

DONOR AGREEMENT FOR CONTRIBUTIONS IN CASH

Agreement

between

THE UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN, a composite entity of the United Nations established by the United Nations General Assembly by its resolution 64/289 of 2 July 2010, with its Headquarters at 220 East 42nd Street, New York, NY 10017, USA
("UN Women");

and

THE DIRECTORATE GENERAL FOR DEVELOPMENT CO-OPERATION OF THE ITALIAN MINISTRY OF FOREIGN AFFAIRS AND INTERNATIONAL COOPERATION
("the Donor");

(Both separately and jointly the "Party" or the "Parties").

WHEREAS the Donor hereby agrees to contribute funds to UN Women for the implementation of **"Promoting Women's Equal Access to Economic Opportunities and Decent Work in Palestine" Project** (the "Project"), as described in the approved Project Document, as attached as Annex A to this Agreement ("the Project Document"),

WHEREAS UN Women is prepared to receive and administer the contribution for the implementation of the Project;

WHEREAS UN Women shall directly implement the Project or designate an implementing partner to implement the Project;

NOW THEREFORE, UN Women and the Donor hereby agree as follows:

Article I. Agreement Documents

1. This document, together with the Annexes attached hereto, all of which are incorporated herein and made part hereof, constitute the entire agreement between UN Women and the Donor in relation to the Contribution ("Agreement") and supersedes all prior representations, agreements, contracts and proposals, whether written or oral, by and between the Parties on this subject. No promises, understandings, obligations or agreements, oral or otherwise, relating to the subject matter hereof exist between the Parties except as herein expressly set forth.

2. The documents comprising this Agreement are complementary of one another, but in case of ambiguities, discrepancies, or inconsistencies between or among them, the following order of priority shall apply:
 - (a) First, this document;
 - (b) Second, Annex A;

Article II. Effective Date; Term of Agreement

1. This Agreement shall take effect on the date both Parties have signed this Agreement, or if the Parties have signed it on different dates, the date of the latest signature (the "Effective Date").
2. This Agreement shall remain in effect from the Effective Date for a duration of 12 months, unless earlier terminated in accordance with the terms of this Agreement.

Article III. The Contribution

1. The Donor's implementing Agency, the Italian Agency for Development Cooperation (AICS) shall, in accordance with the schedule of payments set out below, contribute to UN Women the amount of EUR 500,000 ("the Contribution"). The Contribution shall be deposited in the following bank account:

Bank Name: Bank of America N.A.
Address: 5 Canada Square
London E14 5AQ
United Kingdom
Account Name: UNDP - UNW (EUR)
Account Number: 62722056
SWIFT Code: BOFAGB22
IBAN: GB14 BOFA 1650 5062 7220 56
Wire Routing Number: n/a
Reference: "Promoting Women's Equal Access to Economic Opportunities and Decent Work in Palestine"

Schedule of payments

Amount

Upon signature of agreement	EUR 500,000
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2. The Italian Agency for Development Cooperation will inform UN Women when the Contribution is paid via an e-mail message with remittance information to UN Women

Headquarters Finance, to finance.donoragreements@unwomen.org and to the UN-Women Chief of Accounts, to donna.grimwade@unwomen.org.

3. The above schedule of payments takes into account the requirement that the payments shall be made in advance of implementation of the Project activities. It may be amended in accordance with Article XVIII below to be consistent with the progress of Project delivery.
4. If the currency of the Contribution is not United States Dollars, the value of the payment shall be determined by applying the United Nations operational rate of exchange in effect on the date of payment. Should there be a change in the United Nations operational rate of exchange prior to the full utilization by UN Women of the payment, the value of the balance of funds still held at that time will be adjusted accordingly.
5. UN Women shall receive and administer the Contribution and carry out the activities for which it is responsible under this Agreement in accordance with its regulations, rules, policies and procedures.
6. All financial accounts and statements shall be expressed in United States dollars (USD).

Article IV. Utilization of the Contribution

1. The implementation of the responsibilities of UN Women pursuant to this Agreement and the Project Document shall be dependent on receipt by UN Women of the Contribution in accordance with the schedule of payment as set out in Article III, paragraph 1.
2. If the payments referred to in Article III, paragraph 1, above are not received in accordance with the payment schedule, or if the additional financing required in accordance with Article IV, paragraph 2 above is not forthcoming from the Donor or other sources, the assistance to be provided to the Project under this Agreement may be reduced, suspended or terminated by UN Women in accordance with its regulations, rules, procedures and policies.
3. Any interest income attributable to the Contribution shall be utilized in accordance with the regulations, rules, procedures and policies of UN Women.

Article V. Administration and Reporting

1. UN Women shall provide to the Donor all or parts of the following reports prepared in accordance with UN Women's standard procedures and formats:
 - (a) If the Project is for one year or less:

- (i) A final report summarizing Project activities and the results of those activities as well as provisional financial data, to be submitted within six (6) months of the date of operational completion or termination of the Project as defined in Article XIV, paragraph 1 below; and
 - (ii) A final certified financial statement, to be submitted by 30 June of the year following the financial completion of the Project, as defined in Article XIV, paragraph 3 below.
- (b) If the Project is for more than one year:
- (i) An annual status report of Project progress and the latest available approved budget, to be submitted within six months after each annual reporting period;
 - (ii) An annual certified financial statement as of 31 December, to be submitted by 30 June of the following year;
 - (iii) A final report summarizing Project activities and the results of those activities as well as provisional financial data, to be submitted within six months of the date of operational completion or termination of the Project as defined in Article XIV, paragraph 1 below; and
 - (iii) A final certified financial statement, to be submitted by 30 June of the year following the financial completion of the Project as defined in Article XIV, paragraph 3 below.

Article VI. Administrative and Support Services

The Contribution shall be subject to a cost recovery fee of 8% for general management support costs. Furthermore, as long as they are unequivocally linked to the Project, all direct costs of implementation, including the costs of any implementing partner for the Project, will be identified in the Project budget and borne by the Project accordingly.

Article VII. Monitoring

Monitoring of the Project will be undertaken in accordance with the Project Document. The Parties will hold consultations at least annually, as appropriate, to review the status of the Project. In addition, the Parties shall discuss any substantive revisions to the Project and promptly inform each other about any significant circumstances and major risks, which interfere or threaten to interfere with the successful achievements of the results outlined in the Project Document, financed in full or in part through the Contribution.

Article VIII. Evaluation

Any evaluation of the Project shall be in accordance with the UN Women Evaluation Policy and UN Evaluation Group norms and standards and shall be carried out by external independent evaluators. UN Women shall be responsible for commissioning, planning and managing the evaluation. The evaluation report will be posted on the website designated by UN Women.

