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Consideration of funding proposals – Addendum XVII Gender assessments and action plans

Summary

This addendum contains the gender documentation for funding proposals submitted for the consideration of the Board at its sixteenth meeting (FP038 -046). The documents are included as provided by the accredited entities in the respective annex to each funding proposal.

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GEEREF NeXt Gender strategy

1. Introduction

As part of the EIB Group, GEEREF NeXt will adopt EIB Group's Gender Strategy. The EIB Group Gender Strategy is consistent with international agreements and reflects the principles set out in the European Commission's Strategic Engagement for Gender Equality 2016-2019¹, the EU Gender Action Plan 2016-20 and in the Sustainable Development Goals² as well as in the Lima Work Programme on Gender³.

European Commission's Strategic Engagement for Gender Equality 2016-2019

Promoting gender equality is a core activity for the EU: equality between women and men is a fundamental EU value, an EU objective and a driver for economic growth. The Commission's 2010-2015 strategy for equality between women and men prioritised five key areas for action:

- 1) equal economic independence for women and men;
- 2) equal pay for work of equal value;
- 3) equality in decision-making;
- 4) dignity, integrity and ending gender-based violence; and
- 5) promoting gender equality beyond the EU

According to the European Commission, progress has been achieved in recent years, as witnessed for example, by the highest employment rate ever recorded for women (64 percent in 2014) and their increasing participation in economic decision-making. However, this upward trend is offset by persistent inequality in other areas, e.g. in terms of pay and earnings. The European Commission judges that all five key areas identified in 2010 remain valid today and reaffirms its commitment to them in its 2016 strategy.

EU Gender Action Plan 2016-2020

Specifically targeting EU's development cooperation, international development and external actions, the EU Gender Action Plan 2016-20 was adopted by the Council of Ministers in October 2015, carrying three (3) thematic priority areas:

- Ensuring girls' & women's physical & psychological integrity
- Promoting the economic & social rights / empowerment of girls & women
- Strengthening girls' & women's voice & participation

In addition, it entails one crosscutting institutional priority:

- Shifting the Commission services' & the EEAS' institutional culture to more effectively deliver on EU commitments.

The first three priority areas apply as per third country context and sectoral priorities determined in each case. The fourth one is mandatory for all third countries and including Member States, promoting a real step change in terms of results focus, accountability, transparency and driving long term institutional change in terms of mandatory gender analysis, quality assurance, mandatory gender indicators and, performance tracking at all levels, including senior management).

The Action Plan is applicable to all Members States, carrying annual reporting requirements for them.

2. GEEREF NeXt Gender Assessment

GEEREF NeXt will be the first fund within the EIB Group to develop and implement its own Gender Assessment and Action Plan and as such will be a pioneer for the Group⁴.

¹ http://ec.europa.eu/justice/gender-equality/files/documents/151203_strategic_engagement_en.pdf

² <https://sustainabledevelopment.un.org>

³ <http://genderandenvironment.org/keyword/lima-work-programme-on-gender/>

⁴ Examples of gender equality promotion in the context of GEEREF specific Investee Projects are included in Appendix V, provided by DI Frontier.

Introduction

This assessment is premised on the recognition that the current energy divide identified by policymakers is also a gendered one, with women in most developing countries experiencing energy poverty differently and more severely than men. GEEREF NeXt acknowledges gender equality as one of the critical parameters for a successful transition to sustainable energy for all by 2030, whereby access to energy is also a key enabler for economic and social development.

The gender assessment that follows provides an overview of gender inequalities in the access to energy in GEEREF NeXt target countries, identifies gender issues of relevance to GEEREF NeXt activities, and examines gender mainstreaming opportunities for the project. Given the scope and focus of GEEREF NeXt's activities, such gender assessment focuses primarily on the upstream part of the renewable energy value chain (i.e. generation and transmission) and entails both a "do no harm" element, as well as actively striving towards gender gains. It is based on secondary data and studies as well as evidence gathered under the activities of GEEREF, the predecessor of GEEREF NeXt.

In terms of doing no harm, overall, research has shown that existing gender disparities in gendered energy poverty could be aggravated, both on country- and project-level, if access to energy is expanded in a gender blind manner: benefits of on-grid power expansion could accrue disproportionately to men, reinforcing pre-existing gender inequalities on the ground.

In terms of pursuing gender gains in its investment activities, GEEREF NeXt will look at opportunities to promote female entrepreneurship under the green economy; improvements in women's representation in the energy industry work force; and, where possible, the enablement of access to energy for the poorest population groups in the countries of operation.

There is variety of international tools and standards to assist in the assessment and planning of RE projects that recognise gender differentiated impacts. GEEREF NeXt will encourage its Investee Funds to use these and carry out gender assessments for each of the Beneficiary Projects to establish a baseline, identify challenges and opportunities specific to each of the Project contexts. These will serve to avoid and minimize any potential negative impacts and enhance positive impacts of its projects with respect to women. The GEEREF NeXt Technical Assistance Facility financing will be available to cover costs associated with these efforts.

Objective of GEEREF NeXt

GEEREF NeXt will contribute to the expansion of renewable energy (RE), primarily on-grid, and energy efficiency (EE) projects, markets and services contributing to the development of the RE/EE landscape in GCF-eligible developing countries and economies in transition, with the objective to reduce greenhouse gas emissions, catalyse private sector funding for climate investment and improve energy access for local populations in developing countries. In its activities, GEEREF NeXt will enhance the development outcomes by applying best practices and standards, including those specifically targeting gender equality. GEEREF NeXt will be structured as a fund-of-funds (FoF) that will finance development, construction and operation of renewable energy assets and installation of energy efficiency measures ('Projects', or Beneficiary Projects) primarily indirectly via specialized funds (which in turn would invest equity or quasi-equity into the Investee Projects) or via equity commitments and/or mezzanine financing directly from GEEREF NeXt (co-investments or direct investments). GEEREF NeXt is expected to fund projects in GCF-eligible countries. GEEREF NeXt's modus operandi will be demand-driven. Therefore, the final selection of countries where GEEREF NeXt will operate is currently unknown.

The Beneficiary Projects in GEEREF NeXt's portfolio are expected to be small- and medium-sized and utility-scale, which we define as 10MW or more and grid-connected.

Gender in Developing Countries and Energy Sector

Women and men, girls and boys are ascribed different roles, responsibilities and voice within their households, markets, and communities. They also enjoy different access and use of energy and benefits they derive from energy services. Based on studies carried out, women and girls tend to be more disadvantaged than men and

boys, both across societies and income levels. This position is often exacerbated by poverty, ingrained social norms, unconscious bias, discriminatory legal frameworks, as well as conflicts and socio-economic fragility. It then transpires into them suffering from little access to and/or control over, productive resources, unequal education levels, poor labour force participation in quality jobs, financial and digital exclusion, and inadequate maternal and reproductive health.

In the Energy sector the fact that women tend to be disadvantaged with respect to economic opportunity, land and resource use translates into them not having adequate access to reliable and affordable energy and lack of opportunities in the energy value chain.

Employment

In terms of employment, as a rule female employees are a minority in the workforce of most rural renewable energy enterprises, particularly in managerial and technical positions. Limited capital and mobility, as well as socio-cultural restrictions, preclude a larger role for women in many modern renewable energy technologies. In developing countries, renewable energy employment provides an opportunity to address the disparity in poverty between women and men, especially considering that women represent 70% of the world's 1.3 billion people in extreme poverty.

Income and Financial dependence

Women typically hold agricultural roles that are often considered part of their household duties and, as such, they do not typically get compensated for their work. In addition, women do not have typically control over the distribution and use of land, or distribution of profits from the sale of products/resources (incl. land). As a result of these, women find it difficult to get financial independence. They lack access to collateral or steady income and find it difficult to open bank accounts.

Through our experience in GEEREF, we found this to be the case on our projects in East Africa. In Uganda and Kenya, household finances were managed by men. In our early projects that involved sale of land, we found that women were excluded from the decision-making process and in some cases were not even aware of the sale of the land.

Improving gender equality and social inclusion is critical to fully realizing the development impacts of energy programs.

Benefits and Challenges of On-Grid Renewable Energy

Existing literature and project experience under GEEREF demonstrates that on-grid renewable energy can provide gender-related benefits as well as challenges. While men are affected by these and experience negative impacts in the context, women are more likely to experience negative impacts and be left out of economic and educational opportunities linked to energy projects given existing inequalities that pervade all societies.

There are gender-differentiated considerations across the energy value chain, including:

- Upstream: in the process of generation and transmission there are adverse impacts of land take and resource use;
- Downstream: in the way that benefits from the services are distributed and who makes decisions about how they are distributed.

Benefits

Energy infrastructure projects have the potential to improve gender inequalities upstream through:

- Impact on local economic dynamics because of "construction boom" activities with employment opportunities for supply chain opportunities for local suppliers including women.
- Capacity building - skills strengthening, and exposure to different standards of development,
- Compensatory benefits and long term change in the whole community due to the presence of such a project for a considerable period of time.
- Community development projects that alleviate poverty and increases choices for women

As women and girls often bear the primary responsibility for managing the household energy and water needs, the availability of electricity can help free up women's time and enhance opportunities for other work. For girls, availability of electricity enables them to do homework/read. Indirectly, electricity access can benefit gender equality by improving women's security and opportunity. The numerous positive impacts on country- and local-level include:

- Availability of electricity that benefits all members of communities (women included)
- Street and public space lighting is linked to crime rate reductions and may help reduce violent sexual crimes that are affecting women.

Challenges

However, potential negative effects could be generated during development and construction of the project that could worsen the existing gender inequality. This is due to the fact that access to benefits generated by the project, namely, compensation, employment, access to land and water, etc., is affected by pre-existing social relationships and hierarchies. For example, larger scale on-grid projects, including wind, solar and hydro require a great amount of land, leading to conflicting interests over ownership and land use, typically governed by discriminatory gender and social norms that limit access of women to compensation entitlements, access to information and consultation. Identified negative effects could include:

- Lack of engagement of women and other vulnerable population that would result in no or only nominal engagement in the project process.
- Employment opportunities for a select few only, excluding women to a large extent, thus increasing women's dependency on men as household income providers.
- Inadequate representation in community stakeholder consultations and contribution to local development plans.
- Increase in sexual harassment around construction sites as well as human trafficking.

In addition, further downstream, there could be inequitable participation between women and men in decision-making and benefit-sharing schemes emerging from renewable services.

3. GEEREF NeXt Gender Action Plan

GEEREF NeXt will continue to promote gender equality and female empowerment at the fund manager level and at the project level. Given GEEREF NeXt's focus on financing development of new on-grid, utility-scale renewable energy infrastructure, GEEREF NeXt will focus on mitigating negative impacts and harnessing potential development benefits primarily in the upstream part of the value chain. It will follow a "do no harm" element, as well as actively strive towards gender gains. This will be ensured by the application of EIB's Environmental and Social (E&S) Standards (which are compliant with IFC Standards) as well as by a set of actions outlined below by the Investee Fund Managers on all Beneficiary Projects. Such actions will be premised upon:

- Being cognisant of and striving to address gender inequalities, whether real or potential, in the project.
- Ensuring women and men enjoy equal access to project resources, assets, benefits, opportunities, services, capacity building.
- Ensuring equal voice between women and men in the decision-making processes of the project.
- Collecting and analysing sex-disaggregated data and qualitative information to track the real gender impacts of the project on an annual basis.

EIB Environmental and Social Standards

Some of the implications of the application of EIB E&S Standards are listed below.

- The application of Standard 8 on labour rights and Standard 9 on occupational and public health, safety and security will ensure:
 - Employment of local women and men during the development and construction of RE/EE
 - Equality of opportunity and treatment for all women and men working in various capacities
 - Equal and fair wages across genders
 - Safety and security in the workplace
 - Social protection for workers and their families
 - Improved prospects for personal and professional development
 - Social integration

In practice these would encourage employment of women in the Beneficiary Projects. It would ensure that on Beneficiary Project-level actions to promote workplace diversity by supporting the move of women from low-

skilled to semi-skilled, skilled and leadership positions through training. It would ensure that Beneficiary Projects offer separate sanitary facilities for women in the project sites and, whenever possible, make-shift child care facilities for working mothers and basic medical services for all workers.

- The application of Standard 6: Involuntary Resettlement will ensure that:
 - The design and implementation of resettlement plans will take into account gender differences
 In practice this would mean that if relocation occurs due to construction of infrastructure, the site to where the population will be relocated will have improved and secure housing and sanitary structured, improved infrastructure (e.g. improved access to roads, which will be safe for men and women to use), community facilities (e.g. community centres that have separate sanitary facilities for women and men) and schools for both boys and girls.

GEEREF NeXt Gender Metrics

As part as its current annual reporting on impact, GEEREF NeXt will develop specific metrics to track and report on that will be related to gender impact of its investments. Indicators will be tracked across the full project cycle (project design/development, construction and operations) and will include data on:

- Local job creation (already embedded into GEEREF’s impact reporting), including promotion of women entrepreneurship in the context of green economy generated under the project
- Access to participation and contribution to decision making by women and men
- Training received by women and men

It is to be noted that whilst GEEREF NeXt’s ultimate impact is to provide clean energy access to beneficiary households in developing countries through the grid, gender-disaggregated impact data remains challenging (beyond the rough assumption that at least 50% of the beneficiary households concerned will be women). Whilst best efforts will be made in generating impact in this regard and tracking related evidence, it remains to be seen how these will be accommodated within the scope of GEEREF NeXt’s portfolio.

