

TERMINAL REPORT

Basic programme/project information (To be provided by programme or project management)

Programme/Project number and title: ARM/96/020: SUPPORT TO THE GID UNIT IN ARMENIA

Designated institution: _____ Ministry of Social Security of RoA

Project starting date:

Originally planned: January 1997

Actual: April 1997

Project completion date:

Originally planned: January 2000

New: December 1998

Total budget (\$):

Original: 175,000

Latest signed revision: 79,497

Period covered by the report: _____ April 1997 - December 1998 _____

PART 1: NUMERICAL RATING

Rate the relevance and performance of the programme or project using the following scale.

1 - Highly satisfactory 4 - Unsatisfactory 2 - Satisfactory
X - Not applicable 3 - Unsatisfactory, with some positive elements

Place your answers in the column that corresponds to your role in the programme or project.

| {PRIVATE} SUBSTANTIVE FOCUS | Impleme ~tiing ency | Programme o project anager | Government | UNDP |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------------------|------------|------|
| A. RELEVANCE | | | | |
| How relevant is the programme or project to the development priorities of the country? | 1 | 1 | 2 | 1 |
| How relevant is the programme or project to the promotion of sustainable human development? Indicate your rating on the thematic focus which the programme or project was designed to address. (a) Poverty eradication and sustainable livelihoods | | | | — |

| | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------|---|---|---|----|
| (b) Protection and regeneration of the environment | | | | |
| (c) Gender in development | 1 | 1 | 1 | 1 |
| (d) Promoting an enabling environment for SHD, including governance | 2 | 2 | 2 | |
| To what extent are appropriate beneficiary groups being targeted by the programme or project, based on the following considerations? | | | | |
| (a) Gender | 2 | 2 | 2 | 2- |
| (b) Socio-economic factors | 2 | 2 | 2 | |
| (c) Geographic location | 2 | 2 | 2 | 2 |
| 4. Given the objectives of the programme or project, are the appropriate institutions being assisted? | 2 | 2 | 2 | 2 |

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| | | | | |
|-------------------------------------------------------------------------------------------------------------------------|---|---|-----|---|
| B. PERFORMANCE | | | | |
| Using the following indicators, rate the contribution of the outputs to the achievement of the immediate objectives: a' | | | | |
| (Indicator 1) Substantive capacity | 2 | 2 | 2 | 2 |
| (Indicator 2) Technical capacity | 3 | 2 | 2 - | 2 |
| (Indicator 3) Recognition/Networking | 3 | 3 | 3 | 3 |
| Rate the production of target outputs . | 3 | 3 | 3 | 3 |
| 3. Are the management arrangements of the programme or project appropriate? | 3 | 3 | 3 | 3 |
| 4. Are programme or project resources (financial, physical and manpower) adequate in terms of: | | | | |
| (a) quantity? | 3 | 3 | 3 | 3 |
| (b) quality? | 2 | 2 | 2 | 2 |
| 1. Are programme or project resources being used efficiently to produce planned results? | 2 | 2 | 2 | 2 |

| | | | | |
|----------------------------------------------------------------------------------------------------|---|---|---|-----|
| 6. Is the programme or project cost-effective compared to similar interventions? | 2 | 2 | 2 | 2 - |
| Based on its work plan, how would you rate the timeliness of the programme or project in terms of: | | | | |
| (a) Production of outputs and initial results? | 2 | 2 | 2 | 2 |
| (b) Inputs delivery? | 2 | 2 | 2 | 2 |

The programme or project manager must list the indicators as reflected in the programme support document or project document or agreed on by the stakeholders.