Article IX. Ownership of Equipment, Supplies and Intellectual Property

1. Ownership of equipment and supplies procured using the Contribution under this Agreement will be determined in accordance with UN Women's regulations, rules, policies and procedures, including any agreement with the relevant host government if applicable, and shall be the subject of separate agreement.
2. UN Women shall be entitled to all intellectual property and other proprietary rights including, but not limited to, patents, copyrights, and trademarks, with regard to products, processes, inventions, ideas, know-how, or documents or other materials developed under this Agreement and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the implementation of this Agreement ("IP Rights"). UN Women shall treat such IP Rights in accordance with UN Women's regulations, rules, policies and procedures, as well as in accordance with the relevant provisions of any basic assistance agreement concluded between UN Women and the host government concerned.

Article X. Auditing

The Contribution shall be subject exclusively to the internal and external auditing procedures in accordance with the regulations, rules, policies and procedures of UN Women. Disclosure of audit reports is regulated by the audit disclosure practice of UN Women.

Article XI. Recognition

Subject to its regulations, rules, policies and procedures, UN Women shall take appropriate measures to publicize the Project. Information given to the press, to the beneficiaries of the Project, all related publicity material, official notices, reports and publications, will highlight the results achieved and acknowledge the role of the host government if applicable, the Donor, and any other relevant entities.

Article XII. Use of Name, Abbreviation or Logo

1. The Donor acknowledges that it is familiar with UN Women's ideals and objectives and recognizes that UN Women's name, abbreviation or logo may not be associated with any political or sectarian cause or otherwise used in a manner inconsistent with the status,

reputation and neutrality of UN Women. Any use by the Donor of the UN Women name or logo is subject to consultations between the Parties and the prior written agreement of UN Women.

2. In addition, if the Donor is a non-governmental organization or a private entity, in no event will authorization to use the UN Women name, abbreviation or logo be granted for commercial purposes, and the Donor shall not represent, directly or indirectly, that the Donor's activities, products or services have been approved or endorsed by UN Women.

Article XIII. Confidentiality, Disclosure and Transparency

1. It is understood and agreed that all external and internal information with respect to this Agreement, except for information explicitly categorized by either Party as confidential and without limitation to Article X, is subject exclusively to the disclosure and transparency requirements of UN Women in accordance with its regulations, rules, policies and procedures as well as the International Aid Transparency Initiative.
2. The Parties agree that the documents provided or generated in connection with this Agreement may be made available to the public only after both Parties have granted their written consent to such disclosure.

Article XIV. Completion or Termination of the Project

1. The Project shall be considered operationally completed when all operational activity connected with the Project has been completed or ceased. UN Women shall notify the Donor when it considers that the Project has been operationally completed or when the Project has been terminated.
2. Notwithstanding the operational completion or termination of the Project, UN Women shall continue to hold the unutilized payments until all commitments and liabilities incurred in the implementation of the Project have been satisfied and Project activities brought to an orderly conclusion. If the unutilized payments prove insufficient to meet such commitments and liabilities, UN Women shall notify the Donor and consult with the Donor on the manner in which such commitments and liabilities may be satisfied.
3. The Project, when it has been operationally completed, or terminated, and all financial transactions have been recorded and the project accounts closed, shall be considered financially completed. The financial completion of the Project shall be accomplished within twelve (12) months after the month in which it is operationally completed or terminated.
4. Following the submission of the final certified financial statement, any unspent balance above one thousand US Dollars (1,000 USD) shall be returned to the Donor unless otherwise agreed

in writing by the Parties. If there are multiple donors contributing to the Project, any refund of the remaining amounts shall be in amounts proportionate to each donor's individual contribution.

Article XV. Termination of the Agreement

1. After consultations have taken place between the Donor and UN Women and provided that the payments already received are, together with other funds available to the Project, sufficient to meet all commitments and liabilities incurred in the implementation of the Project, either Party may terminate the Agreement in whole or in part, upon thirty (30) days' notice in writing, to the other Party.
2. Notwithstanding termination of all or part of this Agreement, UN Women shall continue to hold unutilized payments until all commitments and liabilities incurred in the implementation of all or the part of the Project, for which this Agreement has been terminated, have been satisfied and Project activities brought to an orderly conclusion.
3. Following the submission of the final certified financial statement, any unspent balance above one thousand US Dollars (1,000 USD) shall be returned to the Donor unless otherwise agreed in writing by the Parties. If there are multiple donors contributing to the Project, any refund of the remaining amounts shall be in amounts proportionate to each donor's individual contribution.

Article XVI. Anti-terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, UN Women is firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, UN Women recognizes its obligation to comply with any applicable sanctions imposed by the UN Security Council. UN Women will use all reasonable efforts to ensure that the Contribution is not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime. If, during the term of this Agreement, UN Women determines that there are credible allegations that the Contribution has been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the Donor and, in consultation with the Donor as appropriate, determine an appropriate response.

Article XVII. Prevention of Corruption and Fraud

1. Both the Donor and UN Women are firmly committed to preventing and detecting fraudulent and corrupt practices. Consistent with the Charter of the United Nations, the Standards of

Conduct for the International Civil Service, the United Nations Staff Rules and Regulations, and UN Women's Financial Rules and Regulations, UN Women will use reasonable efforts to ensure that the utilization of the Contribution conforms to the highest standard of ethical conduct and that every part of the organization, as well as all individuals acting on behalf of UN Women, observe the highest standard of ethics and integrity.

2. UN Women, in accordance with its regulations, rules, policies and procedures will ensure that any allegations of fraud and corruption in connection with the implementation of the Project are reported to the Office of Audit and Investigations (OAI) in a timely and accurate manner. Credible allegations will be investigated by OAI in accordance with its regulations, rules, policies and procedures. OAI will give notification on a confidential basis to the Donor of any investigations that it is undertaking or proposes to undertake in relation to allegations of fraud and corruption involving any activities funded in whole or in part with a Contribution made under this Agreement, to the extent that such notification is consistent with OAI's regulations, rules, policies and procedures, protecting the probity and confidentiality of investigations and the due process rights of those under investigation.
3. Following the conclusion of any investigation which identifies fraud or corruption involving any activities funded in whole or in part with a Contribution made under this Agreement, UN Women will:
 - (a) Use reasonable efforts to recover any part of the Contribution, which OAI has established as being diverted through fraud or corruption;
 - (b) In connection with (a) above, in consultation with the UN Office of Legal Affairs, give proper consideration to referring the matter to the appropriate authorities of the Member State where the fraud or corruption is believed to have occurred and to the provisions of General Assembly resolution 62/63; and
 - (c) As required by the Donor, and following consultations between the Parties, reimburse to the Donor any part of the Contribution which UN Women has recovered further to sub-section (a) above, or credit it to a mutually agreed activity.
4. Any information provided to the Donor in relation to any matters arising under the Article shall be treated by the Donor as strictly confidential.
5. Any action further to the above paragraphs shall be consistent with UN Women's regulations, rules, policies and procedures.

Article XVIII. Amendment of the Agreement

The present Agreement and any Annexes thereto may be amended only by written agreement between the Parties, which shall form an integral part of this Agreement.

