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THE PARC ORGANISATION AND IT'S WORK PLAN FOR GEWAMED

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ABOUT PARC

The Palestinian Agricultural Relief Committees (PARC) was founded in 1983 by a group of Palestinian agronomists responding voluntarily to the deterioration in agricultural extension programs in the Jordan Valley area of the West Bank as a result of the Israeli occupation by offering expert advice to marginalized, poor farmers in the area. This voluntary effort gained momentum and recognition over a short period of time and transformed into a non governmental organization dedicated to promoting sustainable development in rural areas in Palestine.

In 1986, PARC received the first outside funding from the Welfare Association (Palestine) and, in 1987, prepared its first annual budget. PARC played an instrumental role in providing extension services to Popular Committees during the 1987 Intifada and gained wide recognition in the process. Over the years, PARC continued to gain momentum and managed to expand its constituency to include 130 staff members and 6,476 volunteers serving some 61,950 beneficiaries.

Through its accumulated experience and long-term vision, PARC has identified the following as its main priorities, which are reflected in its mission and strategic objectives catechism:

- Ensuring Long-Term Food Security – PARC's projects and extension services focus on strengthening farmers' abilities to sustain food security and impeding Israeli land confiscation policies through improving agricultural practices and encouraging the use of sustainable agricultural techniques, creating and introducing alternative water and energy resources, and creating agriculture and farming-related job opportunities.
- Empowering Rural Women and Increasing their Role in Society – Realizing that women in rural areas are marginalized and that the resources available to their development are limited, PARC has been designing its work to facilitate developing the skills of rural women and to improve their productive capacity while building their leadership skills and social organization abilities.
- Enhancing Institutional Building and Volunteerism Efforts – and being a strong advocate of democracy and civil society, PARC takes an active role in organizing volunteer campaigns and forging relationships with local civil society organizations to help them build their capacities and transfer technical and managerial know-how to such organizations.
- Training and Research Development – PARC aims to develop the skills and improve the abilities of its stakeholders. As such, special attention is given to training and research.

While continuing to pursue its priorities and long-term objectives, PARC has been responding to the changing needs of its beneficiaries due to changing political and socio-economic conditions. During the first five months of Al-Aqsa Intifada for example, PARC managed to reverse the increase in unemployment rates due to Israeli closure by creating 2,200 job opportunities in a number of villages. This was accomplished through land reclamation and environmental protection campaigns and projects. In addition, and during the same period, it focused its activities on replanting swept (bulldozed) lands and upgrading the agricultural infrastructure by building cisterns and agricultural access roads.

PARC, over the years, has become the leading organization serving Palestinian farmers and helping them overcome their problems. It has succeeded in reinstating farmers' confidence in collective work and the values of volunteerism. With decentralized management philosophy, technical and support departments, and ten branches covering all West Bank and Gaza governates, PARC has managed to establish strong grassroots participation in all of its activities and projects. Thriving on the innovation of its pioneers, PARC is well on its way to becoming the model organization for rural development.

PARTNERS AND SUPPORTERS

PARC actively seeks to broaden and deepen partnerships with governmental and non-governmental organizations. PARC believes that the establishment of strong cooperative relationships between governmental and non-governmental organizations is important in influencing policy making and is the stepping stone for future cooperation in other areas, while inter-NGO cooperation provides tremendous development synergies.

PARC has succeeded in establishing joint programs with a number of local organizations working in rural areas and others concerned with legal, social, cultural, and environmental awareness programs. PARC has worked with about 100 local organizations specialized in agriculture, health, training, education and research, as well as eight universities and high schools. Such arrangements have provided PARC the opportunity to gain new experience and helped defray the costs of some of the activities undertaken by the organization.

PARC coordinates its programs with dozens of international organizations working in Palestine and participates in joint projects and activities in order to avoid duplication of efforts. PARC has not only managed to strengthen its relationships with international organizations through such efforts, but it has also profited from the exchange of information and experiences that take place in the process to improve its administrative and financial performance.

