



Cairo Declaration for Arab Women and the Strategic Plan for Women Empowerment in the Arab Region- 2030 Development Agenda

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Table of Abbreviations

ACHPR	African Commission on Human and Peoples' Rights
ALO	Arab Labor Organization
AWO	Arab Women Organization
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
ILO	International Labor Organization
LAS-WFCD	League of Arab States- Women, Family and Childhood Department
MDGs	Millennium Development Goals
OHCHR	Office Of The High Commissioner For Human Rights
OSCE	Organization for Security and Cooperation in Europe
SDGs	Sustainable Development Goals
UfM	Union for the Mediterranean
UN ESCWA	United Nations Economic and Social Commission for Western Asia
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNAIDS	United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNESCO	The United Nations Educational, Scientific and Cultural Organization is a specialized agency of the United Nations.
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children Fund
UNODA	United Nations Office of Disarmament Affairs

Cairo Declaration¹

The Post 2015 Development Agenda for Arab Women “Opportunities and Challenges”

We, representatives of Arab countries governments, participating in the "high-level meeting on Implementing the Millennium Development Goals (MDGs) for Women and Girls, Gender Equality and the Empowerment of Women in the Arab Region: The Development Post 2015 Agenda– Opportunities and Challenges,”, at the League of Arab States, in Cairo, attended by the Secretary-General of the Arab League and Deputy Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), on February 23, 2014,

Expressing our thanks to the Secretariat of the Arab League, Department of Women, Child and Family, the UN Women, the Economic and Social Commission for Western Asia (UN ESCWA), and United Nations Development Program (UNDP), for their efforts that contributed to the success of this meeting,

Emphasizing the values, principles and objectives contained in the Arab women advancement Strategy, the Arab Charter on Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women and their annexes, the Beijing Platform for Action adopted by the Fourth World Conference on Women in Beijing in 1995, and the UN Declaration of the Millennium Development Goals (MDGs),

Appreciating the Arab efforts seeking to implement all the agreements for the advancement of women and to ensure women’s rights and ways to promote women’s empowerment at all levels in the Arab region,

Highlighting the work done by the Arab countries in order to develop legislation aimed at promoting political, economic, social and cultural participation of Arab women, and the creation of new mechanisms to monitor the implementation of this legislation and reporting violations, as well as steps taken by a number of Arab countries to withdraw their reservations to the Convention on the Elimination of all forms of Discrimination against Women and the implementation of the Beijing Platform,

Recalling the findings and recommendations of the Civil Society Forum, held in Cairo, at the headquarters of the General Secretariat of the Arab League on February 17 to 18, 2014, to prepare for the 58th session of the Commission on the Status of Women, in cooperation between the Arab League, UN Women and UN ESCWA, attended by experts on the issues of women's empowerment in the region to discuss ways to develop the status of Arab women and gather support for a women's plan of action beyond 2015,

¹ The Cairo Declaration for Arab Women resulted from a high-level meeting on the ‘Millennium Development Goals for women and girls, gender equality and women’s empowerment in the Arab Region: The Post-2015 Development Agenda – opportunities and challenges’ which was held at the Cairo headquarters of the League of Arab States on 23 February 2014.

Applauding the constructive and fruitful discussions that took place throughout the working sessions of the meeting, including on women's empowerment, key challenges faced, and to set milestones and a plan of work for the Arab Women agenda beyond 2015;

Key Messages:

1. **There is consensus and solidarity** in the Arab region on the need for a comprehensive stand-alone goal on women's empowerment and gender equality to be included in the post 2015 development agenda, as well as the need for gender mainstreaming in all aspects and goals of the post-2015 agenda;
2. We will work to ensure the implementation of social justice policies, poverty eradication, and health coverage due to their direct impact on the status of women;
3. We call on increased capacities and support mechanisms for women's political participation and increased rates of participation of women in all elected assemblies;
4. The expansion of democratic practices and consultation at the national and local levels to ensure equitable distribution of resources and development aid;
5. The expansion of temporary special measures to ensure impact in all areas of women's participation;
6. Support to national mechanisms and councils of women to be more effective and have significant impact in the implementation of women's empowerment policies in Arab societies;
7. To work on the collection and dissemination of available data and ensure methods of freedom of information, including establishing core databases of information, under the umbrella of the Arab League, in cooperation UN Women, and in coordination with the concerned governmental/non-governmental and civil society organizations.
8. To call for the adoption of public gender-responsive budgeting as mechanism for social justice;

9. To push for the adoption of new government standards for gender-responsive indicators, including the adoption of statistics disaggregated by sex to support in determining development priorities;
10. To increase mechanisms of prevention, protection and compensation for survivors of violence;
11. The development of cultural systems and social norms to produce more just social patterns, through the development of new strategies in education, media, positive and smart partnerships with religious institutions, and promoting the exchange of experiences between Member States;
12. Recognize the need to work with men, boys and students, as partners and strategic allies in the elimination of all forms of discrimination against women and girls;

Women's political participation:

- Ensure a national constitutional umbrella of non-discrimination against women that recognizes and respects the inherent human dignity of all peoples, as included in both the Universal Declaration of Human Rights and the Arab Declaration of Human Rights;
- Develop national legislation aimed at bridging the gap between women and men in all political, economic, social fields and eliminate all forms of discrimination;
- Develop national electoral systems that ensure the political participation of marginalized groups, including women, the poor, and minorities;
- Create a more equitable environment in public offices and ensure women's participation in decision-making on the basis of merit and competence;
- Support the development of temporary special measures to enhance the capacity of women and push for their active participation in political parties, trade and labor unions, and elected councils and civil society organizations of all types to ensure the quality and efficiency of participants in the political process;
- Develop databases of national indicators and statistics on gender equality and the integration of women in political bodies.

Women's Economic Empowerment:

- Recognize women's right to work on a just and fair basis with equal pay for work of equal value;
- Provide a work environment where the personal health and safety of employees, access to leadership positions for women, ensuring the protection of women against physical abuse in the workplace, and the right to equal tax treatment and advancement in the work place, including through mentoring programs and technical and vocational training, is considered;
- Ensure equal access for women in the realm of economic empowerment and equal control over productive assets and resources, including access to information, land, property, finance, water and energy;
- Empower women to participate in the development and monitoring of poverty reduction strategies based on the Millennium Development Goals and other policy reform processes;
- Promote women's opportunities in the areas of credit, vocational training and linking these to the labor market and skills development;
- Reduce the negative effects of globalization and any adverse effects resulting from the implementation of policies and programs related to trade and economy so that they do not disproportionately negatively impact women;
- Secure the financial resources required to support gender equality in national and sectorial plans and to ensure that these plans are implemented;
- Recognize unpaid care work and redistribution of wealth through social protection policies and access to basic services.

Social Transformation:

- Implement national action plans to take special measures for capacity building and ensure access to basic services, including health and education, for women, children and the elderly, as well as minors, unmarried, heads of households, widows and divorced women, persons with disabilities and all vulnerable groups without discrimination;

- Support women's rights on an equal footing with men's in regards to the standard of living, with dignity for her and her family, and ensure the provision of adequate food, clothing and adequate shelter that meet basic needs;
- Support the right of ownership for women and protect women from arbitrary eviction of their homes, and the right to continuous improvement of living conditions, giving special consideration to vulnerable groups of women, including rural women, women heads of households, migrant female workers, and older women;
- Strengthen equality policies and mechanisms for women and men to enjoy equal protection under the law, and women's effective access to justice, including free legal assistance, and ensure the effective protection of women through relevant courts and institutions;
- Develop protection and social security policies in both the formal - public and private - and non-formal sectors, including social insurance and universal health coverage including compensation in the event of sickness, and maternity benefits, paid vacations, and benefits for pensions and disability, and compensation for work injuries, unemployment benefits and family allowances, and to ensure universal health coverage, especially for persons working in the informal sector.

Ending Violence Against Women and Girls:

- Develop action plans and comprehensive national strategies in the area of violence against women, and allocate the necessary resources for its implementation, while ensuring comprehensive and integrated legislation that criminalize all forms of violence against women, including amending existing laws and legislation related to so-called honor crimes to ensure that there are no provisions to avoid sentencing or reduced sentences;
- Recognize the importance of referring cases of violence against women to the formal justice system, even if it is dealt within the framework of Sharia (Islamic Law) or customary provisions, while emphasizing that the responsibility to refer violent crimes is primarily the responsibility of the executive and legal institutions;
- Adopt more comprehensive prevention measures by focusing on public awareness, media outreach, and curriculum review and development to ensure women's human rights and duties of the protection of her human dignity at the family and community levels, and provide ways to prevent violence and protect survivors, including offering treatment and rehabilitation facilities;

- Ensure protection from all forms of sexual violence, and the importance of focusing on reproductive health and rights, including the provision of reproductive health services and physical protection, especially for women living in rural and remote areas;
- Identify appropriate indicators to monitor the quality of services provided to the survivors and evaluating the services on a regular basis;
- Pay special attention to the protection of women, girls and refugee women under occupation from all forms of violence and exploitation during unstable periods, armed conflicts and wars, and during displacement and asylum;
- Amend existing legislation and laws on the national level, and work to reconcile them, to ensure that they are rights-based and survivor focused.

Conclusion:

- We, the participants in the "High-Level meeting on Implementing the Millennium Development Goals (MDGs) for Women and Girls, Gender Equality and the Empowerment of Women in the Arab Region" pledge:
 - To devote our energies and resources to implement what we committed to consider Cairo declaration as the Arab Women agenda for the post 2015.
 - To support a stand-alone goal on gender equality and empowerment of women as independent goal for the post-2015 sustainable development framework;
 - To join forces for the continuation of efforts to raise awareness and to ensure the implementation of commitments in the Beijing Platform for Action in light of the 20th anniversary of the Platform;
 - To hold regular preparatory meetings at the Arab level, and consider this first high-level preparatory meeting as a new milestone in our joint work.

Cairo, Egypt, League of Arab States Headquarters

February 23, 2014

Strategic Plan for Women Empowerment in the Arab Region – 2030

Development Agenda

Background:

This “**Plan of Action of The Cairo Declaration for Arab Women : the Post-2015 Agenda**” is in accordance with “The Cairo Declaration for Arab Women ”² and represents its implementation document. This action plan is the fruit of a joint cooperation project between the Women, Family and Childhood Department at the League of Arab States, the Centre for Women of the Economic and Social Commission for Western Asia (UN ESCWA) and the Regional Office for Arab States of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

The strategic framework matrix of the ‘Implementation Action Plan for the Cairo Declaration for Arab Women: The Post-2015 Agenda’ is based on the objectives and principles of the Cairo Declaration for Arab Women. The Cairo Declaration is based on the international conventions, especially the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its appendices, the Beijing Declaration and Platform for Action issued at the Fourth World Conference on Women, the United Nations Millennium Declaration and the Millennium Development Goals, the Cairo Declaration on Population and Development (Cairo 2013 – approving the post-2014 action plan for population and development), as well as the

principles of sustainable development and the post-2015 development goals. This is in addition to the Arab conventions such as the Arab Charter on Human Rights, the Amman Declaration on the priorities for the Arab Region for comprehensive and sustainable development post-2015 and the principles and objectives incorporated in the Strategy for the Advancement of Arab Women.

This document takes into consideration the efforts made by the Arab states in progressing the advancement of women’s issues. It also considers the obstacles faced by women in the Arab region and the challenges and priorities for facing these obstacles. This document covers the outcomes of the regional review of progress made in implementing the Beijing Declaration and Platform for Action, 20 years after its adoption, in the Arab region at government level within Arab states and at the level of civil society organizations. It also evaluates the efforts made by the member states and civil society to partner in implementing the action plan. The timeframe for the action plan is fifteen years, from 2015 to 2030. However, there will be a three-yearly review of the progress and results achieved for the development agenda.