Activities	Indicators	Timeline	Responsibilities
Impact: Enhanced clean energy and service delivery for all households, including poor, female-headed households in the targeted region			
Outcome 1: Project design integrates findings from gender impact assessments⁵			
Output 1.1: % of projects having conducted gender analysis/impact assessment during project preparation			
Percentage of projects having conducted gender analysis/impact assessment during project preparation	% of projects	Yearly basis (benchmarked to baseline)	Entity implementing the Investee Project: GEEREF NeXt/Fund Managers
Output 2.2: % of projects having produced a project-based dedicated gender action plan			
Percentage of projects having produced a project-based dedicated gender action plan	% of projects	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 2: Project implementation and monitoring ensures gender equality (Output 3 – 6)			
Outcome 3: Improved access to energy for women in the projects areas			
Output 3: Electricity generated			
Women benefiting from improved electricity access	Number/% of women (assumption: 50% of households)	Yearly basis (benchmarked to baseline)	GEEREF NeXt /Fund Managers
Outcome 4: Improved economic wellbeing of women in the projects areas			
Output 4.1: Employment of women			

⁵ As expressed through a dedicated project-based gender action plan

Women employed in project implementation / Baseline	Number/% of women employed on projects	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 4.2: Female lead SMEs			
SMEs lead by women in project implementation	Number/% of women lead SMEs	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 4.3: Promotion of women entrepreneurship			
Inclusion of women entrepreneurship in project implementation	Number/% of female entrepreneurship along the continuum of the fund's project	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 5: Improved social and political wellbeing of women in the projects areas			
Output 5.1: Women's participation in decision-making process improved			
Women included in consultations between the project and local communities	Number/% of women participating Percentage of women participating out of the total participants (quantitative and qualitative assessment)	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Output 5.2: Consultation meetings lead by women			
Consultation meetings lead by women	Number/% of women leading consultation meetings	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers
Outcome 6: Women Empowerment/Breaking gender stereotypes in the energy sector			
Output 6: Female trained			
Trainings given to encourage female participation in the sector	Person hours of training	Yearly basis (benchmarked to baseline)	GEEREF NeXt/Fund Managers

Gender documents for FP039

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Activities	Indicators and Targets	Timeline	Responsibilities
Impact: Gender considerations become an integral part of business delivery in sub-project borrowers' operations			
Outcome: Renewable energy companies in Egypt integrate gender considerations in their operations through ensuring that (a) women and men consumers are satisfied with energy provision; and (b) there are equal opportunities policies and practices in the workplace			
<ul style="list-style-type: none"> - The consumers' survey to be undertaken as part of the forthcoming sub-projects will increase the evidence-base and support the provision of electricity to consumers, both men and women. This will contribute to identifying and addressing consumers' different needs in terms of access to electricity, ultimately leading to improved energy security and climate resilience for men and women in both urban and rural areas. - Strengthened equal opportunities policies and practices with eligible RES project developers will support women and men to be better able to compete equally for opportunities connected to operations in terms of direct technical and operations skills and employment. 			
Output 1: Consumers' satisfaction survey to be undertaken to create an evidence-based system for sub-project clients to assess progress and satisfaction with the services provided by the company to both men and women electricity consumers			
<p>(i) Consumers' satisfaction survey will be conducted – through surveys and focus group discussions, inclusive community participation and consultations with consumers- to:</p> <ul style="list-style-type: none"> • Identify gendered patterns of energy consumption, use and security • identify potential affordability constraints • identify bill payment preferences • better understand consumers' knowledge around the services provided • lessons learnt from successful improved household energy technology sales/adoption <p>(ii) Findings of the survey to be presented and discussed at a workshop with local stakeholders and sub-project clients and disseminate good corporate practices on gender equality</p>	<ul style="list-style-type: none"> • Clients' evidence base and knowledge of electricity distribution to consumers increased • Satisfaction levels of electricity consumers increased (data to be obtained through customer satisfaction survey) 	<p>On a rolling basis, as sub-projects come through;</p> <p>At project completion</p>	<p>EBRD Consultant with support from local stakeholder/national NGO</p>
Output 2: Sub-project clients ensure they have in place equal opportunities policies and practices			
Where and as applicable, the EBRD will work closely with eligible clients to:			
<ul style="list-style-type: none"> • Undertake a legal and regulatory review at sub-project level to identify potential barriers to women's employment, specifically jobs and occupations that women may be legally prohibited from accessing • Develop and implement a comprehensive plan to ensure women and men are able to equally access opportunities connected to operations in terms of direct technical and operations skills and employment • Increased employment and enterprise opportunities for women and men • Seek to develop partnerships with vocational/technical training schools, to enhance young women's access to developing technical skills and encourage female students to enrol in internship programs focusing on Science, Technology, Engineering and Mathematics (STEM). 	<ul style="list-style-type: none"> • Policy dialogue engagement with local stakeholders to remove legal/regulatory barriers prohibiting women from accessing specific jobs • Sub-project borrowers to adopt a Gender Action Plan • Number and percentage of women and men employed, by type of job and pay rates; and proportion of women employed in unskilled, 	<p>On a rolling basis, where applicable, as sub-projects come through</p>	<p>Sub-project clients with support from EBRD Consultant and local stakeholder</p>

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	<p>technical, management, and supervisory roles.</p> <ul style="list-style-type: none">• Number of partnership with local vocational/technical training schools established		
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Gender documents for FP040

Tajikistan country gender profile – summary

Purpose and scope: This is a short summary of a gender profile prepared in 2015 for EBRD and updated in 2016, using publicly available sources. It is not intended to be an exhaustive overview of all gender-related issues in this country.

Key points	<ul style="list-style-type: none">• Tajikistan has a population of 8 million, with a 75% majority of ethnic Tajiks and a significant (15-20%) Uzbek minority. Officially a presidential republic, the ruling People's Democratic Party has held power continuously since 1994.• Despite a supportive legal framework, women face practical barriers to greater participation in business, employment and public life. Transition has been associated with an upsurge in traditional gender norms that locate women's primary responsibilities in the home (family/household duties) and men's in the public sphere (employment, business, political representation). These views are reinforced in rural areas by a revival of more conservative forms of Islam.• Poverty has led to very high levels of emigration (mostly men migrating to Russia), such that Tajikistan is now the most remittance-dependent country in the world, with remittances accounting for 52% of GDP (WB, 2014c). While remittances provide a critical safety net for many poor households, women do not always gain control over household finances or a stronger voice in community groups despite increased responsibilities in their husband's absence (e.g. land management). There are growing concerns about the vulnerability of "abandoned wives", i.e. those whose husbands who do not remit money or divorce their wives while abroad.
Access to services	<p>Rural-urban divide</p> <p>Around 70% of the population lives in rural areas, where women face particular difficulties, experience more restricted access to transport, education and health services and increased vulnerability to domestic violence and early/forced marriage.</p> <p>Water and sanitation</p> <p>According to UNDP (2012), women are the main suppliers, users and managers of household water: 72.3% of Tajik households report that women are primarily responsible for water collection (Shahiari, 2009). The burden of poor water availability and sanitation thus particularly falls on women, who undertake the majority of water-related household chores. Only around 59% of the population have access to a public water supply, and the majority of water in most systems does not meet national drinking standards (WB, 2014). However, the burden is greatest in rural areas, where only 38% of households have access to centralised water supply and 14% of households have to spend 30 minutes or longer collecting drinking water on a daily basis (DHS, 2012; UNDP, 2012). Challenges regarding poor water and sanitation are exacerbated by the fact that there is a low level of knowledge regarding good hygiene practices (USAID, 2014). Female agricultural small-holders are also affected by poor water supply. Oxfam (2011) reports that the most fertile and well-irrigated farmland in Tajikistan is usually allocated to the production of cash crops (predominantly cotton), and small-holders (typically women) are consequently forced to farm sub-standard land without adequate access to water supplies.</p> <p>Transport</p> <p>There is limited information available about public transport in Tajikistan and how it is used by women and men. According to ADB (2011), Tajikistan has one of the least developed transport sectors in Central Asia and among the world's highest transport costs. Since the early 2000s, Dushanbe has experienced a rapid expansion in the use of private motor vehicles, along with deterioration in public transport (UNDP, 2010). In mountainous and remote regions of Tajikistan, transport systems are underdeveloped</p>

	<p>(ADB, 2011), making it difficult for rural women to travel to urban centres to access health services or pursue employment or business opportunities.</p> <p>Fuel and electricity</p> <p>Tajikistan faces ongoing challenges with respect to energy supply, which has a differential impact on women as a result of their primary responsibility for household chores, including firewood collection, heating preparation, cooking, childcare, washing and cleaning (UNDP, 2012). These tasks become considerably more onerous without access to reliable electricity. In winter, households cope by burning solid fuels indoor (predominantly wood and coal) (WB, 2013). The resultant indoor air pollution is a major health risk factor and particularly affects women and children (WB, 2013; UNDP, 2014). Some 35% of the population use solid fuels (UNDP, 2014).</p> <p>Education</p> <p>Families tend to prioritise the education of boys, who are regarded as the families' future breadwinners (UNICEF/UNESCO, 2013). The investment in girls' education is not considered as important (cf boys), because girls are seen as temporary household members who will leave their own families and join their husbands' families when they marry.</p> <p>Health</p> <p>Women have been particularly affected by the decline in health services caused by economic problems and financial cuts during transition. Infant and maternal mortality rates (partly stemming from high rates of home births) are among the highest in the WHO European region and malnutrition is a major public health concern (WHO, 2010). Access to health services is most constrained for women in rural areas, as evidenced by higher levels of infant mortality (54 deaths per 1000 live births cf 41 in urban areas) (UNDP, 2012).</p> <p>Childcare</p> <p>ETF (2010) classifies child care responsibilities as the main barrier to labour force participation for women. According to official statistics, in the period 1991-2007, the number of pre-school institutions was reduced almost by half and the number of children attending them fell 2.3 times (ETF, 2010). The increased burden of caring for pre-school children overwhelmingly fell on women and constitutes major deterrent for women wishing to enter the labour market. As a consequence, women of childbearing age have a labour market non-participation rate which is five to six times higher than that of men in the same age range (ETF, 2010).</p>
<p>Access to employment</p>	<p>Labour Force Participation (LFP)</p> <p>Women's labour force participation (59.1%) is relatively high, but lower than that of men (77.4%) (World Bank database, 2014). In recent decades, certain factors have had a strong impact women's labour market participation in Tajikistan:</p> <ul style="list-style-type: none"> • <i>Transition</i>: Transition led to a drop in women's labour force participation, as a result of the decline of state sectors that had previously employed large numbers of women, and the dismantling of state services which had facilitated women's employment, including childcare (ETF, 2010). • <i>Conflict</i>: The civil war (1992-1995) led to higher levels of women's employment in some regions. A World Bank study (2011) found that married women in conflict-affected areas are still more likely to participate in the labour market than women in unaffected areas. This is partly explained through the 'added-worker' effect, whereby women enter the labour market in response to the migration, displacement or deaths of their husbands. • <i>Remittances</i>: A study by IDS (2012) found that women and men from

	<p>remittance-receiving households in Tajikistan are less likely to participate in the labour market. However, this effect is smaller for women, which IDS attributes to the timing of the first waves of labour migration.</p> <ul style="list-style-type: none"> • <i>Crisis</i>: During the crisis period, over 40% of women moved out of wage employment (compared to 30% of men), while over 60% of women who were in self-employment in 2007 had no paid work in 2009 (Kroeger & Meier, 2011). <p>Horizontal segregation</p> <p>Women are strongly represented in agriculture (where they represent 50% of the workforce) (NAS, 2012). Other key sectors are hotels and restaurants (49%), health care and provision of social services (66%), education (52%) (NAS, 2007). There is evidence to suggest that gender-based occupational segregation has increased since transition, at least in some sectors (education, agriculture, public administration).</p> <p>Gender pay gap</p> <p>The gender pay gap is high, as women's average earnings represent only 58.8% of men's average earnings (NAS, 2012). This may be explained partly by strong patterns of vertical and horizontal gender segregation in the labour market (i.e. women are concentrated in sectors with lower wages).</p> <p>Unemployment</p> <p>Registered unemployment is relatively low (2.4% in 2013), but substantially higher for women (8.5%) (ETF, 2010). True unemployment rates are thought to be considerably higher, based on the 2009 Labour Force Survey, which recorded 11.5% unemployment, which is nearly 5 times higher than official rates (WB, 2014a). According to UNDP (2009), women's unemployment rates drop dramatically after the age of 20, as women withdraw from the labour market and have children.</p>
<p>Access to finance/property</p>	<p>Land ownership</p> <p>Whilst land reform legislation is largely gender-neutral and does not discriminate against women, women have faced ongoing challenges in realising their rights under the law. As a result, in 2012, just 8% of dekhans were headed by women, down from 12.3% in 2008 (NAS, 2012; UNDP, 2009). There is also anecdotal evidence that local officials reject women's applications on the grounds of perceptions that women do not make good farmers (OECD, 2012; WB, 2013). Social norms which regard men as household heads mean that most land certificates are issued in the names of husbands, or, if women are widowed, in the name of an adult son (OECD, 2012). A social tax is levied on all farm shareholders, which creates a disincentive to add extra (i.e. women's) names to the certificate (WB, 2012a). This has important consequences, as the certificates create formal property rights.</p> <p>Access to credit</p> <p>Use of formal financial services (including bank accounts and loans) is particularly low amongst women. According to data from the World Bank (2011), women are half as likely as men to obtain loans from formal financial institutions (3.2% of women vs 6.4% of men). Women face particular practical constraints in access to credit, including a lack of information about finance and a lack of access to the required collateral as a result of low levels of land ownership (OECD, 2012). Perceptions of bank officials also act as a barrier: one study found that women were charged an average of 16% for loans compared with 4% for men, because women were assumed to be less creditworthy than men as a result of lower levels of property ownership, lower overall employment rates and lower wages (WB, 2012). In addition, because women have less</p>

	<p>exposure to wide social networks (in part due to their lower rates of employment and education), they also have less exposure to and knowledge of microfinance and loan opportunities (Pandya and Wilkinson, 2011). When women do access formal credit, they are more likely to take on short-term rather than long-term loans and to use these to cover immediate cash flow issues rather than to fund long-term investments (Shahriari et al 2009).</p> <p>Women's entrepreneurship</p> <p>There are relatively high levels of women's entrepreneurship in Tajikistan compared to regional averages (although Tajik women are still under-represented compared to men). In 2008, women participated in the ownership of 34.4% of all businesses (IFC, 2008) and in 2012, women represented 31.8% of individual entrepreneurs and managed 17.7% of SMEs (NAS, 2012). These rates are broadly in line with the average for Eastern Europe and Central Asia, where 33% of all firms report female participation in ownership (WB Enterprise Surveys). In terms of trends in the establishment of new businesses, women represented only 14.7% of all newly registered entrepreneurs in the period July 2009 to May 2011 (POT, 2013). There is limited information about the sectoral distribution of women's entrepreneurship. In particular, women entrepreneurs make up 75% of all market traders in Tajikistan, largely because men no longer regard it as a profitable activity and there are limited alternative opportunities. In general, women entrepreneurs report greater bureaucratic hurdles than men, including in relation to tax administration and the time it takes to register a business. For example, women-owned businesses report needing an average of 10 more days than men to register their enterprises (WB, 2010) and female individual entrepreneurs are subject to more inspections than men (although these inspections tend to be shorter) (IFC/World Bank, 2009).</p>
Decision making	<p>Representation in national parliaments:</p> <p>In 2015, women's representation in parliament stands at 19%. Tajikistan does not operate a parliamentary quota system. According to US Dept of State (2014), women are under-represented in decision-making roles at all levels of politics.</p> <p>Patriarchal norms and values related to the sexual division of labour</p> <p>Rural women aged 15-49 years spend an average 32.11 hours per week on unpaid domestic work (UNDP, 2012). According to UNDP (2012), urban women spend a similar amount of time. Women in the city spend more time on child care, shopping, house-cleaning, cooking, while women in rural areas spend more time on activities associated with plots of land, animal care and provision of clean drinking water for the household.</p>

Key indicators: Women and men in the economy

		Female	Male	All
Labour market	Labour force participation (% of population that are economically active) <i>World Bank 2014</i>	59.1	77.4	-
	Self-employment (% of female, male and combined employed population who are own-account workers) <i>ArmStat, 2013</i>	29.3	30.9	30

		Female	Male	All
	Informal employment (% of female, male and combined employed population in informal employment) <i>ADB and NSS, 2011</i>	53.4	51	52.1
	Unpaid family work (% of all employees who are classified as 'contributing family workers, by gender) <i>ILOStat, 2013</i>	18.4	6.5	12.2
	Unemployment rate (15+ years) (% of female, male and combined population aged 15+ years who are unemployed) <i>ArmStat, 2013</i>	9.9	11.6	-
	Public sector employment (distribution of all employees by gender and institutional sector) <i>ILO Stat, 2012</i>	24.2	16	40.2
	Gender pay gap (Gender pay gap as difference in monthly earnings), <i>UNECE, 2011</i>	50.9		
Business	Firms with female participation in ownership (% of all enterprises which are registered) <i>WB Enterprise Survey, 2013</i>	24.7		
	Bank account at formal financial institution (% of population with an account at a bank, credit union, other financial institution or the post office) <i>WB Findex, 2014</i>	9.1	13.9	-
	Loans in the past year from a financial institution (% of population who report borrowing money from a bank, credit union, microfinance institution, or other financial institution such as a cooperative) <i>WB Findex, 2011</i>	19.5	18.1	18.9
Political participation	Representation in national parliaments (% of seats in a lower chamber held by women/men) <i>IPU, 2014¹</i>	19	81	[100%]

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Tajikistan Hydropower (Project Level)

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Gender documents for FP041

Appendix 2E Gender Aspects and Analysis

1. Gender analysis

1.1. Policy and legal framework

Since the late 1980s, Tanzania has undergone significant socio-economic reforms. In this context, the Government of Tanzania has made considerable efforts to integrate gender into its policy-making and institutional activities. The Government has introduced gender equality policies in the economic, political and social spheres, with policies emphasizing non-discrimination and the use affirmative action.

