainstreamed throughout all programmatic areas. The National Action Plan for Gender Equality in Montenegro is to outline specific areas of intervention for promoting gender equality and will make recommendations for gender-sensitive policies.

Swaziland: UNDP is assisting with the process of law reform that will promote women's effective participation in policy decisions and resource allocation. The process also contributed to the constitution making process. The draft constitution has provision for gender equality. Gender issues formed a key component of the project and special focus was placed on building capacity for the parliamentary Women's Caucus, which is entrusted with ensuring that women and gender concerns feature in the work of Parliament. Community leaders committed themselves to address gender inequalities and the adverse cultural practices that exacerbate the spread of HIV/AIDS.

Turkey: UNDP provided support to parliamentarians in building their capacities on CEDAW. Two events were organized for them in partnership with NGOs that introduced basic CEDAW priorities and gender equality principles in connection with Turkish legislation. This has generated CEDAW champions and led to the harmonization of domestic laws in line with the Convention. Due to this advocacy, a Gender Commission has also been established in Parliament.

United Arab Emirates: In view of the fact that lack of gender equality and women's participation was cited in the 2003 Arab Human Development Report as one of the three deficits in the Arab region, UNDP advocated for the inclusion of gender needs analysis and assessment in the preparation of the NHDR. Efforts in this area have led to the creation of awareness at key policy-making levels of the need to incorporate gender considerations into national policy frameworks, legislation and MDG processes. The Emirates Businesswomen Award, a Corporate Social Responsibility Forum initiative, was launched by Shell and the Dubai Quality Group with UNDP support to encourage women's entrepreneurship.

Ukraine: With UNDP support, gender analysis of laws was introduced and gender equality issues included in the Government's Programme of Action entitled 'Consistency, Efficiency and Responsibility'. A report on Ukraine's fulfilment of CEDAW was prepared and disseminated and a Bill on equal rights of men and women and equal opportunities for their realization was legislated. The Government of the Autonomous Republic of the Crimea (ARC) elaborated and implemented a Gender Action Plan. This has resulted in the appointment of gender focal points in all ministries of the Crimea and the introduction of impact analysis of current ARC's policies and programmes on gender.

3. Gender-Responsive Budgets

Albania: UNDP Albania raised funds for the formation of a Gender Budgeting Community of Practice to share knowledge and experience on gender-sensitive budgets. Gender-responsive budgeting has also been included in the training of local governments officials and municipalities.

Ecuador: The Fiscal Policy Observatory – a joint UNDP-UNICEF initiative – continues to be a central part of UNDP efforts to promote transparency and efficient use of public resources. This year a strong partnership with the Ministry of Finance has been established to promote a 'fiscal pact' for human development, which aims at forging consensus on budgetary restructuring to increase social expenditures for human development. The debate on the restructuring of the national budget promotes additional social investments for groups at risk, including women in poor areas. In collaboration with UNIFEM, a partnership has been established with the National Women's Committee (a branch of the Presidency) to promote gender-responsive budgeting.

Ethiopia: The formulation of a National Action Plan for Gender Equality and Gender Budget Audits is well underway as a result of joint donor funding. Pro-poor gender budgeting training was conducted by UNDP, and a number of women were involved in training of trainers workshops held in different regional centres. Gender assessment studies and gender budget audits are being undertaken to engender the Civil Service Reform Programme for improved service delivery, accountability and capacity building for promoting women staff through decentralized planning.

India: UNDP's Human Resource Development Centre has initiated various sector level studies on gender budgeting at the national, state and village level. This has provided an important leverage for better targeting and focusing of resource allocations to help improve gender outcomes and mainstream gender considerations into national and state level policy frameworks. The Minister of Finance committed that in 2005 the national budget in India would focus on gender budgets, and he set up a task force to look at data needs to ensure this. This task force identified 18 ministries that would formulate their 2005 budgets according to gender-responsive standards.

Lao PDR: As a component of a three-year project entitled Gender Empowerment for Poverty Reduction: Building Capacity for Stronger Policy and Practice, UNDP will support the Government in conducting a gender budgeting exercise. This will help strengthen the capacity of select central and provincial government actors to effectively mainstream gender equality and poverty reduction into policies, planning, structures and activities. The budgeting exercise aims to include a review of various budgets, including the country's annual national budget (revenue and expenditures), the annual budget of the Ministry of Agriculture and Forestry, a provincial budget, a district budget and a village-level revenue collection process.

Russian Federation: The regional workshop held in Moscow (see Global below) came up with a set of practical recommendations for integrating gender budget issues into government officials' training programmes. Participants in the workshop also provided gender expertise for the 2004 federal and regional budgets, including recommendations for the draft budget 2005. Gender issues and a gender-sensitive budgeting component have been incorporated into the curriculum of training programmes at the Academy of Public Service under the patronage of the President of the Russian Federation. Methodological handbooks were published to support these programmes. Experts are implementing the UNIFEM Gender Budgeting Project in the Autonomous Republic of Komi.