² The Cairo Declaration for Arab Women resulted from a high-level meeting on the ‘Millennium Development Goals for women and girls, gender equality and women’s empowerment in the Arab Region: The Post-2015 Development Agenda – opportunities and challenges’

which was held at the Cairo headquarters of the League of Arab States on 23 February 2014.

Summary: Objectives and Results

General Objective

By the start of 2030 the Arab states will be empowered to achieve and guarantee all women's rights at all levels and during all stages of life. Equality will be established between men and women within the context of achieving the goals of the post-2015 development agenda.

Key Assumptions and Risks

Hypotheses

- Supportive political and social will to develop and empower women and girls in the Arab region.
- International trends including reviews of member states' obligations with regard to the Millennium Goals, the Cairo Declaration and the Beijing Platform.
- Policies implemented, reforms made to laws and achievements made with regard to women's human rights at national and regional levels.
- The potential positive effect on development.
- The provision of sufficient financial resources and human resources to implement the results and outcomes of the action plan.

The Risks:

- The deterioration in the security situation in the region and in some countries in particular.
- The effect of global economic crises.
- A change in the order of national or regional priorities due to internal or external factors.

Outcome 1	A legislative environment and legal regulations and mechanisms harmonized with human rights principles and the commitments of the member states to international ³ , regional and Arab ⁴ conventions to eliminate all forms of discrimination and achieve gender equality.
1.1	Legislations ⁵ to ensure gender equality and policies to comply with human rights principles and lead to ending discrimination against women and accelerate the achievement of gender equality at all level.
Strategic interventions/ activities	<p>1.1.1.1 National constitutions in line with Arab States commitments toward regional and international instruments on gender equality and non- discrimination against women.</p> <p>1.1.1.2 Develop Legislation to ensure gender equality and amending, reform national laws that discriminate against women and prevent gender equality. Revise honor crimes laws.</p> <p>1.1.1.3 Monitor the application of law at all level in order to integrate gender concepts.</p> <p>1.1.1.4 Implement policies that promote women right and that end discrimination against women</p> <p>1.1.1.5 Raise awareness among decision makers of the importance of reforming legislations and policies with a gender sensitive approach.</p>
Indicators	<p>1.1.2.1 National constitution that stating gender equality and ensure positive provisions.</p> <p>1.1.2.2 The number of national legislative bodies in place in order to monitor and reform laws in line with regional and international standards to ensure gender equality and women rights</p> <p>1.1.2.3 The number of laws amended in every member state to be consistent with the regional and international conventions.</p> <p>1.1.2.4 The number of laws that was developed and amended to promote gender equality and to eliminate discrimination against women in the Arab countries</p>
Target groups	Women and girls
Responsible bodies	<p>At the National level: Legislative bodies, governments and public, administration/ ministries of justice, interior affairs, labor, social affairs, Women affairs machineries, non-governmental organizations</p> <p>At the Regional level: League of Arab States- AWO, UN Women, UN ESCWA, UNDP, UNFPA, ACHPR, regional and international organizations, networks and institutions.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • Political will and commitment • Pressure of radical ideological movements.

³ Including CEDAW and the additional protocol, the Beijing Declaration and Platform, the programmes of action from the International Conference on Population and Development, the document issued from the UN Conference on Sustainable Development and the post-2015 development agenda.

⁴ The African Charter on Human and People's Rights, the Protocol for Women's Rights in Africa appended to the African Charter on Human and People's Rights, the Arab Charter on Human Rights.

⁵ Including constitutions- legislations and resolutions

1.2	Policies on positive discrimination and positive provisions are in place and implemented⁵ to promote women status at all levels in all fields.
Strategic Interventions/ Activities	<p>1.2.1.1 Exchange information, expertise and lesson learned on promoting women status and implemented positive discrimination policies in the Arab Region</p> <p>1.2.1.2 Develop and implement new strategies on advocacy at the national and regional level.</p> <p>1.2.1.3 Put in place a plan for monitoring & evaluation the new adopted policies on positive provisions and its impact on increasing women participation in decision making.</p>
Indicators	<p>1.2.2.1 Monitor the developed, applied and implemented policies and provisions.</p> <p>1.2.2.2 Rate of women in decision making.</p>
Target Groups	Experts, decision makers, opinion leaders, women organizations that work on women rights, non-governmental human right organizations
Key Assumptions & Risks	<ul style="list-style-type: none"> • Political will and commitment

⁶ Such as affirmative and adoption of equality principal

1.3	Mechanisms to guarantee women’s access to justice and rights in litigation are passed and applied.
Strategic Interventions/ Activities	<p>1.3.1.1 Take legal and procedural measures to reform the chain of justice, including raising awareness of women’s rights amongst authorities responsible for implementing the law and the judicial organs.</p> <p>1.3.1.2 Strengthen and increase women’s participation as lawyers and judges.</p> <p>1.3.1.3 Put in place measures to guarantee women’s access to their rights in litigation, including establishing a legal aid fund for women and girls or other measures.</p> <p>1.3.1.4 Adopt strategies for empowering women legally to exercise their rights and access to justice and ensure the activation and application of laws</p>
Indicators	<p>1.3.2.1 An increase in the number of women accessing the justice system (summons and judgments).</p> <p>1.3.2.2 An increase in the number of women practicing as lawyers and judges.</p> <p>1.3.2.3 Legal empowerment strategies for women put into practice.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and commitment of politicians.
Target Groups	The authorities responsible for implementing the law, the judicial organs, Lawyers (male and female), Women and girls
Responsible Bodies	Governments (executive and legislative authorities), national mechanisms for women’s affairs in the Arab states, Legal institutes, NGOs, Regional and international organizations, Regional, Arab and international funds, Funding bodies.

1.4	Approved and enacted action plan to build and strengthen the skills of professionals and service providers in the justice sector in its various organizations, frameworks and professional institutions.
Strategic Interventions/ Activities	<p>1.4.1.1 Define the requirements of the target groups by a confidential assessment of their participation using an approved methodology.</p> <p>1.4.1.2 A written review and statistics of the current testing and resources and the technical skills available regionally and nationally, including in legal institutes and training centers.</p> <p>1.4.1.3 Produce a common methodology and a training manual adapted to each country's laws and legislation.</p> <p>1.4.1.4 Prepare informative guidance manuals on gender and human rights to help professionals take responsibility for women's issues.</p> <p>1.4.1.5 Prepare a training plan based on country requests and carry out a number of training sessions and form a team of trainers at a regional level.</p>
Indicators	<p>1.4.2.1 The number of action plans put into practice in the Arab states.</p> <p>1.4.2.2 50% of professionals trained.</p> <p>1.4.2.3 Mechanisms in place and applied.</p>
Target Groups	Experts in law, international agreements and gender, organizations for professionals in the justice sector including judges, lawyers and legislators, Women's rights organizations, National human rights mechanisms
Responsible Bodies	Women, Family, and Childhood Department, Women's Committee, Ministries of Justice, Institutes of Law, Mechanisms for women's issues, Government institutions for social integration, UN Women, OHCHR, Partners from international and regional organizations.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and commitment.

1.5	National mechanisms for women’s issues with reinforced powers and human and material resources.
Strategic Interventions/ Activities	<p>1.5.1.1 Assess the technical and organizational capabilities of the mechanisms for women’s issues in the area of monitoring the application of legal and human rights (national legislation and international agreements ratified).</p> <p>1.5.1.2 Form committees to define requirements and what needs to be provided to meet these requirements in terms of units and human and material resources.</p> <p>1.5.1.3 Put in place a framework to define the powers and resources for strengthening the monitoring, assessment and coordination of eliminating discrimination and achieving full enjoyment of rights, to comply with human rights principles for legal issues and the application of the law.</p>
Indicators	<p>1.5.2.1 Decisions on the mechanisms for women’s issues applied.</p> <p>1.5.2.2 The existence of mechanisms for coordination with other government bodies.</p>
Target Groups	Experts in law, international agreements and gender, Women’s issues mechanisms, Human rights mechanisms.
Responsible Bodies	LAS-WFCD, AWO, Women’s Committee, Governments, Mechanisms for women’s issues, Human rights mechanisms, Foreign affairs ministries, Government institutions for social integration, UN Women, Partners from regional and international organizations for administrative, programme and governmental regulation.

1.6	A strategy approved and applied to eliminate legal illiteracy ⁷ amongst women in coordination with NGOs responsible for the issues of women and girls.
Strategic Interventions/ Activities	<p>1.6.1.1 Carry out a joint confidential study on the perceptions, understandings and behavior relating to discrimination against women, equality and women's participation.</p> <p>1.6.1.2 Produce a communications strategy adapted for each target group based on the results of the joint confidential study.</p> <p>1.6.1.3 Prepare training and information resources</p>
Indicators	<p>1.6.2.1 The number of studies put in place on relevant practices and behavior.</p> <p>1.6.2.2 Communications strategies put in place, which are adapted to each target group.</p> <p>1.6.2.3 The number of educational and awareness programmes aimed at women</p>
Target Groups	Experts on gender, media and communications and advocacy in order to gain support, Media organizations, centres and networks, National and regional training centres, Women's rights organizations with experience in this field.
Responsible Bodies	LAS-WFCD, Women's Committee, AWO, Mechanisms for women's issues and gender groups, Human rights mechanisms, Media and communications ministries, where they exist Media and journalism institutes, Government institutions for social integration, UN Women, and partners from regional and international organizations.

⁷ National legislation, international and regional agreements

Outcome 2	Organization for mainstreaming gender in development planning and in all policies, programmes and budgets
2.1	National statistics systems classified according to gender. New standards for the general indicators of the country which meet the practical, strategic, quantitative and qualitative requirements on gender and which are approved by official statistical organizations.
Strategic Interventions/ Activities	<p>2.1.1.1 Take legal and administrative measures to produce statistics by gender for all fields.</p> <p>2.1.1.2 Prepare a regional action plan and develop a curriculum and tools to build organizational and technical skills to integrate gender.</p> <p>2.1.1.3 Produce training action plans to apply the curriculum and tools.</p> <p>2.1.1.4 Develop a model for an annual report on the status of women (quantitative and indices) to be published by the League of Arab States in cooperation with international and regional organizations involved in the Arab region.</p> <p>2.1.1.5 Train the official national institutions and centres of research in the model report and how to gather the data and build the gender indices.</p> <p>2.1.1.6 Put in place a monitoring system for gender categorized statistics.</p> <p>2.1.1.7 Incorporate new statistics in building future plans and programmes.</p>
Indicators	<p>2.1.2.1 The number of countries which have updated their statistics system to make it inclusive by containing data and statistics divided by gender.</p> <p>2.1.2.2 The number of countries which have produced a law/administrative measures for producing statistics according to gender and related sectors.</p> <p>2.1.2.3 The number of regional and national training programmes carried out for gender indices and the number of regional reports incorporating gender.</p> <p>2.1.2.4 The number of countries which have approved an office for monitoring statistics by gender.</p> <p>2.1.2.5 The number of countries incorporating the statistics into their plans and strategies.</p>
Target Groups	Experts in statistics, gender and monitoring and assessment, including internationally, Experts with experience in gender reporting, National and regional research centres, Women's rights organizations (elimination of illiteracy, economic and political empowerment, violence against women).
Responsible Bodies	LAS- WFCD, Women's Committee, AWO, Ministries of Planning, Ministries producing statistics (education, health, employment, social affairs, agricultural/rural affairs, etc.), National statistics organization, Women's issues mechanisms, UN Women, UN ESCWA, Partners from national, regional and international organizations.

