

# 2008-2009 UN SYSTEM-WIDE ACTION PLAN ON SECURITY COUNCIL RESOLUTION 1325 (2000) ON WOMEN, PEACE AND SECURITY

## PURPOSE

The purpose of this template is to collect information from UN entities for the 2008-2009 UN system-wide action plan to report to the Security Council on the implementation of SCR 1325. In accordance with the recommendations of the Secretary General report on women, peace and security (S/2006/77) the action plan has been re-conceptualized into results-based programming, monitoring and reporting tool. The 2008-2009 UN system-wide action plan will be presented in the 2007 report of the Secretary-General to the Security Council.

## GENERAL INSTRUCTIONS

Please indicate some general information about your entity in the section below. After this, please report one initiative per page, providing the appropriate information including the output and related indicators, as well as the various activities and different locations (global, regional, country levels) where the initiative is planned. You should allow for approximately ten minutes for completing the information for each initiative. To complete the template, type your responses in the grey text boxes, which will expand as needed. Further, feel free to attach any additional information. Also, please note that this format allows you to report on 15 initiatives, should you need to report on more please submit a separate file.

## ACCOMPANYING INFORMATION

Accompanying this template are two annexes. The first one contains detailed instructions on how to fill this template and the second one contains a list of suggested indicators.

## DEADLINE FOR SUBMISSION: 30 June 2007

## COMMENTS?

We would be grateful to receive your feedback! Tell us if you found this template useful and send us any comments and suggestions you may have for improving it by sending an email to [ianwge-wps@un.org](mailto:ianwge-wps@un.org).

Please indicate the following general information and the total number of initiatives submitted in this format.

UN Entity				CONTACT INFORMATION	
UNRWA				Name:	Pernille Brix
				Title:	Associate Gender Officer
Total Budget of UN Entity (US\$)	App. 400 mill	Total # initiatives submitted:	6	Phone:	+962 6 5808512
				Email:	p.brix@unrwa.org

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Gender Mainstreaming UNRWA Emergency Operations	Please see instructions for definitions and select one (or more if needed)  <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input checked="" type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
As part of the Agency-wide gender mainstreaming process, UNRWA's emergency operations will be reviewed by the gender officer in cooperation with emergency and security staff. The main activities will be identification missions to affected fields, collection of lessons learned and meetings with main stakeholders. A short report with recommendations for gender-sensitizing emergency operations will be produced. This review will provide the basis for issuing guidelines.	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Agency-wide, but especially emergency/security/protection staff and operations support officers in Lebanon, West Bank and Gaza fields.	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

<b>[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS</b>												
1. Report with recommendations including assessment of equal access to services 2. Drafting and adoption of Guidelines for Gender-sensitive Emergency Operations, including Checklist 3. Workshop on Guidelines for concerned staff members												
<b>[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief &amp; recovery, normative)?</b>												
This initiative will include a gender analysis into UNRWA appeals, emergency, recovery and rehabilitation response, thereby ensuring equal access to services through taking into account the different needs and priorities of women, girls, men and boys.												
<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>												
<table border="1" style="width: 100%;"> <thead> <tr> <th></th> <th>Source</th> <th>Baseline</th> </tr> </thead> <tbody> <tr> <td>1. Report approved and distributed within Agency by 07-2008</td> <td>ODOS archive</td> <td>NA</td> </tr> <tr> <td>2. Guidelines endorsed by senior management committee (MC)</td> <td>MC meeting minutes and circular from Commissioner-General</td> <td>NA</td> </tr> <tr> <td>3. Workshop held at HQ with concerned staff members by 12-2008 Workshop participant satisfaction with workshop</td> <td>Report from workshop</td> <td>NA</td> </tr> </tbody> </table>		Source	Baseline	1. Report approved and distributed within Agency by 07-2008	ODOS archive	NA	2. Guidelines endorsed by senior management committee (MC)	MC meeting minutes and circular from Commissioner-General	NA	3. Workshop held at HQ with concerned staff members by 12-2008 Workshop participant satisfaction with workshop	Report from workshop	NA
	Source	Baseline										
1. Report approved and distributed within Agency by 07-2008	ODOS archive	NA										
2. Guidelines endorsed by senior management committee (MC)	MC meeting minutes and circular from Commissioner-General	NA										
3. Workshop held at HQ with concerned staff members by 12-2008 Workshop participant satisfaction with workshop	Report from workshop	NA										