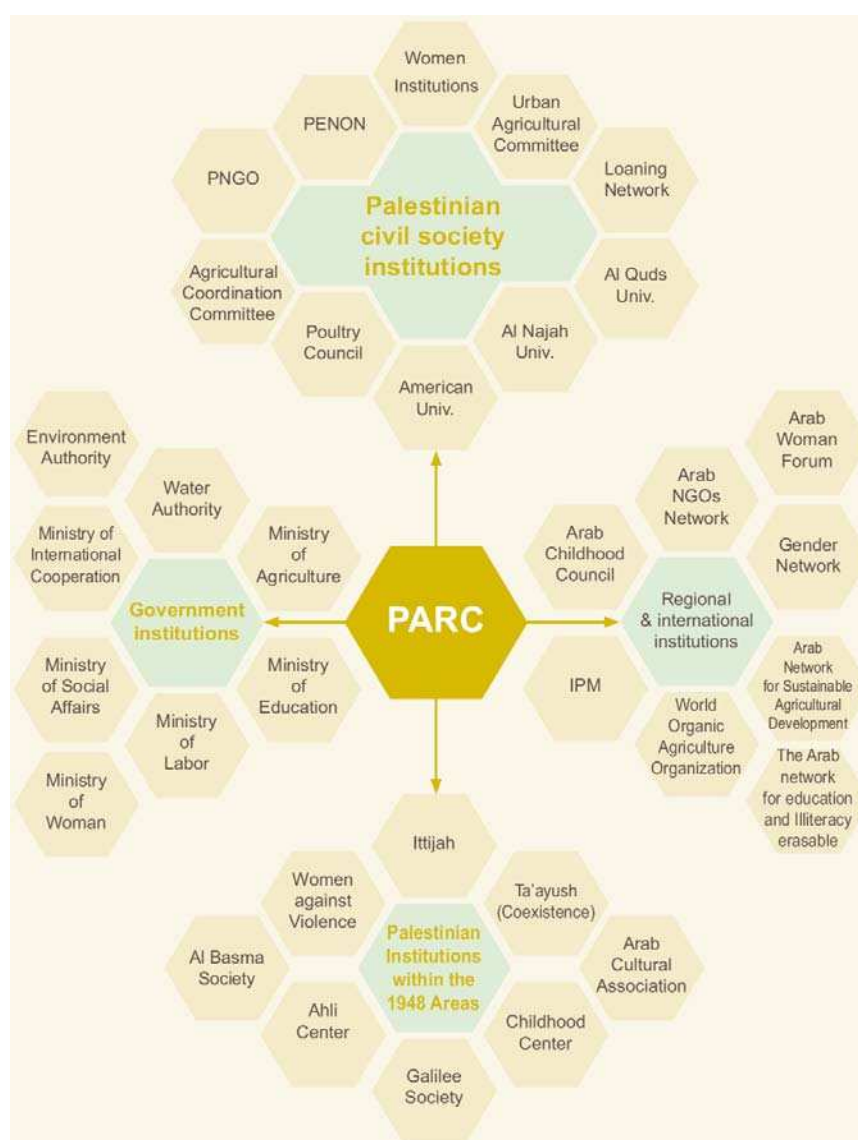


Fig. 1. Network of relations with institutions

STRATEGIC GOALS

1. Enhancing the Economic Role by Contributing in Achieving Food Security and Sustainable Agricultural Development:
 - Encourage farmers to implement environmentally sustainable techniques and methods and promote safe products.
 - Protecting and developing natural resources (land and water) and increase its productivity.
 - Enhancing social solidarity and supporting poor families in emergency conditions.
 - Contribute in solving agricultural marketing problems for the gatherings, and encourage the intervention of the private sector.
 - Encourage the establishment of saving, saving and credit portfolios, income generating projects, and job creation.
2. Reinforce the Sustainability of Grassroots, Syndic and Specialized Rural Community Based Organizations:
 - Supporting the establishment and enhancement of organizations, cooperatives and farmers unions.
 - Supporting the establishment and enhancement of organizations, cooperative and rural women unions.
 - Supporting the establishment and enhancement of organizations, cooperative and rural youth unions.
 - Supporting the establishment and enhancement of organizations, cooperative and specialists' and professionals' unions.
 - Supporting the establishment of and empowering popular committees (Wall, solidarity, MARSAD).
3. Contribute to Strengthening of National and Social Struggle:
 - Enhancing the civil society values and activating the role of its organizations.
 - Enhancing the principles of peace that is built on justice and freedom.
 - Activating and enhancing the cooperation with all local relevant influential powers.
 - Enhancing the values of Voluntary Work.
 - Contributing in the formulation and implementation of policies, systems and laws.
4. Activating and developing PARC, and maintaining its sustainability and distinction
 - Activating the role of PARC's competent authorities in its life, activities and objectives.
 - Developing the Internal systems and bylaws that administer the work.
 - Developing financial and human resources.
 - Developing the relation of the organization with its partners, donors and friends.
 - Activating the role of PARC in the activities of Arab, regional and international coalitions and Unions.