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Please indicate your overall rating of the programme or project using the following numbers:

- 1 - Highly satisfactory
- 2 - Satisfactory
- 3 - Unsatisfactory, with some positive elements
- 4 - Unsatisfactory
- 5 - Not applicable

| | Implementing Agency | Programme or project manager | Government | UNDP |
|---------------------------------------------------|---------------------|------------------------------|------------|------|
| .. | | | | |
| OVERALL RATING OF THE PROGRAMME OR PROJECT | 2 | 2 | 2 | 2 |

Explain the basis of your rating, which need not be limited to, or which may be different from, the relevance and performance criteria rated above. For the last year of the programme or project, the overall rating should include an assessment of the potential success of the programme or project as well as its relevance and performance.

PART II: TEXTUAL ASSESSMENT

What are the major achievements of the programme or project vis-a-vis the expected results? Please explain them in detail in terms of potential impact, sustainability of results and contribution to capacity development.

*The project very relevant and critical to the gender sensitisation of national policy and programs. The Government adopted some basic documents defining the situation in this field. Partnership between **Government and the Civil Society was strengthened**. NGOs active in the field were supported. Sustainable network among stakeholders was developed and supported. Gender Focal Points in regions were activated.*

Public awareness on gender issues was raised through regular round tables and training seminars organized countrywide. Appropriate channels were developed for information dissemination. Further development of gender statistics and publication of information directories were fostered.

2. What factors affected the achievement of programme or project results?

The Unit of Women's Issues and the Department of Women's and Children's Issues was established in the Ministry of Social Security in April 1997, which was assigned the responsibilities of the GID Unit. In July 1998 the Unit was closed due to structural adjustments of the Ministry in connection with changes of the Government and the leadership of the Ministry. The Project has no permanent site

A broad public awareness campaign of the Minister of Social Security through mass media in 1997 increased public awareness on gender issues and project activities. Lack of access to the Internet made the information dissemination to the regions difficult. Initial lack of cooperation between Government and NGOs (NGOs were not considered as actual counterparts by the Government; NGOs have no strong commitment to the Government) seriously hindered project activities. The lack of specialists on gender issues initially caused difficulties in facilitation of round tables and restrained areas of studies.

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Wide partnership framework including all women's NGOs and organizations active in the area provided a fertile ground for successful activities and sustainable cooperation in the future Regular support and intensive backstopping of UNDP/RBEC Sub-Regional GID Project, specifically in regional exchange initiatives, was also a significant contribution to achievements.

3. What lessons (both positive and negative) can be drawn from the experience of the programme or project?

The most fundamental lesson that the experience of the project delivered is that any intervention aimed at the attaining gender equality should be anchored at the gender mainstreaming strategy with relevant mechanisms rather than allocating resources for a GID or WID type project.

Promoting network of organizations active in the field Jbrough establishing an efficient environment/forum for discussions via employing innovative approaches and /CT can be a crucial factor in empowering women's organizations and civil society at large to contribute to the advancement of women and attaining gender equality. At the same time lack of technical capacity of partners reduces the efficiency of the outputs and outcomes.

Working with highly qualified specialists in various areas and motivating them to contribute to the GID objectives is equally important as supporting women leaders, organizations and empowering women. On the other hand lack of local specialists on gender and development issues significantly hinders conducting studies in this field and identifying priorities using adequate methodologies. Concurrently, lack of deep understanding of gender methodologies and concepts by women leaders may cause derived problems in achieving positive impact.

Promoting gender culture among top decision makers, as well as fostering partnership between government authorities and NGOs is crucial for successful implementation of GID type projects in Armenia. Yet, the lack of gender sensitivity of top decision-makers and relevant knowledge of gender issues, frequent and immersed changes of the management of authorities might no only gravely endanger successful implementation of the project but could also result in long-term problems in overcoming a number of significant objectives.

It is also important to cooperate with successful/capacitated organizations in implementing the

project while supporting and building capacity of newly established and grass root NGOs through training and technical inputs. Yet, it is rather inefficient working in the opposite way.

Working with the journalists and information managing staff should become a good start for any PR activity related to GID related activities. Empowering media and having a strong ally in raising public awareness on gender issues will significantly contribute to overall project implementation.