Article XIX. Settlement of Disputes

Any dispute, controversy or claim arising out of this Agreement shall be resolved amicably between the Parties.

Article XX. Privileges and Immunities

Nothing in or relating to this Agreement shall be deemed a waiver, express, or implied, of any of the privileges and immunities of the United Nations, including its subsidiary organs.

Article XXI. Notices

1. Except as otherwise specified in this Agreement, all notices and other communications between the Parties required or contemplated under this Agreement shall be in writing and shall be delivered either by: (i) personal delivery; (ii) recognized overnight delivery service; (iii) postage prepaid, return receipt requested, certified mail; or (iv) email, transmitted to the Party for whom such notice or communication is intended, at the address or email shown below, or such other address or number as the intended recipient previously shall have designated by written notice given pursuant to this Agreement:

If to the Donor: Ms. Cristina Natoli
Head of Office
AICS Jerusalem

If to UN-Women: Ms. Iziisuren Jamsran
UN Women Special Representative
Palestine

2. Notices and other communications required or contemplated by this Agreement delivered by mail or recognized overnight delivery service shall be effective on the date they are officially recorded by the postal or delivery service as delivered to (or refused by) the intended recipient by return receipt or equivalent. Such notices and other communications delivered by facsimile shall be deemed to have been delivered to and received by the addressee, and shall be effective, on the date indicated on the facsimile confirmation. Such notices and other communications delivered in person shall be effective on the date of actual receipt.

Article XXII. Miscellaneous



1. No terms or provisions of this Agreement shall be deemed waived and no breach excused, unless such waiver or excuse shall be in writing and signed by the Party giving the waiver or excuse. No consent to, or excuse or waiver of, a breach of this Agreement shall constitute a consent to, or excuse or waiver of, any other subsequent breach.
2. If any provision of this Agreement shall be held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired.
3. Headings and titles used in this Agreement are for reference purposes only and shall not be deemed a part of this Agreement for any purpose whatsoever.
4. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which taken together shall be deemed to constitute one and the same instrument.
5. Unless the context otherwise clearly indicates, all references to the singular herein shall include the plural and vice versa.
6. This Agreement and everything herein contained shall inure to the benefit of, and be binding upon, the Parties and their respective successors and permitted assigns. No other person shall be a third party beneficiary hereof or have or be entitled to assert rights or benefits hereunder.

IN WITNESS WHEREOF, the undersigned, being duly authorized thereto, have signed the present Agreement in the English language in two copies.

For the Donor:
Consolato Generale d'Italia
Gerusalemme

For UN Women:

Name Mr. Fabio Sokolowicz
Signature 
Title Consul General of Italy in Jerusalem
Date 21-11-2017


Name Ms. Iziisuren Jamsran
Signature 
Title UN Women Special Representative
Date 21.11.2017




Acknowledged by AICS

Cristina Natoli, Head of Office, AICS Jerusalem

Cristina Natoli



Place and date: 21-11-2017

ANNEX A

The Project Document

Cover Page

Country: State of Palestine

Programme Title: Promoting Women's Equal Access to Economic Opportunities and Decent Work in Palestine.

Joint Programme Outcomes:

1. Increased employment of women workers and access to decent and productive jobs through market-oriented skills trainings.
2. Promoting an environment that enables women's labour market participation on the basis of equal opportunity and non-discrimination.

Programme Duration: one year	Total estimated budget: 500,000 € (equals 537,057\$)
Anticipated start/end dates: (September 2017- August 2018)	Sources of funded budget: Donor: Italian Agency for Development Cooperation
Fund Management option(s): pass-through	
Managing or Administrative Agent: UN Women	

UN Organizations	National Coordinating Authorities
Name of Representative: Sabine Machl Signature: Name of Organization: UN Women, Palestine Country Office Date & Seal:	Name of Representative: Signature Name of Organization: Ministry of Labour (MoL) Date & Seal
Name of Representative: Mounir Kleibo (To be confirmed at a later stage) Signature: Name of Organization: International Labour Organization (MoL) Date & Seal	Name of Representative: Signature Name of Organization: Ministry of Women Affairs (MoWA) Date & Seal

1. Executive Summary

The Palestinian economy is one facing a variety of challenges through economic dependence on Israel as well as high dependency on foreign aid. The Palestinian economy has witnessed some significant changes to its economic structure over the years. Since 2000, there is a declining relative share of the agricultural sector and growth in the industrial and services sectors over time. Important sectors (contributing more than 5% of GDP in 2014) showing the largest growth rates since 2000 are the wholesale and retail trade sector, public administration and defence and ICT sectors. Given the current economic situation in Palestine, it is clear that prospects for future growth and structural change might look quite different for the West Bank and Gaza and that any such plans for growth and development must be seen within the broader context of political uncertainty and occupation.

The lack of economic growth combined with the Israeli closure policy and restrictions of movement, heavy reliance on the Israeli labour market and lack of viable alternatives have weakened the Palestinian labour market. The size of the Palestinian labour force reached over 1.3 million in 2015, with a labour force participation rate of 45 %, which is considered low (PCBS, 2015). A major factor influencing poverty in Palestine is unemployment. In 2015 unemployment affected 25.9% of the labour force in Palestine. Participation in the labour force was 19.1% for females in 2015, compared to 71.9% for males.

Palestinian women's limited access to decent work opportunities is a manifestation of the discrimination they face in labour markets. Research has also shown that deficiencies in skills training of educated and uneducated women hinder their access to decent jobs; where there is a mismatch between the skills needed and labour market requirements. Palestinian women continue to experience higher rates of unemployment than men at the national level. This gap widens with the absence of effective law reinforcement mechanisms by the government particularly through inspection of workplace conditions, policies against violence and sexual harassments in the work place and having in place mechanisms for holding employers accountable towards ensuring safe and decent working conditions for women in all economic sectors.

Empowering women in the economy and closing gender gaps at work are central to the 2030 Agenda for Sustainable Development (leaving no one behind) particularly goals 5 (Gender Equality) and 8 (Decent Work and Economic Growth), the Convention on the Elimination of all Forms of Discriminations Against Women (CEDAW), United Nations Security Resolution (UNSCR) 1325. In addition, it is in line with the new Palestinian National Policy Agenda 2017-2022 and relevant sector strategies' priorities (MoNE, MoL), the Cross Sectoral National Gender Strategy 2017-2022, specifically the Fourth Strategic Objective "Enhancing participation of women in the Economic Sector", the Palestine UNDAF priorities, specifically the Strategic Priority 3 "Supporting sustainable and inclusive economic development".