The voice of women has been heard in public debates in areas such as the Gender Budget Initiative, the National Land Policy, and the NGO Policy, and in legislation, such as the Land Act and the Village Land Acts, 1999, and the Constitutional Amendment. The parliament passed a bill in 2000 to increase the number of women's special seats, and announced plans to increase the participation of women in politics to 30% by 2005 in line with the SADC Declaration of 1997. There has generally been progress in the last years in the representation of women in most areas of public life. In the local government councils, women are assured 33% of the seats, while in the Union parliament women are assured 20% of the seats. In 2003 already, women comprised 15% of Cabinet ministers, 23% of parliamentarians, and around 34% of local government officials.

In addition to a series of national gender policies, Tanzania is a signatory to various international policies on equity and non-discrimination, such as the Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Platform of Action. It is also party to regional and sub-regional policies, such as the SADC Declaration on Gender and Development and the African Charter of Human and Peoples Rights of 1981. Tanzania has also ratified all eight core ILO Conventions, including Convention 100 and 101, which are drafted specifically to counter discrimination in women's employment. Further, the government developed a National Women and Gender Policy (2000) and a National Strategy for Gender Equality (2005).

Policy implementation of gender equality and women empowerment include the development of National Strategy for Growth and Reduction of Poverty I and II (which is currently incorporated in the Five Years Development Plan 2016/17 -2020/21), a national strategy that provided openings for poverty-reduction measures with gender equality objectives, and the development of various sector policies and adoption of gender mainstreaming approaches in development planning and budgeting processes (gender budgeting). As a key sectoral policy, the general policy objective of the Tanzania Agriculture and Livestock Policy is to commercialize agriculture and the policy document recognizes that the marginalized position of women is attributable to poor access to land, credit and services and emphasizes the importance of engendering extension services by recognizing women's multiple roles and time constraints.

The Land Act and Village Land Act of 1999, which repealed customary and traditional practices, was enacted to provide gender equality in the ownership, use and management of land. Women are also recognized as being significant contributors to the small and medium-sized enterprise sector (SME) in the SME Development Policy of 2000.

During the early 1990s, the Tanzanian government formed the Ministry of Community Development, Women and Children that changed its name in 2000 (currently is known as the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDEC), Gender and Children representing a strategic shift towards a "Gender in Development" approach. The Ministry also

established the position of 'Gender Focal Points' in each ministry and at various levels of government and introduced gender budgeting initiatives in selected sectors.

1.2. Rural gender aspects

Tanzania Mainland remains a primarily rural country with an agriculture-based economy and significant rural-urban and regional socio-economic disparities. It is widely recognized that improving the performance of the agriculture sector is critical for poverty reduction and food security. At the same time, it has become evident that the underperformance of the agriculture sector is partially due to the existing gender inequalities in access, use and control of assets, resources, and services, including rural employment.

Agriculture is the largest sector of employment in Tanzania, with the vast majority of rural women and men employed in agriculture, mostly as self-employed on their own farms. Agriculture is an important source of employment for 84% of economically active women and 80% of economically active men. Women constitute 51% of the economically-active labour force in Tanzania. Only 4% of women are in paid jobs, as compared with 10% of men. Limited available data suggest that women comprise 38% of the informal sector, a share that is lower than their 51% share of the active labour force.

Gender is an economic issue in Tanzania, not just a social or equity issue. Available data suggest that a distinguishing characteristic of Tanzania's economy is that both men and women play substantial economic roles. The structural roles of men and women in the agricultural cycle reveal that women are more active in agriculture than men, specifically in food crop production, marketing, and processing of agricultural products. Estimates of the "gender intensity of production" in Tanzania, while highly aggregated, provide some indication of the magnitude of the respective contributions of men and women to the economy. They suggest that men and women are not distributed evenly across the sectors of the economy, as women comprise a slight majority of the labour force in agriculture, while men are a substantially higher majority of the labour force in the industry and service sectors. They suggest, further, that men and women contribute, respectively, 60 and 40% of GDP. Gender differences in labour force participation remain strong, with fewer than half as many women as men in paid jobs.

Nearly three-quarters of all landholders are men. When women are owners, they tend to have smaller plots. They own less livestock than men and have more restricted access to new technologies, training, vocational education, extension advice, credit and other financial services. Self-employed women in agriculture are more likely to use their land for subsistence farming than for commercial farming.

Farm activities are the most important source of income for rural households, and account for approximately half of household incomes across all expenditure quintiles. While more women than men are employed as casual labourers, the average wage for women is almost three times less than those paid to men. Significant shares of female (48 %) and male (34 %) workers in rural areas have multiple occupations, but women are overrepresented in unpaid employment, particularly in their second occupation. This is probably because subsistence farmers often face meagre earnings from their primary source of livelihood as well as underemployment due to the seasonality of agricultural work. Although more women have a second job than men, most work as unpaid family workers in second jobs, henceforth, they do not generate extra monetary income from having two jobs.

Nevertheless, second jobs are crucial for household well-being in the absence of social safety nets and service provision.

Village transport surveys in Tanzania show that women spend nearly three times as much time in transport activities - including economic and domestic activities - compared with men, and they transport about four times as much in volume. Nearly half of the total time spent on transport tasks is spent on activities related to domestic tasks - fuel and water fetching and traveling to the grinding mill. Household chores are still a predominantly female task, and are a determining factor in how women use their time. Key high-frequency tasks in the household economy are supplying energy through firewood collection, and fetching water. Within most households these tasks are considered to be the responsibility of its female members. Women spend on average 2 hours/day on these activities.

Education is a key component of human capital, and plays a fundamental role in determining households' ability to access better labour opportunities and escape poverty. Thanks to its education policies, Tanzania has successfully increased primary enrolment of girls and boys, and is close to achieving full gender parity in primary education. However, national illiteracy rates are still very high, especially in rural areas where 39% of women and 23% of men are illiterate. Out of the 59% of rural women aged 25 and above who have not obtained a primary qualification, as many as 74% never completed their first year, and only 11% completed the fourth year of schooling. The situation is even worse when looking at the percentage of rural men and women with secondary school qualifications: less than 0.5% in rural areas and around 2% in urban areas, with minor gender inequalities. In rural areas, only 15% of girls and boys are enrolled in secondary school compared with 48% in urban areas. Female members of female headed households tend to be the most disadvantaged.

1.3. Gender and Irrigation Agriculture

Both men and women rear livestock, particularly small stock in the case of women. In communities near water, men's activities included fishing. The division of labour in agriculture is well engrained in rural societies. Female farmers (wives or female heads of household) tend to hire less labour than male farmers, perhaps due to the lack of resources, or due to the fact that they are more engaged in small-scale farming. This might have consequences in terms of productivity and profitability of their farming activities and of the time-burden overload. Both male and female farmers tend to use more female than male casual labour.

Irrigation agriculture also shows a clear gender pattern as started by survey done Rhoda A D Kweka 1997. In her household survey showed that male farmers owned nearly all the irrigable land in the upgraded Majengo Scheme. Out of 452 farmers who were allocated land, only 100 (22%) were women of whom 23 were single. Furthermore, 59% of women owned one acre only as compared to 41% the male who owned 2-4 acres, with no women members owning such large areas. Male farmers had access to and control over the household labour force and improved technology whereby 12% of them owned sprayers and 23% owned ox carts. Men enjoyed extension services which are mostly directed towards heads of households.

None of the women in the sample were reported as having plots that benefit from mechanical irrigation systems such as sprinklers, drip irrigation or water hoses.

In addition to their prominence in subsistence and peasant agriculture, women bear the brunt of domestic tasks that are often arduous, time-intensive, frequent (times per day or week) and energy consuming. These include processing food crops, providing water and firewood, and caring for the elderly and the sick. This last task has assumed particular importance since 5% of the population are

HIV/AIDS infected. The time and effort required for these duties, in the almost total absence of even rudimentary domestic technology, is very high.

Gender relations at household level are not static, and much negotiation and sometimes conflict occurs, in relation to access and use of resources. Ownership and control of resources at household level is generally joint ownership. Within households, women have a tendency to own kitchen equipment and utensils whereas men own farm inputs and implements. However, in households headed by women (widows, never married and mature women), it is women who own and control the resources. However, these women tend to own fewer resources relative to men and they tend to be poorer than their male counterparts. In most male-headed households, men are the key decision makers on income, which is controlled and allocated by them.

1.4. Constraining features

1.4.1. Access to land

Access to land, workspace, and productive resources is critical to unlocking the economic potential of women, but despite positive land reforms, land tenure in Tanzania continues to discriminate against women because of traditional practices and customary laws. This is particularly the case in relation to inheritance and in circumstances of the death of, or divorce from, a spouse. Women are estimated to own about 19% of registered land, and their plots are less than half the size of those of their male counterparts. For the cultivation of crops, men and women have joint plots (usually husband and wife together) or separate plots – the latter being more common in female-headed households and in polygamous households. Separate plots for men, women and children were more common in the Lake Zone, of which Simiyu is part. Separate plots can afford women more direct control over the land and the goods from it, in some cases. Women heads of households usually manage their own land and crops; and young people in a household may have their own plots.

Insecure land rights discourage women from making the necessary investments in their land that would increase its productivity and economic value. If claims to land are uncertain, the vulnerability of households to shocks or economic distress can be much greater than for those households with secure land rights.

The Village Land Act invalidates customary laws that discriminate against women, and recognizes a wife's rights to land on the death of a spouse or on divorce. It provides that "any rule of customary law or any such decision in respect of land held under customary tenure shall be void and inoperative and shall not be given effect to by any authority, to the extent to which it denies women, children or persons with a disability lawful access to ownership, occupation or use of any such land." The act also provides for allocation to women of a certain number of places on the Village Adjudication Committees and Village Land Councils, which have decision-making responsibilities concerning occupancy rights and land disputes. By law, both spouses must be registered and mortgages can only be issued with the consent of the spouse or spouses, who are entitled to a copy of the mortgage agreement.

Despite the protection given to women under the formal legal system, in practice customary norms that protect clan land from alienation outside the clan and traditionally vest control of property in men, continue to influence decisions and practices concerning ownership and control of, and access to, land. In the Lake Zone, land access is closely related to the type of household. Men control land allocation, and therefore married women can access land through their husbands.

Households headed by unmarried women, with or without children, can access family land for cultivation in their natal village, but widows residing in their deceased husband's village often have problems and are sometimes chased away by the husband's family including in-laws and close relatives.

1.4.2. Access to finance

The majority of the economy is working with little formal credit, especially in agriculture and the rural economy, where women predominate. Interviews and discussions with women entrepreneurs reveal that access to finance may be an even more serious constraint for them. Their limited control over land affects their ability to secure finance because they are unable to provide collateral for

business loans. It is estimated that despite constituting 43 % of small & medium enterprises (SMEs), only 5% of Tanzanian women are banked. And only 0.53 % of female-headed, smallholder household's access credit services in Tanzania. On the other hand, reserve requirements stipulate that unsecured loans to a single borrower may not exceed 5% of a licensed bank's capital, thus limiting the banks' interest in microfinance.

Because women are not generally named - nor are their interests noted - on land titles, it is difficult for them to access formal sources of credit, which are mostly tied to the provision of titled land as collateral. The use of non-land assets as collateral is a problem, due to an outdated law and a poorly functioning system relating to the registration of personal property securities. Asset leasing is a particularly important financial product for those who do not have land to use as collateral, who have no banking history, or who have limited start-up capital. However, the provision and use of leasing are constrained in Tanzania for numerous reasons relating to judicial interpretation and enforcement of the law, unfavourable tax treatment, and lack of public awareness.

1.4.3. Access to information and decision making

Women and men's local knowledge of their farming system allows them to manage their plots generally in a low input / low output system. Men and women have adequate knowledge and skills on how to grow staple- and other crops in their own fields. However, for most farmers, further knowledge would be needed to gain the maximum benefit from improved planting material and water, and in particular knowledge and skills to make their livelihood more resilient.

At village level, both men and women have access to information in meetings organized by the village government. Important sources of information for women are through village meetings and from NGOs. Those who are members of farmer associations or cooperatives are more easily able to access information from NGOs and government actors.

Various communication technologies offer potential for improving farmers' access to information; yet access to modern media – radio, mobile phones, television (etc.) tends to be less available for women and girls in comparison to men and boys. Radio is the main option currently available in rural areas - television is currently limited. Men have access either through direct ownership or through meeting at trading posts, which have televisions. Women are less likely to own such equipment and do not socialize in public places or bars that have TVs. Mobile phone ownership is high in most parts of Simiyu, and with most groups.

The membership of farmers' groups is relatively gender balanced. However, some processing groups have more female membership (building on women's traditional role in processing), or a group's members are women only (as being set up by projects as women promotion measures). For example, in Busega district, several women's groups are successfully managing to date fuel wood plots that were set up years ago by a project. However, in most cases the group leader (chairperson) is usually male, whereas supporting leadership (treasurer and in some cases the secretary), are women.

Women's groups in particular can provide opportunities for women to participate in leadership and decision making, increasing access to equipment and forwarding women's particular, strategic interests. A case in point are the Comprehensive Guidelines for Irrigation Scheme Development that fix a 30% quota to women in project committees charged to supervise irrigation project during construction.

2 Gender aspects (Comparable neighbouring regions to Simiyu)

In a study conducted in Mererani Arusha region, the traditional image of women as a mother, and housewife underlies a clear-cut division of labour between men and women (see Wagner et al 2010). Women perform the bulk of household work. Their domestic responsibilities include food production, processing, preparation and storage, the provision of fuel and water, sanitation and hygiene, cleaning as well as cleaning the house and yard, doing the laundry etc.

Men are usually responsible for low frequency and irregular tasks such as construction and repair works, the maintenance of farming equipment, etc.

The analysis presented in the table shows that a woman has to allocate her time to family chores as well as to productive and reproductive activities. Women spend more hours on household work instead on other social or income generating activities. During the same period their male counterparts are able to spend their time on business and leisure.

During focus group discussions the participants were asked to name the tasks that customarily were considered to be the sole responsibilities of men and which activities are seen as being female responsibilities. The responses to this question are presented in the table below (table 1). In all the cases high frequency tasks like food preparation, laundry, childcare, taking children to the clinic or health center, fetching water were mentioned as female responsibilities. In addition to their own households many women are expected to be somehow involved in the care of their own extended family or the family of their husband.

These household responsibilities, together with reproductive responsibilities, are time and energy consuming often preventing the female farmer, miner and entrepreneur from participating in other activities such as like business, capacity building and public and social activities (e.g. gatherings, meetings). Because of their heavy workload and resulting time constraints women tend to will weigh the opportunity costs of the time they use participating in trainings and meetings.