4. What are the views of the target groups with regard to the programme or project? Please note any significant gender-based differences in their views.

The NGO community welcomed the project in early 1997 as a follow up to FWCW. The project mostly fulfilled expectations of the civil society: strong organizations were included in the partnership framework, their contribution to the activities were ensured and emergent organizations received significant technical assistance through series of training courses. The role and contribution of the project in promoting the cooperation between women's organizations and local authorities, as well as their association to the number of national institutions were widely recognized by all stakeholders.

If the programme or project has been evaluated, what is the implementation status of the recommendations made by the evaluators?

NA

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6. What activities or steps do you recommend as follow-up to the project?

Taking into account project achievements, factors contributed to successful practices and problems and obstacles in its implementation it is recommended to ascertain the GID Unit with appropriate status and staff. It is recommended that in the interest of sustained development consideration be given to providing more targeted/specific assistance to promoting the network of all stakeholders including gender focal points and NGOs in the regions, with special attention paid to the employing ICT for this purpose, providing further training for government officials and NGO leaders on gender issues and social partnership; building capacity for the Resource Centre (library, equipment, etc.), - promoting research and studies on gender issues in Armenia.

7. Provide any other information that may further support or clarify your assessment of the ___ programs or project. You may include annexes, as you deem necessary.

In November 1998 an agreement was stated with the implementing agency on Project **cessation** until a new programme could be developed, with more sustainable objectives, a broader variety of partners and a more visible mechanism for implementation. It was also agreed that the Project will be formally closed by UNDP and the Government as soon as the paper work is completed.

For the implementing agency:

Name: Razmik Martirosian

Title: Minister of Social Security of RoA

Signature: _____

Date: 7.03.2001

For the programme or project management:

Name: Vahan Asatrian

Title: National Project Coordinator

Signature: _____

Date: 7.03.2001

For the government:

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Name: Razmik Martirosian
 Title: Minister of f Sor al Securit;- of RoA
 Signature: - ' . r

Date: 7.03.2001

I For UNDP:

Name: Katiga Cekalovic
 Title: UNDP Resident Representative

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Date: 7.03.2001

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PART III: Programme/proiect summary table

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ARM/96/020 Support to the GID Unit
in Armenia
Minist of Social Securit of RoA

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FINANCIAL SUMMARY

| Source of funds | Budget (\$ '000) | Estimated expenditure (\$ '000) | Delivery rate (%) |
|-----------------|------------------|---------------------------------|-------------------|
| | 79.497 | 79.497 | |
| | - | - | |
| | - | - | |
| | - | - | |
| | - | - | |
| | - | - | |
| | - | - | |
| | - | - | |
| | - | - | |

The project was relevant and critical to the advancement of women and attaining gender equality in Armenia. The project was also forged in a timely way so as to assist RoA in national follow up to Beijing Conference and preparation of the National Platform for Action.

The main objective of this project was to build up the capacity of the GID Unit to mainstream gender issues in national programs, to undertake research and disseminate information in gender issues and develop programs in support of women in our country, to establish a network and partnership between the Armenian national institutions, non Governmental organizations and development agencies, and to provide training opportunities for trainers. The project directly refers to the UNDP strategy that has chosen the advancement of women and integration of women in development as issues of special consideration. UNDP is the only organization in the UN system with an extensive GID program.

The Project, even though had achieved a number of outputs, namely the drafting of the National Action Plan for follow-up to Beijing of the Government of Armenia, and the establishment of a Government Commission on Gender Policy under the Ministry of Social Security, may not have had the desired outcome to convince the UNDP staff or the Government for the need to recognize, concentrate and address gender issues in Armenia.