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date  Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Regional – all fields	Start 07-2007 End 07-2009	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2 years	18'000	NA
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Gender-sensitive emergency operations chapter included in UNRWA Operational Handbook	Please see instructions for definitions and select one (or more if needed)  <input type="checkbox"/> PREVENTION <input checked="" type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
Gender-sensitive and participatory tools for emergency assessment, planning, monitoring and evaluation provided as part of the UNRWA Operational Handbook on Programme Cycle Management	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Office of Operational Support, emergency officers and technical assistance	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

<b>[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS</b>									
1. Gender-sensitive emergency chapter in UNRWA Operational Handbook 2. Workshop on Emergency Guidelines includes training on PMC tools									
<b>[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief &amp; recovery, normative)?</b>									
Through provision of programme management cycle tools and training of staff, women's active and meaningful participation and representation in decision-making processes and activities during emergencies will be enhanced.									
<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>									
<table border="1" style="width: 100%;"> <thead> <tr> <th></th> <th style="text-align: center;">Source</th> <th style="text-align: center;">Baseline</th> </tr> </thead> <tbody> <tr> <td>1. Handbook produced and distributed to concerned staff</td> <td style="text-align: center;">ODOS records</td> <td style="text-align: center;">NA</td> </tr> <tr> <td>2. Core emergency staff trained by 12-2008 Workshop participant satisfaction with workshop</td> <td style="text-align: center;">Report of workshop</td> <td style="text-align: center;">NA</td> </tr> </tbody> </table>		Source	Baseline	1. Handbook produced and distributed to concerned staff	ODOS records	NA	2. Core emergency staff trained by 12-2008 Workshop participant satisfaction with workshop	Report of workshop	NA
	Source	Baseline							
1. Handbook produced and distributed to concerned staff	ODOS records	NA							
2. Core emergency staff trained by 12-2008 Workshop participant satisfaction with workshop	Report of workshop	NA							

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
									SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE:  HQ Global Regional (specify) Country (specify)	INDICATE:  Planned start date Planned end date  Please specify month and year	Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Regional (all fields)	07-2007	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1,5 year	2000	NA
	12-2008	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Incorporate protection issues in emergency operations	Please see instructions for definitions and select one (or more if needed)  <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input checked="" type="checkbox"/> PROTECTION <input type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
Integrating protection issues in emergency operations through identifying vulnerabilities and strategies to secure the safety, physical or mental health of women and girls as well as men and boys and building partnership with relevant organizations on the ground.	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Emergency, protection and gender officers + local and international women's organizations	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

<b>[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS</b>		
1. Drafting and adoption of protection strategy for planning and implementation of emergencies 2. Compiling list of partner organizations in each field who can provide assistance on safety, physical and mental health during emergencies 3. Formal partnerships established with organizations in each field		
<b>[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief &amp; recovery, normative)?</b>		
This initiative will raise the awareness of staff on the protection of especially girls and women during emergencies and provide them with guidelines and/or partnerships that can enable them to raise the level of security and safety.		
<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>		Source
1. Protection strategy for emergencies endorsed by senior management committee	MC meeting minutes and circular from Commissioner-General	NA
2. List distributed and briefing given to concerned staff	ODOS records	NA
3. 3 MOUs signed in each field with partner organizations on cooperation during emergencies	ODOS archive	NA

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date  Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Regional (all fields)	08-2008	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1 year	5000	NA
	08-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Promulgate UNRWA Code of Conduct that includes reference to sexual exploitation and abuse (SEA)	Please see instructions for definitions and select one (or more if needed) <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> PREVENTION</li> <li><input type="checkbox"/> PARTICIPATION</li> <li><input type="checkbox"/> PROTECTION</li> <li><input type="checkbox"/> RELIEF &amp; RECOVERY</li> <li><input type="checkbox"/> NORMATIVE</li> </ul>
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
Through the adoption of a Code of Conduct the Agency's obligations and responses to SEA will be clarified and management responses identified. Guidelines will be issued, public information material produced and staff will be trained on SEA.	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Human Resources Department	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

<b>[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS</b>		
1. Adoption of Code of Conduct 2. Guidelines for staff behavior and consequences of misconduct produced and training on SEA given 3. Public information material printed		
<b>[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief &amp; recovery, normative)?</b>		
The Code of Conduct and ensuing training will strengthen the efforts to prevent any gender-based violence, exploitation or abuse of either staff or beneficiaries		
<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>		Source
1. Code of Conduct endorsed by Senior Management Committee	MC meeting minutes and circular from Commissioner-General	Baseline
2. Guidelines distributed to all UNRWA staff and number of staff members trained on SEA by 12-2009 Staff level of satisfaction with training	Training Department records	Number of staff trained on SEA in 2007
3. Material on SEA available at 80% of Agency facilities by 12-2009	Public Information Office records	NA