PARC AND THE PROMOTION OF GENDER INTEGRATION

PARC has been a leading and pioneering institution in mainstreaming gender in all levels of management, life and overall activities and projects. Throughout the year 1999, PARC carried on its efforts to promote and consolidate gender integration through the persistent work of the Gender Focus Team and with the full support and recognition of the top management. Following are the most outstanding achievements:

- Networking with the local institutions in gender field (exchanging experience in Gender analysis and diagnosis).
- Publishing a newsletter on Gender quarterly.
- Establishing a specialized library for Gender literature.
- The institution has made a brave position and practice when the top management was willing to increase the participation of the women in the decision-making levels. In this context, three women directors were appointed, two of them as directors of the technical departments whereas the third was appointed as a district director. The most important landmark in PARC's gender pursue was the election of a woman as a chairperson of the Board of Trustees and raising the percentage of

the women members up to 30% of the Board. Further, 82% of PARC's staff attendants in university education were women.

- Training 20 women clubs in establishing working plans, stressing the gender dimension and identifying the strategic and short term needs.
- Reviewing PARC's policies, strategic plan and reports from a gender perspective.
- Establishing a parallel Gender Focus Team in Gaza to be responsible for the implementation of the plans and to supervise gender integration process.
- Raising the gender awareness and sensitivity of PARC's staff (men & women). More understanding and recognition of women's role in the life of the institution is evident.

PARC is also a member of the World Gender Network. This network is hosted by NOVIB and is specialized in Gender issues. 34 nongovernmental organizations are members in this network.

WORK PLAN

| No. | Work plan | Activity | Duration | Start date | End date |
|-----|-----------|---|--------------------------------|-----------------------------------|----------------------------------|
| 1 | 1 | Building of a national knowledge base | 6.5 months | February 20 th 2006 | September 5 th , 2006 |
| 2 | 1.1 | Participation in the regional meeting | | February 20 th | February 22 nd |
| 3 | 1.3. | Establishment of national website | | | End of July |
| 4 | 1.4 | Maintenance of the National Websites | All through project's duration | All through project's duration | All through project's duration |
| 5 | 2.1 | Development and implementation of a structured data base | | After July 4 th , 2006 | |
| 6 | 2.2 | Collection, processing and dissemination of gender-water related information | | | Beginning of April 2006 |
| 7 | 2.3 | Preparation of a report containing a set of gender indicators | | | September 2006 |
| 8 | 2 | Building of a regional knowledge Base for coordination, communication, and dissemination (via the internet) | 0.5 months | June 20 th , 2006 | July 4 th 2006 |
| 9 | 3 | Mainstreaming Gender Dimensions in water management for food security and food safety | 0.75 months | November 20 th , 2006 | December 13 th , 2006 |
| 10 | 4.1 | Participation in a regional workshop on mainstreaming gender dimensions in water management for food security and food safety | | | |
| 11 | | Preparation of a work paper on the workshop topic | | | September 2006 |
| 12 | 4.2 | Review and coordination of the knowledge base at country level | | | September 2006 |
| 13 | 4 | Mainstreaming Gender Dimensions in Water Management for Rural Development | 0.75 months | November 20 th , 2007 | December 13 th , 2007 |
| 14 | 4.4 | Participation in the regional workshop on Mainstreaming gender dimensions in water management for rural development | | | |