Within this context, the overarching goal of this joint programme is to enhance women's economic empowerment in Palestine through promoting their equal access to decent work opportunities. The joint programme will work towards enhancing the protection women's labour rights through reinforcement of equitable laws, legislations, policies and active labour market programmes, while engaging public, private and community actors. Based on these premises, this document outlines a results-oriented one year **Joint Programme that is led by UN Women and implemented jointly with ILO and UN Women. The Joint Programme was designed based on a dialogue between UN Women, ILO and the Italian Agency for Development Cooperation and the successful submission of a concept note that builds on the unique interventions and mandate of each agency in a manner that ensures synergies between their interventions.**

Outcome 1 on Increased employment of women workers and access to decent and productive jobs through market-oriented skills trainings deals with strengthening the capacities of young women (employed and self-employed) in West Bank and Gaza Strip, especially the most excluded and marginalized, through equipping them with market oriented skills and confidence to enhance their livelihood potential and access to decent jobs.

Outcome 2 on Promoting an environment that enables women's labour market participation on the basis of equal opportunity and non-discrimination, focuses on supporting national efforts and effective policy dialogue amongst the governmental, private, and non-governmental bodies to mainstream gender in West Bank and Gaza Strip, including unions, to promote gender responsive policies related to the world of work. It will support the inclusion of gender equality concerns in the existing ministry of labour functions and services provision, and Ministry of National Economy. It will, as well, enhance a gendered institutional awareness at the corporate level, for creating an enabling and supportive environment with improved working conditions for women.

The above will be undertaken through employing a participatory approach that seeks to join efforts with workers and employers' organizations, civil society, and public institutions to create an appropriate environment that promotes decent and productive job opportunities for women in Palestine.

2. Situation analysis

The protracted crisis in Palestine has had devastating consequences on the Palestinian population with differentiated impact on women, men, girls and boys. The situation has worsened in recent years due to deteriorated political conditions, as well as an increase in military attacks and restrictions including demolitions and evictions in the West Bank including East Jerusalem and Gaza Strip; increased access restrictions, search and arrest operations, land confiscation, expansion of settlements, while simultaneously limiting Palestinians' rights to freedom of movement. Israel has kept full control of Area C, which includes the most fertile lands of the West Bank and most of its natural resources. Women and children are suffering most from the economic slowdown in the aftermath of the recent escalations.

Palestine is ranked as a lower middle-income country, but across the territories there are vast internal disparities in gross domestic product (GDP) per capita, which in Gaza reaches only 60% of that in the West Bank (ILO, 2015). The economy is based on a weak foundation with low productive investment and a shrinking productive base. The Palestinian economy has witnessed some significant changes to its economic structure over the years. Focusing on the period since 2000, there is a declining relative share of the agricultural sector and growth in the industrial and services sectors over time. Important sectors (contributing more than 5% of GDP in 2014) showing the largest growth rates since 2000 are the wholesale and retail trade sector, public administration and defence and ICT sectors.

Given the current economic situation in Palestine, it is clear that prospects for future growth and structural change might look quite different for the West Bank and Gaza and that any such plans for growth and development must be seen within the broader context of political uncertainty and occupation. The new National Policy Agenda 2017-2022 of the State of Palestine accepts that the current drivers of growth, coming from aid-financed government spending (as witnessed by the large and growing public administration and defence sectors), as well as the services sectors, are not viable and have not generated

the much-needed decent jobs. External assessments¹ concur with this depiction of growth drivers to date, highlighting the need for political stability and an economic plan that can deliver job-rich growth².

The lack of economic growth combined with the Israeli closure policy and restrictions of movement, heavy reliance on the Israeli labor market and lack of viable alternatives have weakened the Palestinian labor market. The size of the Palestinian labor force reached over 1.3 million in 2015, with a labor force participation rate of 45 %, which is considered low (PCBS, 2015). A major factor influencing poverty in Palestine is unemployment. In 2015 unemployment affected 25.9% of the labour force in Palestine. Participation in the labour force was 19.1% for females in 2015³, compared to 71.9% for males. While female participation in the labour market has increased over the past few years (19.1% in 2015 according to PCBS), females continue to have a higher unemployment rate than males. In 2015⁴, the unemployment rate among females was 39.2%: 25.3% in the West Bank compared to 22.5% for males. The extensive damage to agricultural and grazing land over the course of hostilities and confiscation of properties in Palestine has had a significant impact on the employment opportunities available to women. This is due to the large percentage of working women that were employed in the agriculture sector, including informal employment in herding, food processing and vegetable gardening. Additionally, due to structural barriers, only a negligible percentage of women involved in agriculture have ownership over land, thus increasing the risk of exclusion from agriculture-related assistance.

The most remarkable feature in the gender disparities of labour force participation is the sector of employment where much of the female labour force concentrates in low-skilled, low-income generating economic activities including part-time and casual work, creating a significant gap in quality of employment between men and women⁵. Women's economic activity in Palestine is highly concentrated in two sectors: agriculture and services. In 2015, women represent more than one fourth, 25.6%, of the employed persons in the agriculture sector compared to 62.9% of women employment is the services sector (PCBS, 2016). These rates indicate that there is significant horizontal segregation in the labor market⁶ and that women do not have equal access to all economic sectors. This means that the economy's structure is hostile to the broader participation of women in the labor market. Although this is a worldwide phenomenon, the Palestinian case tends to be extreme, indicating the importance of interventions on the demand side of the labor market⁷. Also, women's labor force participation trends have been characterized by disadvantageous features including lack of training, skills, access, opportunities etc. produced by the social cultural contexts catering to existing gender disparities⁸. Female labour market participants in general have relatively high levels of education, compared to other developing countries and compared to their male counterparts. However, this is not reflected in higher levels of employment, which could be due to the fact that the curriculum is not market-driven, hence women find themselves not involved in the labour market, due to a lack of market-related skills.

Whilst it is estimated that over 90 percent of the Palestinian economy is comprised of small and medium enterprises, female entrepreneurship is significantly low in Palestine. According to the Palestine Economic

¹ World Bank, 2016. Country Assistance Strategy FY2015-16. Report No. 89503 GZ. Washington D.C.: World Bank.

² IMF, 2016. West Bank and Gaza: Report to the Ad Hoc Liaison Committee. Washington D.C.: IMF.

³ PCBS. 2016. Men and Women in Palestine.

⁴ Ibid.

⁵ <http://www.un.org/womenwatch/daw/csw/csw55/panels/Panel2-Herath-Subhangi.pdf>

⁶ Horizontal segregation is the concentration of women in a few sectors of the economy.

⁷ Building Ties: Towards Integrated Strategies & Policies for Empowering Palestinian Women, UN Women (2014)

⁸ <http://www.un.org/womenwatch/daw/csw/csw55/panels/Panel2-Herath-Subhangi.pdf>

Policy Research Institute (MAS), female entrepreneurship in 2012 ranked 58th out of 67 studied countries in early-stage entrepreneurial activity (i.e., which has been in operation for less than 42 months) and the second lowest country for established-business female owners (i.e. which has been in operation for more than 42 months). In that year, the average female early-stage entrepreneurial activity was 3.4% of the female adult population in Palestine, compared to 16% of the male adult population. Political instability, conservative norms and societal attitudes regarding women and employment, have led to enormous challenges for women entrepreneurs, including the ability to access financial services⁹.