2.1 Reproductive activities and decision making

During the focus group- and in-depth discussions, women frequently mentioned that although a husband and wife sometimes discuss the question of the size of the family, the final decision usually rests with the husband. One Muslim man mentioned that, the Koran says that men are the heads of the family and are responsible for making all the final decisions in the household. He further said if a

woman insists on family planning (that is having a small number of children), the husband simply takes another wife who will be prepared to bear more children. Some women mentioned that precaution such as contraceptive is taken secretly at risk of a marriage crisis when the man discovers it. In Maasai tradition contraceptives for women are taboo.

In the same discussions as it was revealed that women are the ones who are responsible for taking the children to the clinic and hospital when they fall sick. It means that a woman with more children has a bigger burden compared to her counterpart. Women who are pregnant, lactating or with young children have to struggle harder to accomplish their domestic rounds as well as being commercially productive for her livelihood.

Women who are most of the time either pregnant, lactating or taking care of young babies have little time for effectively engaging in mines activities or farming. Most of the time is spent on taking care of the children. This responsibility has got to be done alongside with housekeeping responsibilities as we saw in the above paragraphs. When it comes to socialization men have more time to socialize than women. The only time when women socialize it is when they go to the weddings, funeral ceremonies and markets.

Table 1: Women, men and the daily division of labour

Male group		Female group	
Time of day	Activity	Time of day	Activity
5.00am	Wake up, wash face and pray (Muslim only)	5:00 am	Wake up and pray and make the bed Prepare fire
6:00 am	Wake up and listen morning news Talk to family Take shower	6:00 am	Fetch water Wake up children Prepare breakfast Clean the house, laundry Sweep the compound Prepare food for sale (in the public areas)
7:00 am	Take Breakfast	7:00 am	Take Breakfast with family Wash dishes Prepare children for school Send children to school
8:00 am	Go to work (mines, shops, business, offices)	8:00 am	Go to work (mines, shops, business , offices)
9:00 am		9:00 am	Take shower Go to the market to buy food
10:00 am		10:00 am	
11:00 am		11:00 am	Look for firewood Look for vegetables Prepare lunch
12:00 pm		12:00 pm	Give lunch to children and father Take lunch Clean up after lunch
1:00 pm		Take lunch and read newspaper And gossip with fellow men	1:00 pm
2:00 pm	Back to work	2:00 pm	
3:00 pm		3:00 pm	
4:00 pm	Return home and take shower	4:00 pm	
5:00 pm	Supervise other businesses	5:00 pm	

6:00 pm	or go direct to socialize with other men (bar, club, <i>Kijiweni</i>) meeting spot. Watch football marches, play pool games	6:00 pm	Prepare supper
7:00 pm	...watch TV...take supper	7:00 pm	Take Supper
8:00 pm		8:00 pm	
9:00 pm		9:00pm	Clean up after supper, prepare children to go to bed
10:00 pm	sleep/talk to wife	10:00 pm	Pray and go to bed
11:00 pm		11:00pm	
REPRODUCTIVE ROLES 5 hours	Prayers, morning news, taking showers, taking breakfast, taking lunch, Rest, watch football, read newspaper, drinking at bar, Gossiping at Kijiweni, watch TV take super and rest	REPRODUCTIVE ROLES 9 hours	Child care, taking the children to clinics welcoming visitors, mourning, giving birth, looking after children, taking care the in-laws and husband
PRODUCTIVE ROLES 7 hours	Going for work, digging using ox-plough, building for people (construction), Supervision business	PRODUCTIVE ROLES 8 hours	Going for work at the mine, selling fruits, food, eggs from chickens,
COMMUNITY ROLES 1 hours	Visiting friends, talk politics, group prayers, helping or going for burials,	COMMUNITY ROLES 3 hours	Cleaning the church, cooking for weddings, and burials,

Source: Wagner et al (2010)

2.2 Gender aspect and water related issues

Gender mainstreaming in water availability, access, capacity, uses, and capacity to protect the environment in order to sustain the water services is a necessity.

Currently women and girls in Simiyu region are responsible for collecting water, including water used for drinking and other sensitive usages. Women also process (use) most of the water fetched (preparing water for bathing, washing the children, preparing food, etc.). They are also the major promoters of household and community sanitation activities.

Men however still dominate the arena of planning and decision-making regarding water availability, access, capacity, uses, and capacity to protect the environment. Women's views and suggestions are often under-represented and even ignored implying that the practical and strategic needs of women are not addressed. Discrimination against women stems from cultural practices and societal attitudes that are gender biased while others are a result of policies and laws that do not address gender equality issues or have provisions that age gender discriminative.

Therefore it is imperative to integrate a gender perspective in Simiyu region sector policies and developing guidelines to operational gender in programme planning, implementation, monitoring and evaluation. These gender sensitive measures, some of them targeting the male members of society, should empower women, men and vulnerable groups through ensuring equity in access and control (management) of WSS resources and infrastructure.

Project design and implementation

Work carried out in Zambia and Kenya (for KfW and GIZ) shows that gender mainstreaming should go well beyond the mere sensitization and education of men and women. WSS interventions can be significantly more effective and successful if women are involved in the design and implementation

of the programme or project. The active participation of women and of other user categories (e.g. kiosk operators, physically challenged, etc.) can have a very positive impact upon:

- The identification of gender (etc.) sensitive performance and success indicators that can be used during programme implementation and evaluation.
- The identification of the most appropriate and sustainable technologies (e.g. a UDDT toilet or a VIP latrine, a water kiosk or domestic connections).
- The identification of appropriate sites for public WSS infrastructure (e.g. water kiosk and public sanitation facilities) taking such factors as distance and security into account.
- The design of a gender (etc.) sensitive sensitisation programme (taking relatively low literacy levels into account).
- The customer-aided design (CuAD) of WSS infrastructure such as water kiosks and toilets focusing on ergonomic and public health aspects as well as the specific needs of women, men, vulnerable- (e.g. the physically challenged) or socio-cultural groups.
- The active recruitment of women as operators and caretakers of WSS infrastructure with a user interface (e.g. water kiosks).
- The involvement of women in bodies (committees, etc.) that represent and defend the interests of women (e.g. population-UWSA contact groups).

Project monitoring and evaluation

The monitoring and evaluation system to be developed and adopted should be gender responsive, enhancing visibility and advocacy for gender issues and seeking the sustainability of available resources in the region.

Adopting participatory monitoring and evaluation methods and techniques generally allow for the inclusion of gender sensitive issues as well as the wishes and requirements of special interests groups.

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Gender documents for FP042

Annex 7 : Treatment of GENDER issues

I. Approach to gender in the project

The principles guiding the approach to mainstreaming gender in the project are the following:

1. Promoting / facilitating structural change in oases with an empowerment approach

The situation of women in the oases is the result of long lasting sociocultural characteristics which govern the functioning of these particular entities: (i) it would take more than this project to solve or tackle all the gender issues related to this situation; (ii) supporting women in achieving their goals, respecting their set of values and their interactions with other members of the society, requires to think gender rather within a process of empowerment (at community and agent level, e.g. women), than through a set of activities . The Implementing Agency, with support of a Gender Specialist within the TA team, will put together a methodology that will include in-depth diagnosis and assessment of gender issues in oases communities and the piloting of a participatory process leading to the design of an action plan (that will articulate with the other project activities, namely hydraulic).

2. Supporting resilience of women / adaptation to changes induced by external dynamics

Particular attention will be given to dynamics that are identifiable, from the start, as transformational and potentially impacting the situation of women. The extension of palm tree estates and the development of a demand for skilled and unskilled labor (particularly feminine) is the main one at play in the area. While this increase in demand is an opportunity for women to have access to additional income, it also exposes them to different forms of unequal treatment (with regard to men). The project will proactively address this issue, as presented in Annex 12, by providing training (to move from unskilled to skilled labor), awareness on labor rights and support in tackling with difficulties.

3. Giving equal opportunities to women within the scope of the project

Further, the community empowerment approach, by which C2 activities will be designed, will take into account gender making sure that women have the opportunity to express their needs, goals and expectations and that those are translated in the activities.

II. Summary of gender activities in the project (mainstreaming in all components + taking into account GCF comments)

Excerpt from the Action Plan:

Specific objective 2.3.4: Reduce gender inequalities and improve employability

Result 2.3.4.1: The capacities of the young project promoters are strengthened

Oasis-based agriculture, which requires the presence of enough workers available, is sustainable only if the entire family has the capacity to live on-site. In addition, it is subject to the vagaries of the climate, although the dam already enables reducing their impacts, and increasing revenues by diversifying the activities appears to be a means to increasing sustainability during these periods.

These revenues help to ensure the daily needs of families, but also enable investing in agriculture in order to modernise it, or even to start it back up again after a difficult period.

The trades related to the sectors of tourism, the rehabilitation of the architectural heritage, events, social and cultural activities, or even handicrafts, are many of the employment opportunities generated by the importance that the inhabitants of the oasis place on their heritage.

Indeed, the region of Boudnib and the valley of Middle Guir have a strong architectural, historical, natural, cultural and handicraft heritage (Box 5Box 1). The inhabitants of the oasis are strongly attached to this heritage and defend it, expressing the need to conserve it and enhance its value.

In addition, the women have expressed, on several occasions, their willingness to communicate, to share the history of this area and of their families.

Box 1: Presentation of some of the elements that form part of the heritage of the project area

- ▶ **Architectural heritage**
The architecture first of all testifies to the inventiveness of the oasis inhabitants to live in the desert: the ksour are made using mud, which is particularly adapted to climate variations, to high temperatures and winds; the *khetaras*, underground galleries excavated, enable channelling the underground water protected from evaporation until it reaches the oases.
- ▶ **Natural and historical heritage**
Specific natural sites well-known to the oasis inhabitants, often loaded with history, represent both a potential for tourist attraction, and especially a medium of communication for telling the rich history of the area and its inhabitants. Some of the specific places regularly cited include:
 - The Aziza cave
 - The oasis of Tagoumit
 - The Sidi Ahmed Ou Belkacem mausoleum
 - The green source of Saheli
- ▶ **Cultural heritage**
Ahiddouss music, the traditional games, the local handicraft and agricultural products, and the dances, among others, all form part of the cultural heritage of the oasis inhabitants and their diaspora that focuses on it each year, during a feast dedicated to reviving it, celebrating it.
- ▶ **The handicraft heritage**
The rugs and the embroidery bring out the symbols and trademarks of each oasis. These activities, carried out by women and traditionally practised for domestic use, represent a heritage in terms of expertise, a source of income through the sale of these products which also have a strong sentimental value for the diaspora.

Several associations are already strongly mobilised in this sense and conduct cultural activities, or even activities to rehabilitate the ksours. They require capacity building and support to develop their activities in this direction.

This heritage is inseparable from the oasis-based agricultural landscape. By enhancing the value of this heritage, the oasis-based agricultural landscape is thus sustained.

Activity 2.3.4.1.1: Identification of potential training modules

The consultations made have helped to highlight the commitment to development by some sectors (see modules type in Appendix 5).

The phase of developing a shared vision of development of the area (objective 2.3.1) will enable modifying the list of key sectors.

The technical assistance team of the ORMVA must therefore identify:

- ▶ The project promoters and their projects
- ▶ The needs of the project promoters
- ▶ The most appropriate support for capacity building
- ▶ The potential partners

Activity 2.3.4.1.2: Development and approval and programming of the modules

The prior identification work will lead to practical proposals for modules on capacity building and support of the project promoters.

The material will come from the plans expressed by their project promoters, and the training will be put directly into practice in order for them to be implemented.

Liaising work will be carried out by the technical assistance team between

- ▶ the PMU in order to select the projects,
- ▶ The project promoters in order to accurately quantify the demand: the potential modules will be displayed, presented, and the interested parties will need to register to benefit from the training. Depending on the number of interested parties, some modules may be doubled and others may be eliminated.
- ▶ The partners (institutions or self-employed persons)

Thereafter, the ORMVA's technical assistance team will establish the scheduling of the modules and will have it approved by the PMU.

Activity 2.3.4.1.3: Signing of partnership agreements and contracting of instructors

The partnerships with the institutions concerned, and contracts with professionals, approved verbally during the two previous phases, will be signed.

Activity 2.3.4.1.3: Execution & funding

Finally, the program for capacity building and supporting young project promoters will be implemented, and the project will fund the set of modules approved by the PMU. The selected projects may be subject to co-funding within the limit of a global lump sum reserved for projects.

Result 2.3.4.2: The personal and social development of women is encouraged

The consultations have shown that women play a decisive role in maintaining oasis-based agriculture. They are the ones who carry out the daily activities of maintaining the crops and the animals, and the ones who carry out the activities related to agriculture--enhancing the value of the agricultural products, among others. They also represent a significant part of the work force for new plantations of date palm trees. Personal and social development is therefore essential for women--who are the least mobile residents--to be able to look ahead, develop life plans in the area.

Indeed, in the face of the area's rapid development, with the changes caused by the dam and its development, the arrival of investors and the consequent creation of salaried jobs outside their homes, women are expressing the need to develop their personal abilities and qualities in order to become confident in themselves, and to be able to live positively and actively amidst these changes and not suffer from them.

Moreover, residing in the oases, they wish to have access to cultural and sports activities, which also contribute to personal development. Especially since the sports and entertainment activities in general today revolve around the wadi and will therefore disappear. This concern for vitality is already reflected in their mobilisation for the benefit of young people and children to organize outings to discover the more remote oases (Tinjdad), theatre courses, or even events for enhancing the value of young local artists (providing them with a business premises and communication about a painting exhibition). In this sense, they would like to diversify the offer and enable a larger portion of women in the community to benefit from them.

The existing associations are already very active and can be project promoters.

Activity 2.3.4.2.1: Identification of needs

The women are aware and were able to express the difficulties that they encounter. They have taken actions, particularly by organising into associations to overcome the difficulties, and have identified certain needs for which they require outside support.

In order to promote this personal and social development, a programme will be developed based on the actions already undertaken by the women. It will be designed in such a way that allows the women from each of these seven oases to benefit from the programme.

The ideas (listening centre, library, theatre, sport) which have already emerged during the consultations, may be expanded on following the development of the shared vision of the development of the area (objective 2.3.1).

In order to construct a coherent programme, the ORMVA's technical assistance team must identify:

- ▶ The project promoters, particularly among the women's associations,
- ▶ The specific needs of the project promoters: the facilitators will support the women in articulating their needs.

Activity 2.3.4.2.2: Definition of priority development actions on a personal and social level

The technical assistance team will be in charge of the following:

- ▶ Organising discovery workshops for certain cultural and sporting activities identified
- ▶ Facilitating women's workshops to prioritise the activities which effectively correspond to the expectations
- ▶ Identifying the needs in terms of human resources--educators, facilitators, etc.--and supplies in order to organise these types of activities. Attention will be paid to already existing business premises that could be used for this purpose.
- ▶ Identifying the contact persons and relevant training so that they can ensure these activities
- ▶ Identifying the potential partners for the funding of equipment in particular
- ▶ Discussing the institutional and financial organisation in order to establish, in particular, the possible financial contribution of the beneficiaries. In addition, the possibilities of financial contributions from investors in the form of CSR (Corporate Social Responsibility) will be examined.

These workshops will be taught by the facilitators of the project and the development of all of them will be monitored by the ORMVA's technical assistance team.

The technical assistance team will be in charge of recruiting the professional staff who will teach the discovery workshops.

Meetings will be conducted specifically between the partners identified and the technical assistance team, in order to ensure their capacity and willingness to commit to the said partnership, and to qualitatively and quantitatively describe this commitment.