Ukraine: The UNDP/Sida programme on Equal Rights and Opportunities is currently engaged in capacity-building initiatives in gender budgeting with newly appointed gender focal points in line ministries and the support of the expert trained by the global project. For the first time, gender budget audits of the oblast (regional) budgets were conducted in Kherson and Luhansk regions, and recommendations on reducing gender imbalances were developed. All investment projects now undergo gender analysis in Zakarpattya.

Global: 'Gender-responsive Budgets: Investing in Poor Women to Reach the MDGs', a project funded by the UNDP/JWIDF initiative, provided gender-responsive budget training for a core group of trainers – mainly economists – in response to the increasing demand from countries for expertise in this area. Following three regional workshops in 2004-2005 (Eastern European and Commonwealth of Independent States, Asia and the Pacific and West and Central Africa), a Global Conference is scheduled for 2006 in Tokyo, Japan, to take stock of the regional initiatives and identify future areas of concentrated action.

As a result of this catalytic initiative, an international pool of over 90 specialists has been produced who are now actively engaged with their own countries in spreading the knowledge that they have gained and training their national partners. At the same time, they are also providing advice and technical support for conducting gender budget audits. National activities that are an outgrowth of this project include a Gender Working Group established in **Bosnia and Herzegovina** as part of the mid-term revision of the PRSP, and the integration of gender budgeting into the series of training for government officials; a mechanism being set up in the Parliament of **Georgia** for the trained expert to work with the Ministry of Economics and Finance in conducting gender budgeting; the setting up of a Gender-Responsive Budget Audit Committee by the Ministry of Finance in **Nepal** to institutionalize gender budgets; and the integration of gender budgeting into the UNDP-supported project on anti-corruption in **Tajikistan** that targets parliamentarians.

4. Violence Against Women

Armenia: Elimination of violence against women is being actively pursued at two levels: through the media and through organizations of parents/teachers and social service agents. This is being implemented through the project Men Against Violence (see section 7: Role of Men and Boys). In addition, a joint UMCOR/UNDP Programme on Anti Trafficking of Human Beings will focus on framework activities, capacity building, awareness raising and assistance to victims.

Belarus: A joint UNDP/EU Project – Combating Trafficking in Women in the Republic of Belarus – is being implemented by the Ministry of Labour and Social Protection. This has undertaken a comprehensive review of national legislation and provided recommendations to amend laws related to trafficking. In addition, it has developed an electronic database of Belarusian and European organizations providing assistance to trafficked women and helped set up a hotline offering free information to persons travelling abroad for employment purposes as well as a shelter for victims of trafficking. It has also produced an informative documentary about an 11-year-old Belarusian girl who was trafficked that has been disseminated in more than 30 countries.

Cambodia: The findings of a UNDP study on the links between formal and community-based justice systems, which were presented to the National Forum on Access to Justice, have spurred a new approach to tackling domestic violence. Informal community justice systems and mediation are now being used successfully to address this issue, which is one of the main sources of conflict at the local level, and have led to a reduction of domestic violence in villages.

Egypt: The UNDP project to end the practice of female genital mutilation (FGM) reaches out to religious and traditional community leaders. The project also targets the entire community to eliminate the pressure from influential groups (doctors, midwives, religious leaders, parents) to promote collective action against FGM. Tailored interventions are targeted towards men and women to guarantee an effective response. In the Think Twice project, special attention has been given to the rights of the girl child.

El Salvador: Public security issues are beginning to pay attention to the prevention of gender based violence. Towards this end, UNDP is supporting the Government to formulate an Integral Policy on Co-existence and Citizen Security with a focus on eliminating domestic violence. Real case studies have been used as the basis for discussion, and research has been carried out on the treatment of domestic violence in the justice system. A gender approach has been taken in a series of discussion seminars on violence, particularly those addressing violence in the family, including child abuse.

Kenya: With support from UNDP, a number of programmes have been set up to promote gender equality and protect the rights of women. The Programme for Gender Mainstreaming for Good Governance supported the establishment of gender-responsive police units and advocacy on violence against women. Sensitization workshops for police officers on governance, integrity and anti-corruption discussed sensitivity towards sexual assault cases and mentioned the receiving of sexual favours as a misuse of office.

Mexico: UNDP Mexico is supporting an innovative, multi-pronged approach that brings together the Government, civil society and families in an effort to eliminate domestic violence. Surveys and case studies have been carried out on the prevalence and forms of

domestic violence. These are being used to focus attention on existing levels of violence and lead to the adoption of strategies and programmes to reduce domestic violence and promote democratic relationships within the family. All federal institutions are now part of an overall strategy to reduce violence. Knowledge sharing has been facilitated, especially with other Latin American countries, and a hotline service for domestic violence is operational.