2.2	Audit procedure from a gender perspective included to measure the sensitivity of the policies and programmes implemented and the management of human and financial resources.
Strategic Interventions/ Activities	<p>2.2.1.1 Calculate and evaluate the tests by Arab countries⁸ and international and regional organizations which have carried out or implemented an audit of their plans, programmes and administration of their human resources and budgets.</p> <p>2.2.1.2 Develop and train a group of trainers to train the auditors at regional and national levels.</p> <p>2.2.1.3 Put in place an audit methodology based on gender principles and use it, after testing it in a number of frameworks within the League of Arab States (at least 3) and countries (at least 3 and two ministries in each country).</p> <p>2.2.1.4 Strengthen accountability for the gender perspective through assessment and monitoring.</p>
Indicators	<p>2.2.2.1 The number of evaluation programmes implemented in the Arab region.</p> <p>2.2.2.2 The number of countries carrying out the audit.</p> <p>2.2.2.3 The existence of a gender audit methodology and tools and a model for testing nationally and regionally.</p> <p>2.2.2.4 The existence of a team of regional experts.</p>
Target Groups	Experts in statistics, gender, monitoring and assessment, including at an international level, Experts with experience in gender reporting, National and regional research centres, Women's rights organizations (elimination of illiteracy, economic and political empowerment, violence against women).
Responsible Bodies	Women and Childhood [sic] Department, Women's Committee of international, regional and national organizations, Ministries of Planning, Ministries producing statistics (education, health, employment, social affairs, agricultural/rural, etc.), National statistics organization, Women's issues mechanisms, UN UN ESCWA, United Nations Entity for Gender Equality and the Empowerment of Women, Partners from regional and international organizations (UNICEF, FAO, Centre of Arab Women for Training and Research).

⁸ Morocco, Tunisia, Yemen, Palestine, Bahrain...

2.3	Framework and agreed procedures for adopting the incorporation of the gender perspective in development planning and organizations to reduce the gaps and achieve equality and fairness between men and women and between the regions.
Strategic Interventions/ Activities	<p>2.3.1.1 Assess the situation to identify the requirements and successful trials in cooperation with the mechanisms for women’s issues and the ministries or authorities responsible for planning development.</p> <p>2.3.1.2 Form a technical committee from the mechanisms for women’s issues, departments for women/gender in ministries, statistical organizations and gender experts.</p> <p>2.3.1.3 Carry out a joint confidential assessment to define the available resources, the successes and the gaps.</p> <p>2.3.1.4 Prepare a regional action plan. Develop a methodology and tools to build organizational and technical skills to incorporate gender in development planning and planning organizations, focusing on the need to bridge the gaps shown by the quantitative data and indices.</p> <p>2.3.1.5 Develop and train a group of trainers to train those responsible for planning, programmes and budgets at national and regional levels.</p> <p>2.3.1.6 Apply a methodology to incorporate the gender perspective in a number of frameworks within the League of Arab States (at least 3) and countries (at least 3 and two ministries in each country).</p> <p>2.3.1.7 Prepare and present an initial report on the outcomes of applying the methodology (difficulties/obstacles and opportunities).</p> <p>2.3.1.8 Make any modifications necessary.</p> <p>2.3.1.9 Ratify the methodology and release it gradually as a regional and national planning methodology for ensuring the elimination of all forms of discrimination and in order to bridge the gaps in development and in rebuilding and achieving gender equality in the medium to long term.</p>
Indicators	2.3.2.1 The number of countries which have put in place procedures and regional action plans to adopt the incorporation of the gender perspective in development planning and organizations to reduce the gaps. The number of countries which have approved the requirements and successful tests, supported by technical committees.
Target Groups	Experts in gender, strategic planning, the central department for results, monitoring and evaluation, National and regional training centres, Women’s rights organizations (elimination of illiteracy, economic and political empowerment, violence against women).
Responsible Bodies	LAS-WFCD, Women’s Committee, Ministries of Planning and Finance, Ministries responsible for human rights, education development, health, employment, social issues, agriculture/rural affairs, etc., National statistics organizations, Women’s issues mechanisms, UN Women, Partners from regional and international organizations.

2.4	Gender responsive budgets in all national sectors.
Strategic Interventions/ Activities	<p>2.4.1.1 Put in place financial planning policies which respect gender equality nationally and at a sector level.</p> <p>2.4.1.2 Take all the measures necessary legally and in policies, plans and programmes in order to put in place a gender responsive budget for all national sectors.</p> <p>2.4.1.3 Design training programmes and sessions to build the budget creation skills of officials.</p> <p>2.4.1.4 Include women as equal participants with men in budget discussions.</p> <p>2.4.1.5 Prepare a regional action plan and develop a methodology and tools to build organizational and technical capabilities to audit budgets from a gender perspective.</p> <p>2.4.1.6 Train a team of regional experts to train up national officials.</p> <p>2.4.1.7 Put in place a methodology to prepare gender responsive budgets and approve them, after having tested them in a number of frameworks in the League of Arab States as well as a number of countries.</p>
Indicators	<p>2.4.2.1 The existence of measures to establish gender responsive budgeting.</p> <p>2.4.2.2 The number of laws/ measures passed or amended relating to the implementation of gender responsive budgeting in all national sectors in any one year.</p> <p>2.4.2.3 The number of national programmes and sectors which have implemented gender responsive budgeting.</p> <p>2.4.2.4 The number of training sessions aimed at building the skills of officials responsible for implementing gender responsive budgeting in all national sectors in any one year. The number of users.</p> <p>2.4.2.5 The number of women participants in training sessions aimed at building the skills of women responsible for gender responsive budgeting in all national sectors.</p> <p>2.4.2.6 The percentage of women participants compared to men in discussions on gender responsive budgeting in all national sectors.</p>
Target Groups	Those responsible for creating budgets in all government institutions.
Responsible Bodies	Legislative organizations – the judiciary, All ministries at a national level, National women’s mechanisms, Relevant UN organizations, Relevant civil society organizations (national, regional and international).
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and support, • The availability of appropriate budgets, • The availability of human resources qualified to carry out their role, • The availability of information.

2.5	Gender programmes established to support the continuity of the work of the women's organizations. Resources and powers given to the programmes, which enable them to carry out their roles in designing and implementing policies for women's empowerment and achieving equality within Arab societies, in coordination with the network of gender and women's departments in ministries so as to have a positive effect on change.
Strategic Interventions/ Activities	<p>2.5.1.1 Take measures which support women's issues organizations with all the resources and powers necessary to carry out their function.</p> <p>2.5.1.2 Encourage coordination between the various departments and mechanisms for women's issues in the various sectors.</p>
Indicators	2.5.2.1 The organizations are supported with resources and have enough authority.
Responsible Bodies	National women's organizations, Ministry of finance, Legislative councils, Relevant ministries.
Key Assumptions & Risks	The political will and support - The availability of appropriate budgets - The availability of human resources qualified to carry out their role - Safe conditions with no impediments.

2.6	Raise the level of media awareness, public opinion and government departments to eliminate all forms and variations of discrimination against women. Strengthen the principles of equality and the importance of women's participation in public and private life.
Strategic Interventions/ Activities	<p>2.6.1.1 Act to raise the social awareness of women and men, policy makers, legislative organizations and the judiciary so as to eliminate all forms and practices of discrimination against women, to strengthen the principles of equality and the importance of women's participation in public and private life. In addition, emphasize the integral role of the media incorporated into all aspects of a dialogue on awareness.</p> <p>2.6.1.2 Put in place an Arab treaty and a media monitor for the Arab region.</p> <p>2.6.1.3 Improve the capabilities of media organizations with regard to the importance of gender inclusivity and rejecting violence and stereotypes.</p>
Indicators	<p>2.6.2.1 The number of awareness programmes for the elimination of all forms and practices of discrimination against women in the Arab states and to strengthen the principles of equality.</p> <p>2.6.2.2 Arab treaty on women and the media put in place.</p> <p>2.6.2.3 The existence of a media monitors and national and regional reports on the media coverage of women.</p> <p>2.6.2.4 The number of media organizations which incorporate the gender perspective.</p>
Target Groups	Various media (visual and audio) and organizations for media professionals.
Responsible Bodies	<p>At the National level: CSOs in cooperation with international organizations, all forms of media and national and government organizations which are responsible for disseminating a culture of human rights.</p> <p>At a Regional level: LAS, AWO, UN Women, UN ESCWA, UNDP, UNFPA, Centre of Arab Women for Training and Research.</p>
Key Assumptions & Risks	Lack of availability of the necessary funding and a lasting guarantee.

Women's Political Participation

Outcome 3	Women's participation in authority and decision making situations at rates of at least 30% during situations of peace, conflict and post-conflict nationally and locally in Arab, regional and international organizations.
3.1	Electoral laws and systems and positive discrimination policies enacted and applied to increase the participation of women and marginalized groups to at least 30% in the legislative authority and electoral frameworks and process.
Strategic Interventions/ Activities	<p>3.1.1.1 Put in place electoral laws (legislative and local) approving the quota system for women and recognizing the representation of marginal groups (women with disabilities, the poor and minorities).</p> <p>3.1.1.2 Put in place rules (incentives and penalties) for applying the quota system and guaranteeing women's access to legislative and local authorities.</p> <p>3.1.1.3 Take measures to guarantee gender equality in electoral by-laws (depending on the nature of the electoral systems).</p> <p>3.1.1.4 Take measures to monitor the effect of the electoral systems on the political representation of women in elected organizations and consider amending or reforming them as necessary.</p> <p>3.1.1.5 Take sufficient measures to prevent all forms of violence against women candidates. Take stern measures to prevent it and penalize perpetrators.</p> <p>3.1.1.6 Take measures to guarantee women's access to electoral rights.</p>
Indicators	<p>3.1.2.1 The number of Arab states which approved a quota system for women in the electoral laws.</p> <p>3.1.2.2 Number of countries which implemented effective measures and procedures to guarantee women's participation.</p> <p>3.1.2.3 The number of women participants in the political process in each country.</p> <p>3.1.2.4 The number of countries which put in place measures to prevent all forms of violence aimed at women candidates.</p> <p>3.1.2.5 The number of countries which took measures to guarantee women's access to electoral rights.</p>
Target Groups	All women and girls, Candidates and constituents, Political parties, Local NGOs, Marginal groups (women with disabilities, the poor and minorities).
Responsible Bodies	<p>At a national level: Legislative organizations, Governments and official departments, Ministries of Justice, Interior, Employment and Social Affairs, The police and defense organizations, Elected committees, National women's issues mechanisms, Political parties, Professional associations and trade unions, Media, International non-governmental organizations for election monitoring, NGOs,</p> <p>At a regional level: League of Arab States, AWO, UN Women, UN ESCWA, UNDP, UNFPA, Centre of Arab Women for Training and Research, Organization for Security and Cooperation in Europe (OSCE), Regional and international organizations and institutions.</p>
Key Assumptions & Risks	The political will to initiate amendments to the electoral laws.