| No. | Work plan | Activity | Duration | Start date | End date |
|-----|-----------|--|-------------|-----------------------------------|---------------------------------|
| 15 | | Preparation of a work paper on the workshop topic | | | September 2007 |
| 16 | 4.5 | Review and coordination of the knowledge base at country level | | | |
| 17 | 5 | Political and Institutional Gender Dimensions in Water Resources Management | 5.5 months | September 20 th , 2006 | February 4 th , 2007 |
| 18 | 5.1 | Establishment of a National Central Focal Point | | | February 4 th 2007 |
| 19 | 5.2 | Reports of the National Central Focal Point | | | February 4 th 2007 |
| | 6.1 | Report on raising public participation and awareness t different society levels. | | | February 4 th 2007 |
| 20 | | Organizing a series of workshops and lectures for women | | | January 2007 |
| | 8.1 | Organize policy national seminars | | | September 2007 |
| 21 | | Proceedings of national policy seminars | | | November 2007 |
| 22 | 6 | Inter-Regional Conference on Integration of Gender Dimensions in Water Management | 0.75 months | March 20 th , 2009 | April 13 th 2009 |
| 23 | 7.1 | Participate in the Inter-Regional Conference on Integration and Gender Dimension in Water Management | | | |
| 24 | 7.2 | Integration and harmonization of results and outputs derived from project activities | | | |

WP 1. Building of a National Knowledge Base for Coordination, Communication and Dissemination

| Number of Activities | Activities |
|----------------------|---|
| 1.1 | Participation and undertaking of regional Kick-off meeting. |
| 1.3 | Establishment of national web site. |
| 1.4 | Maintenance of the National web site. |
| 2.1 | Development and implementation of a structured data base. |
| 2.2 | Collection, processing and dissemination of gender-water related information. |
| 2.3 | Preparation of a report containing a set of gender indicators. |

WP 3. Mainstreaming Gender Dimensions in Water Management for Food Security and Food Safety

| Number of Activities | Activities |
|----------------------|--|
| 4.1 | Participation and undertaking of a Regional workshop on Mainstreaming Gender Dimensions in water management for food security and food safety. Preparation of a work paper covering the main topic and following aspects: Gender analysis, empowering women, adult learning approaches, identifying gender sensitive indicators...etc. |
| 4.2 | Review and coordination of the knowledge base at country level. |

WP 4. Mainstreaming Gender Dimensions in Water Management for Rural Development

| Number of Activities | Activities |
|----------------------|---|
| 4.4 | Participation and undertaking of a regional workshop on Mainstreaming Gender Dimensions in Water Management for Rural Development. |
| | Preparation of a work paper covering the following aspect: sanitary education, water allocation, gender analysis tools, potentialities of agri-tourism...etc. |
| 4.5 | Review and coordination of the knowledge base at country level. |

WP 5. Political and Institutional Gender Dimensions in Water Resources Management

| Number of Activities | Activities |
|----------------------|---|
| 5.1 | Establishment of a National Central Focal Point. |
| 5.2 | Reports of the National Central Focal Point. |
| 5.3 | Final Plan for using and disseminating knowledge and exchanging information. |
| 6.1 | Report on raising public participation and awareness at different society levels. |
| 8.1 | Organizing a series of workshops and lectures for women. |
| 8.2 | Organizing national policy seminars. |
| 8.3 | Proceedings of national policy seminars. |

WP 6. Inter-Regional Conference on Integration of Gender Dimensions in Water Management

| Number of Activities | Activities |
|----------------------|--|
| 7.1 | Participate and undertake in the Inter-Regional Conference on Integration of Gender Dimension in Water Management. |
| 7.2 | Contribute to the harmonization of results and outputs derived from the project activities. |

DETAILED WORK PLAN

Work Package 1

- Start date: 1st month.
- Person-months per participant: 6.5 months.
- Objectives: the main objective of this package is to implement a structured national information system on gender issues related to IWRM and made the information available to all potential users of the web site. The web site will integrate a database for the store and dissemination of information.
- Description of work: the work consists of the following activities for PARC:
 1. Participation in a regional Kick-off meeting; during the workshop, the following activities will be undertaken:
 - a. Development of criteria for information to be entered in the web site (national and regional) and definition of the characteristics of web to be developed and subsequently installed.
 - b. Definition of the actions that PARC will carry out to achieve the main goal of the package to be undertaken during the first year of the project.
 - c. Presentation of the work plan and discussion.
 - d. Preparation of the conclusions and recommendations.
 2. Establishment of national web site.
 3. Maintenance of the National web site.
 4. Development and implementation of a structured database.
 5. Collection, processing and dissemination of gender-water related information.
 6. Develop a comprehensive and agreed set of gender-sensitive indicators.