Myanmar: In collaboration with the UN Inter-Agency Project (UNIAP) on Human Trafficking in the Greater Mekong Sub-Region, UNDP's Integrated Community Development Project (ICDP) conducted three workshops for ICDP field staff and Yangon HQ staff to raise awareness on trafficking and gender. A total of 61 senior management staff were sensitized on how to prevent human trafficking at the community level. These workshops also addressed the issues of gender roles, gender needs and gender-based violence. UNIAP and ICDP agreed to collaborate further to organize training of trainers on gender and human trafficking for ICDP township-level staff and community activists to be conducted in 11 ICDP townships.

Nepal: The UN joint initiative against trafficking – JIT-led and administered by UNDP – has been successful in establishing the Office of the National Rapporteur on Trafficking in Women and Children, located in the National Human Rights Commission. JIT also supports building both local capacity and resources. Women's collectives, women's functional groups/pressure groups, health centres, shelters, resource centres, Migration Information Counters and Women Justice Forums established by JIT are managed and run using local resources.

Pakistan: The results of the Social Audit on Abuse Against Women, undertaken by UNDP and the Ministry of Women Development, were presented to the Government with concrete recommendations for preventing violence against women. These results were instrumental in the development of the UNDP project entitled Gender Justice Through Musalihat Anjuman. Working with the provincial local government departments, the project is designed to use the local government-based conciliation institutions at the level of Union Councils (cluster of villages) as alternate dispute resolution mechanisms to achieve gender justice. The project is already underway in selected districts of Pakistan and there are plans to extend it to more districts.

Romania: UNDP's anti-trafficking interventions – which are primarily targeted at women (who make up the majority of victims) – have included the production of Law Enforcement Best Practice Manuals in cooperation with the Romanian Ministry of Administration and Interior to train police officers. UNDP has also facilitated consultations within the country's inter-ministerial anti-trafficking task force, which includes NGOs and international partners, with the purpose of drafting new legislation for setting up a multi-disciplinary National Agency. The role of the Agency (to become fully operational in 2006) is to enhance support to trafficking victims and coordinate all governmental and non-governmental actors involved in efforts to combat human trafficking.

Serbia and Montenegro: Support to the Framework on the National Strategy for the Protection of Victims of Domestic Violence and Action Plan was provided through the UNDP project in the Ministry of Labour, Employment and Social Policy. UNDP ensured a gender balance in the selection and recruitment of consultants in the working group for this issue. Support was also provided to the Ministry of Human and Minority Rights for advocacy on the elimination of the root causes of trafficking in girls and women by enhancing regional mechanisms and networks for the prevention and protection of victims of human trafficking.

Ukraine: The UNDP Equal Opportunities Programme provides education and practical training for representatives of law enforcement agencies on ways of preventing and handling domestic violence, and has developed a manual for police district inspectors on the issue. Programme staff conducted a gender analysis of the family and criminal codes, leading to new codes being promulgated incorporating their recommendations. Members of the UNDP gender team sit on the Expert Council on trafficking under the Ministry of Youth and Sport.

Regional (CIS): The Human Trafficking in the CIS Through a Human Development Lens project aims to build knowledge and improve understanding of human trafficking in the region. This involves conducting an analytical study based on recent surveys and exploring links between trafficking and human development to find the ways to effectively address them through preventive interventions. The project is implemented by a group of researchers from the CIS region with recognized expertise in the areas of economic migration, poverty and human development, and connected with the Academy of Science, Russian Federation. The first draft of the report and a summary have been produced and the findings were presented at a side-event panel on 'Modern Slavery in the CIS' to coincide with the UNECE Regional Preparatory Meeting for the 10-year Review of Implementation of the Beijing Platform for Action, 14-15 December 2004.

5. Capacity Building and Training

Afghanistan: The capacities of the national staff/personnel of the Ministry of Women's Affairs (MOWA) were built for gender mainstreaming through gender sensitisation and trainings. A training centre on gender issues was also established within MOWA. The Senior Women in Management Programme is providing six months training to 19 women from various ministries in the areas of management, IT, English and specialized skills.

Bangladesh: UNDP's Capacity Building for Gender Mainstreaming Project is working in the four top institutions that train all new civil servants and provide refresher courses for senior civil servants and for different cadres (e.g. doctors, magistrates and teachers). A *Gender and Development Training Manual* was jointly developed with the institutions, and courses and curricula are being engendered. Fifty of a proposed 100 senior civil service trainees have undergone a Training of Trainers programme, and they will be training more than 1,000 civil servants over the course of the next two years. Core gender trainers will also be sent abroad for gender studies.