3.2	Measures taken to increase the percentage of women participating in the executive and legislative authorities and in decision making positions at national, regional and international levels (not less than 30%)
Strategic Interventions/ Activities	<p>3.2.1.1 Take the necessary measures to guarantee that women’s representation in the executive authority is not less than 30% and that they are assigned portfolios without any discrimination on the basis of gender.</p> <p>3.2.1.2 Implement skills based programmes to support women in attaining the necessary skills to work in the law.</p> <p>3.2.1.3 Put in place transparent standards for decision making roles. Guarantee equal representation for men and women in the candidate selection organizations.</p>
Indicators	<p>3.2.2.1 The number of women in ministerial positions with leadership portfolios in Arab states.</p> <p>3.2.2.2 The number/percentage of women in leadership positions within the judicial authorities in Arab states.</p> <p>3.2.2.3 The number/percentage of women in leadership positions in official departments and organizations in all countries.</p>
Target Groups	Women in all areas.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The appropriate political climate for women obtaining leadership ministerial portfolios.

3.3	Procedures to be adopted to support women’s participation as candidates on the electoral rolls of political parties.
Strategic Interventions / Activities	3.3.1.1 Approve the quota system for women on parties’ electoral rolls.
Indicators	3.3.2.1 Increase in the number of female candidates on parties’ electoral rolls. 3.3.2.2 Increase in the rates of funding received by women for electoral campaigns compared to previous years.
Target Groups	Political parties, Funders, Popular leaders of parties.
Responsible Bodies	Political parties, Governments, Legislative organizations, National mechanisms for women.

3.4	Financial resources available for women candidates in parliamentary elections.
Strategic Interventions/ Activities	<p>3.4.1.1 Raise awareness amongst political parties of providing material support to female candidates. Incorporate measures into their internal systems and funding which fulfil the principle of gender equality.</p> <p>3.4.1.2 Increase female candidates' capabilities to manage political campaigns and attract funders and funding.</p> <p>3.4.1.3 Encourage and partner with the private sector and civil society organizations.</p> <p>3.4.1.4 Define maximum limits for electoral expenses. Put in place systems to regulate electoral advertising.</p>
Indicators	3.4.2.1 Increase in the number of funding opportunities.
Target Groups	Female candidates for political roles, Funders, Civil society organizations.
Responsible Bodies	The private sector, Civil society organizations, Political parties, International donors.
Key Assumptions & Risks	<ul style="list-style-type: none"> • Insufficient resources available. • Lack of standards which define the framework for a respectful and transparent competition for all candidates (male and female).

3.5	Private and public sector organizations working to provide a fair environment which encourages equal representation of men and women in leadership positions based on ability and merit.
Strategic Interventions/ Activities	<p>3.5.1.1 Take procedures and measures to achieve gender equality in pay.</p> <p>3.5.1.2 Take the administrative measures which will achieve balance and equality in the family and professional responsibilities of men and women.</p> <p>3.5.1.3 Provide grants, training, professional advancement and promotion on the basis of transparency and aptitude equally for men and women.</p> <p>3.5.1.4 Take measures to support working mothers by making nursery services available.</p> <p>3.5.1.5 Facilitate access to social services and equal benefits for both sexes.</p> <p>3.5.1.6 Achieve gender equality in the retirement age and maternity and paternity leave, in accordance with international standards.</p> <p>3.5.1.7 Provide appropriate means of transport to the place of employment which take into consideration women’s needs.</p>
Indicators	<p>3.5.2.1 An increase in the number of political and administrative procedures and measures to achieve gender equality in all countries.</p> <p>3.5.2.2 The number of women represented in senior positions on the basis of ability and merit in all Arab states.</p>
Target Groups	Men and women in all areas.
Responsible Bodies	In addition to the aforementioned: Official departments, especially ministries of employment, The private sector, NGOs, The media, Trade unions, ILO.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political and social will.

3.6	Attract women into positions in professional and workers' trade unions (at least 30%, especially in decision making roles).
Strategic Interventions/ Activities	<p>3.6.1.1 Implement leadership training programmes and strengthen non-discriminatory relations between men and women.</p> <p>3.6.1.2 Put in place transparent standards for applying for leadership positions in workers' and professional trade unions.</p> <p>3.6.1.3 Put in place mechanisms and incentives to encourage women to participate in electoral processes.</p>
Indicators	<p>3.6.2.1 A modification in the rules of procedure for trade unions in Arab states.</p> <p>3.6.2.2 An increase in the number of women in leadership positions in workers' and professional trade unions in the Arab region.</p>
Target Groups	Women working in the economy and with a career, Trade unions, workers' and professional associations, media, national and regional training centres, Civil society organizations.
Responsible Bodies	Workers' trade unions and professional associations, Ministry of Employment, Ministry of Interior, ILO, Mechanisms for women's issues, Ministries of information, International and regional organizations.
Key Assumptions & Risks	<ul style="list-style-type: none"> • Change is not accepted by trade unions.

3.7	Percentage of female representation and participation in all international and regional high level assemblies, especially at a senior level (and in the various activities), as well as in the negotiation processes, dispute resolution processes and peace negotiations ⁹ and national and regional rebuilding policies and reform.
Strategic Interventions/ Activities	<p>3.7.1.1 Put in place procedures which will lead to a gender balance in national applications for senior positions in Arab, regional and international organizations.</p> <p>3.7.1.2 Take measures aimed at achieving gender equality in the formation and leadership of delegations to international, regional and Arab assemblies, especially those appointed to end armed conflict and for peacekeeping.</p> <p>3.7.1.3 Partner women’s issue organizations and women with national dialogue organizations, especially in countries which have gone through or are going through stages of transition.</p>
Indicators	<p>3.7.2.1 In each country the number of women from the [Arab] countries who have put their name forward to the General Secretariat in the UN, the League of Arab States and other regional and international organizations for appointment to appropriate positions.</p> <p>3.7.2.2 An increase in the number of women participants in official delegations.</p> <p>3.7.2.3 An increase in the number of women and women’s organizations in peacekeeping roles and in national dialogue committees.</p> <p>3.7.2.4 An increase in the percentage of women in decision making positions at national, regional and international levels.</p>
Target Groups	Women in all areas.
Responsible Bodies	Governments, Ministries of foreign affairs, Arab, regional and international organizations, UN General Assembly, The Security Council, Council of the League including the Arab Summit, Political parties.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will, • Women putting forward applications for senior positions, • The lack of a supportive environment at national, regional and international levels.

⁹ Based on the following resolutions: The Security Council resolution on Women, Peace and Security (Resolution no. 1325 of 2000), Resolution no. 1820 (2008), Resolution no. 1888 (2009), Resolution no. 1889 (2009), Resolution no. 1960 (2010), Resolution no. 2106 (2013) and Resolution no. 2122 (2013).

3.8	A positive change in the attitudes and behavior of society towards women and their stereotypical roles. Acceptance of women's presence in authority and decision making positions.
Strategic Interventions/ Activities	<p>3.8.1.1 Put in place long-term policies to raise society's awareness of the various roles of men and women in society and in the family.</p> <p>3.8.1.2 Produce and execute awareness raising campaigns and materials and media campaigns in remote cities and areas which establish the not traditional images of the roles of women and men.</p> <p>3.8.1.3 Review and update all the educational curricula on the basis of respect for human rights, so as to ensure that the principles of gender equality are firmly embedded in them.</p> <p>3.8.1.4 Approve the principles of citizenship, good governance, rights and obligations to guarantee the participation of new generations in the human rights approach.</p>
Indicators	<p>3.8.2.1 An increase in the number of strategies.</p> <p>3.8.2.2 The concepts of citizenship, living together in peace and acceptance of others are incorporated in the curricula of all stages of education.</p> <p>3.8.2.3 An increase in the percentage of women candidates within the electoral framework.</p> <p>3.8.2.4 An increase in the percentage of votes won by women versus men in local and municipal elections.</p>
Responsible Bodies	In addition to the above organizations: Ministries of education, Education and media organizations, National mechanisms for women's issues, UNESCO.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will, • Acceptance of women candidates in municipal and parliamentary elections, • The application of ability based systems for appointments, • The availability of a supportive environment.

3.9	Women have leadership skills which empower them to apply for various leadership positions.
Strategic Interventions/ Activities	<p>3.9.1.1 Increase the skills improvement programmes for women participants in public and political sectors (local councils).</p> <p>3.9.1.2 Support women in positions of influence and allocate the necessary financial resources for them.</p> <p>3.9.1.3 Exchange experiences regionally and nationally.</p> <p>3.9.1.4 Put in place a plan to implement and monitor the progress of benefits.</p>
Indicators	3.9.2.1 An increase in the number of specific programmes.
Target Groups	Women candidates for political work, women in public jobs and the private sector.
Responsible Bodies	NGOs, Arab, regional and international organizations.
Key Assumptions & Risks	Lack of interest by women in this area.

3.10	Women are empowered by receiving the support to activate their political participation.
Strategic Interventions/ Activities	<p>3.10.1.1 Develop the media dialogue around the role of women in authority and political employment.</p> <p>3.10.1.2 Coordinate and establish partnerships amongst women involved in political work and women’s issues organizations and mechanisms. Use the successful trials both inside and outside of the region.</p> <p>3.10.1.3 The preparation and implementation of strategies to win support nationally and regionally.</p>
Indicators	<p>3.10.2.1 An increase in the number of specialist programmes in the Arab media dialogue on women’s issues.</p> <p>3.10.2.2 An increase in the national and regional alliances between women working in politics.</p> <p>3.10.2.3 An increase in the percentage of women candidates for political roles (legislative or municipal elections and other elections in the electoral framework.)</p>
Target Groups	Media organizations, women candidates and community associations.
Responsible Bodies	Media organizations and NGOs
Key Assumptions & Risks	<ul style="list-style-type: none"> • The subject of women’s political participation is absent from the list of priorities.

3.11	Arab states have created mechanisms for monitoring and following up the progress of women's obtaining positions of authority and decision making.
Strategic Interventions / Activities	<ul style="list-style-type: none"> • Develop databases on the status of women and men in authority and decision making positions in the public and private sectors. Monitor progress in this area. • Carry out studies, write reports regularly and gather data and statistics on the political empowerment of women.
Indicators	<ul style="list-style-type: none"> • The provision of gender categorized statistics. • The number of countries which have set up monitoring units within their administration.
Target Groups	Women and men in positions of authority and decision-making in all areas, Decision makers and civil society.
Responsible Bodies	– Research organizations, The official statistical office, Monitoring units in official departments, National mechanisms for women's issues.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The absence of a political resolution. • The lack of necessary human resources.