Activity 2.3.4.2.3: Planning and approval

The previous activities will lead up to a social and personal development programme for women, which the ORMVA's technical assistance team will prepare and present to the PMU for its approval.

Activity 2.3.4.2.4: Execution & funding

The activities to be conducted will consist of:

- ▶ Supporting partnerships for the performance of the necessary preparatory work, and training the social and cultural facilitators and local sportsmen.
- ▶ The recruitment of three trainers of social and cultural educators. They will be in charge of facilitating social and cultural activities and sporting events for two years and, at the same time, will be responsible for training three local educators who would be able to take over after the project.
- ▶ The selection of projects to be co-funded by the project within the limit of a global lump sum reserved for projects.

The technical assistance team will also be in charge of announcing calls for applications for the volunteering positions corresponding to the social and cultural educators and sportsmen, in line with the human needs identified in relation to the activities selected with NGOs, international organisations, and the network of MRA.

The technical assistance team will be in charge of selecting and recruiting candidates.

Result 2.3.4.3: *The basic services necessary for employing women are enhanced*

In order to improve the employability of women, basic services must be improved. Indeed, women are currently faced with three major obstacles relating to:

- ▶ **Mobility:** very little public transport exists to enable women to leave the oases and to go to work, particularly on the farms. The end of the flood regime caused by the project will enable facilitating access to the oases. It is relevant to strengthen this positive impact by supporting women in their mobility.
- ▶ **Their children's education:** the quality of their children's education is a major concern for these mothers who have organised to teach pre-school themselves throughout the majority of the oases, but they seek support to further improve the situation, and free up time in order to work. Indeed, the consultation workshops have highlighted the need to build daycares in order to teach pre-school in each oasis, and to review the organisation of the children's use of time in order for it to be adapted to their age. This includes the development of extracurricular activities. However, it is the women who are in charge of educating their children, and they have difficulties interacting with the teachers to make things move in this direction.
- ▶ **Their health:** the problems of access to healthcare have been identified by both men and women. On the one hand, the lack of equipment on site coupled with the lack of transport makes access to care very complicated, especially in the case of an emergency. On the other hand, the awareness of screening for certain diseases and of good nutrition and hygiene practices is lacking, although women are, once more, strongly mobilised in this direction within local associations. Indeed, some women personally organise awareness, ksar-by-ksar, and are trained to perform the minimum analyses, and provide first aid.

Activity 2.3.4.3.1: Identification of needs

The ORMVA's technical assistance team will focus, first of all, on:

- ▶ Identifying the project promoters
- ▶ Identifying the needs for capacity building and the material needs concerning the three priority axes
- ▶ Identifying the relevant training to be offered to the volunteers (educators, First Aid)
- ▶ Identifying potential partners,
 - Techniques for capacity building: for example, partnership with a hospital for training in first aid techniques,
 - Funding for equipment: the possibilities of financial contributions from investors in the form of CSR (Corporate Social Responsibility) will be examined.
- ▶ Discussing the institutional and financial organisation of the social and educational activities.

The technical assistance team will consult with the municipality, which already has a vision and a programme in this direction.

Activity 2.3.4.3.2: Develop a programme of potential actions for improving basic services

Based on the results of the previous activity, the technical assistance team will establish a programme of priority actions by presenting:

- ▶ The plan for training and support of women
- ▶ The priority actions for equipment having been the subject of a principle agreement with a partner for its funding

Meetings will be conducted specifically between the partners identified and the technical assistance team, in order to ensure their capacity and willingness to commit to the said partnership, and to qualitatively and quantitatively describe this commitment.

This programme will be presented and approved by the PMU.

Activity 2.3.4.3.2: Signing partnerships

The principle agreements between partners will be formalized by signing partnerships, between the latter and the ORMVA, as well as between the municipality and the ORMVA. The technical assistance team will be in charge of drafting contracts.

Activity 2.3.4.3.3: Execution & funding

Finally, the programme will be executed, and the project will provide the necessary technical support to partners for the equipment decided, and will fund the training planned.

Annex VIII. Gender Assessments of Morocco

1. Rural Women's Participation in the Economy

The Government of Morocco has passed since 2011 a series of constitutional reforms, which introduced greater rights for women. Social norms regarding gender roles continue however to influence women's economic, social and political participation and leadership. Traditionally, women's responsibilities are mainly placed within the private sphere (as wife, mother, carer, and home-maker) and men's in the public sphere (as household head, breadwinner and family protector). Moroccan women's socio-economic conditions vary significantly according to geographical factors (place of residence). Rural women are significantly more likely to be poor, illiterate, or married at a young age than their urban counterparts.

Women comprise nearly 50.3% of the agricultural workforce in Morocco (MEF, 2013). Agriculture is a particularly important employer of women in rural areas, where 92% of women workers work in agriculture (LDP, 2013). Much of women's work in this sector is unpaid: 74% of women working in agriculture are unpaid family workers (HCP, 2013) and 92% are estimated to be illiterate (UN Women, 2011).

Research for the World Bank suggests that women's employment in rural areas in Morocco is particularly vulnerable to economic shocks, including those which are climate based. When the economy is doing well, rural women are absorbed in large numbers into the (paid) agricultural workforce, but they are one of the first groups to be excluded when the economy suffers (Verme et al, 2014).

The majority of women's employment in rural areas is informal. It is estimated that 50% to 60% of all businesses operate in the informal economy, which is thought to account for around 75% of all working arrangements (Abdel-Khelek, 2010). 86% of rural women do not have an employment contract (HCP, 2013). It has been estimated that more than a quarter of women are engaged in the non-agricultural informal sector (LDP, 2013).

Women's ability to participate in entrepreneurship in rural areas and engage in agribusiness is severely limited by limited access to finance. Overall, there are low levels of female entrepreneurship: only 10% of businesses have female participation in ownership. Women's access to credit is affected by the fact that most commercial banks require collateral as a condition for loans (required for 80-85% of SME lending), and many also require additional personal guarantees (LDP, 2013). This presents difficulties for women, especially in rural areas, because they often do not own assets or have their own bank accounts (Sadiqi, 2010). Only around 27% of women have a bank account with a formal financial institution, compared to 52% of men (WB Financial Inclusion Database, 2012 data). Inheritance laws also play a role in restricting women's access to credit. Women usually inherit smaller shares of assets and estates than men, which prevents them from accumulating capital as quickly as men (LDP, 2013).

Women represent a small proportion of land-owners in Morocco: only around 7% of urban women and 1% of rural women own land (LDP, 2013). This is not due to legal barriers or restrictions, but rather social norms that lead to women's financial dependence on men. Few women take advantage of the right to insert clauses into the marriage contract regarding property acquired during the marriage, mainly because of societal attitudes and lack of awareness (LDP, 2013). It is estimated that such agreements apply to as few as 0.2% of marriages (LDP, 2013). This generally leads to lower levels of property ownership and can make women more vulnerable in the event of a divorce, given their usually lower contribution to the family income and purchase of family assets.

It is common for women in rural areas to give up their already unequal share of inheritance to male relatives following pressure from family members (Sadiqi, 2010). Unregistered lands are also inherited

according to customary and/or religious laws that are often more disadvantageous to women than the Moudawana (LDP, 2013). In some rural areas, rules regarding women's inheritance rights meet with resistance, where it is customary for male heirs to inherit all land (US Dept of State, 2014).

2. Women's participation in the Economy in the Saïss Plain

The socio-economic situation in the Saïss Plain with regard to gender makes it unlikely for the project to translate into formal economic opportunities for women. While 92% of rural women work in agriculture in Morocco (LDP, 2013), the large majority (74%) work informally as unpaid family labour (HCP, 2013). While women's involvement in cooperatives has largely increased over the last 7 years (from 738 women-only cooperatives in 2008 to 1756 in 2013 with 31,833 women members) women's participation in cooperatives in the Saïss Plain is low and women's involvement in agriculture tends to be through small-scale farming in low-mechanized crops such as olives. It is estimated that in the Project irrigated area, there is no more than 67 farms led by women.

Women in the Saïss Plain also experience high illiteracy— between 56% and 64% of women living in rural areas of the Plain have no education at all; and within girls attending school, less than 30% progress beyond primary level and less than 1% reach tertiary education.

This all makes women much less likely and able to seize potential economic opportunities arising from the increased yields as a result of irrigation and virtually unable to transform such opportunities into formal jobs in commercial agriculture.

The Regional Directorate of Agriculture (RDA) in the Meknes Fes Region (where the Sais Plain is located) has provided training of young farmers, both men and women. The training course was available in the regional agricultural training institutions (there are 8 in the region of Meknes Fes). The duration of the training is usually 2 to 3 months and is followed by a 6-month internship in the field. Training topics include olive farming and water saving. However, the location and length of the trainings have led to very low women's participation.

Within the MAMF and RDA, training has also been made available for women, including training on leadership.

3. Recommendations

To ensure that women benefit along men of potential benefits and economic opportunities arising from the project, it is recommended that the Project will include a component aimed at supporting women farmers' participation in agri-business and commercial agriculture. The objective of this component is to improve women's economic inclusion in the Saïss Plain by supporting women farmers to access economic opportunities in commercial agriculture in the face of a changing climate. In particular, the component will aim to:

- Promote institutional capacity building for the creation of women-led businesses (or equivalent entities such as cooperatives);
- Provide support to the formalization of existing female led informal activities in agriculture;
- Facilitate access to technical and business advice services for women-led MSMEs;
- Facilitate access to credit including through links to the upcoming EBRD Women in Business Programme in Morocco;
- Facilitate access to market information and markets for women-led MSMEs in the Saïss Plain.

The component shall include the following activities:

- Conduct a **baseline assessment** to identify specific barriers to entrepreneurship and business creation in commercial agriculture faced by women (including finance, inputs, technology, know-how, socio-cultural, and agro-climatic factors). The baseline assessment will include a specific chapter focused on evaluating the needs of cooperatives, including women-only cooperatives, with a view to providing recommendations on how to enhance women farmers' access to commercial agriculture opportunities;
- Conduct an **institutional assessment** including a stakeholder mapping of local institutions relevant for the agro-industry as well as existing programmes and support provided to farmers, with a specific focus on programs supporting women farmers; sector associations, women business associations and other women's organizations.
- Conduct research on **best practices** within Morocco, and if relevant from other countries, to promote and support women's participation in entrepreneurship and business development in sustainable commercial agriculture;
- Conduct **market research** to identify market opportunities for women's participation in agri-business and agri-business supply chains in local, national and international markets and provide recommendations on the best mechanism channels to access these markets;
- Organise and facilitate a **planning workshop** with relevant institutional stakeholders in the Saïss plain (Ministries, Direction Régionale de l'Agriculture Fès- Meknès, Chambre D'Agriculture etc.) to discuss research findings and obtain input for the formulation of the program;
- Based on the above, formulate and support the implementation of a 3 year **programme** to facilitate women-led businesses participation in sustainable commercial agriculture, including the results framework and an operational plan.
- The programme is expected to include at least the following sub-components: (i) Outreach and institutional capacity building; (ii) Technical and business training and advisory services, with a focus on commercialization and access to markets; (iii) Intermediation to facilitate access to finance (through links to EBRD Women in Business programme and other relevant initiatives); and (iv) Training on climate change adaptation practices and sustainable commercial agriculture.

Gender Action Plan: Saïss, Morocco (Project Level)

Activities	Indicators and Targets	Timeline	Responsibilities
<p>Impact: Improved economic opportunities through sustainable agriculture for women micro-entrepreneurs in the Saïss Plain, through: (a) an increase in the number of women-led MSMEs in the Saïss Plain; (b) enhanced capacity of women entrepreneurs on sustainable farming.</p>			
<p>Outcome: Women micro-entrepreneurs' enhanced capacity to participate in commercial agriculture increased</p> <p>Impact assessment surveys will be designed and implemented and baseline data will be collected, to monitor impacts on women's agricultural activities, with a specific focus on women's access to productive resources, inputs, markets, finance, training on sustainable farming practices, as well as men's activities and gender roles.</p>			
<p>Output 1: Enhanced institutional capacity for the creation and formalisation of women-led businesses</p>			
<p>(i) Needs assessment will be conducted – through surveys and focus group discussions -- to:</p> <ul style="list-style-type: none"> • identify the overall barriers to women's entrepreneurship and business creation in commercial agriculture (including finance, inputs, technology, know-how, socio-cultural and agro-climatic factors); • evaluate the needs of cooperatives, including women-only cooperatives, with a view to providing recommendations on how to enhance women farmers' access to commercial agriculture opportunities; • undertake market research to identify market opportunities for women farmers' participation in local, national and international markets through supply chain analysis • conduct research on best practices within Morocco, and if relevant from other countries, to promote and support women's participation in entrepreneurship. 	<ul style="list-style-type: none"> • Programme to promote and support women-led agribusinesses established • Partnerships with at least 2 local stakeholders to provide training to women-led MSMEs established 	<p>Q1 2018</p> <p>Q1 2018</p>	<p>EBRD Consultant with support from local stakeholder/national NGO</p>
<p>(ii) Institutional assessment will be conducted – through key informant interviews -- to:</p> <ul style="list-style-type: none"> • identify the local institutions relevant to the agro-industry and produce a stakeholder mapping that includes sector associations, women business associations and other women's organisations; • identify existing programmes and support provided to farmers, with a specific focus on women farmers; • organise a planning workshop with relevant institutional stakeholders in the Saïss plain to discuss research findings, formulate and introduce a 3-year programme to provide technical and business advisory services to women agro-entrepreneurs. 			
<p>Output 2: Women-led MSMEs' capacity enhanced through training</p>			
<p>(iii) 3-year programme implemented to facilitate women-led businesses' participation in sustainable commercial agriculture, including the results framework and operational plan:</p> <ul style="list-style-type: none"> • outreach and institutional capacity-building; • technical and business skills training, with a focus on commercialisation and access to 	<ul style="list-style-type: none"> • At least 20 Trainers of Trainers trained on technical aspects of sustainable agriculture and business 	<p>Q4 2018</p>	<p>EBRD Consultant with support from local stakeholder/national</p>

<p>markets;</p> <ul style="list-style-type: none"> intermediation to facilitate access to finance for women-led MSMEs (through the WIB); training on climate change adaptation practices and sustainable commercial agriculture. 	<p>management skills for agribusiness, and operating in women's cooperatives in the Saïss plain;</p> <ul style="list-style-type: none"> At least 350 women, 30% of those from the unpaid family employment category, being trained through the programme on technical aspects of sustainable agriculture and business management; At least 70 new women-led MSMEs created by women having participated in the programme; At least 10% of women-led enterprises participating in the programme have received an external investment by one-year after completion; At least 20% of women-led enterprises participating in the programme have achieved increases in turnover one-year after completion; 	<p>Q4 2019</p> <p>Q3 2020</p> <p>Q3 2020</p> <p>Q3 2021</p>	<p>NGO</p>
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Gender Action Plan
Tina River Hydropower Development
Project

August 14th, 2016

List of Abbreviations

CBSP	Community Benefit Sharing Pilot
CDF	Community Development Fund
CLCs	Community Liaison Committees
EAP	East Asia Pacific
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
GAP	Gender Action Plan
JSDF	Japan Social Development Fund
LALRP	Land Acquisition and Livelihoods Restoration Plan
M&E	Monitoring and Evaluation
MECDM	Ministry of Environment, Climate Change, Disaster Management and Meteorology
MMERE	Ministry of Mines, Energy and Rural Electrification
MWYCF	Ministry of Women, Youths, Children and Family Affairs
SP	Solomon Power
SWOT	Strengths, Weaknesses, Opportunities and Threats

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Introduction

The Tina River Hydropower Development Project (TRHDP) is a 20 megawatts hydropower scheme on the island of Guadalcanal, Solomon Islands, 30 km south of the capital Honiara. The TRHDP is managed by a dedicated Project Office under the supervision of the Ministry of Mines, Energy and Rural Electrification (MMERE), and will supply power to the Honiara grid – providing more reliable and plentiful power than the current overburdened supply from diesel and reducing the retail price of electricity for consumers. The hydropower infrastructure will be constructed, operated and owned by an independent power producer and will sell electricity to Solomon Power (SP), the national utility. The TRHDP is complemented by an additional grant-supported operation funded by the Japanese Social Development Fund (JSDF – the “JSDF Project”), with the objective of establishing the institutional arrangements and capacity for affected communities to effectively manage benefit sharing revenues from the TRHDP as well as improving their basic services through financing investments in access to clean water and electricity.