Belarus: The NHDR report highlights major gender disparities and makes recommendations for overcoming gender gaps. As a result, an initiative entitled Women for the Revival of Naroch Region was developed with UNDP support as a pilot rural enterprise support centre in the village of Komarovo, Minsk Oblast. This initiative supports a multi-level training programme in business administration, a summer school for young women leaders, a certified programme for students and seminars for NGOs and women-activists. So far, 170 women have graduated from these programmes.

Cameroon: Training of trainers was conducted for members of ONEL (national observers of the elections). UNPD was also involved in capacity building for national SMEs in managerial skills, entrepreneurship and joint initiatives. In addition, as part of ongoing support by UNDP for technical cooperation in Cameroon, the CO provided assistance to the CISCO Networking Academy Programme – which provides high-level training in

networking, web design and office tools – and contributed to the training of vulnerable groups (women and youths) in data-processing.

Egypt: Under the UNDP/JWIDF project, model health clinics have been set up by the Ministry of Health in rural areas to provide reproductive health services and access to health-related information using modern computer technologies. By adopting an integrated approach, the initiative also provides ICT training for physicians, nurses and social workers to improve their operational and management capacities. Women are empowered at different levels from basic literacy to computer skills. Trainings have helped them to lead and coordinate community initiatives at the village level and to be peer educators in universities and villages.

Ethiopia: UNDP has supported the Centre for Women's Empowerment in promoting training of women in the Civil Service College. The Civil Service Reform Programme has supported gender analysis and gender auditing studies. The studies have involved various sector ministries with the primary objective of reviewing the civil service programme through a gender lens. Key areas reviewed included: decentralized planning and service delivery; issues of ethics and accountability; and allocation of the budget for gender-sensitive interventions in the workplace, including capacity building of female employees.

Lithuania: The UNDP-supported project on Capacity Building of Lithuanian Women Through ICT and Networking aims to improve the conditions for sustainable human development for women in rural and less dynamic areas. The project provides training of trainers and of individual women and publishes handouts of training methodology and a handbook for trainees, distributed free of charge. Major components of the educational campaign are the organization of seminars and training courses, the creation and maintenance of an electronic library containing information on women's issues, and the establishment and updating of a Women's Information Portal in Lithuanian.

Nepal: Advocacy for 33 per cent reservation for women in the civil service is ongoing in order to increase women's participation in decision-making, and training is being provided to incumbent women officers in the civil service and to new aspirants wishing to join. Approximately 1,727 women have benefited from the training programmes so far. Major universities and colleges have begun to collaborate with the Mainstreaming Gender Equity Programme, Ministry of Women, Children and Social Welfare, to encourage college graduates to develop their careers in the civil service. Manuals have also been developed on CEDAW and related gender issues and used in a series of trainings of ward representatives and community women and men.

Philippines: The UNDP-supported project, Establishing the Foundations of Peace and Development, utilized local trainers, NGOs and local training centres and targeted women. The project provided women in Mindanao with opportunities to start or enhance their existing (non-farm) enterprises. Organizations of the Bangsa Moro women have evolved into the Federation of United Bangsa Mindanawan Moro Women based in Cotabato City. The Federation provides capacity building for acquiring new skills, leadership and entrepreneurship development for productive employment and peace building both as partners and beneficiaries. This intervention has been able to train young Muslim women and men in transformative leadership.

Russian Federation: UNDP supported a high-profile project that aimed to develop and incorporate gender-specific training and re-training programmes for government officials in line with international instruments and standards, the Constitution and the National Plan to Improve the Status of Women. Baseline 'gender modules and clusters' was developed to be included in the training, as well as manuals and methodological

guidelines to disseminate Russian and international experience of gender equality promotion. Training of trainers for government officials took place in various regions at branches of the Russian Academy of Public Service.

Ukraine: Local capacity for formulation and implementation of gender-sensitive policies was built in four pilot regions of Ukraine through the organization of a series of training activities for staff of local governments and CSOs. Other initiatives include publication of a manual on gender issues for journalists aimed at overcoming gender stereotypes in the mass media and the establishment of a gender network of over 80 CSOs. Mobile consultative centres that raise awareness on gender issues, particularly in the rural areas, function in all the four regions. This has led to enhanced public understanding of gender roles, and there has been an increase in the number of women in local and regional governments.

Yemen: Capacity building was undertaken with the three microfinance institutions, one of which was transformed into a nationally-registered joint company. Almost 100 per cent of the microfinance target beneficiaries and more than 70 per cent of the project staff are women. As a result, not only has resource allocation for women increased but also their influence and empowerment. In addition, the microfinance programme operates through existing women's NGOs in Sana'a, Taiz and Hodeidah. Their work as partners to implement and supervise the activities of the UNDP-assisted project has enabled them to provide better and additional services to women.