TRAC (1+2)
 TRAC 3
 Other
 Cost-sharing:

Government Financial institution Third arty

Trust funds
AOS (where applicable)

100.00

SUMMARY OF RESULTS

| Programme support objectives (PSOs) or Immediate Objectives | Indicator | Achieve |
|-------------------------------------------------------------|-----------|---------|
| Obj. 1 | | |
| Obj. 2 | | |

Mainstreaming gender sensitive approaches into national policy and programs, ensure gender sensitivity and awareness of all Government key officials and partners, actors in the NGO community in planning and programming.

Promotion of research and development of a network of information on gender issues and their dissemination through appropriate channels

National Policy on the advancement of women and gender equality was formulated as a part of national follow up to FWCW. A number of policy papers were prepared and adopted by the government.

Legislation of the RoA was analyzed in terms of gender equality and discrimination against women. Participation and contribution of NGOs in these processes were ensured. Guidelines on gender and development issues, on working with the mass media, as well as the Beijing PFA in Armenian were published.

Awareness on gender issues was raised through training activities for government officials, NGO leaders, media policy makers and journalists. Cooperation of NGOs with national and local government authorities enhanced through round table discussions and seminars nationwide.

Gender focal points were instituted both in the regions and various sectors. Government Commission on gender and development policy was established.

Gender related problems were identified and assessed in several areas (gender and policy, gender and culture, feminization of poverty, refugees and migration, gender policy in employment administration, etc.). These issues were widely discussed at round tables and networks of related specialists fostered.

The Project activities and activities of GID Unit have been regularly aired through established channels, especially through the mass media.

Development of gender statistics (mechanisms of gender-disaggregated data collection, statistics for national programs and policies, etc.) was promoted. Database on social status of women in Armenia (vulnerable groups, employment, refugees, etc.) was created in the Ministry of Social Security and mechanisms for data collection using national information systems 'PAROS'. A 'AKS' and 'SEVAN' were elaborated. A case study on the status of rural women was prepared by experts. A video film on women-leaders of rural communities were

produced and widely presented.

| | | |
|----------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Supporting the implementation of programs beneficial for women at the national and regional level. | | NGO initiatives and projects were supported. Fund raising mechanisms were supported. Database on the national NGOs active on women's/gender issues was created. |
| Support the institutionalization of training in practical skills for women. | | <p>Though the Institute on Labor and Social Research had no capacity to provide appropriate training for trainers a group of 15 trainers was created based on the Association of Women with University Education and a series of intensive training for trainers was conducted with the Association. Four trainers in new methodologies of gender studies were trained in summer schools in Russia and Ukraine.</p> <p>Over 250 government officials, representatives of women's NGOs, GFPs, journalists and other beneficiaries received training on gender related issues. 9 leaders and active members of 43 NGOs in Yerevan and Gyumri received English language and computer skills training.</p> |

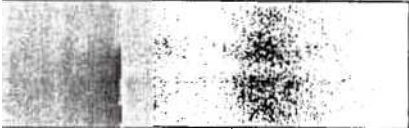
Output targets

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Obj. 1 Mainstreaming gender sensitive approaches into national policy and programs, ensure gender sensitivity and awareness of all government key officials and partners, actors in the NGO community in planning and programming

Output 01 Gender sensitive national policy and civil

| | | |
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| | | Achievement of out |
|--|--|--------------------|



service personnel with capacity to conduct gender analysis and mainstreaming

00 ut 02 Appropriate Forum for up-streaming and don n-streamrnrng gender sensitiv legislation and programnrng Review of e and its implementation. Guidelines legislative developed for appropriate implementation of gender

The National Concept Paper on the Improvement of Status of Women in the RoA and the National Plan of Action on the Improvement of Women's Status and empowerment of their Role in the Society for 1998-2000 in the RoA were drafted and further endorsed by the Government. The Concept on the Legislative Action Aimed at the Provision of the Equal Rights and Equal Opportunities for Men and Women in the RoA and the Concept on the Improvement of Status of Rural Women and increasing their Participation in the Decision Making at all Levels have been drafted. The gender review of legislation of the RoA covering all existing laws and regulations was conducted by the group of experts

the Beijing PFA were translated in Armenian and published. The practical guide for women on practicing mass media 'How to reflect gender issues in mass media' and the practical guide for governmental officials, NGOs and International organizations 'Gender and Development' were published.