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date  Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Regional (all fields)	01-2008	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2 years		NA
	12-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Emergency Job-Creation Programme, West Bank	Please see instructions for definitions and select one (or more if needed) <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input checked="" type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
Currently, women have access to the Emergency Job-Creation Programmes. The target in the West Bank is to give 15 % of jobs to women. During 2008-9 the targeting and types of jobs offered will be revised with the aim of improving the service offered to women. This will be done through basing operations on a situation- and gender analysis.	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Emergency staff West Bank	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

**[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS**

1. Women able to support themselves through work.  
 2. Emergency staff in West Bank trained on targeting women

**[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief & recovery, normative)?**

By ensuring that the Job-Creation Programme takes into account the different needs and situations of women and men and builds on a gender analysis, access to and inclusion in the programme for women will be improved.

<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>	Source	Baseline
1. Percentage of women taking part in Job-Creation Programmes increases. Target is 15 percent for 2008	Monitoring of Job-Creation Programmes	NA
2. Number of staff undergoing training		
3. Level of satisfaction of staff with training		

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date  Please specify month and year	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
West Bank	01-2008	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2 years	22 mill	3.3 mill
	12-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

**A. IDENTIFICATION OF THE INITIATIVE**

<b>[1] TITLE</b>	<b>[4] THEMATIC AREAS</b>
Emergency Job-Creation Programmes, Gaza	Please see instructions for definitions and select one (or more if needed)  <input type="checkbox"/> PREVENTION <input type="checkbox"/> PARTICIPATION <input type="checkbox"/> PROTECTION <input checked="" type="checkbox"/> RELIEF & RECOVERY <input type="checkbox"/> NORMATIVE
<b>[2] BRIEF DESCRIPTION</b> Please provide a description of your main activities	
Currently, women have access to the Emergency Job-Creation Programmes. During 2008-9 the targeting and types of jobs offered will be revised with the aim of improving the service offered to women. This will be done through basing operations on a situation- and gender analysis.	
<b>[3] MAIN PARTNERS</b> Please list the main partners of this initiative	
Emergency staff Gaza	

**B. INITIATIVE RESULTS STATEMENTS AND INDICATORS**

<b>[5] EXPECTED OUTPUT / EXPECTED ACCOMPLISHMENTS</b>		
1. Women able to support themselves through work. 2. Emergency staff in Gaza trained on targeting women		
<b>[6] How is your output contributing to the thematic area/s you selected (prevention, participation, protection, relief &amp; recovery, normative)?</b>		
By ensuring that the Job-Creation Programme takes into account the different needs and situations of women and men and builds on a gender analysis, access to and inclusion in the programme for women will be improved.		
<b>[7] INDICATOR OF OUTPUT / EXPECTED ACHIEVEMENT</b>	Source	Baseline
1. Percentage of women taking part in Job-Creation Programmes increases.	Monitoring of Job-Creation Programmes	NA
Number of staff undergoing training		
Level of satisfaction of staff with training		

**C. ABOUT THE INITIATIVE** Please fill one line per each location where the initiative operates

[8] WHERE?	[9] TIMELINE	[10] HOW?							[11] ESTIMATED RESOURCES (US\$)		
		Policy Development	Advocacy	Capacity Building: Training	Capacity Building: Guidelines	Other Capacity Building	Partnership / Networking	Provision of goods and services	SPENDING PERIOD	TOTAL	EARMARKED FOR WOMEN [IF AVAILABLE]
INDICATE: HQ Global Regional (specify) Country (specify)	INDICATE: Planned start date Planned end date  Please specify month and year								PLEASE SPECIFY	Total per location, including those earmarked for women	Earmarked for women per location; type "NA" if not available
Gaza	01-2008	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2 years	60 mill	NA
	12-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			





# ANNEX I. DETAILED INSTRUCTIONS

The template consists of three sections:

- Section A: Identification of the initiative
- Section B: Initiative results statements and indicators
- Section C: About the initiative

Completion of all three sections of this template follows the results chain from a higher goal in the thematic areas for the implementation of SCR 1325 through outputs to strategies/activities.

## Section A. Identification of the initiative

This section requests information on the actions to be taken or to be performed through which UN entity is intended to produce specific outputs. In the boxes in this section, entities are requested to provide: 1) a brief title of the initiative; 2) a short narrative description; 3) information on main partners; and 4) indicate which of the five thematic area/or areas the initiative aims at: Prevention; Participation; Protection; Relief and Recovery; or Normative. Broad definition of the thematic areas together with examples are provided below to facilitate identification of thematic areas. We encourage marking more than one area only when considered strictly necessary. If the initiative is a joint effort by several entities or a coordinating mechanism, please provide the full name (s) of the coordination mechanism and entities involved.