Global: Through the **Gender Thematic Trust Fund (GTTF)**, UNDP is putting an emphasis on gender mainstreaming in order to meet the challenges of reaching gender equality and to achieve the Millennium Development Goals. The GTTF supports programme countries in strengthening, accelerating and deepening their efforts to mainstream gender throughout all of their programme work. It is intended to enable institutional and cultural transformation processes.

In 2005, the GTTF received a contribution of US\$5.5 million from the Government of the Netherlands. This contribution was instrumental in implementing the **Corporate Gender Strategy and Action Plan** for 2005, which recognizes the need to strengthen and reinforce UNDP's internal capacity on gender mainstreaming. The funds have supported 45 Country Offices, four Regional Service Centers and five Headquarter units to follow a comprehensive set of activities for effective and systematic gender mainstreaming. These activities include: training on gender mainstreaming, a gender analysis of the programme portfolio, the development of a gender mainstreaming strategy and the integration of a gender perspective into national development frameworks.

The **Gender Mainstreaming Capacity Development Programme** was launched by UNDP's Learning Resource Centre (LRC) with a Global Gender Mainstreaming Retreat that brought together the HQ Gender Programme Team and all the Gender Advisors from five regions. LRC worked with the Regional Bureaus of the Arab States, Africa and Asia-Pacific on regional training design with best-in-class trainers from organizations such as KIT, the Netherlands. Over 170 professional staff were trained at these regional trainings through intensive face-to-face workshops. Gender sessions were also integrated in induction courses for new RR/RCs, DRRs, LEAD JPOs and PPOs. A pool of gender trainers for carrying out induction courses for UNDP staff has also been established through Leadership Training and TOT for 20 UNDP staff. A total of 545 staff were trained through LRC GTTF activities in 2005, of which 60 per cent were women and 40 per cent were men.

UNDP also published a number of **Global Knowledge Products**. A *Gender Mainstreaming Tool Kit* was developed to explain what gender mainstreaming means in practical terms in areas such as biodiversity, crisis prevention and recovery, electoral

assistance, gender and the MDGs, gender sensitive budgeting, HIV/AIDS, ICT for development, parliamentary development, sustainable energy services and water governance. A *Gender Mainstreaming Manual* developed by the El Salvador UNDP Gender Unit has been translated into and published in English. This Manual is now being used for developing a gender mainstreaming strategy for all UNDP COs worldwide. UNDP has also published *En Route to Equality*, a gender review of 78 National MDG reports. It highlights positive trends and examples of effective gender mainstreaming, while flagging continuing areas of concern. It provides key insights and practical recommendations for the integration of a gender dimension under each MDG goal and for continued tracking of progress under all the goals. In partnership with Bridge, UK, UNDP produced a practical, user-friendly knowledge product in CD form based on existing knowledge and experiences on gender-responsive budgets. Entitled *Gender and Budgets – Cutting Edge Pack*, it provides accessible explanations of key concepts, geographically and context diverse case studies, practical tools, guidelines, training materials and networking contacts.

With more than 900 members scattered throughout 140 UNDP COs in five regions of the world, the **Gender Equality Network** is a dynamic virtual forum of knowledge-sharing and practice development on gender mainstreaming. The exchange of practical tools, policy advisory services, references and resources on gender issues, among practitioners around the world strengthens both UNDP staff and national counterparts' capacities for gender-sensitive programming and policy development across UNDP's core practices, including poverty reduction, HIV/AIDS, energy and the environment, crisis prevention and recovery, and democratic governance. The Gender Network is a part of BDP's overall knowledge management initiative. Therefore, the network is closely matrixed with other BDP networks. Queries and discussions are cross-posted with these knowledge networks in keeping with the UNDP mandate to integrate gender into all its development work.

Regional: The global network is linked to the **regional gender nets** that have developed over the last few years. These include the RBEC, SURF West Africa and Caribbean gender networks. Additionally, wider links exist with UNIFEM and Womenwatch, the inter-agency resource facility. The Plataforma Regional de Gestión del Conocimiento para la Equidad de Género en Latinoamérica y Caribe (PLAGEN) – knowledge management platform on gender equality in Latin American and the Caribbean – has been conceived as a regional platform to facilitate access to specialized resources in gender mainstreaming and encourage the exchange of best practices and lessons learnt between various organizations in the region. At the same time it is expected to strengthen the capacities of governments, civil society and universities. PLAGEN, led by the El Salvador CO, organized a regional training workshop in June 2005 that was attended by 15 countries from the region. Participants developed regional project work plans, identified the best way to work with and across country offices and prioritized their technical assistance needs for the year 2005 to be provided by PLAGEN.