3.12	A supportive environment for all kinds of civil society organizations in the area of women’s empowerment, strengthening women’s rights and supporting their attainment of authority and decision making positions.
Strategic Interventions / Activities	3.12.1.1 Take measures to facilitate the work of specific research centres and civil society organizations to execute awareness studies and campaigns and support the promotion of women’s issues and human rights.
Indicators	3.12.2.1 Cooperation campaigns and civil society support in Arab countries.
Target Groups	Civil society organizations, research institutions, media centres and organizations, national and regional training centres.
Responsible Bodies	Governments, regional and international organizations

Women's Economic Participation

Outcome 4	At least 50% increase in women's participation in the economy and the work force. Women have the economic rights and the services and benefits related to equality.
4.1	Legal frameworks and measures which ensure equality between men and women in decent work, securing all the professional economic rights and approved mechanisms for eliminating discriminatory practices against women.
Strategic Interventions/ Activities	<p>4.1.1.1 Pass legislation to guarantee men and women's rights in the economic sector such as, the right of employment and all employment rights, as well as ownership and inheritance.</p> <p>4.1.1.2 The right to receive equal pay for equal employment.</p> <p>4.1.1.3 Review and analyze the legislation, laws and administrative by-laws in order to remove discriminatory clauses against women in the economic field.</p> <p>4.1.1.4 Put in place clear clauses in the administrative by-laws which guarantee gender equality in taxation, equality in retirement age and equality between male and female employees, equality between the public and private sectors and within a sector. Also, put in place non-discriminatory clauses for widows, maternity leave and pensions, as well as other measures.</p> <p>4.1.1.5 Put in place administrative conditions to guarantee a fair competition between men and women for obtaining leadership positions and promotion, as well as equal opportunity to access guidance programmes and technical and professional training programmes.</p> <p>4.1.1.6 Take the necessary measures to monitor discriminatory practices (especially hidden practices) so as to prevent gender discrimination in the work place.</p> <p>4.1.1.7 Develop the media dialogue on the role of women in leadership and decision making positions in the economic sector.</p>
Indicators	<p>4.1.2.1 The number of countries which have passed national laws which comply with international and regional agreements guaranteeing women's rights in the economic sector, such as the right of employment and all employment rights as well as ownership and inheritance.</p> <p>4.1.2.2 The right to receive equal pay for equal employment.</p> <p>4.1.2.3 The number of countries which have removed discriminatory laws against women.</p> <p>4.1.2.4 The percentage of women compared to men taking up positions in the employment market in the Arab states.</p> <p>4.1.2.5 The number of countries which have put in place tax systems and retirement systems which observe the principle of equality between male and female employees, equality between the public and private sectors and within a sector, as well as non-discriminatory clauses for widows, maternity leave and pensions, as well as other measures.</p> <p>4.1.2.6 The percentage of women who obtained leadership positions in business in the Arab states.</p> <p>4.1.2.7 The number of countries which carried out studies or put in place monitors for discriminatory practices in the work place. The number of complaints received and infringements seen.</p> <p>4.1.2.8 The number of countries which applied a media treaty for women and the media.</p>
Target Groups	All women nationally in all geographic areas.

Responsible Bodies	<p>At a national level: Governments and official departments, Ministry of Health, Ministry of Employment, Ministry of Planning, Ministries of justice, interior and social affairs, National mechanisms for women’s issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women’s rights, Municipal councils, Local and government institutions, NGOs, Trade unions</p> <p>Workers’ organizations,</p> <p>At a regional level: League of Arab States, AWO, AWO, UN Women, UN ESCWA, UNDP, UNFPA, ILO, WHO, Relevant civil society organizations (national, regional and international).</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and commitment. • The influence of conservative intellectual movements.

4.2	A legislative and institutional environment which complies with all international standards ¹⁰ for the protection and support of women's rights in the work place in urban and rural environments (especially women in the rural environment).
Strategic Interventions/ Activities	<p>4.2.1.1 Take the necessary measures to provide health protection and occupational safety for women in the work place.</p> <p>4.2.1.2 Put in place laws to ensure women's protection in the work place and protection from unhealthy working conditions, rape and exploitation. Penalize gender violence and all kinds of provocation (physical, mental, sexual, trafficking and exploitation).</p> <p>4.2.1.3 Create a female friendly working environment which guarantees equality of family responsibilities between men and women, facilitates access to services such as nurseries, regulates paternity and maternity leave, provides flexible working hours and other measures supported by international standards.</p> <p>4.2.1.4 Harmonies national legislation with the ratified ILO conventions.</p> <p>4.2.1.5 Put in place an economic platform jointly with regional and international bodies to promote women's economic participation.</p>
Indicators	<p>4.2.2.1 The number of countries putting in place positive measures to provide health and safety protection for women.</p> <p>4.2.2.2 Laws enforced to protect women in the work place and criminalize gender violence and all kinds of provocation.</p> <p>4.2.2.3 The number of countries passing by-laws and administrative laws to improve women's working environment.</p> <p>4.2.2.4 The number of countries putting in place measures and comprehensive regulation supporting women workers.</p> <p>4.2.2.5 The percentage of injuries suffered by women in the working environment in Arab countries.</p> <p>4.2.2.6 The number of Arab states which revised their national laws to harmonize with the ratified ILO conventions.</p> <p>4.2.2.7 The number of procedures and studies undertaken to monitor the impediments to the economic participation of women, as well as to study the measures and support for their participation and the number of joint regulations at a regional, international and national level.</p>
Target Groups	All women nationally in all geographic areas.
Responsible Bodies	<p>At the national level: Governments and official departments, Ministry of Health, Ministry of Employment, Ministry of Planning, Ministries of justice, interior and social affairs, National mechanisms for women's issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women's rights, Municipal councils, Local and government institutions, NGOs, Trade unions, Workers' organizations,</p> <p>At the regional level: League of Arab States, AWO, ALO, UN Women, UN ESCWA, UNDP, UNFPA, ILO, WHO, EU, FM, OSCE, Relevant civil society organizations (national, regional and international).</p>
Key Assumptions & Risks	The political will and commitment, Private sector employers signing up to the reforms.

¹⁰ ILO convention on equality of pay, 1951 (no. 100), ILO convention on discrimination (in employment and occupation) 1958 (no. 111), ILO convention on workers with family responsibilities 1981 (no. 156), ILO convention on maternity protection 2000 (no. 183).

4.3	Economic and employment policies which guarantee that the percentages of men and women in the employment market get closer. Policies which guarantee and regulate equal and fair access to the assets and resources as well as the right to ownership. The policies will also contribute to reducing poverty and eliminating unemployment.
Strategic Interventions/ Activities	<p>4.3.1.1 Put in place the necessary legal and administrative measures and policies to empower women to obtain and control the resources for production.</p> <p>4.3.1.2 Put in place measures which guarantee women financial independence.</p> <p>4.3.1.3 Put in place measures and programmes to empower women to receive the technological information and means.</p> <p>4.3.1.4 Put in place measures to ensure women have access to funding and credit.</p> <p>4.3.1.5 Take measures to ensure women obtain water resources and energy on an equal basis with men. Guarantee that women are affiliated to professional associations and water and energy services in all areas.</p> <p>4.3.1.6 Women shall be included equally with men in discussions on issues of guidance about water, energy and credit.</p> <p>4.3.1.7 Put in place national policies and instruments for implementation, monitoring and budgeting specifically to prevent poverty, and the prevention of female poverty. These should include programmes specifically aimed at women in poverty.</p> <p>4.3.1.8 Put in place economic and development policies which support post-2015 sustainable development goals.</p> <p>4.3.1.9 Put in place policies and take measures to eliminate unemployment and provide employment opportunities for women.</p> <p>4.3.1.10 Carry out studies into the extent that women are affected by globalization policies.</p> <p>4.3.1.11 Put in place policies to reduce the negative effects of globalization and any negative effects for women as a consequence of implementing macroeconomic and macro trade policies and programmes.</p> <p>4.3.1.12 Put in place the necessary measures to protect small businesses and rural businesses and value the work of women in small crafts and agricultural businesses as well as workers in marginal and unofficial sectors.</p> <p>4.3.1.13 Develop mechanisms to calculate the value of employment in the marginal and unofficial sectors to national product.</p> <p>4.3.1.14 Guarantee the required financial resources to support the implementation of gender equality plans at a national level and within sectors.</p> <p>4.3.1.15 Put in place, effect and modify laws guaranteeing women’s rights to ownership, including land ownership, movables and inheritance, in accordance with the regulations in effect in each country.</p> <p>4.3.1.16 Undertake studies on women’s access to ownership and inheritance and the obstacles faced in this respect.</p> <p>4.3.1.17 Implement a national awareness programme on women’s rights to ownership and access to resources including land, movables and inheritance.</p>

Indicators	<p>4.3.2.1 The number of countries taking measures to empower women to access the resources for production.</p> <p>4.3.2.2 The number of countries which have put in place measures to guarantee women financial independence.</p> <p>4.3.2.3 The number of Arab states which have put in place measures to guarantee women's access to resources, information, credit, water and energy.</p> <p>4.3.2.4 The number of countries which have put in place measures to include women in discussions about issues of guidance about water, energy and credit and local and provincial development plans.</p> <p>4.3.2.5 The number of Arab states which put in place written national policies and instruments for poverty prevention in implementation and budgeting, including programmes aimed at women in poverty and economic and development policies which support post-2015 sustainable development goals.</p> <p>4.3.2.6 The number of Arab states which have put in place national policies and instruments for implementation and budgeting to prevent unemployment amongst both sexes, aimed at unemployed women in poverty.</p> <p>4.3.2.7 The percentage of unemployed women compared to unemployed men in the same age group and with the same level of education in Arab states.</p> <p>4.3.2.8 The number of countries undertaking studies into the extent to which women are affected by globalization policies.</p> <p>4.3.2.9 The number of countries which have put in place measures to protect women from globalization, specifically those in small projects, rural projects and small craft projects.</p> <p>4.3.2.10 The number of countries which calculate the value of the work in marginal and unofficial sectors within national product.</p> <p>4.3.2.11 The number of countries which put in place financial resources to support the implementation of gender equality plans at a national and sector level.</p> <p>4.3.2.12 A reduction in poverty indices and an improvement in growth indices for women in Arab countries.</p> <p>4.3.2.13 The number of countries which have modified legal clauses regarding women's rights to ownership and inheritance in accordance with the religious laws in effect in the country.</p> <p>4.3.2.14 The number of countries which have undertaken studies and provided statistics on women's access to ownership and inheritance and the obstacles faced in this respect.</p> <p>4.3.2.15 The number of countries which undertook awareness programmes in one year on women's rights to ownership and inheritance.</p> <p>4.3.2.16 Ownership indicators for women show an improvement in Arab countries.</p>
Target Groups	All women nationally in all geographic areas.
Responsible Bodies	<p>At a national level: Governments and official departments, Ministry of Health, Ministry of Employment, Ministry of Planning, Ministries of justice, waqf, men and women, religion and social affairs, National mechanisms for women's issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women's rights, Municipal councils, Local and government institutions, NGOs, Trade unions, Workers' organizations</p> <p>At a regional level: League of Arab States, AWO, ALO, UN Women, UN ESCWA, UNDP, UNFPA, ILO, WHO, Relevant civil society organizations (national, regional and international).</p>
Key Assumptions & Risks	<p>The political will and support to provide appropriate budgets</p> <p>The provision of a work force qualified to carry out their role.</p>