### <sup>1</sup> PREVENTION

- Ensure that all conflict prevention activities and strategies integrate a gender perspective and involve women.
- Develop effective gender-sensitive early warning mechanisms and institutions
- Strengthen and amplify efforts to prevent violence against women, including sexual and other forms of gender-based violence and exploitation and abuse.

*Examples:*

- Initiatives that seek to increase funds, including through CAP and CERF processes, for the prevention of violence against women
- Initiatives that seek to end impunity through support of prosecutions and investigations
- Initiatives that activities that address root causes of tensions and violence, i.e. natural resource exploitation, social marginalization, unemployment, etc.

### <sup>2</sup> PROTECTION

- Strengthen and amplify efforts to secure the safety, physical or mental health, well-being, economic security, and/or dignity of women and girls.
- Promote and safeguard human rights, including the political, economic, social, and/or cultural rights of women.
- Ensure that legal and institutional reform and institutions promote gender equality and appropriately address the needs and priorities of women, especially in post-conflict processes.

*Examples:*

- Initiatives that seek to enhance capacity regarding how peacekeeping forces address sexual violence
- Initiatives that seek to create human-rights based processes in post-conflict societies

### <sup>3</sup> PARTICIPATION

- Promote and support women's active and meaningful participation and representation in formal and informal decision-making and programmes, including in programme planning, design, and evaluation.
- Improve efforts to reach out to and consult with local and international women's rights groups/organizations.
- Enhance efforts to recruit and appoint women to senior positions in the UN, including SRSGs and RCs and in peacekeeping forces, including military, police, and civilian personnel.

*Examples:*

- initiatives that seek to broker women's participation in formal peace negotiations
- initiatives that seek to create safe spaces for women and women's groups to discuss, to organize etc.

#### **4 RELIEF AND RECOVERY**

- Ensure that all relief and recovery efforts ensure equal access to services and take into account the different needs and priorities of women, girls, men, and boys.
- Ensure that women and girls have equal access to aid distribution mechanisms and that goods and services are distributed in a gender-sensitive manner

*Examples:*

- initiatives to ensure that the consolidated appeals process and emergency, recovery and rehabilitation response policies include a gender analysis
- initiatives to provide psychosocial services to rape survivors

#### **5 NORMATIVE**

- Ensure the development of policy framework to advance the implementation of SCR 1325
- Promote effective coordination and awareness-raising for the full implementation of SCR 1325.

*Examples:*

- Initiatives that seek to promote and support the development of action plans/policies/strategies for the implementation of SCR 1325
- Initiatives that seek to promote accountability to SCR 1325 at the highest decision-making levels in the UN
- Initiatives that seek to promote UN inter-agency coordination with a view to create joint capacity and accountability
- Initiatives that seek to raise awareness of the provisions of SCR 1325

## **Section B. Initiative results statements and indicators**

In this section entities are requested to place their reported initiative (s) in a Results Based Management (RBM) framework and provide information on:

- **Output/expected accomplishments:** This refers to the products and services which results from the completion of planned activities within a specific initiative
- **Indicator of output/expected achievement:** Please provide indicators for the reported initiatives. You can list both qualitative and quantitative indicators that will allow the verification of changes produced by the initiative relative to what has been planned. Make sure that output indicators measure the output statements. Please refer to Annex 2 for the list of suggested indicators.
- **Source.** Please provide information about the data sources for your selected indicator
- **Baseline:** Please provide baseline data against which progress can be measured. The baseline might be defined on the basis of the results achieved by each entity through implementation of 2006-2007 action plan.

## **Section C. About the initiative.**

This section requests more specific information on the initiative.

- **Where?** Indicate where the initiative will be implemented – HQ, global, region, country. Please specify name of region (s) or country (ies). [NOTE: If the same initiative will be implemented in several countries or regions, please use one template for the initiative but list all the relevant locations]
- **When?** Indicate the time-frame of the initiative. Please be as specific as possible, e.g. instead of reporting “ongoing,” provide information of start and end dates and/or frequency.

- **How?** Each initiative should be categorized according to five broad categories: policy development; advocacy; capacity building; partnerships/networking and provision of goods and services. For analytical purposes the category ‘capacity building’ has been divided into three sub-categories: ‘training’, ‘guidelines’ and ‘other capacity building’. The box below explains these categories.

### **POLICY DEVELOPMENT**

The development of policy directives or codes of conduct, including for project design, reporting, monitoring and evaluation. This would also involve policies for all levels and categories of staff outlining roles and responsibilities as well as more general external policies to guide efforts by external partners or other actors.