6. Data and Indicators

Botswana: Gender is a key variable for data disaggregation in the UNDP Poverty Status Report. The data analyses reveal gender-related gaps and provide potent material for advocacy on the incorporation of gender considerations into national policy frameworks, legislation and various initiatives. The active participation of women in the process of producing the Poverty Status Report has had a direct impact on women's participation in policy and decision-making processes.

Cuba: A gender-sensitive database has been established at the local level. The active involvement of leading national women's organizations in the preparation of the MDG and Beijing +10 reports has led to a commitment to develop gender-sensitive indicators in monitoring progress towards the MDGs. A UNDP-supported programme has undertaken country pilot initiatives including time-use surveys and the disaggregation of data by sex.

El Salvador: Both the NHDR 2003 and the Human Development Report on Gender contain gender-disaggregated indicators and analyses. At the same time they identify gender gaps in different areas and facilitate comparative analysis of the situation in El Salvador with that of other countries. A gender approach was used in the preparation of both publications and the related communication strategies. The promotion of these publications has facilitated increased awareness on gender issues among different stakeholders.

Honduras: As a follow-up to the 2003 NHDR and the MDG report, greater attention is being paid to sex-disaggregated data, gender analyses and issues beyond education. Greater participation of women was encouraged in the preparation of both the reports, which are scheduled to be launched in 2006.

Lao PDR: The MDG/UNDAF Statistical Indicator theme group (joint Government and UN) identified limited gender-disaggregated data as a key issue in the preparation of the first MDG report. Recommendations were made to the national Statistical Centre to better capture gender data so as to improve monitoring and track progress for the next MDG report. An achievement related to data collection methods while conducting the livelihoods survey included developing questionnaires that focused on gender-specific issues. These additional questionnaires provided substantive information for analysis and reporting.

Malaysia: The MDG report that has sex-disaggregated data and another report on best practices in achieving the MDGs have facilitated the development of partnerships. In partnership with the Ministry of Women, Family and Community Development, UNDP is developing a general index of gender disparity, involving adaptation of the methodologies of the GDI and the GEM, in an effort to better capture the lived lives of women and uplift their condition and position.

Mexico: Gender perspectives have been incorporated into the 2004 NHDR, which features both GDI and GEM indices. The CO gender mainstreaming strategy, which is being finalized, includes a chapter on mainstreaming gender for human development and the importance of a human development perspective to support gender equality goals. A planned publication on human development and gender equality will focus on specific areas of policy change needed to reduce inequality in the country.

Namibia: The recommendations of the National Poverty Reduction Action Programme (NPRAP) review carried out in 2004 with UNDP support is to be incorporated into NPRAP 2, National Development Plan 3 and the action plan for achieving the country's long-term development plan – Vision 2030. In addition, the recently launched Poverty Monitoring Strategy developed with UNDP support will generate the collection of sex-disaggregated data, especially on violence against girls and women.

Nepal: The UNDP country office has allocated funding for phase II of the Mainstreaming Gender Equity Programme through which the National Women's Database has developed gender-sensitive indicators based on the Beijing Platform for Action's 12 critical areas of concern. The database will complement the Nepal DevInfo Database for

monitoring the achievements of the MDGs with regard to gender equality across all the eight goals.

Pakistan: Training needs assessment, based on extensive resource and capacity mapping, identified the need for partnership between government departments – e.g., Women’s Ministry, Federal Bureau of Statistics and Planning and Development Departments – when carrying out data collection, coordination and consolidation. The UNDP-approved umbrella programme, which has various components and is known as the Gender Support Programme (GSP), builds on existing databases and supports effective linkages between the concerned players. It offers policy, technical and managerial support at federal and local levels. The concept of a law on gender mainstreaming thus evolved and is an integral feature of the approved programme.

Venezuela: Gender analysis was a key element in the preparation of the NHDR, and gender sensitive indicators were proposed for policy-making and analysis. Recommendations have been made to focus greater attention to gender issues in the areas of defence, violence, health and education for women and girls.

Viet Nam: UNDP supported the development of gender-sensitive national indicators for the MDG report, in consultation with women’s groups, as well as for the M&E framework. The Viet Nam Household Living Standards Survey was designed and implemented to collect as much sex-disaggregated data as possible. The national gender mainstreaming guidelines, together with MDG consultations and the work on sex-disaggregated data collection and dissemination, have contributed to the incorporation of gender considerations into national development plans, policies, laws, MDGs/VDGs and M&E. Four out of the 37 core PRSP targets include gender and will be monitored through the generation of sex-disaggregated data.

Global: UNDP has developed **three major data bases:** (i) UNDP good practices, which highlights successful interventions on gender mainstreaming by country offices; (ii) a Tools Market Place with an annotated bibliography of selected gender mainstreaming tools; (iii) and a WIDE roster of gender experts featuring the CVs of the best gender experts in the world. A **Gender Mapping Exercise** that was undertaken for 88 UNDP COs has provided a systematic framework for deepening the analysis and planning for furthering the gender mainstreaming process across all UNDP interventions globally. It also revealed that 49 UNDP country offices have worked in partnership with UNIFEM to overcome gender gaps, and this partnership continues in 36 countries.