- Expected results:
 1. Criteria for the management of the information in the regional and national networks available.
 2. National information knowledge base available.
 3. Water management gender-sensitive indicators defined and used in the project

Work Package 3

- Start date: 9th month.
- Person-months per participant: 0.75 months.
- Objectives: The objective is to improved cooperation, dialogue and knowledge among partners and external organizations interested in this subject through the participation in regional workshops. Under this objective, a Regional Workshop on “Mainstreaming the gender dimension in water management for food security and food safety” will be organized.
- Description of work: the main activities for PARC to achieve the said objectives will be:
 1. Participation in the Regional workshop on Mainstreaming Gender Dimensions in water management for Food Security and Food Safety.
 2. Preparation of a work paper covering the following aspects: gender analysis, empowering women, adult learning approaches, identifying gender-sensitive indicators ...etc.
 3. Review and Coordination of the knowledge base at country level
- Expected Results:
 1. Improved cooperation among partners and external organizations interested in the subject.
 2. Greater knowledge of participants on issues related to food security and safety and the role that women can play in their effective implementation.

Work Package 4

- Start date: 21st month.
- Person-months per participant: 0.75 months.
- Objectives: the main objective is to promote the mainstreaming of a gender dimension in sustainable rural development activities where water plays a significant role. This work package also aims at:
 1. Increasing the knowledge base and contribute to the capacity building of the partners but also of other stakeholders.
 2. Enhance the cooperation and dialogue at regional and national level.
- Description of work: the main activities for PARC to achieve the said objectives will be:
 1. Participation in the Regional workshop on “Mainstreaming Gender Dimensions in Water Management for Rural Development.
 2. Preparation of a working paper covering the following aspects: sanitary education, water allocation, gender analysis tools, potentialities of agri-tourism...etc.
 3. Review and coordination of the knowledge base at country level
- Expected Results:
 1. Improved Cooperation among partners and external organizations interested in the subject.
 2. Greater knowledge of participants on issues related to food security and safety and the role that women can play in their effective implementation.

Work Package 5

- Start date: 7th month.
- Person-months per participant: 5.5 months.
- Objectives: this package intends to achieve the following several interrelated objectives:
 1. Improved coordination at national level by promoting the establishment of a National Central Focal Point to collect information and disseminate it among collaborating institutions in the interface of gender and water use sectors. The National Central Focal Point may have also a role in the coordination of national gender-water activities.

2. Greater awareness of the society in general and in the agricultural sector in particular of the importance of gender issues in the water sector.
 3. Contribute to the adoption of policies and/or other instruments (strategies, approaches, guidelines, incentives, legislation) promoting a gender mainstreaming in the planning, development and management of water resources.
 4. Contribute to improved institutional capacity to deal with needed gender related institutional changes as result of the knowledge gained.
- Description of work: to achieve the above mentioned objective PARC will undertake the following activities:
 1. Establishment of a National Central Focal Point in Palestine.
 2. Report of the activities of the National Focal Point.
 3. Final Plan for using and disseminating knowledge and exchanging information.
 4. Report on raising public participation and awareness at different society levels.
 5. Organize a series of workshops and lectures for women.
 6. Organize policy national seminars.
 7. Proceedings of national policy seminars.
 - Expected Results:
 1. Improved communication channels for greater information and awareness on gender and water issues at rural level.
 2. A review of existing national and regional policies and other related instruments in the water sector with a gender perspective will be available.
 3. Improved institutional capacity to deal with needed institutional changes as result of the participation in the national seminars on "The Political and Institutional Dimensions of Gender Dimensions Integration in Water Resources Management".
 4. A wider adoption of Integrated Water Resources Management approaches to ensure the access of women and men to the benefits of water and related services to promote the equitability and sustainability of the actions taken.
 5. Increased adoption of policies and/or other instruments (strategies, approaches, guidelines, incentives, legislation) promoting a gender mainstreaming in the planning, development and management of water resources.

Work Package 6

- Start date: 37th month.
- Person-months per participant: 0.75 months
- Objectives: the main objective of this Work Package is the dissemination of the results of the project to larger audiences by organizing an Inter- Regional Conference and allowing the access of general users to the information produced in the Regional and National networks.
- Description of work:
 1. Participation in the Inter-Regional Conference on Integration of Gender Dimension in Water Management.
 2. Contribution to the and harmonization of results and outputs, derived from project (WP1 to WP5).
- Expected Results:
 1. Consolidation and harmonization of project results and outputs into a major document.
 2. Dissemination of the project results to larger audiences.
 3. Enhanced regional and national knowledge bases.
 4. Identification of future needs in terms of research and development.