Over 140 local Government officers, NGO leaders, mass media policy makers and journalists were trained on the issues of democracy, gender equality and civil participation of women, development of women's movement and cooperation of

Output 03 Task forces of Government and NGOs to work together on specific areas of concern to women.

gender analysis and planning, development of women's movement and cooperation of authorities with the civil society through the series of seminar/trainings in Yerevan and regions.

NGO Advisory Committee was established in spring 1997 with 13 members after consultations with about 25 NGOs. A forum of 20 NGOs was established coordinated by 3 NGO leaders. Government Commission on the Development of the Gender Policy in the RoA headed by the Minister of Social Security was established (operational till 2000) by decree of the Prime Minister, with the mandate to coordinate activities and issues on the development of gender policy in Armenia. Gender focal points were appointed by the Decrees of Governors.

Obj. 2 Promotion of research and development of a network of information on gender issues and their dissemination through appropriate channels

Output 01 Regular round-tables and discussion sessions on gender related issues

Output 02 Resource Center located at the GID Unit with a monthly newsletter

Output 03 Gender segregated data gathered and analyzed for programming purposes.]

Obj. 3 Supporting the implementation of programs beneficial for women at the national and regional level.

Output 01 Fund-raising for the various project proposals submitted by women's organizations.

Output 02 A systematic mechanism for putting donors and women's organizations in touch for the implementation of projects beneficial to women at the national and regional levels

Identification and assessment of problems in several areas conducted (gender and policy, gender and culture, feminization of poverty, refugees and migration, gender policy in employment administration, etc.) by mobilizing national experts, professional NGOs and Government officials. Over 45 round tables, lectures and discussion groups for an exchange of information on gender related issues were organized.

The Project activities and activities of GID Unit have been regularly aired through mass media. Interviews with GID Unit and Project staff press conferences of visiting experts have been facilitated. Their missions were advertised in mass media.

Development of gender statistics (mechanisms of gender-disaggregated data collection, statistics for national programs and policies, etc.) were fostered through consultations with the Ministry of Statistics, State Register and Analysis. Database on social status of women in Armenia (vulnerable groups, employment, refugees, etc.) was created and mechanisms for data collection using national information systems 'PAROS', 'ARAKS' and 'SEVA' were elaborated. A case study on the status of rural women was prepared by experts. A video film on women-leaders of rural communities were produced and widely presented.

Over 10 various projects designed by women's NGOs with diverse sources of funding were reviewed and consulting in project design, targeting, elaboration of work plans were provided, as well as consultations with possible donors for NGO projects was facilitated. Fund-raising through the Employment Fund of the RoA for women's NGOs' projects facilitated. An electronic database on women's organizations were created.

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Obj. 4 Support the **institutionalization** of training in practical skills for women.

Output 01 The Institute on Labor and Social Research's capacities built up to be able to provide appropriate training for trainers.

Output 02 The Institute to provide regular training for trainers on Gender analysis, computer sciences, development planning, English Language and Business Administration.

Since the Research Center on Women and Children of the Institute on Labor and Social research had no capacity to provide appropriate training for trainers the consultative group of 15 trainers was created based on the Association of Women with University Education and a series of intensive training for trainers was conducted with the association. Further, four trainers in new methodologies of gender studies were trained in summer schools in Russia and Ukraine.

11 training courses on gender related issues were organized for over 250 government officials, representatives of women's NGOs, GFPs, journalists and other beneficiaries. English language and computer skills training needs were identified and courses conducted for 96 leaders and active members of 43 NGOs in Yerevan and Gyumri.