Regional (Europe and the CIS): The **Gender Statistics for MDG Monitoring** project is part of the on-going UNDP/UNECE efforts to enhance the capacity of national statistical offices in the region to systematically produce and disseminate gender statistics. An assessment report has been produced on the availability, quality and use of statistics to monitor gender equality in the region through a questionnaire sent to the gender statistics focal points and country visits (Azerbaijan, Serbia and Ukraine) and is available in English and Russian. A series of regional training events have been held (in Turkmenistan, Uzbekistan and Geneva) as well as numerous consultations with government and non-government actors, academicians and practitioners. More than 100 people – gender focal points from NGOs and data users from government and non-governmental institutions – have been trained in gender statistics and gender mainstreaming methodologies.

7. Role of Men and Boys

Armenia: The Men Against Violence project provides training for building awareness on issues related to domestic violence, analysis of news reports/coverage on women's portrayal in the media, encouraging public debate on domestic violence through the media and discouraging sensationalized reporting.

Lao PDR: Greater focus is being given to supporting the development of a Men's Network for Gender Mainstreaming, both within the government and at community level, and to ensure the involvement of men and boys in all UNDP-assisted programme activities to overcome gender gaps.

Ukraine: UNDP's Equal Opportunities Programme supported the creation of Men against Violence, gender resource and gender education centres in four pilot regions. In cooperation with the Academy of the Interior, the Men against Violence centres involve students at the Academy in going into schools to discuss domestic violence prevention. The centres also organize community meetings on the issue and provide anonymous counselling for victims of violence.

Global: UNDP was a pioneer in work to understand what gender mainstreaming means from a male perspective so that men can engage in the issue. LRC – in partnership with the Smithsonian Institution through the support of the Gender Unit, BDP – has provided a skills-based training institute for the past two years at the Commission on the Status of Women. The theme has been gender and the role of men and boys. Expert trainers from all over the world have offered a range of courses that feature HIV/AIDS, violence prevention, reproductive rights and programming to incorporate the role of men and boys. Several UNDP colleagues were trainers. Over 800 delegates, predominantly from the South and including many male participants and trainers, have taken part.

Annexes

A. Practice Areas Summary Table

B. Focused Interventions Summary Table

C. Acronyms and Abbreviations

Annex A: Practice Areas Summary Table

| Region | Democratic Governance | Poverty Reduction | Energy and Environment | Crisis Prevention/Reduction | HIV/AIDS |
|---------------------------------|--|---|---|---|--|
| Africa | -Gambia -Rwanda -Somalia | -Gambia -Lesotho -Sierra Leone -Uganda | -Botswana -Ethiopia -Guinea Bissau -Tanzania -Zambia | -Democratic Rep of Congo -Eritrea -Somalia -Sudan -Uganda | -Democratic Rep of Congo -Ethiopia -Ghana -Rwanda |
| Arab States | -Bahrain -Egypt -Kuwait -Syrian Arab Republic -Yemen | -Yemen | -Bahrain -United Arab Emirates | | |
| Asia/Pacific | -Afghanistan -Bangladesh -Pakistan | -China -India -Pakistan | -China -Nepal -Papua New Guinea | -India -Indonesia -Nepal -Philippines -Viet Nam | -Cambodia -India -Islamic Rep of Iran |
| CIS/Eastern Europe | -Belarus -Kyrgyzstan -Lithuania -Romania -Tajikistan - Turkey | -Armenia -Bulgaria -Romania -Turkey -Ukraine -Uzbekistan | -Armenia -Uzbekistan | -Bosnia and Herzegovina -Kyrgyzstan | -Belarus -Poland |
| Latin America/ Caribbean | -Honduras -Uruguay | Venezuela | | -Guatemala | -Belize -Honduras |
| Global/ Regional | | -Regional (Caribbean) | | | |