4.4	Arab women have skills and capabilities which strengthen their economic empowerment and active participation in the employment market, economic institutions and professional associations.
Strategic Interventions/ Activities	<p>4.4.1.1 Assess the technical education and training programmes to ensure that they fulfil the requirements of the employment market.</p> <p>4.4.1.2 Increase the number of orientation programmes which build women’s capabilities so as to meet the market’s needs, with particular focus on women in rural and remote areas.</p> <p>4.4.1.3 Develop rural women’s economic and social capabilities.</p> <p>4.4.1.4 Empower women through a creative economy.</p> <p>4.4.1.5 Allocate the financial resources to support women’s capabilities.</p> <p>4.4.1.6 Provide credit facilities and loan programmes for women initiated projects.</p> <p>4.4.1.7 Design training programmes and sessions to build women’s entrepreneurial skills.</p> <p>4.4.1.8 Execute campaigns to affiliate women as members and in management roles in trade unions and professional associations and institutions. Provide incentives for participating organizations.</p> <p>4.4.1.9 Monitor the development of women’s participation in economic organizations, trade unions and professional and workers’ associations.</p> <p>4.4.1.10 Put in place mechanisms to encourage women to take leadership positions in trade unions and economic organizations in the public and private sectors.</p> <p>4.4.1.11 Provide childcare centres for working mothers.</p>
Indicators	<p>4.4.2.1 The number of countries which have put in place orientation programmes to build women’s capabilities so as to meet the market’s needs with particular focus on women in rural and remote areas.</p> <p>4.4.2.2 The number of small and medium business projects initiated by women and women’s groups in Arab states.</p> <p>4.4.2.3 Organized a workshop on the creative economy. The number of programmes and beneficiaries of these programmes.</p> <p>4.4.2.4 The number of loans received by women compared to men to undertake their own projects in one particular year.</p> <p>4.4.2.5 The number of women participating in training sessions aimed at building women’s entrepreneurial skills in the Arab states.</p> <p>4.4.2.6 The number of programmes to increase the opportunities for women in the fields of credit and professional development.</p> <p>4.4.2.7 The percentage of women members and leaders in economic organizations, trade unions and professional and workers’ associations in Arab states.</p> <p>4.4.2.8 The number of countries which have put in place a comprehensive childcare system for working mothers.</p>
Target Groups	Teenage girls and young women graduating from university, unemployed women, women entering the employment market, housewives, disabled women.
Responsible Bodies	<p>At a national level: Governments and official departments, Ministries of finance and economy, Ministry of Labor, Ministry of Planning, Ministry of Justice, Ministry of Social Affairs, National mechanisms for women’s issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women’s rights, Municipal councils, Local and government institutions, NGOs, Trade unions, Workers’ organizations</p> <p>At a regional level: League of Arab States, AWO, ALO, UN Women, UN ESCWA, UNDP, UNFPA, ILO, UfM, The regional platform for the economic empowerment of Arab women, Relevant civil society organizations (national, regional and international).</p>

4.5	Unpaid domestic work that is recognized and taken into account in national budgets
Strategic Interventions / Activities	<p>4.5.1.1 Undertake a study regarding unpaid domestic work and the unseen work of women, and a study regarding time distribution between men and women that is allocated to family support.</p> <p>4.5.1.2 To set policies and take measures that recognize unpaid domestic work and unseen work of women, take it into consideration while computing gross domestic income, and taking measures to promote social security systems.</p>
Indicators	<p>4.5.2.1 Number of countries that made a study regarding unpaid domestic work and the unseen work of women, and a study regarding time distribution between men and women that is allocated to family support.</p> <p>4.5.2.2 Number of countries that integrated unpaid domestic work among gross domestic income.</p> <p>4.5.2.3 Number of Arab states that adjusted social security systems that are comprehensive and secure for women.</p> <p>4.5.2.4 Number of Arab states that integrated gender perspective in planning and national budgets.</p>
Target Groups	All women and girls
Responsible Bodies	<p>On the National level: governments and official administrations, Ministry of Health, Ministry of Justice, Ministry of Planning and Social Affairs, national mechanisms concerned with women’s affairs, Parliamentarians and other legislative and national bodies to achieve gender equality and women’s rights, state and local institutions, and NGOs.</p> <p>On the Regional level: the League of Arab States (LAS), AWO, ALO, UN WOMEN, UN ESCWA, UNDP, UNFPA, ILO, WHO, and national, regional and globally related NGOs.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • Political will and commitment.

Social Transformation

Outcome 5	Women benefit from social protection policies and services and enjoy health, education and legal benefits in order to ensure a decent living and gender equality
5.1	Social protection and social security policies which are developed and supported politically and financially in the public and private sectors as well as in the informal sector.
Strategic Interventions / Activities	5.1.1.1 Put in place a comprehensive social system which supports women in times of unemployment, pregnancy and childbirth and sickness, as well as providing care for the elderly and disabled.
Indicators	5.1.2.1 The number of countries which have developed social security networks
Target Groups	All women and, in particular, women and girls in rural areas, Women who live in poverty, The most marginalized groups in society such as housewives, unmarried women, widows, divorcees, emigrant workers, emigrants, refugees, displaced women from armed conflict and wars, underage workers, women with disabilities, homeless women, domestic workers and other marginalized groups.
Responsible Bodies	At a national level: Governments and official departments, Ministry of Health, Ministry of Labor, Ministry of Planning, Ministries of justice, interior and social affairs, National mechanisms for women's issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women's rights, Municipal councils, Local and government institutions, NGOs At a regional level: League of Arab States, AWO, ALO, UN Women, UN ESCWA, UNDP, UNFPA, ILO, WHO, Relevant civil society organizations (national, regional and international).
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and commitment. • The provision of financial resources.

5.2	The basic needs of women and their families to receive what they need in terms of safe and balanced nutrition. To live in adequate shelter.
Strategic Interventions/ Activities	<p>5.2.1.1 Remove the obstacles which prevent women from receiving good nutrition, food vouchers and other related benefits at reasonable prices.</p> <p>5.2.1.2 Depending on the need, improve and guarantee food security at both family and national levels. Implement nutritional improvement programmes for all groups as well as women (especially in countries where there are armed conflict and food security problems).</p> <p>5.2.1.3 Put in place strategic programmes to combat poverty, including preparing action plans to improve the access to food for women who live in poverty, which should include appropriate mechanisms for limiting prices and distributing food.</p> <p>5.2.1.4 Create and implement defined social and agricultural policies to support families whose head of household is a woman.</p> <p>5.2.1.5 Adopt measures to empower women to obtain shelter at a reasonable cost. Make public services available to her (safe drinking water, sanitation and electricity), so as to overcome all the obstacles which would otherwise occur.</p> <p>5.2.1.6 Approve the necessary measures to protect women from arbitrary eviction.</p>
Indicators	<p>5.2.2.1 Indicators for female poverty including malnutrition indicators show an improvement in conditions.</p> <p>5.2.2.2 Effective aid programmes for women and children in poverty.</p> <p>5.2.2.3 Programmes and aid in place aimed at specific groups and effective development programmes for women.</p> <p>5.2.2.4 The number of countries which have implemented strategies to combat poverty.</p> <p>5.2.2.5 Effective policies and programmes supporting women and families.</p> <p>5.2.2.6 Measures and programmes to guarantee access to adequate shelter.</p> <p>5.2.2.7 Nutritional indicators for access to public services which guarantee health and a life with dignity: water, electricity and sanitation.</p> <p>5.2.2.8 Number of countries which put in place measures to protect women from arbitrary eviction.</p>
Responsible Bodies	<p>At a national level: Governments and official departments, Ministry of Health, Ministry of Labor, Ministry of Planning, Ministries of justice, interior and social affairs, National mechanisms for women’s issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women’s rights, Municipal councils, Local and government institutions, NGOs, Aid organizations.</p> <p>At a regional level: League of Arab States, AWO, ALO, UN Women, UN ESCWA, UNDP, UNFPA, WHO, Regional and international networks, Relevant civil society organizations (national, regional and international).</p>

5.3	Health care and related services specifically for women and girls at prices which are affordable to all at all stages of life.
Strategic Interventions/ Activities	5.3.1.1 Improve and redirect health services, especially primary health care, so as to guarantee that women and girls can access the same high quality services. Reduce the number of deaths in childbirth and provide children’s vaccinations.
	5.3.1.2 Make it easy for women to benefit throughout their lives from social security in the same way as men, including full health cover and sickness and disability benefits.
	5.3.1.3 Create policies to encourage investment in women’s health and increase, where necessary, the funds for this kind of investment.
	5.3.1.4 Strengthen the laws, reform the institutions and produce anti-discrimination standards and practices for women. Take measures to ensure the necessary conditions exist for women to exercise their rights.
	5.3.1.5 Guarantee the availability of safe drinking water and sanitation in accordance with global standards. Set up effective public distribution systems.
	5.3.1.6 Provide more high quality primary health care services at reasonable prices including sexual and reproductive health care which guarantees family planning services and information, as well as AIDS related services.
	5.3.1.7 Design and implement health care programmes from a gender perspective and include non-essential health services to meet women’s needs at all stages of life and in all areas.
	5.3.1.8 Put in place regulatory measures to guide the purchase of medicines. Guarantee a reliable and permanent range of quality family planning supplies and equipment in pharmacies as well as other supplies and equipment. ¹¹
	5.3.1.9 Train primary health care workers (female and male) in early identification of cases of violence against women and girls, especially domestic violence, or rape or violence within armed conflicts, and to provide the required care.
	5.3.1.10 Incorporate psychological and mental health into primary health care and other appropriate levels of care. Develop relevant support programmes.
	5.3.1.11 Develop medical curricula and training programmes for health care which include obligatory lessons covering the difference between the sexes with regard to women’s health.
	5.3.1.12 Support studies into health services systems to improve access to services and improve the quality of the offering. Guarantee appropriate support for working women in the health care offering.
	5.3.1.13 Develop primary health care systems and psychological support services to cover AIDS sufferers.
Indicators	5.3.2.1 The number of countries which have put in place policies and measures guaranteeing health care and women’s access to care.
	5.3.2.2 The number of countries which have put in place women specific social security policies.
	5.3.2.3 The number of countries which have put in place measures and policies to encourage investment in women’s health and have increased the funds for this kind of investment.
	5.3.2.4 The number of countries which have carried out reforms and put in place measures to resist and prevent discrimination against [women] and taken measures to ensure the necessary conditions exist for women to exercise their rights.
	5.3.2.5 The percentage with access to safe drinking water and sanitation in areas of population in Arab states.
	5.3.2.6 The percentage of access to primary health centres close to citizens in Arab states at reasonable prices, including sexual and reproductive health in Arab states, as well as guaranteeing family planning and AIDS services and information.

¹¹ The guidance of the example list of basic medicines produced by the WHO.

- 5.3.2.7 The number of countries which have implemented health care programmes based on the gender perspective including non-essential health services.
- 5.3.2.8 The number of countries which have put in place regulatory measures to guarantee a reliable and permanent range of quality family planning supplies and equipment in pharmacies as well as other supplies and equipment.
- 5.3.2.9 The number of countries which have put in place measures for early identification of cases of violence against women and girls.
- 5.3.2.10 The number of countries which have put in place training programmes for early identification of cases of violence on women and girls. The number of beneficiaries of this training.
- 5.3.2.11 The number of countries which have incorporated psychological and mental health services into their health care systems.
- 5.3.2.12 The number of countries which have developed and amended the medical curricula and training programmes in health care to include compulsory lessons on the difference between the sexes with regard to women's health.
- 5.3.2.13 The number of countries which have reviewed and amended their health care systems and processes to improve access to services and the quality of the offering.
- 5.3.2.14 The number of countries which have put in place primary health care systems and mental support services to include AIDS sufferers.

Responsible Bodies	<p>At a national level: Governments and official departments, Ministries of health and hospitals and other organizations offering health services, doctors, nurses and health professionals, and military medical services, Ministry of Planning, Ministry of Social Affairs, National mechanisms for women's issues, Parliamentarians and other legislative organizations, National organizations for gender equality and women's rights, Municipal councils, Local and government institutions, NGOs, Aid organizations working in the areas of health.</p> <p>At a regional level: League of Arab States, AWO, UN Women, UN ESCWA, UNDP, UNFPA, WHO, UNAIDS, Regional and international networks and institutions, Relevant civil society organizations (national, regional and international).</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The availability of the will and commitment. • The necessary resources in place.