The gender gap in Palestine in key development sectors remains an impediment towards women participation and access to decent work in Palestine, these sectors are mainly, women participation in the economy and the labour market; adding to that the limited gender mainstreaming efforts in the private and public institutions, the lack of labour and cooperative laws that fights violations against women, pay equity and social security¹⁰. Between 1995 and 2000, women's participation rates were rising from 11.2% to 12.9% respectively¹¹. With the start of the second Intifada, the trend declined sharply. In the period between 2003 to 2010, participation rates for women resumed their pre-intifada rising trend from 12.8% to 14.7% respectively, and more significantly up to 2015 at a rate of 19.1%¹². These unstable and fluctuating trends of labor market participation have consequences that weaken the long-term interest of women in participating and remaining in the labor market. Despite the small rise in women's labor market participation rate in recent years, women's position in the labor market is becoming increasingly inferior. The situation indicates low participation rates, especially among educated women, who do not have the required market skills. Evidence has shown that a large number of female young graduates are unemployed or work in sectors that are not corresponding to their education.

This consequently resulted in concentration of women employment in informal and unprotected type of work. Despite the fact that these aspects are not limited to Palestinian women, Palestine tends to show weak indicators of women's labor market participation compared to women in the Middle East and the rest of the world in general¹³. Another obstacle to female labour force participation is the lack of implementation of gender-related laws, policies and strategies. According to the Palestinian Basic law, labour Laws and policies have been introduced on the basis of equality and non-discrimination¹⁴, as well as recent legislations that call for maternity protection and minimum wage setting were adopted and yet to be reinforced¹⁵. Despite all that, discrimination against women in workplaces predominantly exist, especially in the private sector, due to perceptions of employers for bearing additional costs when hiring women with family responsibilities. Furthermore, and mainly due to cultural and patriarchal norms, preferences are for hiring men as main providers for their families. When women are employed, they are paid less than men for work of equal value, despite the minimum wage legislation¹⁶.

Gender gaps in the economic sector remains based on the recent analysis provided by the Cross Sectoral National Gender Strategy, including ensuring decent work opportunities for women workers in the private

⁹ MAS 2014.

¹⁰ Cross Sectoral National Gender Strategy 2017-2022 (final draft December 2016).

¹¹ Al-Botmeh, Samia, Unlocking the Labour Market for Palestinian Women, 2015.

¹² PCBS, Labour Force Participation Rate 2000-2015.

¹³ Building Ties: Towards Integrated Strategies & Policies for Empowering Palestinian Women, UN Women (2014)

¹⁴ (Prime Minister Law no. 11, issued on 9/10/2012, article no.1) and the newly ratified Social Security Law in 2016

¹⁵ Ibid

¹⁶ Ibid.

and public sectors, and enhancing competitiveness of women MSME's and products at the national level, and the very limited gender mainstreamed policies and regulations that provide an enabling environment for women MSME's ¹⁷.

Therefore, it is important to join efforts and support the government in promoting and implementing gender-related labour policies and gendered economic strategies and policies to put in place the necessary mechanisms for ensuring fair competitiveness for women products, access to equal opportunities and decent work conditions, pay equity, law reinforcement and compliance in the workplace for better protection of women. Additionally, the strategic interventions should also include raising awareness on the importance of women participation in the labour market, and targeting men, building the technical capacities of women business owners to have fair economic opportunities through enhanced quality production, and access to economic inputs and finance, enhancing women marketing skills and participation in exhibitions and better economic opportunities.

3. Strategies including lessons learned and the proposed joint programme

UN Women and ILO recognize that women's limited access to decent work is a direct reflection of the discrimination they face in labour markets, where also research has shown that deficiencies in skills training of educated and uneducated women hinder the access to decent work; where the gap appears mostly between education and labour market requirements. Palestinian women continue to experience higher rates of unemployment than men at the national level, with large regional variations. This gap widens with the absence of effective law reinforcement mechanisms by the government particularly through inspection of workplace conditions, policies against violence and sexual harassments in the work place and having in place mechanisms for holding employers accountable towards ensuring safe and decent working conditions for women in all economic sectors.

Empowering women in the economy and closing gender gaps at work are central to the 2030 Agenda for Sustainable Development (leaving no one behind) particularly goals 5 and 8, the Convention on the Elimination of all Forms of Discriminations Against Women (CEDAW), United Nations Security Resolution (UNSCR) 1325 and the Palestinian National Policy Agenda 2017-2022. The Joint Programme responds directly to the following priorities of the Palestinian National Policy Agenda 2017-2022: **Priority 6:** Economic Independence: creating job opportunities; and improving Palestine's business environment; **Priority 7:** Social Justice and Rule of Law: Gender Equality and Women's Empowerment.

Within these parameters, and based on Lessons Learned globally and locally developed by the programme partners and based on the national consultation for this proposal that took place on 18/1/2017, an agenda for the economic empowerment of women in Palestine should be grounded on:

- Addressing the capacity constraints to women's entry to the labor market and decent work through improving technical and financial capacities of women with matching skills to market needs is key for their entry to the labor market. This also involves raising their awareness on their economic rights and decent work conditions as stipulated in national laws and legislations;
- Reforming discriminatory laws and fostering more gender responsive policies and legislative environment that is more protective is essential to accelerating women's economic empowerment.

¹⁷ Cross Sectoral National Gender Strategy 2017-2022 (final draft December 2016).

Advocacy and lobbying for equitable legislation and policies that are family friendly and gender responsive both at the government and corporate levels has proved to be a successful strategy to enable women to participate equally in the workforce;

- The private sector plays a crucial role in fostering growth and creating jobs in developing countries. Promoting adequate employment conditions for women is a win-win situation for employers and employees alike; bringing benefits to businesses, women, families and communities;
- The engagement at the community, governmental and corporate levels is key to create a better understanding of the importance of women's economic empowerment at home and at work. This entails the engagement of the gate keepers, these are traditional and religious leaders, as well as men and boys in the dialogue on the existing gender stereotypes about women's roles and careers, which is one of the main hindrances for women's economic participation; and
- Combining financial and business education, skills development and provision of financial resources has led to a greater uptake of loans and grants, and higher business revenues. It proved to be a good approach to improving access of marginalized women to economic opportunities.

Based on these premises, this document outlines a results-oriented collaborative programme Implemented jointly by UN Women and ILO that supports economic empowerment and promotes protection of labour rights of women workers in Palestine. The agencies bring a distinct comparative advantage to this subject:

UN Women has a longstanding technical knowledge on women's economic empowerment, its strong linkages with women's movements, and its leadership role for gender equality and women's empowerment within the UN system will help respond to the diversity of issues constraining women's economic empowerment in Palestine. UN Women has been operating in Palestine since 1994 (as UNIFEM), and has achieved significant successes in producing successful intervention models to enhancing women's economic empowerment at the grassroots and national levels by means of empowering women and equipping them with a variety of tools and resources thus enhancing their livelihood and sustainable income generation chances. Among the key models are the Sabaya model, The Women run School Canteen model and the One Stop Shop Approach to Sustainable Businesses, which this joint programme builds on.