*Examples:*

- Development of departmental policy frameworks on gender mainstreaming in the area of peace and security
- Development of a departmental action plan for integrating a gender perspective into its work

### **ADVOCACY**

Raising awareness, including through education, media and outreach (including websites) and information campaigns about SCR 1325 in general or about particular issues dealt with in the resolution. This would also involve promoting issues, approaches or strategies for the implementation of SCR 1325 in internal or external fora – including through statements, in official meetings and public events.

*Examples:*

- Promotion of the inclusion of a gender perspective in entity reporting through meeting interventions
- Development of gender sensitive public information materials

### **CAPACITY-BUILDING**

This includes training; the design and implementation of guidelines; and other initiatives which build human and/or institutional capacity for implementation of SCR 1325. Capacity-building initiatives can be both internal to the UN and external such as the building of capacity of national or local government institutions or personnel or that of civil society to implement the resolution.

*Examples:*

- Provision of systematic gender training to all levels and categories of UN staff
- Appointment of and support to gender advisors/ technical experts in the UN system at HQ and field levels
- Provision of training and technical support to regional and national actors to ensure that women’s rights and gender perspectives are fully incorporated in legal reform, security sector reform
- Provision of technical and financial support to women’s group, networks and peace initiatives at the national level.

### **PARTNERSHIP AND NETWORKING**

This includes initiatives whose focus is to develop and strengthen partnerships or networks for the implementation of SCR 1325. These can be both internal and external to the UN.

*Examples:*

- Strengthening of partnerships with civil society actors to implement projects on women, peace and security
- Development or support of partnerships and networks at all levels of government for implementation efforts
- Develop/strengthen inter-agency collaboration and coordination among UN entities in specific areas of 1325 work

### **PROVISION OF GOODS AND SERVICES**

This will include initiatives that will ensure equal access to and use of goods and services.

*Examples:*

- Access to productive resources and capital
- Provision of food, shelter, fuel, medical supplies
- Access to and provision of legal or medical services

- **Estimated resources (US\$).** To allow for an improved analysis of actual resources available for implementation of SCR 1325, entities are requested to provide information on resources available for implementation of their initiatives. Entities are requested to indicate: a) spending period, b) total budget for the initiative and c) amount earmarked for women (if specific information is available). If the initiative is being implemented in more than one location, please provide information on resource allocation by location, if information is available.

## ANNEX 2. LIST OF SUGGESTED INDICATORS FOR THEMATIC AREAS<sup>1</sup>

### PREVENTION

- Number of gender-sensitive early warning mechanisms
- Number of policies/programmes on prevention of GBV
- Incidence of rape [see below protection – incidence of violence]

### PROTECTION

- Number of relevant international treaties ratified
- Number of judicial and non-judicial accountability mechanisms established
- Number of cases where truth and reconciliation mechanisms deal with GBV
- Number of policies/programmes promoting equal rights
- Incidence of violence against women
- Number of reports on GBV
- Extent of prosecution for those responsible for genocide, crimes against humanity and war crimes.
- Number of cases brought before court by female victims of violence
- Number of SEA focal points appointed at country office
- Percentage of entities with procedures of investigation and monitoring mechanisms in place
- Percentage of cases where alleged misconduct is investigated.

### PARTICIPATION

- Ratio of women/men participating in XX or Percentage of women/men in XX [e.g. camp management committees], chairing XX etc
- Number of consultations with women's organizations
- Percentage of SRSGs, Envoys, RCs appointed that are women [Increase in women's representation in mission leadership appointments, military participation etc – DPKO indicator]
- Number of food distribution and asset-creation committees where at least half of the 'executive level' members are women
- Number of meetings with women's organizations systematically included in SC missions [DPA indicator]
- Increased participation of women in peacetalks/political life [DPKO indicator]

### RELIEF AND RECOVERY

- Number of women and men of all ages who receive information about/and have opportunity to comment on assistance programmes
- Number of targeted activities focused on the specific constraints facing women and girls as a percentage of the [total] reconstruction budget.

### NORMATIVE

- Number of policies [action plans/programmes] in place
- Implementation rate of policies/Extent of development/implementation of [policies/programmes etc]
- Extent of gender mainstreaming in XX [e.g. gender perspective integrated in TORs for SC missions]

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<sup>1</sup> For more detailed information about indicators please refer to the paper prepared by Tony Beck on behalf of the Task Force on women, peace and security :Performance indicators for the update of the 2008-2009 UN System-wide action plan on implementation of SC resolution 1325 (2000), 21 March 2007; and Annex 1.