This Gender Action Plan (GAP) has been put together to guide the mainstreaming of gender into the TRHDP with a particular focus on promoting equal opportunities for women and men to participate in project benefits, supported by the World Bank’s East Asia Pacific (EAP) Gender and Energy Facility. While the Tina River Project will have national impact through the provision of more reliable and affordable electricity, this GAP is principally concerned with the impact of the project on the lives of communities within its immediate footprint area. This focus of the GAP mirrors the localized approach adopted by the Project towards impact mitigation and benefit sharing.

Although employment opportunities will be prioritized for women and men who live within the project area, there may also be some small contracting opportunities available to Solomon Islanders from further afield (including to women-owned businesses). An emphasis on equal pay for equal work, ensuring that the workplace is safe and welcoming for qualified female recruits, and ensuring that female owned businesses are encouraged to compete for supply chain contracts, are all part of the guidelines and standards that the Developer must adhere to. Once the PPA is signed, the project can be presented to the Solomon Islands Women in Business Association and opportunities for women owned businesses could be discussed with the Developer.

Areas of focus within the project for gender assessment and analysis included:

1. Land Acquisition and Livelihoods Restoration Plan (LALRP)
2. Environmental and Social Management Plan (ESMP) (which itself was based on the ESIA, and will also inform the ESMP of the Developer)
3. Community Benefit Sharing Pilot project, supported by the Japanese Social Development Fund (JSDF)
4. Community consultation, participation and decision making
5. Organizational capacity within the project team

Given the baseline of gender inequality in its footprint area, the Tina River Hydro Project has an opportunity to include design and monitoring measures that will, at a minimum, not exacerbate existing challenges faced by women, while at the same time aim to promote their participation and wellbeing. This opportunity is strengthened by i) recent national level policy commitments on gender equality, and the support of donors for the same; ii) the willingness and openness of the Project Office, as the main entity responsible for implementation, to promote gender equality; and iii) dedicated resources for supporting gender mainstreaming in the project through the World Bank's EAP Gender and Energy Facility and within the proposed JSDF Project.

Research Process and Findings

This GAP was prepared based primarily on interviews with project-affected women and men, with project office staff, and with government and other key stakeholders conducted during fieldwork, as well as on an initial review of project documents. Fieldwork was carried out in the Solomon Islands between November 14th and 26th 2015. Data was gathered from a combination of Honiara-based key informant interviews and field visits to villages in the project area. The goals of this in-country research were:

- i) To participate in and observe the Project Office (PO) staff and consultants as they carry out meetings and consultations, with a view to understanding the extent to which gender issues are relevant to, and mainstreamed in, project work;
- ii) To conduct focus groups with groups of women in a selection of villages throughout the project area to understand their priorities, challenges and participation in the project to date;
- iii) To verify understanding about the project history and plans as gleaned from document review, and source additional data on gender from the PO;

- iv) To consult with the PO team on the project's key gender issues, and the extent to which these can be/are being actively incorporated in daily work and future strategy;
- v) To consult with the key stakeholders, who will be responsible for implementing the gender action plan, on potential priorities and challenges;
- vi) To gather further data from relevant government representatives about gender in the national policy and legislative context.

Focus groups and interviews with men and women were conducted in the following communities during fieldwork:

1. **Horohotu 1:** A village of 62 households located in the downstream area of the Bahomea district, on the west banks of the Ngalimbui River. It is a settler community (i.e. made up of families who are not indigenous to the project area and who typically have no inherited land rights there).
2. **Managikiki:** This village is upstream of Horohotu in the core project area and is inhabited by 38 households, all of whom are indigenous to the Bahomea region or territory.
3. **Grass Hill:** This village is downstream from Managikiki and close to the current access road from Honiara. It has 7 households.

Fieldwork findings represent combined observations and analysis from interviews, focus groups and community visits; these are organized under the following thematic areas, which will form the basis for recommendations made in the GAP:

- 1) Gendered Division of Labor
- 2) Access to and control over land and productive resources
- 3) Needs, Priorities, Challenges and Perspectives
- 4) Participation and decision making
- 5) Access to project benefits
- 6) Organizational capacity for gender mainstreaming
 - Capacity for gender mainstreaming in responsible institutions
 - Gender balance in project staffing and implementation
 - Collection and analysis of gender disaggregated data
 - Existing measures aimed at promoting gender equality

Gendered Division of Labor

- The project has done a very good job of collecting a representative data sample from the project area on gendered division of labor, as part of the SIEA process. This data sample establishes a useful baseline from which to measure changes to men's and women's activities and time use as the project progresses (see pre-mission note on Gender in the Project and Country Context).

- Women describe themselves as farmers, with the responsibility of working on the land. Some of the produce grown is consumed in the home, but most is sold at the market in Honiara. Women also have responsibility for managing the costs and income associated with sale of produce, and arranging transport to and from the market.
- Consequently, women commonly earn a significant proportion of household income. One government interviewee noted that women are often beaten up because they hide money from their husbands. This interviewee emphasized the importance of including men in any livelihood extension or small business development scheme that is aimed at helping women to augment their incomes.
- With the advent of the project, women perceive both opportunities and potential threats to the value they gain from the sale or consumption of crops. To the extent that productive land, trees and crops are lost, displaced or compromised by the project, there is a concern about the difficulty of establishing access. However, with the improved road and inflow of people the project will bring, women recognized that there could also be opportunities for small roadside stands and potentially more frequent transportation to and from the Honiara markets.
- Additionally, women are responsible for running the household – this extends to management of household income for settling debts and purchasing consumables and equipment for the household, as well as looking after children, performing household chores and ensuring their families are clothed and nourished.
- Both in the focus group and in the interviews with female tribal leaders, women appeared initially at a loss when asked to describe the work that men did in their households. There was some laughter when one woman said ‘nothing, really’, but at the same time there was tacit agreement about the truth of this statement. A few women mentioned hunting or fishing as an occasional activity carried out by men; men were also credited with clearing land and construction-related activities. During interviews and discussion, men themselves echoed these answers, stating a strong preference for cash-based work, which was sporadic, unreliable and often difficult to find. Both sexes acknowledged that, to a far greater extent than women, men tended to occupy their time with decision-making and leadership matters in the community.
- Interviews with the Project Office staff reiterated fieldwork findings, and also highlighted the practice of what is termed ‘allowance farming’, whereby village participants (mainly male) attend government or donor meetings about developments happening in their area, motivated primarily by the prospect of being well compensated for their time with per diem and allowances. Although the project has ended this practice, staff stressed that significant effort was required to try to change expectations around it.
- Many villages lack an easily accessible source of running water. Women therefore have the responsibility for fetching and carrying water from the

- nearest river or stream for household use, which is physically wearing, time-consuming and presents water safety issues when the river is flooding.
- The tribal women leaders noted that the degree to which men helped their wives and female relatives by sharing the workload varied on a household-to-household basis. The practice was generally acknowledged to be quite rare, but more common in households where women were educated and comfortable with asserting themselves. When asked about why the division of labor was practiced by gender in the way they described, most women cited 'culture' and 'tradition'. However, when questioned about how they saw and would like to see the roles of women evolving and changing for their daughters and granddaughters, several women expressed a strong hope for increased opportunities for girls and for greater parity between men and women.
 - Women noted that infrastructure improvements brought about by the project (for example improved access roads, rural electrification and clean water access) had the potential to reduce the burden of labor they faced on a daily basis. Of these three improvements, clean water access seemed to elicit the most interest from women. The project has taken this priority on board, and clean water access is the focus of one of the three working groups currently being established to plan responsible spending of the community benefit share. To date, the majority of interest in working group participation has been from women.

Access to and control over land and productive resources

- As cited above, women are the primary users of productive land in the project area. However, perhaps given the proximity to Honiara, none of the villages visited during fieldwork appeared to be wholly - or even majority - reliant on self-grown produce. The shift away from a subsistence economy is already well advanced, with the SIEA documenting that rice, canned fish and other store-bought products form staples of the household diet.
- The project's impact on land access issues is also tempered by the fact that land acquisition will not lead to any relocation; only a relatively small number of food gardens and trees will require re-establishment and the relevant owners have been identified. In recognition of the importance of productive land access to women, the project has already recommended that senior females in households where food gardens are lost will be compensated with a cash grant once they have planted a new garden out-with the acquired land. The Project LALRP details the proposed mechanism for establishing ownership, identifying new land, and administering cash grants; ensuring gender disaggregated monitoring of changes in land access and use will be key to evaluating the success and inclusiveness of this mechanism as the project progresses.
- Land (and access to it) was nonetheless given significant emphasis by both women and men during interviews and focus groups. As mentioned in the pre-mission note on Gender in the Project and Country Context, while land descent

is matrilineal in the project area, societal norms remain patriarchal. Moreover, in practice most families follow a 'virilocal' pattern of residence whereby following marriage, women move to live with their husband's family and work on their land. With the advent of the project, many women therefore find themselves in a situation where they have no recognized/formal right to make decisions about the land on which they depend for daily farming. In interviews however, many women expressed relative confidence that despite their lack of recognized land claim, they could still contribute views and participate in decision making. Of much greater concern to women was the issue of potential misappropriation of land rentals and royalty payments (elaborated below).

- The Project Office team observed that land, and the central importance attached to its control, is a key context in which gender inequalities are played out. Relative to legal regimes elsewhere in the world, the recognition given to customary tenure in Solomon Islands and other Pacific Island nations confers not only greater potential opportunities for traditional landowners to share in the upside of investment projects – but also a greater likelihood of contestation and complexity in determining land ownership at inception.
- One of the most important determinations that the Project made was to define eligibility for the benefit-sharing arrangements. It was decided that the benefit sharing area should include all villages in the Malango and Bahomea cultural areas, both within Malango Ward, including some communities along the Tina River that will be subject to impact mitigation/livelihood restoration measures of the TRHDP by the developer. A total of 88 villages are in the area, distributed among 3 main clusters: 28 villages in the Tenaru Area; 24 villages in the Tangaresu River Area; and 36 villages in the Tina River Valley. These villages are located above the Guadalcanal Plains and within the three adjacent catchments of the Tina River, Tangareso Stream and Tenaru River.
- In the benefit-share area, according to project staff, the landowner narrative is *“fraught with elite capture, intransigent middle aged men, royalties and rent-seeking, the exclusion of women (and the majority of other men), and corruption”*. One interviewee noted: *“in most parts of the world, large infrastructure projects acquiring land have to deal with NIMBY – Not In My Back Yard. In Solomon Islands, it's PIMBY – Please In My Back Yard. At the beginning of the project, a certain group of non-representative, dominant men were pushing for their tribal lands to be acquired because they saw opportunities for their own financial gain....”*.
- In response, the Project Office has adopted a considered strategy to reframe the language of the project's land acquisition away from privatized assets ('landownership and royalties') and focus instead on the language of the community benefit share. As a result, both project staff and women leaders reported in interviews that the previous group of rent-seeking men who tended to dominate negotiation on behalf of the tribes - and who refused to accommodate female participation - have now given way to a different group of representatives and leaders (including women) who are largely perceived to be more inclusive and more representative in land transactions.

- During interviews, tribal women leaders expressed a strong preference for foregrounding the inheritance of landowning rights in the project through the traditional system of matriarchal descent. The project has taken this on board (see below under ‘Access to Project Benefits’).

Needs, Priorities, Challenges and Perspectives

- Training for women, especially young women, was a high priority in the focus group setting. Women were very focused on training that could be leveraged to earn an income – either in terms of job readiness training for work during the dam construction, or in terms of skills training (sewing, food processing, gardening etc) that they could harness to start a small enterprise. Women generally expressed a feeling of helplessness that they lacked both the skills and the education to support themselves and their families outside of traditional village work, and felt ill prepared for change in the community. Women stated that they would like to be prioritized for any available jobs, even temporary and part-time work. It was clear that the project will have to continue carefully framing the number and nature of potential opportunities that may be available, in order to avoid raising unrealistic expectations.
- Women also considered training, work and gainful leisure opportunities for youth as priorities, a view that was equally shared by men. Looking to the future and safeguarding the fabric of communities, protecting cultural heritage in the face of modernization and improved access into the area were also important issues flagged by women during focus groups.
- Securing a safe and accessible source of potable water for household use was an area of significant concern, particularly for women, and was linked both to fears about potential water contamination and to an interest in reducing the time demands and physical strain of fetching river water on a daily basis.
- Women expressed fears about potential dam collapse and flooding. In part this appeared to arise from confusion between the engineering design and functions of a hydroelectric dam on the one hand, and the tailings dam for the Gold Ridge Project on the other. In recent months the latter has been declared structurally unsound and in danger of collapse due to heavy rainfall and disrepair; should this happen, the consequence would be widespread environmental devastation. It will therefore be important to ensure that all villagers – and especially women, who may not be as vocal or as likely to be educated and literate – understand more about the operational aspects of hydro dams, and specifically the parameters of safety associated with the Tina River structure.
- Both tribal women leaders and village women in the focus group expressed a high level of concern about potential repetition of the negative social impacts they had witnessed with the advent of the Gold Ridge Mine. These included alcoholism, anti-social behavior among youth, family divisions, corruption and violence. Several men also voiced this same concern, though it was noticeably more prominent in discussions with women.

- Other issues identified by women included the need for better access to primary healthcare - especially for expectant mothers. Interestingly the data on maternal mortality rate (MMR) shows that while nationally, the average MMR is only 1% for both home and clinic births, the highest provincial rate is in Guadalcanal, at 6% of home births and 3% of clinic births. However, the data for Honiara is 1% for home births and 0% for clinic births, presumably reflecting the fact that the Guadalcanal figures are skewed by areas of the island (for example, further inland from the project area and on the Weather Coast) that are much harder to reach. While the Honiara figures would be closer to those in the project area. There are currently no functioning primary healthcare facilities in the project area and most families access the tertiary medical facilities in Honiara – access which will be improved by the upgrading of the road under the project.
- Additionally, schooling is an urgent need. Currently children from many villages must walk long distances (more than 8km) to and from school, and the schools themselves lack qualified teachers and are poorly equipped. Tribal women leaders spoke of the need to help parents to understand the benefits of education as a long-term investment which will in turn better equip tribal youth to participate in the changes brought about by development. One woman stated: *“Most of the people who are not educated don't participate properly, this is a worry because so much development is happening now. We need already to be thinking about the future and preparing our children and grandchildren (for it).”*
- Women also spoke enthusiastically about their desire to build a women's development center in the village to house training, business activities, reading classes, and a childcare crèche. This was linked to small business aspirations: for example, with the provision of electricity, women identified the possibility of sewing uniforms as a potential source of income.