ILO's specialized technical knowledge and policy assistance on decent work through its tripartite structure will enable the promotion of gender equality through a coherent set of interventions that aim to improve the policy environment for employment and contribute to promotion of social dialogue, standards, employment creation and social security.

Methodology of work:

This programme will build on the comparative advantage for both UN agencies for building synergies to promote women access to economic opportunities and decent work in Palestine through their previous expertise in Women Economic Empowerment and technical assistance on policy to promote decent work conditions for women in the labour market.

The programme implementation will employ a participatory approach that seeks to join efforts with workers and employers' organizations, and public institutions to create an appropriate environment that promotes decent and productive job opportunities for women in Palestine. It will involve the government, the Ministry of Labour, Women's Affairs and National Economy, private sector representatives such as the chambers of Commerce, trade unions, women organizations, in addition to national non-governmental organizations whom will be selected based on a competitive process as implementing partners for the JP.

This will include:

- Working at an individual, institutional and policy levels to promote women access to economic opportunities and decent work in Palestine; which will ensure engaging all the direct and indirect beneficiaries, partners and stakeholders and contribute to the ultimate goal of the joint programme.
- The institutionalization of the decent work and gender concepts within the skills, services and interventions of the target groups, which will be ensured through raising awareness, capacity building and coaching along with the technical expertise of the hired consultants and local NGOs, along with the technical expertise of the two UN agencies.
- Adopting the previously developed grants mechanism by UN Women, where it combines the capacity building on business development, hands-on coaching, and financial assistance responding to the needs of women and their socio-economic status as well as the existing and newly developed skills and experiences.
- Utilizing the tools and expertise of ILO related to decent work conditions, such as the regional and local technical consultants.

The Joint Programme: Expected Results

A joint programme was chosen based on the specific expertise of the involved UN agencies, and the added value that they can bring to the programme. It is particularly important to highlight the relationship with other partners in the programme.

The programme's overall goal is "to promote women equal access to economic opportunities and decent work in Palestine, and protection of their labour rights through reinforcement of equitable laws, legislations, policies and active labour market programmes, while engaging public, private and community actors." The programme design is articulated around two **outcome areas**: (i) increased employment of women workers and access to decent and productive jobs through market-oriented skills trainings; and (ii) promoting an environment that enables women's labour market participation on the basis of equal opportunity and non-discrimination.

The programme will enhance the role of women by specifically targeting them throughout its two outcome areas and its activities, while also bringing in boys and men as key stakeholders and drivers for efforts towards achieving gender equality.

Outcome 1: Increased employment of women workers and access to decent and productive jobs through market-oriented skills trainings.

This outcome area deals with strengthening the capacities of young women (employed and self-employed), especially the most excluded and marginalized in West Bank and Gaza Strip., through equipping them with market oriented skills and confidence to enhance their livelihood potential and access to decent jobs

Output 1.1_Increased capacities of women through training, peer to peer learning, and skills development opportunities for women (UN Women)

Indicative activities

- 1.1.1 Conduct a detailed needs assessment to identify the capacity needs and knowledge gaps for women's employment.
- 1.1.2 Design and deliver a tailored training program using UN Women One Stop Shop Approach (the One Stop Shop Capacity Development Package), that will target a wider group of self-employed women using business development and peer training by professional trainers. This activity will target **25 women** that will be selected on the basis of pre-identified criteria.
- 1.1.3 Business Development and Marketing: This activity will include creating market linkages, networking with relevant stakeholders, participation in exhibitions, registration of businesses etc.

Output 1.2 Develop a grant mechanism for women to enhance their decent job opportunities and sustainable income generation through business development and entrepreneurship (UN Women)

Indicative activities

- 1.2.1 Identify the criteria for selection of women MSME's for the grants scheme, based on a needs assessment pre-designed for this intervention.
- 1.2.2 Through identified local partners, provision of a grants scheme for a selected group of women for small scale businesses. Small-scale income-generating women businesses will provide low-income households and women with sources of income. This activity will target **15 women** who will be selected on the basis of pre-identified selection criteria. The grants scheme will target:
 - Strengthening the organizational capacity development and coaching of women MSME's to enhance their businesses and access better economic opportunities.
 - Strengthening the product development component of the Women MSME's production capacity.

Outcome 2: Promoting an environment that enables women's labour market participation on the basis of equal opportunity and non-discrimination.

This outcome will focus on supporting national consultation efforts and effective policy dialogue amongst the governmental, private, and non-governmental bodies in West Bank and Gaza Strip, including unions, to promote gender responsive policies related to the world of work. It will support the inclusion of gender equality concerns in the existing ministry of labour functions and services provision. It will, as well, enhance a gendered institutional awareness at the corporate level, for creating an enabling and supportive environment with improved working conditions for women.

Output 2.1 Awareness of women workers and advocates in private and public institutions for improved working conditions and protection of their rights strengthened (ILO and UN Women)

Indicative activities

- 2.1.1 A gender policy paper will be produced, on topics such women at work or other identified gender gaps to support women decent working conditions which will be identified through a national consultative process to be used as an advocacy tool. This paper will be followed by a policy discussion, facilitated by key women advocates with the objective of reinforcing accountability and commitment by the private sector and other responsible bodies.
- 2.1.2 Review of labor laws and related policies from a gender perspective, , as an important entry point for promoting equal economic rights for women.
- 2.1.3 Through a consultative and capacity building process, propose changes in the laws and policies that restrict women's full economic participation and ensure their alignment with International Standards.

Output 2.2 Capacity development of labour market governance institutions, and government regulations that promote better working conditions and earnings for women is improved (ILO)

Indicative activities

- 2.2.1 Through a nationally owned consultative process, strengthen the existing complaint mechanism to document and take action against violations of women's rights in the workplace to be implemented jointly with the Ministry of Labour and the Workers Unions. Build capacity of Ministry of Labor Inspectors on gender and labor inspection tool, review of checklists, inspection planning and campaigning to ensure more effective inspection and reporting mechanisms on violations of women workers' rights. This includes, building the capacity of Ministry of Labor Inspectors (42) on gender and labor inspection tools, review of checklists, inspection planning and campaigning to ensure more effective inspection and reporting mechanisms on violations of women workers' rights.
- 2.2.2 Deliver capacity development initiatives targeting members of labor unions, governments, employers' representatives and women's machinery on key gender and labor standards topics for advocacy purposes. This will include training on International labor standards, particularly conventions on Equal Remuneration Convention, 1951, No. 100, and Recommendation No. 90, Discrimination (Employment & Occupation) Convention, 1958, No. 111, and Recommendation No. 111; Freedom of Association and Protection of the Right to Organize Convention, 1948, No. 87; Right to organize and Collective Bargaining Convention, 1949, No. 98; Maternity Protection Convention, 2000, No. 183, and Recommendation No. 191; Workers with Family Responsibilities Convention, 1981, No. 156, and Recommendation No. 165, and Convention 189 on Domestic Workers.
- 2.2.3 Implement gender advocacy initiatives through engaging women workers, associations, unions, and community members in discussions around discrimination and workplace violations, gaps in law reinforcement mechanisms, role of unions in fostering collective bargaining agreements and promotion of decent working conditions.
- 2.2.4 Launch an awareness raising campaign for women workers on their labor rights, wages, future social security schemes highlighting the key benefits for women workers, access to legal services, dispute settlement and complaint mechanisms etc.