Annex B. Focused Intervention Summary Table

| Region | Gender and MDGs | Gender Policies and Legal Reform | Gender-Responsive Budgets | Violence against Women | Capacity building and Training | Data and Indicators | Role of Men and Boys |
|---------------------------------|---|---|--|---|--|---|----------------------|
| Africa | -Burundi -Ghana -Kenya -Liberia | -Burundi -Liberia -Namibia -Swaziland | -Ethiopia | -Kenya | -Cameroon -Ethiopia | -Botswana -Namibia | |
| Arab States | -Libyan Arab Jamahiriya -Morocco -Saudi Arabia -Yemen | -Lebanon -United Arab Emirates | | -Egypt | -Egypt -Yemen Afghanistan | | |
| Asia/Pacific | -Cambodia -Malaysia -Thailand | -Bangladesh -Bhutan -Lao PDR -Nepal -Philippines | -India -Lao PDR | -Cambodia -Myanmar -Nepal -Pakistan | Bangladesh -Nepal Philippines | -Lao PDR -Malaysia -Nepal -Pakistan -Viet Nam | -Lao PDR |
| CIS/Eastern Europe | -Albania -Croatia -Kyrgyzstan | Albania -Bosnia/ Herzegovina -Kazakhstan -Serbia and Montenegro -Turkey -Ukraine | -Albania -Ukraine -Russian Federation | -Armenia -Belarus -Romania -Serbia and Montenegro -Ukraine | -Belarus -Lithuania -Russian Federation -Ukraine | | -Ukraine -Armenia |
| Latin America/ Caribbean | -Peru | -Brazil | -Ecuador | -El Salvador -Mexico | | -Cuba -El Salvador -Honduras -México -Venezuela | |
| Global/ Regional | | | -Global | -Regional (CIS) | -Global -Regional | -Global -Regional (Europe/CIS) | -Global |

Annex C: Acronyms and abbreviations

| | |
|---------|---|
| ARC | Autonomous Republic of the Crimea |
| BCPR | Bureau for Crisis Prevention and Recovery (UNDP) |
| BDP | Bureau for Development Policy (UNDP) |
| CBO | Community-based organization |
| CCA | Common Country Assessment |
| CDEI-PP | Community Development Enhancement Initiative pilot project (Gambia) |
| CDO | Community Development Organization (Yemen) |
| CEDAW | Convention on the Elimination of All Forms of Violence against Women |
| CIS | Commonwealth of Independent States |
| CO | Country office |
| CRP | Community Recovery Programme (Indonesia) |
| CSO | Civil society organization |
| CV | Curriculum vitae |
| DAG | Disadvantaged group |
| DDR | Disarmament, demobilization and reintegration |
| DRM | Disaster Risk Management (India) |
| DRR | Deputy Resident Representative |
| EU | European Union |
| FGM | Female genital mutilation |
| GEF | Global Environment Facility |
| GFATM | Global Fund to Fight AIDS, Tuberculosis and Malaria |
| GSP | Gender Support Programme (Pakistan) |
| GTTF | Gender Thematic Trust Fund |
| ICDP | Integrated Community Development Project |
| ICT | Information and communication technology |
| IDEA | International Institute for Democracy and Electoral Assistance |
| JIT | Joint Initiative in the Millennium against Trafficking in Girls and Women |
| JPO | Junior Professional Officer |
| JWIDF | Japan Women in Development Fund |
| KIT | Royal Tropical Institute (the Netherlands) |
| LEAD | Leadership Development Programme (UNDP) |
| LPG | Liquefied petroleum gas |
| LRC | Learning Resources Centre (UNDP) |
| LSS | Living Standards Strategy (Uzbekistan) |
| M&E | Monitoring and evaluation |
| MDGs | Millennium Development Goals |
| MOWA | Ministry of Women's Affairs (Afghanistan) |
| MWCSW | Ministry of Women, Children and Social Welfare (Nepal) |
| NPF | National Poverty Fora (Uganda) |
| NGO | Non-governmental organization |
| NCWC | National Commission on Women and Children (Bhutan) |
| NHDR | National Human Development Report |
| NPRAP | National Poverty Reduction Action Programme (Namibia) |
| ONEL | National observers of the elections (Cameroon) |
| PEAP | Poverty Eradication Action Plan (Uganda) |
| PFA | Platform for Action |
| PLAGEN | Plataforma Regional de Gestión del Conocimiento para la Equidad de Género en Latinoamérica y Caribe |
| PLWHA | People living with HIV/AIDS |
| PPO | Principal Project Office |
| PRS | Poverty reduction strategy |
| PRSP | Poverty reduction strategy paper |
| PV | Photo-voltaic |
| RBEC | Regional Bureau for Eastern Europe and the CIS |

| | |
|--------|--|
| REACH | Regional Empowerment and Action to Contain HIV/AIDS |
| RR/RC | Resident Representative/Resident Coordinator |
| Sida | Swedish International Development Cooperation Agency |
| SME | Small and medium-sized enterprises |
| TOT | Training of trainers |
| UNDAP | United Nations Development Assistance Framework |
| UNDP | United Nations Development Programme |
| UNECE | United Nations Economic Commission for Europe |
| UNIAP | United Nations Inter-agency Project |
| UNICEF | United Nations Children's Fund |
| UNIFEM | United Nations Development Fund for Women |
| WIDE | Web of Information for Development |
| W3P | Women's Political Participation Project (Pakistan) |