

PAST PERFORMANCE**STRATEGY AND EVALUATION**

UNDP/NAPWA - January 2016

ABOUT NAPWA

The National Action Plan for the Women of Afghanistan (NAPWA), a 10-year (2007-2017) Afghan government action plan on the implementation of its commitments to gender equality, confirmed in the Constitution and ratified international treaties and conventions such as the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), was introduced to ensure continuity and consistency in government efforts to project women's rights in Afghan society through equality and empowerment. It serves as the Government's primary vehicle for implementing its commitments on women's empowerment and gender equality and it is formally the key mechanism for the promotion of women's advancement in Afghanistan. It is a policy document formulated under ANDS and in line with the Government's commitment to gender equality and women's empowerment.

BACKGROUND

Women comprise nearly one half of Afghanistan's population. As such, they constitute an enormous reservoir of human resources that are needed to foster the continued

development of Afghanistan. To-date, however, the situation of Afghan women has been characterized as one of the worst in the world. Nearly three and half decades of war have hampered the growth of women's capacities and limited their access to justice, education, employment, and public life. Deeply embedded cultural attitudes exacerbate their disadvantage in many aspects of life.

In 2008, the Afghan government adopted the National Action Plan for the Women of Afghanistan (NAPWA) as the primary vehicle for implementing its commitments to women's empowerment and gender equality. NAPWA is a high-level benchmark of the 2006 Afghanistan Compact and a key component of the Afghanistan National Development Strategy (ANDS) Gender Cross Cutting Sector Strategy.

NAPWA's implementation is anchored in the principle that the promotion of women's advancement is a shared obligation within government and a collective responsibility of all. It identifies specific line ministries and local government units as implementers. Oversight bodies are responsible for monitoring compliance with NAPWA. Parliament is tasked with adopting gender sensitive policy and legal reforms. NAPWA envisions civil society as an important

supporter and the international donor community as the source of technical and funding resources.

The National Action Plan for the Women of Afghanistan (NAPWA) was a policy framework with a ten-year timeframe that ensured continuity and consistency of Government's efforts to protect women's citizenship rights in Afghan society. NAPWA was a significant vehicle for combining Afghanistan's gains over the years and using them as a foundation for institutionalizing a more coherent and comprehensive strategy to advance the status of women in Afghanistan for the benefit of all Afghan society.

Since 2008, the NAPWA has been implemented by UNDP to improve the status of women in Afghanistan. One of the significant challenges of tracking progress of NAPWA has been the absence of a harmonized monitoring system and baseline data. Hence to strengthen the data collection process of NAPWA and women's status, in 2015 UNDP/ GEP II sought the engagement of a local institution to develop a strategy for and strengthen NAPWA Management Information System (MIS). The goal of this project was to create a three-year monitoring and evaluation strategy and build the capacity of seven-line ministries for implementation of the National Action Plan for Women of Afghanistan.



OUR ROLE

On this assignment Moore Afghanistan was engaged to perform services with respect to the provision of strategy development and monitoring & evaluation capacity building.

Moore Afghanistan adopted two major approaches under two components of this assignment, namely; strategic development and capacity building. Moore Afghanistan conducted a rapid situation analysis and a thorough needs assessment – including a review of the existing mechanisms, particularly the online Management Information System and reporting mechanism.

Moreover, Situation Analysis was used to cover both contextual and organizational elements, and with particular focus on Political, Economic, Sociocultural, and Technological (PEST) analysis, and an organizational Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. Also, a Needs Assessment using two primary tools: 1) Organizational Capacity Assessment Tool (OCAT), and 2) Technical Needs Assessment (TNA) was used to collect data on the areas in need of improvement. These tools were also of particular

use in the assessment of NAPWA M&E Mechanisms.

In delivering the training, Moore Afghanistan used the ADDIE model to address the design and implementation of the training program in a systematic way. The ADDIE model developed by the Florida State University provides a useful framework for the design, delivery, and evaluation of training programs. Organizing the focus of the training on a five-component model of “assess, design, develop, implement and evaluate,” ADDIE was used by UNDP/MOWA and Moore Afghanistan in formulating and delivering an effective training plan.

THE OUTCOME

As a result of this assignment, UNDP received a comprehensive report that they then used in their strategic decision making.

Moore Afghanistan combines research specialists, trained enumerators, and cutting-edge technology to ensure accurate, timely, and reliable data collection and analysis for all its research projects.

As a result, the following four strategies were developed: (a)

System Development, (b) Capacity Development, (c) Mainstreaming, and (d) Advocacy and Fund-Raising; and pieces of training were provided to all line ministries on Result Based M&E. Furthermore, Moore Afghanistan provided training materials in which 7-line ministries and four pilot provinces were then engaged.



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