Direct and Indirect beneficiaries: The programme will ensure the participation of a wide group of policy makers and key actors in the design and implementation of the programme components. However, for the implementation of the programme activities, a much smaller group of technical implementing partners, from local NGOs, Unions, governments and private sector representatives will be selected and trained for the implementation of the programme activities.

Direct beneficiaries:

- Women entrepreneurs and MSME's (25 through capacity building and 15 through the Grants Scheme)
 - members of labor unions, governments, employers' representatives and women's machinery
 - women workers, and unions.

Indirect beneficiaries

Family members of the targeted women and their community members, research and statistics institutions, women machineries, policy makers, women advocates, and private companies.

- **Stakeholders:**
 - Ministry of Women Affairs, Ministry of Labour
- Chambers of commerce, workers' unions, Cooperative Unions, Microfinance Institutions (MFIs) and Palestinian Fund for Employment and Social Protection (PFESP) and local NGO partners.
- National Policy making bodies and committees that are relevant to the programme components.

Sustainability:

Both Un-Women and ILO have a good record in terms of ability to fund raise and implement programmes to promote Women Economic Empowerment. The proposed programme is building on the results of previous interventions implemented by both agencies; where this programme will create a joint intervention to promote WEE. The programme has a core focus on developing the technical and financial capacity of the direct beneficiaries to enable them sustain, transfer and utilize these capacities after the programme ends. The on-job coaching component is a crucial tool ensures sustaining these experiences and newly developed skills.

Women entrepreneurs will be able to utilize the technical skills and financial assistance in order to enhance their businesses, exchange and transfer to other women and reaching more economic opportunities, where they will be able to employ other women and explore better working conditions in the market. The targeted women will be linked to investors and private sectors, where they will be able to sustain their business links and deals, and invest in future business deals and opportunities.

At an institutional level, the programme will result in national ownership of knowledge and tools acquired, where the targeted workers in unions, ministries, women advocates, chambers of commerce etc. have the know-how on the gender issues and decent work concepts which will reflect on their work and service provision programmes, these experiences will be institutionalized, exchanged, transferred and adopted within their work and the similar existing institutions, which is an ultimate objective that the programme aims to achieve. Also, the policy and legal framework interventions of the programme will reflect on a better gendered environment that will ensure better decent working conditions for women in the work place.

Principles and rights of Decent Work for women at work will be embedded in the key labour market institutions mandated to promote and protect workers' rights. Using the social dialogue tool to ensure women have a voice in decisions related to the working conditions will also build a foundation for advancement of gender equality in the world of work. The awareness raising on labour rights provided to

Women workers will increase their knowledge and realization of such rights and will have a multiplier effect that goes beyond their individual capacities trickling down to their family members, co-workers and communities.

At the socio-economic level, the indirect beneficiaries, including the families and communities where women live will benefit from the knowledge shared and transferred. Also, their economic status will be enhanced and will affect their income as breadwinners in their families, which will ensure better livelihoods for the women's families and children.

4. Management and coordination arrangements

A joint programme will be implemented by UN Women and ILO with UN-WOMEN as lead agency in cooperation with the ILO. Throughout implementation, the programme will establish and nurture partnerships with relevant government institutions, civil society, particularly women organizations and local NGOs, as well as the chambers of commerce, unions of workers and the private sector. A memorandum of understanding (MOU) will be signed by the two agencies stipulating the responsibilities of each party with regard to programme management and implementation.

For the **implementation of the programme**, a joint team will be formed. A Joint Programme Manager (JPM) will be hired by UN-WOMEN to oversee the entire programme. S/He will supervise a project team of technical, administrative support and finance staff hired depending on the needs of the programme. The team represented by the two agencies will be responsible for the overall management and monitoring of the project components, implementation according to project work plan, logframe and set indicators and targets.

A steering committee (SC) will be established with representation of the two UN agencies, the donor and national counterparts. The JPM will serve as the secretariat for the SC. The SC will be responsible for the overall supervision of the programme as well as the provision of technical input. This will include reviewing and approving workplans, reviewing and approving funding streams, reviewing and approving any amendments to the project document or timeline. The SC will meet twice a year to provide overall guidance to the programme team. Furthermore, regular coordination meetings will be organized involving all partners to ensure a high level of collaboration as well as consistency throughout.

Responsible Parties/Implementing partners: will be responsible for implementation of project activities at the output/activity level, as described in the programme cooperation agreement(s) and for achieving the results in line with the work plan and budget. They will be responsible for regular cooperation among them through meetings and correspondence to ensure standardization of approaches and to avoid duplication. The Programme Team in each organization will be responsible for direct follow up on project implementation. UN Women will be partnering with a local NGO as a technical expert organization to implement the first outcome of the programme, including technical support, training and ongoing follow up and monitoring from UN Women.

Synergies with the Italian Cooperation implemented programmes at a national level

The JP will be building on the achievements of other programmes funded by the Italian Cooperation, such as (WELOD and IRADA) to network with the established Tawasol centers, through the awareness raising campaigns among other activities, also, the JP will coordinate with the IRADA programme initiatives at the level of MoL interventions.

6. Fund Management Arrangements

A Joint Programme will be established at a national level between UN Women and ILO for the implementation of the proposed action. The pass-through fund management will be used whereby the donor contributions will be channeled through UN Women acting in the capacity of Administrative Agent (AA). In its AA capacity, UN Women will receive the funds from the donor and, will pass them to the ILO to support activities in their unified work plans. UN Women, as AA signs a "Standard Administrative Arrangement" with the Donor and a Standard Memorandum of Understanding with ILO.

As AA, UN Women will be accountable for the effective and impartial fiduciary management of this programme; where ILO and UN Women will be jointly coordinating reporting, monitoring and evaluation of the programme. Each of the two organizations will be accountable for their own programmatic financial results and they are jointly accountable for achieving the goals of the joint programme.

To maximize efficiency in the implementation of the joint programme, the partners will create a programme implementation team that will centralize finance, administrative, management and logistics functions – thereby reducing overall operating and management costs. As such, the agencies implementing this programme will share support services such as finance, management etc. while also having their own technical experts and programme associates embedded within their offices, and local implementing partners to ensure the high quality and smooth implementation of different elements of the joint work.