Participation and decision-making

- The project has tried to avoid large meetings, which attract rent-seeking behavior and make it more difficult for youth and women to participate, given the cultural taboo around contradicting more powerful relatives and neighbors. Instead, the project has taken to organizing regular small meetings in each community, a strategy that appears to be working relatively well.
- In the three villages visited during the mission, meetings were attended by approximately equal numbers of men and women. However, in each place, youth participation by both sexes seemed low. This may have been because young people were either at school or working away from their villages, although several older women expressed concern that young people seemed less interested in the project despite the fact that it will impact their future.
- In the settler village (Horohutu 1), 16 women and 12 men were in attendance at the meeting. Two women took front row positions alongside the two male chiefs, and participated very vocally in the discussions. Although the rest of the village women sat in a group slightly apart from the main meeting space,

they nevertheless contributed to discussion by raising questions and concerns; these were generally listened to respectfully and often further emphasized by men. When asked about gender and leadership roles, all participants agreed that while women and men could (and did) work together cooperatively, there was a strong feeling that education was a vital criterion for becoming a credible representative of the village and its interests. The apparent tolerance for inclusion in this village may partly be a function of the fact that an Australian aid worker, married to a local woman, has lived there for several decades and together with his wife and daughter may have helped to change norms through encouraging and modeling equality of opportunity for women and girls. Project staff also noted that settler communities tend to be less hidebound by tradition and more open and enterprising, possibly reflecting the self-selection bias of the original families who migrated to start afresh there.

- In one of the three communities visited (Managikiki), despite the fact that there were more women in attendance than men, none of them participated actively in discussion; discussion was dominated instead by an English-speaking male former Gold Ridge employee who lived in the village dominated. When invited to join a female-only focus group, women stated that in the joint setting with men, they often felt unable to convey their points because of the expectations of custom. The majority of women strongly supported the notion of women-only consultations, and also expressed a desire to ensure that women would be involved in negotiations. This measure was seen as a means of ensuring transparency against corruption and assuaging the fear that their interests would not otherwise be safeguarded.
- The project's experience so far with measures aimed at the inclusion of women in formal decision making structures has met with mixed success in terms of community cooperation and acceptance. For example, during the signing of the process agreement, the stipulation that two of the five signatories from each tribe should be women was met with resistance from several tribal leaders who had already allocated all five positions to men. After negotiations, a compromise was reached by having a total of seven signatories (including an additional two women). This incident highlights some of the difficulties the project is faced with in trying to balance inclusiveness with respect for local custom and traditional village authority.
- At the same time, there are also a few very active and strong male leaders in the project areas who are supportive of women and their involvement in project decision-making. One male village leader who was interviewed stated that his tribe has a committee that was set up because of the project. The committee has 7 members in total including two spaces reserved for women (a principle that the tribe embraced voluntarily). The committee is already active, interfacing as an interlocutor between the community and the project. It is hoping to set up a long-term Development Plan for the community and to this end is seeking assistance with training and facilitation from the project. It

may be possible for this tribe to serve as a model of good practice for other communities.

Access to Project Compensation and Benefits

- Both women and men expressed trepidation about potential squandering and elite capture of benefit flows, a perspective that appeared closely linked to the experience of Gold Ridge. One woman said: *“Men get all the benefits but women are the landowners – men are made trustees of the land, women appoint them, then they take the money and spend it.”*
- Women in the focus group saw their own involvement as crucial to ensuring accountability, but expressed concern that without an external mechanism for their inclusion, it would be too difficult for them to assert a role. They therefore looked to the project to put this in place.
- Women leaders expressed a strong opinion that communities should work together in groups rather than individually to manage and spend the funds from the project. They emphasized the importance of making investments with a long-term perspective, for example funding scholarships for children and establishing women’s development centers for assisting women and young girls with training and small business support.
- The project office has taken these preferences on board, with an assertive stance on design measures for benefit sharing and compensation payments that try to avoid the pitfalls of elite capture. In terms of land compensation and livelihoods restoration payments, 85% of the people in the overall project area have been identified for the purposes of administering compensation fairly, directly and transparently to each person. The project is working with a local bank to set up individual bank accounts for every man, woman and child in the project area, and to offer basic financial training on their use¹. There will also be a customized financial product for children: a savings account from which the only withdrawals permitted will be checks for school fees until the child reaches aged 18. This measure may also help to encourage better school attendance.
- For the community benefit share (15% of the savings between the hydro price and the price of diesel generation), eligibility is restricted to members of the 5 core tribes whose land is located closest to the main project sites. 100% of people belonging to the 5 core tribes have been identified.. In the case of each of the core tribes, cooperatives have been formed to manage benefit flows in such a way as to benefit the interests of the overall community and avoid elite capture. Each of these cooperatives was constituted as follows: a register of tribal members was made with full community participation, based on wontok membership rather than residence. Everyone on this registrar became a shareholder of the co-operative society when it was established. New applications to join the co-operative society (for example, new babies born and other people who want to be recognized as tribe members) can be made to a

¹ This will also include children born after the project commences.

“Matrilineal Membership Committee”. This committee will be made up of women and the committee will recommend who should be accepted as a member. The final decision on whether to accept any new member will be made by all the shareholders together at the annual general meeting by a vote. Membership is for life, so those who move away from the project area will still be eligible.

- The cooperative structure adopted by the project for governance has a number of benefits in terms of gender equality and inclusion: for example, shareholding in cooperative societies will be designed to mirror the general principle of matrilineality. Only the children of the women in the tribe will inherit the right to be in the cooperative. The project is further proposing that the membership committee – charged with collecting and discussing ideas that individuals put forward for activities to be financed from the benefit sharing revenue - will be all female, with a portion of funds set aside to pay for a professional administrator to take care of compliance. Although, as stated above, the actual decision-making of which new members to admit and what activities to approve for funding will be made at cooperative AGMs and will therefore include men to ensure gender equity - this type of structure could potentially positively influence the perception and practice of women’s roles as leaders and decision makers. Conversely, it could create tensions and resistance in the community, particularly among male leaders; in order to avoid misperceptions, the project will have to conduct careful messaging and consultation as the structure is explained to the shareholders in order to gain their buy-in.
- The project office is also putting considerable thought into ensuring that inclusive structures are established for the spending of funds, proposing a Charter that lays out pre-agreed eligible uses of funds, with a small amount of discretionary space in the annual budget. The project has already begun conversations in communities about establishing working groups to identify spending priorities – preliminarily, these are water, conservation and education – an exercise in which women have been heavily active.
- The project’s emphasis on encouraging long-term investments in development appears to be a view held by many in the community. One male chief interviewed spoke enthusiastically about his hope of setting up a community business and offering financial literacy training to tribal members, and conversely his wish to avoid cash handouts.

Organizational capacity for gender mainstreaming

- As the primary entity responsible for project planning and implementation, it is important the Project Office has both the will and capacity to introduce and monitor gender-mainstreaming measures. In terms of modeling gender balance to communities, during the mission only one female national community outreach worker appeared to be part of the team (and as a

contractor, rather than office-based staff), with one other female (international) consultant in a key role as legal advisor.

- Given consistent feedback from women on their preference for regular women-only consultations, the project should train and hire at least one permanent female outreach worker. As it appeared that the majority of the project office team had no significant prior experience of working on gender issues, appointing and training a gender focal point in the project office is required in order to coordinate, monitor and report on the progress of the GAP. Ideally this person could also work in partnership with an equivalent counterpart in the MMERE, the Ministry charged with supervising the project. From conversations with the MMERE representative, there appeared to a growing awareness and support for gender mainstreaming in other aspects of the Ministry’s energy portfolio.
- Routine gathering and analysis of sex-disaggregated data is an area where the project needs to improve, particularly going forward in the run-up to implementation, and is a requirement of World Bank funded projects. Although project documentation includes some useful gender analysis (e.g. the ESIA and the Livelihoods Restoration Plan), the project should start tracking and disaggregating meeting attendance and participation by gender, which would enable them to identify patterns and ensure that community needs/concerns are met in an inclusive way.
- From a social protection perspective, the Project has developed comprehensive mechanisms in line with international best practice. For example, the developer’s ESMP includes anti-sexual and gender based harassment as well as socially and culturally acceptable behavior in villages, drugs and alcohol use, and protocols around interacting with local women. The developer is required to provide training to workers to familiarize them with the conduct code. The ESMP also requires the developer and contractors to identify a quota for women and put in place strategies to ensure that this quota is fulfilled by female workers on equal pay to male workers.

Fieldwork also identified gender differences in the perception of potential adverse impacts and risks as a result of the Hydro Project. The most often repeated concerns overlapped with the findings of the ESIA assessment, which included female groups in interviews but which did not include household data or and was, for the most part, not sex-disaggregated in terms of the analysis of data. Disaggregating data analysis by gender for the GAP allowed for patterns to emerge and a few additional fears to be identified, as summarized below:

Concerns voiced by women	Concerns voiced by men
River contamination, affecting community water supply and health	River contamination, affecting community water supply and health

Mistrust/lack of understanding/ fear around how dams operate, and potential collapse as a threat	Disruption of fishing
Fear of social dislocation (alcoholism, drugs, anti-social behavior) from misuse of benefit streams	Risk to community security and integrity with the arrival of illegal squatters
Fear of elite capture of benefit streams	Fear of missing out on land compensation
Fear of lack of voice and exclusion from decision making processes	Concern that newcomers or 'others' in the community would take all the available jobs
Breaking down of cultural traditions as a result of land changes and newcomers	Concern to see that project benefits would be invested sustainably, to start community owned businesses
Fear of missing out on potential economic opportunities like jobs, training etc.	Fear of elite capture of benefit streams
Concern that community youth were not sufficiently interested in or involved with the project	Concern that decision making respects local customs and systems of authority

Organization of the GAP

The GAP recommendations are structured into strategic objective areas, each of which loosely corresponds to the categorization of fieldwork findings, as summarized below:

Category of Fieldwork Findings	Strategic Objective Area
Gendered Division of Labor	Reducing the burden of work on women and improving their livelihood opportunities through access to resources and services
Access to and control over land and productive resources	
Needs, Priorities, Challenges and Perspectives	Ensuring gender equality in opportunities for education, skill building, training and employment
Access to project benefits	
Participation and decision making	Promoting the voice, participation and empowerment of women, and reducing opportunities for elite capture of funds
Organizational capacity for gender mainstreaming	Increasing organizational capacity for gender mainstreaming

Collection and analysis of gender disaggregated data	
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Following an analysis of Strengths, Weaknesses, Opportunities and Threats to mainstreaming gender in the project, the GAP recommendations are presented in an Action Plan with an accompanying results framework.

Rationale

The Solomon Islands Government has recently enacted a number of national level commitments on gender equality; the Tina River Hydro Project is an important opportunity for gender mainstreaming in the energy sector, for the following reasons:

- The Project is high profile and a high priority for the government. It represents the most significant large-scale investment in infrastructure in the recent history of the country, and therefore will provide a model for investments that follow;
- The Project will also provide significant benefit streams, which (if managed equitably and well) offer the potential to create long term improvements for families in affected communities;
- The Project (and the JSDF intervention which will precede it) may present distinct impacts, challenges and potential benefits for men and women, who may have different needs and responses. These issues should be taken into account in the planning/pre-implementation stage that the project is currently in;
- Although the Project Office has already started to diagnose existing gender inequalities in affected communities (for example, through the Livelihoods Restoration Plan, and Environmental and Social Management Plan) and has begun to structure ways in which the project can help, there is as yet no overarching framework or institutional structure in place to support or monitor and report on these efforts;
- Gender inequalities in affected communities – as in the rest of the country – are pronounced and entrenched, particularly in the arena of participation and decision-making. This exclusion translates through to the economic realm where it contributes to the impoverishment of women as well as to inefficiencies and lost productivity, negatively impacting the whole society;
- Employing a gender perspective from design through to monitoring and evaluation offers insights that allow for better targeting and improved efficiency of energy sector programs.

Strategic Objectives

As summarized above, this Plan is organized around the following strategic objective areas:

1. Reducing the burden of work on women and improving their livelihood opportunities through access to resources and services
2. Ensuring gender equality in opportunities for education, skill building, training and employment
3. Promoting the voice, participation and empowerment of women, and reducing opportunities for elite capture of funds
4. Increasing organizational capacity for gender mainstreaming

SWOT Analysis

As part of the GAP process, a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) has been performed using information from the Fieldwork Findings & Analysis report.

The SWOT analysis serves to identify those internal factors (Strengths and Weaknesses) and external factors (Opportunities and Threats) that are most relevant to implementing the gender mainstreaming process, links them to the relevant interventions, and gives an indication as to whether the objectives of each are attainable.

Strengths

SWOT Factor	Relevant Intervention	Outlook
Project Office established and highly functioning as lead entity for coordinating project implementation, with willingness and commitment to mainstream gender	Basic gender sensitization training for the Project Office – specifically for community liaison officers / assistants, and for a gender focal point from the existing staff (whose appointment is recommended in this GAP)	A dedicated expertise on gender is created within the Project Office, and a specific focal person is made responsible for coordinating and tracking gender mainstreaming efforts
The Project Office has already implemented / planned several initiatives that aim to	Build on the existing measures to incorporate gender in the project, and combine with	The project has a sensible, actionable and coherent strategy for gender mainstreaming

create equal opportunities for women and ensure their inclusion in the project	complementary mainstreaming measures that are both practical and align with a strategic plan (laid out in this GAP)	that has the support of the Project Office, and that fully avails of the opportunities to advance gender equality during implementation
Solomon Islands Government has high level policy commitments on gender equality; government line ministries and stakeholders are supportive of gender mainstreaming agenda	Semi- annual progress reporting on the GAP implementation is included as a separate section in Project Office reports	Government has a sense of ownership and involvement in the GAP; gender mainstreaming measures are implemented in partnership with MWYCFA; MMERE leadership are engaged in monitoring and become champions of gender mainstreaming within, and potentially beyond, the project

Weaknesses

SWOT Factor	Relevant Intervention	Outlook
Lack of clarity as to the long term institutional arrangements for gender mainstreaming in the project – and in particular the role of the developer and the SIEA, neither of which appear to have any capacity for gender mainstreaming	Begin involving the SIEA and the developer in gender mainstreaming awareness via inviting their participation in the Tina River Sub-Committee with responsibility for overseeing the GAP, to which the Project Office will report on an annual basis	Key long-term project stakeholders have an opportunity to gain knowledge and capacity on the importance of gender mainstreaming in the project, ensuring ongoing support for this agenda
Currently, the project does not routinely offer women separate single-sex consultations as part of community visits	Routinely begin offering single sex consultations to project affected women and recruit additional female community liaison officers / assistants to help with this	Improved ability of community women to feel included and comfortable with making their opinions on the project heard

Women are already a more vulnerable group in the community, and as such more prone to adverse impacts	Mandate the inclusion of women as equal decision makers in several key community bodies / structures that the project is putting in place; ensure gender disaggregated monitoring of project impacts	No women experience a deterioration of living conditions or opportunities as a result of the project
Currently, limited disaggregation of data by sex in project reporting	Disaggregate data by sex where possible and analyze quarterly/annually to assess progress against GAP objectives	Just-in-time adjustments can be made to project implementation based on feedback from gender analysis