5.4	Opportunities for basic education and training available to both women and men without discrimination. Illiteracy rates and school dropout rates reduced for women and especially girls.
Strategic Interventions/ Activities	<p>5.4.1.1 Apply policies of compulsory, free education for everyone at the basic level of education. Make early, primary and secondary levels of education available and in reach of everyone.</p> <p>5.4.1.2 Take legal and administrative measures to eliminate inequality of access to all levels of education by guaranteeing equal opportunities for women in educational development and opportunities and educational provision. Approve phased positive discrimination measures. Put in place measures for grievances.</p> <p>5.4.1.3 Encourage girls' applications to schools and universities. Stop girls dropping out of school, especially in rural and remote areas, by ensuring adequate financial resources and by mobilizing the local community's support and the support of female pupils. Organize campaigns and put in place flexible schedules in schools and offer incentives and grants.</p> <p>5.4.1.4 Implement programmes to eliminate illiteracy amongst women and girls.</p> <p>5.4.1.5 Implement policies for ongoing professional training and the retraining of women, especially for young women and those returning to work after a break, so that they can acquire the necessary skills to meet the requirements of the employment market.</p> <p>5.4.1.6 Design and create educational and training programmes for unemployed women so as to provide them with new knowledge and skills which will improve their opportunities of joining the employment market or will enable them to found their own business and develop their skills in running their own business.</p> <p>5.4.1.7 Circulate educational programmes for female rural workers and farmers to provide them with the necessary information via cheap and appropriate technology through the media, including radio programmes and portable media players such as televisions and the internet.</p> <p>5.4.1.8 Put in place recommendations to create school curricula and books which do not use gender stereotypes and which show the principles of human rights and gender equality at all levels of education.</p> <p>5.4.1.9 Develop teaching staff capabilities in terms of human rights and incorporating the gender perspective.</p>

5.4	Opportunities for basic education and training available to both women and men without discrimination. Illiteracy rates and school dropout rates reduced for women and especially girls.
Indicators	<p>5.4.2.1 Reduction in the dropout rates of girls from schools in the Arab states.</p> <p>5.4.2.2 Reduction in the illiteracy rate in the Arab states.</p> <p>5.4.2.3 The number of countries which have enforced a law on compulsory, free education for all at specific educational stages. The number of countries which have developed the gender perspective in education.</p> <p>5.4.2.4 The number of countries which have modified their educational curricula.</p> <p>5.4.2.5 The percentage increase in the rates of girls applying to schools and universities. The elimination of dropouts in Arab states.</p> <p>5.4.2.6 The number of countries which have put in place a programme to eliminate female illiteracy.</p> <p>5.4.2.7 The number of Arab states which have implemented and enforced educational and professional and ongoing training policies.</p> <p>5.4.2.8 The number of countries which have implemented educational and training policies for unemployed women. The rate of reduction in female unemployed in the Arab region. The rate of increase in entrepreneurship (SMEs).</p> <p>5.4.2.9 The number of countries which have implemented programmes for rural women and farmers' access to education and training. The reduction in the illiteracy rate of women and girls in rural areas in the Arab states.</p> <p>5.4.2.10 The number of countries which have amended their educational curricula and materials to remove gender stereotypes and circulated materials promoting the principles of human rights and gender equality at all levels of education.</p> <p>5.4.2.11 The number of countries which have put in place training programmes for human rights and the incorporation of the gender perspective. The number of employees benefiting from this training.</p>
Target Groups	Female students, in particular girls and unemployed women, with the focus on rural women, emigrants, refugees and women with disabilities, Experts in gender issues, Experts in education, monitoring and assessment, National and regional training centres, Women's organizations for women's rights (the elimination of illiteracy, etc.)
Responsible Bodies	<p>At a national level: Governments and official departments, Parliamentarians and other legislative organizations, Ministries for education, universities, schools and professional training organizations, NGOs working in education, National organizations for gender equality and women's rights, Ministry of Planning, Ministry of Social Affairs, National mechanisms for women's issues, Municipal councils, Local and government institutions, NGOs, Aid organizations,</p> <p>At a regional level: League of Arab States, AWO, UN Women, UNESCO, UN ESCWA, UNDP, UNFPA, WHO, UNAIDS, Regional and international networks, organizations and institutions, Relevant civil society organizations (national, regional and international).</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The availability of the will and commitment. • The necessary resources in place.

Elimination of Violence against Women and Girls

Outcome 6	Women and girls enjoy the right to live in a society free from all forms of gender-based violence. Legal, social and health protection is available for all women and girls suffering from violence and its consequences.
6.1	The existence of legislation, legal frameworks and national measures to combat all forms of violence against women and girls with the executive mechanisms for these laws available in all sectors.
Strategic Interventions/ Activities	<p>6.1.1.1 Enact comprehensive laws to criminalize all forms of violence against women (inside and outside the family, at places of work and in public areas). Bridge the legal gaps to comply with countries' international treaty and convention obligations.</p> <p>6.1.1.2 Implement and effect the principles of due diligence¹² within the national legal framework.</p> <p>6.1.1.3 Amend national laws to adapt them for combating and penalizing all forms of gender-based violence.</p> <p>6.1.1.4 harmonize laws for all forms of violence against women and the provisions of laws on other issues such as family laws, underage marriage, child marriage, the prevention of forced marriage and early marriage, female circumcision, divorce, possessions, housing, employment and social security.</p> <p>6.1.1.5 Put in place measures to prevent and penalize the marriage of children and minors, forced marriage and early marriage, as well as all harmful practices on women and girls including female circumcision.</p>
Indicators	<p>6.1.2.1 The number of countries which have passed comprehensive legislation and laws to oppose gender-based violence.</p> <p>6.1.2.2 The amount of comprehensive legislation proposed and passed which imposes penal sanctions on all forms of violence against women.</p> <p>6.1.2.3 Comprehensive laws opposing violence in place, which guarantee the recognition as a crime of all forms of violence against women (domestic violence, violence in public areas, harmful practices on women and girls such as female circumcision, domestic workers, human trafficking, enforced prostitution and sexual exploitation).</p> <p>6.1.2.4 The existence of a law on violence against women.</p> <p>6.1.2.5 The number of countries which have amended their laws and taken adequate measures to penalize all forms of violence against women and taken the appropriate sanctions on the perpetrators of the violence and which have repealed what are known as honor crimes and justifying excuses from laws and legislation.</p> <p>6.1.2.6 The number of countries which have acceded to relevant international agreements and treaties (accession to the UN protocol to combat human trafficking, especially in women and girls; accession to the protocol combating migrant trafficking by land, sea or air.)</p> <p>6.1.2.7 The number of countries which have passed legislation against sexual tourism and the trafficking of women.</p> <p>6.1.2.8 The lifting of reservations to international conventions which have been ratified.</p> <p>6.1.2.9 A reduction in the rates of violence against women and girls.</p>

¹² According to the UN Handbook on Legislation for Violence against Women, which includes the principle of due diligence as one of the five priorities: the prevention of violence against women, protection from violence against women, the investigation, prosecution and bringing to justice of perpetrators of abuse; the provision of compensation to victims. <http://www.un.org/womenwatch/daw/vaw/handbook/Handbook>.

Target Groups	All women and, in particular, women and girls in rural areas, Women who live in poverty, The most marginalized groups in society such as housewives, unmarried women, widows, divorcees, refugee workers, emigrants, refugees, displaced women from armed conflict and wars, underage workers, women with disabilities, homeless women, domestic workers and other marginalized groups, Male and female parliamentarians.
Responsible Bodies	<p>At a national level: Legislative organizations, Parliamentarians, Governments and official departments, Ministries of justice and interior, National mechanisms for women’s issues, NGOs</p> <p>At a regional level: League of Arab States, UN Women, UN ESCWA, UNDP, UNFPA, WHO, Regional, international and national organizations and institutions, Civil society organizations.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will, • Sufficient knowledge of international standards and the legislative framework, • The recommended legislation is not passed, • The laws include all forms of violence, • The laws interfere in personal matters and other laws, • The preponderance of a masculine culture and the control of customs, traditions and stereotypes.

6.2	The existence of national strategies and action plans to resist violence against women and gender-based violence at all stages of women's life.
Strategic Interventions/ Activities	<p>6.2.1.1 Produce and update graded national statistics on violence.</p> <p>6.2.1.2 Define the national indicators to show violence against women.</p> <p>6.2.1.3 Studies and research on the reasons and effects of violence against women so as to change behavior and raise awareness of the risks of some practices such as female circumcision and forced marriage.</p> <p>6.2.1.4 Put in place comprehensive national strategies and action plans to combat violence against women (including mechanisms for implementing measures for prevention, protection and compensation).</p> <p>6.2.1.5 Allocate the necessary human, technical and financial resources for implementation.</p>
Indicators	<p>6.2.2.1 National statistics produced and updated on violence against women.</p> <p>6.2.2.2 The existence of national indicators for monitoring violence.</p> <p>6.2.2.3 Research and studies available.</p> <p>6.2.2.4 The number of Arab states which have implemented strategies and action plans, including the financial resources for implementation, for combating violence against women. The number of Arab states.</p> <p>6.2.2.5 The existence of a fund to support research and studies on violence.</p>
Target Groups	The national mechanisms for women's issues, Research centres Girls and women, Male and female experts in the field.
Responsible Bodies	<p>At a National level: Legislative organizations, Governments and official departments, Ministries of justice and interior, National mechanisms for women's issues, Civil society organizations.</p> <p>At a Regional level: League of Arab States, UN Women, UN ESCWA, UNDP, UNFPA, WHO, Regional and international organizations and institutions, Civil society organizations.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will and commitment, • The allocation/non-allocation of the necessary resources for implementation. • The existence of skilled human resources for the implementation.

6.3	The availability of comprehensive preventative mechanisms to avoid and prevent violence against women and girls.
Strategic Interventions/ Activities	<p>6.3.1.1 Put into effect comprehensive mechanisms and programmes to avoid and prevent violence against women and girls, in particular the most marginalized groups such as women with disabilities, elderly women and domestic workers.</p> <p>6.3.1.2 Increase the number of programmes for gaining support and funding to prevent all forms of violence against women.</p> <p>6.3.1.3 Improve the capabilities of society (both men and women) to resist violence against women by intensifying awareness raising campaigns and raising social awareness.</p> <p>6.3.1.4 Organize and support awareness raising campaigns on rights and obligations to provide a supportive community environment in which women can stand up to violence.</p> <p>6.3.1.5 Develop the school curriculum by incorporating women’s rights into it.</p> <p>6.3.1.6 Create organizations to combat violence against women from civil society organizations and NGOs.</p> <p>6.3.1.7 Organize and support programmes to strengthen the skills of dialogue and anger management for perpetrators of violence.</p>
Indicators	<p>6.3.2.1 The number of countries which have effected comprehensive mechanisms and programmes to avoid and prevent violence against women and girls.</p> <p>6.3.2.2 The number of programmes put into effect to gain support and funding to prevent all forms of violence against women.</p> <p>6.3.2.3 A programme put into effect to improve the capabilities of society (both men and women) to resist violence against women.</p> <p>6.3.2.4 The number of countries which supported awareness raising campaigns on the rights and obligations of providing a supportive community environment in which women can stand up to violence.</p> <p>6.3.2.5 The number of countries which have modified their educational curricula to change the culture of violence and establish a culture of women’s and humanitarian rights.</p> <p>6.3.2.6 The number of organizations and networks founded to resist violence against women. The extent to which they have spread nationally and regionally.</p> <p>6.3.2.7 The number of training programmes aimed at perpetrators of violence at an individual country level and the number of users of this programme.</p>
Target Groups	Women and men, young men and young women. Religious men and women. Newlyweds, School pupils, the educational system, decision makers (to put pressure on to amend the laws). Civil society and NGOs concerned with resistance, Perpetrators of violence.
Responsible Bodies	<p>At the National level: Legislative organizations, Governments and official departments, Ministries of justice and interior, National mechanisms for women’s issues, Civil society organizations.</p> <p>At a Regional level: UN Women, UN ESCWA, UNDP, UNFPA, WHO, Regional and international organizations and institutions, Civil society organizations.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The will and commitment from decision makers. • The agreement/disagreement by religious leaders. • Agreement/disagreement from perpetrators of violence within the training programmes. • Victims not resorting to the law to make a complaint. • The control of the prevailing social culture and the influence of the victim’s family.