7. Monitoring, Evaluation and Reporting

A joint Monitoring and Evaluation (M&E) Plan, incorporating elements of the Donor Committee for Enterprise Development (DCED) framework, will be developed by UNWOMEN and ILO for the results chain, which will specify indicators, both quantitative and qualitative, for the different levels in the results chain, projections for the key quantitative indicators, and how and when the indicators will be assessed. The approach will include use of secondary data to the extent available, but it is foreseen that a significant amount of primary data will need to be collected, through surveys, interviews, group discussions and other means.

A comprehensive Performance Monitoring Framework (PMF) will be developed as an integral part of the programme, highlighting the performance indicators, data sources, collection methods and frequency, responsible actors and baselines and targets for each result (goal, outcomes and outputs). It will be developed in collaboration with local partners and with technical support from the monitoring and evaluation sections of both entities.

Monitoring activities will involve both, the outcome and output levels: monitoring at output level will take place throughout the programme, while it will take place semi-annually at outcome level.

The programme will begin as per the date agreed by the steering committee (and to be based on the date of received donor funds, the approval of MOU's between the two organizations).

Regular reporting (Mid-term and final reports) will be an integral part of M&E for systematic and timely provision of information. Implementing partners will be reporting on progress on programme management and financial arrangements bi-annually, which will be submitted to the steering committee and the programme donors.

Mid-term and final programme review meetings, including lessons learned sessions, will be organized, involving all the programme's staff and implementing partners, selected government officials from relevant ministries and relevant staff of the two entities.

A final evaluation of the programme is planned: the final external evaluation will be conducted at the end of the programme (year 2). The monitoring and evaluation information will be shared broadly with all stakeholders involved in the programme to inform and disseminate future initiatives.



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8. Management and Coordination arrangements (M&E framework)

Assumptions:

The Joint programme assumes that the interventions provided for the direct beneficiaries will be designed to respond to their needs, and reflects a comprehensive intervention that will work at the individual, institutional and policy levels; which will ensure their commitment and willingness to develop their skills and acquire tools that will enhance their businesses and service provision, in addition to adopting gender-sensitive approaches at the services and policy levels. According to the programme outcomes and outputs, the assumptions are, respectively; 1) the capacity, production and resources of women entrepreneurs are increased; 2) training is designed based on a comprehensive learning needs assessment, trainings well designed and delivered, full attendance of participants; 3) Training is conceived, designed and implemented as a process, including coaching, rather than a single workshop or several sessions; 4) Grants are developed based on a comprehensive needs assessment of beneficiaries; 5) Public service providers and institutions have the willingness to enhance gender sensitive services provided for women. Monitoring will include the assessment of the identified risks to quickly mitigate and/or address such risks as necessary.

Expected Results (Outcomes & outputs)	Indicators (with baseline & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risk & Assumptions
JP Outcome 1: Increased employment of women workers and access to decent and productive jobs through market-oriented skills trainings.	Indicator: Overall increase of women employed and jobs created for the targeted women Target 2018: 5% increase	HR records, reports	Information gathered through field visits every two quarters and incorporated in annual intermediate reports	JP team	Assumptions: Capacity and resources to increase production of targeted women Risks: Structural distortions of Palestinian economy and trade resulting from Israeli restrictions deepen halting economic activity in the production sector
JP Output 1.1: Increased capacities of women through training, peer to peer learning, and skills development opportunities for women	Indicator 1: % of participants with increased technical and managerial skills Target 2018: 20%	Target Group and specific questions for identifying skills development List of attendees	Pre and Post Self-Assessment by trainers during trainings and workshops ongoing basis	JP team	Assumption: Training is designed based on a comprehensive learning needs assessment. Trainings well designed and delivered, full attendance of participants. Risks: Participants are not committed to training sessions



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<p>JP Output 1.2: Develop a grant mechanism for women to enhance their decent job opportunities and sustainable income generation through business development and entrepreneurship</p>	<p>Indicator 2: % of participants who report using the skills they gained</p> <p>Target 2018: 20%</p>	<p>Target Group and specific questions on relevancy of training and satisfaction with training and skills were used</p>	<p>Beneficiaries Survey bi-annually</p> <p>Focus Group Discussion Quarterly</p>	<p>Assumption: Training is conceived, designed and implemented as a process, including coaching, rather than a single workshop or several sessions. A Follow-up plan will be developed as part of designing the training.</p> <p>Risks: Gap between knowledge and application</p>
	<p>Indicator 3: Number of women benefiting from small-scale businesses</p> <p>Target 2018: 10 women</p>	<p>Target Group and specific questions on satisfaction with the programme</p> <p>List of attendees</p>	<p>Beneficiaries Survey, bi-Annually</p> <p>Focus Group Discussion quarterly</p> <p>Document review quarterly</p>	<p>Assumptions: Targeted women are committed to develop and strengthen businesses</p> <p>Risks: Structural distortions of Palestinian economy and trade resulting from Israeli restrictions deepen halting economic activity in production sector</p>
	<p>Indicator 4: Number of women benefiting from small-scale grants.</p> <p>Target 2018: 15 women MSME's</p>	<p>Target Group and specific questions on Programme Project Related Documents</p>	<p>Beneficiaries Survey, bi-Annually</p> <p>Focus Group Discussion quarterly</p> <p>Document review quarterly</p>	<p>Assumptions: Grants are developed based on a comprehensive needs assessment of beneficiaries.</p> <p>Risks: Women beneficiaries do not have well-defined business plans.</p>
<p>JP Outcome 2: Promoting an environment that enables women's labour market participation on the basis of equal opportunity and non-discrimination.</p>	<p>Indicator: Overall increase of gender sensitive public services provided to ensure decent working conditions for women</p> <p>Target 2018: 10 services provided</p>	<p>MoL records</p>	<p>Reports of targeted ministries, progress reports annually</p>	<p>Assumptions: Public service providers and institutions have the willingness to enhance the services provided for women</p> <p>Risks: No financial resources available for service providers to effectively undertake their work</p>



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<p>JP Output 2.1: Awareness of women workers and advocates in private and public institutions for improved working conditions and protection of their rights strengthened</p>	<p>Indicator 5: % of trainees who report mainstreaming gender within their work</p> <p>Target 2018: 5%</p>	<p>Inspectors at MOL, labor unions' staff, women machinery</p> <p>Toolkits, Manuals, Reports</p>	<p>Assumptions: Public service providers and institutions have the willingness to enhance the services provided for women</p> <p>Risks: No financial resources available for service providers to effectively undertake their work</p>	<p>JP team</p>	<p>Assumptions: Public service providers and institutions have the willingness to enhance the services provided for women</p> <p>Risks: No financial resources available for service providers to effectively undertake their work</p>
<p>JP Output 2.2: Capacity development of labour market governance institutions, and government regulations that promote better working conditions and earnings for women is improved</p>					

9. Work plans and budgets

Work plan: “Promoting Women’s Equal Access to Economic Opportunities and Decent Work in Palestine”

Period: September 2017- August 201