6.4	The availability of mechanisms to ensure that victims and survivors of gender-based violence can access all elements of the justice system¹³
Strategic Interventions/ Activities	<p>6.4.1.1 Strengthen the message that violence against women is a crime which is penalized by law in the formal or informal justice system.</p> <p>6.4.1.2 Set up reporting and referral systems.</p> <p>6.4.1.3 Develop procedural regulations to ensure exclusive and sole responsibility of the formal judicial system for hearing cases of violence against women.</p> <p>6.4.1.4 Strengthen the capabilities of the judiciary to hear and refer cases relating to violence against women.</p> <p>6.4.1.5 Create/ increase the number of hotlines to facilitate reporting.</p> <p>6.4.1.6 Increase the number of awareness campaigns and publish information on the availability and ease of access to these services through available media, especially for remote areas.</p> <p>6.4.1.7 Set up special family and women’s courts to guarantee a quick legal process.</p>
Indicators	<p>6.4.2.1 The number of countries which have put in place laws penalizing violence against women.</p> <p>6.4.2.2 The number of countries which have set up referral systems.</p> <p>6.4.2.3 The number of countries implementing procedural regulations to ensure exclusive and sole responsibility of the formal judicial system for hearing cases of violence against women.</p> <p>6.4.2.4 The number of cases referred by the referral system in each country.</p> <p>6.4.2.5 The number of complaints received by area through the communication methods available.</p> <p>6.4.2.6 The number of countries which have implemented hot lines for women who are suffering violence or who have a complaint and through which they can receive help and referral services for free at any time.</p> <p>6.4.2.7 The number of women who have been able to reach the reporting centres.</p> <p>6.4.2.8 The number of women who have been able to access legal remedies.</p> <p>6.4.2.9 The number of cases of violence against women which have been passed on to formal or informal justice systems.</p> <p>6.4.2.10 The number of countries which are able to guarantee a quick legal process.</p> <p>6.4.2.11 The duration of the legal proceedings in each country.</p>
Target Groups	The health sectors, the police, the judiciary, social workers. Legal institutions, judges, barristers/solicitors.
Responsible Bodies	Legislative authorities, Governments, Ministries of justice, interior and health, media, Civil society organizations.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will. • The availability of resources to take on the cases. • Women who have suffered violence are afraid to seek help.

¹³ The police, the public prosecutor and the whole of the judiciary.

6.5	The existence/effectiveness of a multi-sectoral national system to provide services and rehabilitation for victims of gender-based violence.
Strategic Interventions/ Activities	<p>6.5.1.1 Put in place integrated referral systems which include all the relevant bodies (health, police, judiciary, social services, NGOs, a hot line).</p> <p>6.5.1.2 Develop a regional manual for providers of services to survivors of violence in various sectors (health, police, judiciary, social services, NGOs) and comply with it at a national level in accordance with national mechanisms.</p> <p>6.5.1.3 Encourage the capabilities, social expertise and psychological expertise of service providers in multiple areas to monitor cases of violence and guide women sufferers of violence.</p> <p>6.5.1.4 Set up shelters for female victims of violence in remote towns and villages to provide a minimum standard of protection services to victims of violence.</p> <p>6.5.1.5 Provide and support centres for health services, including reproductive and mental health, in remote towns and villages.</p> <p>6.5.1.6 Build and strengthen the capabilities of both male and female social workers in specific organizations.</p> <p>6.5.1.7 Reform and rehabilitate perpetrators of violence.</p> <p>6.5.1.8 Improve social and economic integration programmes for female victims of violence.</p>
Indicators	<p>6.5.2.1 The number of countries which have approved and developed integrated referral systems.</p> <p>6.5.2.2 The existence of an Arabic/regional manual for specific sectors providing services for victims of gender-based violence.</p> <p>6.5.2.3 The number of shelters created in remote villages in each country¹⁴ and the number of victims of violence using them.</p> <p>6.5.2.4 The number of women using the services provided by area in each country.</p> <p>6.5.2.5 The number of call centres and advisory centres¹⁵ in each country.</p> <p>6.5.2.6 The number of centres dealing with cases of rape¹⁶ to provide reproductive health care and protection from AIDS.</p> <p>6.5.2.7 The number of skills improvement sessions for service providers in the specialist centres in each country and the number of users.</p> <p>6.5.2.8 The existence of ongoing training programmes for service providers.</p> <p>6.5.2.9 The existence of rehabilitation programmes for perpetrators of violence (during/ after it has stopped/ during the period of the sanction).</p> <p>6.5.2.10 The number of countries providing social and economic integration programmes for female victims of violence.</p>
Target Groups	Women victims of violence, especially the most marginalized groups: unmarried women, widows, divorcees, emigrant workers, foreigners, refugees, displaced women from armed conflict and wars, minors, elderly women, women with disabilities, homeless women and domestic workers, Perpetrators of violence, Service providers in centres for health, sexual and reproductive health, The police, The judiciary, Social services, and Centres in remote areas.
Responsible Bodies	Responsible official departments (ministries of justice, interior, health, social affairs), Mayors in remote areas, Hospitals, Funding bodies, Specialist training centres, UN ESCWA, WHO, UN international and regional organizations, and Arab training centres.

¹⁴ One centre for shelter and refuge for every 10,000 women, providing safe shelter in emergency situations, and supervised by experts in advice and support services to ensure long-term housing.

¹⁵ One call and advisory centre for every 50,000 women, guaranteeing ongoing support and intervention in crises including legal advice, services for emigrants, survivors of human trafficking and victims of sexual assault.

¹⁶ One centre for every 20,000 women, offering reproductive health care and protection from AIDS.

6.5	The existence/effectiveness of a multi-sectoral national system to provide services and rehabilitation for victims of gender-based violence.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The desire to cooperate and coordinate amongst the relevant organizations. • The services are concentrated in towns rather than villages. • The services do not include all women suffering from violence, especially domestic workers and violence arising as a result of prostitution and human trafficking. • The existence of laws which prevent women from being able to use the services.

6.6	The provision of monitoring, follow-up and assessment systems for cases of violence against women and the protection, prevention and rehabilitation services.
Strategic Interventions/ Activities	<p>6.6.1.1 Develop indicators for the monitoring, follow-up and assessment systems for the services provided. Stop incidents of violence.</p> <p>6.6.1.2 Develop a statistical framework to regularly monitor and record aspects of violence against women and girls.</p>
Indicators	<p>6.6.2.1 Monitoring and follow-up of the services and the necessary human resources, as well as the IT systems for monitoring and observation.</p> <p>6.6.2.2 Statistical system to monitor all forms of violence against women by region.</p> <p>6.6.2.3 Assessment studies of the effect of physical, mental and economic violence.</p>
Target Groups	Centres for different services, Human resources allocated to monitor and observe, Research centres, and Statistical office.
Responsible Bodies	Responsible official departments (ministries of justice, interior, health, social affairs), Mayors in remote areas, Hospitals, Funding bodies, Specialist training centres, UN ESCWA, WHO, UN international, regional and Arab organizations, Arab training centres.
Key Assumptions & Risks	The will and commitment.

Women, Peace, and Security

Outcome 7	National frameworks available for women, peace and security, providing an environment which protects women and girls from the harm (humanitarian security) and violence suffered in times of armed conflict and war.
7.1	Provide legal and procedural frameworks for protecting women and girls from all forms of violence and exploitation during armed conflicts and wars, as well as for displaced women or refugees. Include women at all stages of protection, prevention, post-conflict resolution and building peace.
Strategic Interventions/ Activities	<p>7.1.1.1 Implement action plans which harmonize with the structures of UN resolution 1325 (prevention, participation, protection, aid and relief) and the seven Security Council resolutions on women, peace and security.</p> <p>7.1.1.2 Put in place policies for engaging women at all stages of building peace and during the post conflict negotiations at all national, regional and international levels.</p> <p>7.1.1.3 Put in place frameworks for coordinating with the international organizations responsible for protecting citizens during armed conflict, wars and displacement. Implement frameworks to coordinate efforts amongst humanitarian bodies.</p> <p>7.1.1.4 Take preventive measures to prevent the marriage of minors and children and forced marriage. Increase the number of monitoring and follow-up systems during conflicts and wars.</p> <p>7.1.1.5 Put in place regional and national frameworks which include measures to prevent the negative effects of forced migration on women and girls and prevent human trafficking and sexual exploitation.</p> <p>7.1.1.6 Protect women and girls from sexual violence in conflicts and all of its consequences, especially infection with AIDS.</p>
Indicators	<p>7.1.2.1 The number of countries which have put in place action plans to implement the Security Council resolutions on women, peace and security.</p> <p>7.1.2.2 Action plans have been put in place at all levels.</p> <p>7.1.2.3 Action plans have been incorporated into training programmes for the security forces and army.</p> <p>7.1.2.4 Materials on the protection of women from violence in times of war and armed conflict have been incorporated into penal law.</p> <p>7.1.2.5 A reduction in the number/percentage of female victims of violence and sexual violence during armed conflicts and war.</p> <p>7.1.2.6 The number of measures necessary to put a stop to perpetrators of war crimes and sexual violence in conflicts escaping penal sanctions.</p>
Target Groups	Parliamentarians (men and women), The Ministry of Justice, the Ministry of Interior and the Ministry of Defense, Women victims of violence from displacement and refugee areas, wars and conflicts, especially the most marginalized groups, minors, the elderly and those with disabilities.
Responsible Bodies	League of Arab States, UN Women, UNHCR, Specific mechanisms for women, international and regional organizations, National and international relief and aid organizations, concerned UN Organizations including WHO.
Key Assumptions & Risks	<ul style="list-style-type: none"> • The political will. • The ability to reach the inhabitants and women in areas of conflict.

Women and Combating Terrorism

Outcome 8	National frameworks provided to combat terrorist activities (and violence) and to provide an environment which protects women and girls from harm (humanitarian security).
8.1	Legal and procedural frameworks provided to protect women and girls from terrorist activities and to engage women in putting in place strategies to combat terrorism.
Strategic Interventions/ Activities	<ul style="list-style-type: none"> • Undertake procedures to ensure women’s engagement in all parts of internal peacekeeping organizations, as well as engaging women in the UN peacekeeping forces. • Put in place multi-sectoral frameworks for protecting women from terrorism. • Include women operationally in terrorism prevention programmes and in awareness programmes.
Indicators	<ul style="list-style-type: none"> • The number of countries which have implemented anti-terrorism strategies. • The number of countries which have incorporated gender at all levels of their anti-terrorism plans.
Target Groups	Women, girls and individuals in society as a whole.
Responsible Bodies	<p>At the National Level: Legislative organizations, Governments and official departments, Ministries of justice, interior and defense, National mechanisms for women’s issues, Civil society organizations,</p> <p>At the Regional Level: League of Arab States, United Nations Entity for Gender Equality and the Empowerment of Women, UN ESCWA, UNDP, UNFPA, UNODA, OHCHR, Security Council, Regional and international organizations and institutions.</p>
Key Assumptions & Risks	<ul style="list-style-type: none"> • The will and commitment at national, regional and international levels.



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