Opportunities

SWOT Factor	Relevant Intervention	Outlook
The project will create meaningful benefit streams that offer the potential to improve the lives of families (including women) in affected communities	The utilization of benefit sharing cash flows can be designed to prioritize interventions that create broad, inclusive benefits for families and women – for example, clean water access, health and education	Benefit sharing funds are spent in a transparent way that reflects priorities of the whole community, particularly women and children
The project is creating new structures, systems and institutions for decision-making at community level and has an opportunity to make these inclusive of women	Mandate the inclusion of women as equal decision makers in several key community bodies / structures that the project is putting in place	Women’s voices and concerns are represented and they are given some control over decisions that affect their lives; new institutions help to create a new model for gender equality in community decision making
Lessons from implementing the GAP have the potential to be transferred to other sectors and future projects in the country	Reporting and M&E built into the GAP	Successful approaches to gender mainstreaming are successfully extended to other projects and sectors. Unsuccessful approaches are analyzed and used as learning to

		guide future interventions
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Threats

SWOT Factor	Relevant Intervention	Outlook
Measures to include women in project decision-making have previously met with resistance among some of the community men	Training offered to community men and women on gender equality using locally appropriate content and examples	Cultural norms and behavior shift towards accepting gender equality
Project planning and processes are still evolving, posing a challenge to ensuring mainstreaming is completely comprehensive at this stage; some aspects of the GAP may need to be tweaked at a later stage	Put in place an institutional structure (the Tina River Sub-Committee and Gender Focal Point in the Project Office) with the mandate to adjust and tweak the GAP in real time based on ongoing analysis of performance.	Gender mainstreaming efforts are adjusted as required in real time to ensure continued appropriateness and effectiveness.
Previous experience with project cash-flows (from the Gold Ridge Project) has been highly negative as a result of elite capture of funds by a small group of men. Communities noted a marked increase in social dislocation, alcoholism, anti-social behavior, family abandonment and violence. This has caused particular duress for women given their roles as caregivers, and their relative lack of voice in community decisions.	Put in place a structure for managing community funds that is inclusive of women and ensures that benefits are shared equally.	Broad based benefits of the project are felt throughout the whole community; all community members experience a high level of satisfaction with benefit sharing arrangements

Ownership

The Project Office as the main implementing entity will be responsible for ensuring that the GAP recommendations are mainstreamed into daily operations and into the relevant structures as they are set up at community level. This will include hiring required expertise and engaging Development Partners such as the World Bank, to design and implement the recommended gender trainings, and to advise on gender in monitoring and evaluation, as detailed in the Action Plan below. The MMERE, as Government owner of the project and Ministry overseeing the Project Office, will have overall ownership of the GAP.

Other key stakeholders – for example, the Ministry of Environment, Climate Change, Disaster Management and Meteorology; the Ministry of Women, Youths, Children and Family Affairs; Solomon Power; the World Bank; and the Project Developer as well as any other key donor / partner to the project – will have the opportunity to play a key executive role in GAP implementation through participating in the Tina River Sub-Committee, the GAP Steering Committee, which will have the official mandate for monitoring overall Tina River Hydro project implementation, including the GAP. The set-up of the Tina River Sub-Committee will be managed by the PS of the MMERE and supported by the Project Office; the MMERE will decide on and invite initial members, with a view to adding additional members (such as the developer) as the project progresses.

The World Bank will play a key role in implementing the GAP through supporting the Solomon Islands Government to prepare and implement the project, providing technical guidance and through advising on select gender mainstreaming activities in support of the Tina River Hydropower Project and the design and implementation of the community benefit sharing mechanism with support from the JSDF (as marked below on the Action Plan).

Resource Requirements

(TBD based on discussions with Project Team)

Most of the measures in the GAP are covered by existing budget provisions under either the Project Office's main TRHDP funds or under the JSDF Project. The outstanding resource requirements for implementing this GAP are:

- i) Training: short term consultancy services for a local gender consultant, and event costs, associated with running a one-day training program for the Project Gender Officer, members of the Tina River Sub-Committee, and other key stakeholders in Honiara. The goal of this training program would be to familiarize all attendees about the gender context and dynamics in the project area, to ensure they understand the contents and purpose of the GAP, and to support them in developing the knowledge and confidence to play an active role in GAP implementation and oversight.

- ii) Workshops: Local consultant (individual facilitator) plus event costs to conduct community level workshops in the project area, offering gender sensitization trainings for men and women in affected communities.
- iii) Data collection & analysis: Consulting firm to conduct a household survey and focus groups in the project area, ensuring that data collected is sex disaggregated, to provide a baseline for social impact monitoring and reporting for the project. While this exercise will provide a baseline relevant to the GAP, it will also be broadly useful in tracking the socio-economic impact of the project over time. (As the baseline will need to be followed up once the project is operational, the budget estimates reflect the costs of these two surveys.)

The survey will provide a baseline for indicators suggested in the table below, and would cover income and expenditure; transit time to tertiary healthcare services in Honiara; distance to the nearest clean water supply; and current household energy sources and consumption levels. Separate female/male focus groups carried out following the planning phase will be used to investigate qualitatively issues such as: Do women and men feel informed about the road and the hydro dam, and understand their impacts? To what extent do women and men feel empowered to participate in decision making at household and community level? Do women and men feel that they have the opportunity and skills to make spending decisions over the money in their bank account? Do women and men feel that their priorities are reflected in the spending decisions for project revenues?

A draft estimate budget is included in the accompanying excel file.

PAD Indicators

The following key results indicators from the table below are suggested for inclusion in the project PAD:

- % change in income before and after the project (sex disaggregated)
- % of female leadership in Tribal Cooperative Governing Committees
- % of people who agree that spending of project benefit streams reflects the priorities they expressed during consultations (sex disaggregated)

Action Plan and Results Framework²

Objectives	GAP Measures	Outputs	Outcomes	Baseline	Indicator	Timeframe ³
1. Reducing the burden of work on women and improving their livelihood opportunities TRHDP	1.1 Where food gardens are lost as a result of the project, provide compensation in the way of a cash grant once a new garden has been replanted outside of the acquired land. Cash grants to be given to whomever is the primary person who works the land, regardless of gender (Action also specified in LARLP.)	Eligible male and female householders receive cash compensation. (The Project has already determined eligible householders based on the work of the livelihoods consultant who carried out a thorough survey of crop and garden inventory as well as an ownership register and notation of the primary person working the land. There findings were verified at community level via consultation meetings with women and men.)	Women are empowered to invest in continued food security and land based livelihoods	Number of displaced gardens	% of displaced gardens re-established with cash grant awarded to eligible householders (and % of those who are women)	Prior to and post construction of the access road
JSDF	1.2 Provide clean water access in project communities in	Clean water is provided at more accessible sites for project affected	Community goodwill and trust of the project	Number of households in the project area with reliable,	Number of households in the project area with reliable, consistent	Prior to and post construction of clean water access

² The source of funds for each activity are identified in the far left column: e.g. World Bank, JSDF or TRHDP

³ Specific dates to be added once contract is signed with a developer, or when otherwise agreed with relevant stakeholders.

	advance of the Tina Hydro project commencing and afterward (Action included as part of JSDF benefit sharing activities)	communities, reducing reliance on river water ahead of the project starting and afterward, as well as reducing the distance for women to travel to access water	increases ahead of implementation as a result of tangible benefits	consistent access to safe, clean water % of households with clean water access within 100 meters	access to safe, clean water % of households with clean water access within 100 meters	
JSDF	1.3 Provide access to grid-connected or other appropriate electricity generation technologies in advance of the Tina Hydro project commencing and afterward (Action included as part of JSDF benefit sharing activities)	Affordable grid-connected electricity is provided to households within project affected sites	Quality of life improves for households	% of households in the project area that have access to electricity % of female-headed households with access.	% of households in the project area that have access to electricity % of female-headed households with access.	Prior to and post electrification program
TRHDP	1.4 Construct access road for the project, which will reduce the time taken to access tertiary health care in Honiara.	Reduction of time required for people in the project area to access tertiary healthcare	Healthcare is more readily accessible	Average transit time (minutes) from villages in the project area to Honiara	Average transit time (minutes) from project area villages to Honiara	Prior to and post road construction

TRHDP	(Specified in JSDF benefit sharing activities and ESMP) 2.2 Establish a bank account for every woman, man and child belonging to a coop, into which royalties and compensation monies will be received (Specified in LALRP)	Bank accounts established and functioning for all eligible beneficiaries	Women and men have the tools and skills to save and manage their own finances	% of eligible men, women and children who possess an individual bank account having been provided with financial literacy, management and equitable financial decision-making training/ guidance	% of eligible men, women and children who possess an individual bank account with financial literacy, management and equitable financial decision-making training/ guidance	Prior to and post FM training and account setup
3 Promoting the voice, participation	3.1 Instigate a parallel women's consultation	Women have a regular, safe space to participate in the	Women experience increased sense	% of people who feel that their priorities are reflected in the spending	% of people who feel that their priorities are reflected in the spending	Prior to and post FM training and account setup Throughout the project life cycle

<p>and empowerment of women, and reducing opportunities for elite capture of funds</p> <p>TRHDP</p>	<p>program to visit communities at least once a month, headed up by a dedicated gender officer. Use this as a space for women to gain confidence in articulating their views, with the goal of having them speak up more often in community wide meetings</p>	<p>project and a dedicated forum for their voices to be heard and captured on record</p> <p>Women's participation in the project increases</p>	<p>of agency and confidence that the project is taking their concerns seriously</p>	<p>are reflected in the spending decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree - sex disaggregated)</p>	<p>decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree - sex disaggregated)</p>	
<p>TRHDP</p>	<p>Specify in ESMP</p> <p>3.2 Ensure all community members, including and especially women, have access to information and training sessions on hydro dam safety, construction issues and road and water safety awareness</p>	<p>All community members, including women, are equipped with accurate information on the main risks and changes that may result in their lives with project implementation</p>	<p>Community-wide trust in the project increases</p> <p>Road safety features including sidewalks through settlements, crossings and speed limits are in place</p>	<p>Number of road safety features on the Tina access road</p> <p>% of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts</p>	<p>Number of road safety features on the Tina access road</p> <p>% of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts</p> <p>(score of 7 or higher on a 10 point scale, with 0</p>	<p>Prior to trainings and after trainings / following construction of the access road</p>

TRHDP	3.3 Conduct gender sensitization trainings for men and women in affected communities to encourage men to create space and opportunity for women to participate	Trainings are conducted and attended by community men and women, including male leadership	Women are able to participate as equal partners at the household level and in decision making in the community Men's acceptance of gender equality in the household and the community increases	N/A % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	Number of male and female participants in training events % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	During training Prior to training and following training	
				(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	completely disagree and 10 completely agree)		

TRHDP	3.4 Include both women and men in delivering community education on the provision of electricity, including safety, productive uses of electricity in the home, and managing the household energy budgeting (Specified in JSDF benefit sharing activities)	Women and men in the project area understand how to use electricity safely and productively in the home	Electricity is used safely and productively in the home	N/A N/A	% of training attendees who are female % of trainers who are female	Prior to construction
TRHDP	3.5 Ensure there is female representation at leadership level in all key community level institutions including the Tribal Cooperatives Governing Committees ⁴ ; the Community Liaison Committees	Women participate equally alongside men in project decision making structures	Male tolerance of and support for women in leadership roles increases Women experience increased confidence and sense of agency as decision makers in their communities	N/A N/A N/A	% of female leadership in Tribal Cooperative Governing Committees % of female leadership in CLCs % of female members in each project Working Group	Prior to construction

⁴ Provisionally, it is envisaged that the Governing Committee will be a body composed of 7 men and women, elected by the membership of each of the Tribal Cooperatives at their Annual General Meetings.

TRHDP	(CLCs); and the Working Groups set up on Water, Conservation and Education	3.6 Form all-women matrilineal membership committees for the tribal cooperative groups, with membership rights ascertained and inherited through traditional matrilineal principles	All female coop membership committees established and running successfully	<p>Spending of project benefit share funds reflects the priorities of men and women</p> <p>Coop structure empowers women to re-assert their traditional matrilineal leadership role in communities and within the Landowner Company</p> <p>Incidences of elite capture are avoided</p>	N/A	No. of coops established with all female membership committee	Prior to construction
<p>4 Increase Organizational Capacity for Gender Mainstreaming</p> <p>TRHDP</p>	4.1 Appoint and train a gender focal point in the Project Office, responsible for liaising on gender issues between Project Office management, field staff, project monitoring unit,	Gender focal point established and functioning	<p>Regular reporting and analysis on gender issues</p> <p>Dedicated channel of communication for gender issues between project and Tina</p>	<p>N/A</p> <p>N/A</p>	<p>% of the project's social indicators that use sex-disaggregated data⁵</p> <p>% of project reports to the Bank that include gender analysis</p>	<p>Prior to construction</p> <p>Over the project lifetime</p>	

⁵ These indicators will be finalized with the drafting of the project PAD, which has not yet been written.

World Bank	Tina sub-committee and other external stakeholders	4.2 Provide basic gender awareness and analysis training to the dedicated gender officer (field-based) as well as those who will run the Project Monitoring Unit, in addition to training for the Project Developer (which should include familiarization with the GAP and their role in supporting its implementation)	Key project office staff and developer are trained in gender awareness and analysis	sub-committee, as well as other external stakeholders	N/A	<p>% of the project's social indicators that use sex-disaggregated data</p> <p>% of project reports that include systematic gender analysis</p> <p>Number of project staff and stakeholders trained on gender analysis and monitoring/evaluation (sex disaggregated)</p>	As soon as gender officer is recruited
TRHDP	4.3 Include responsibility for monitoring the GAP in the mandate of the Project sub-Committee	Tina sub-committee appointed and trained in GAP, reporting to MMERE as overall project supervisor	Active, engaged sub-committee ensures gender remains a priority throughout	<p>Regular, high quality reporting on gender integrated into project monitoring systems</p> <p>Developer understands and supports GAP</p> <p>Project representatives in the community are equipped to support gender mainstreaming efforts</p>	<p>No. of meetings of GAP steering committee taking place when planned</p> <p>Evidence of Project Sub-committee including</p>	Annually or bi-annually (TBD by MMERE)	

World Bank	4.4 Conduct a household income and expenditure	convened by the Ministry of Mines, Energy and Rural Electrification (MMERE). This committee will also include representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology (MECDM); Ministry of Women, Youths, Children and Family Affairs (MWYCFA); World Bank; Solomon Islands Electricity Authority (SIEA); Guadalcanal Provincial Administration; and Korea Water (project developer)	Income of women and men in households tracked in project	Income of male and female household members in the	Average income before the project (sex disaggregated)	Average income once the project is operational (sex disaggregated)	Pre-construction and post commencement of project operations
			Income of women and men in households tracked in project	Income of male and female household members in the	Average income before the project (sex disaggregated)	Average income once the project is operational (sex disaggregated)	Pre-construction and post commencement of project operations
						GAP implementation on agenda of meetings and actions taken to respond to any issues identified	
				project implementation Strong government support for GAP			

TRHDP	survey in the project area (Include in LALRP and ESIA)	monitoring and reporting	project area is monitored and supported with appropriate interventions	(other indicators dependent on M&E matrix for social impacts)	Over the life of the project
	4.5 Amend the template used by the project field staff for recording consultations, to include 2 additional columns: i) number of women present and ii) concerns / questions raised by women	The level of female participation as a proportion of overall participants remains consistent or increases over time	Data is analyzed to provide a means of measuring efforts to improve women's participation in the project	% and No. of women attending mixed sex consultations % and No. of women attending women-only consultations No. of grievances raised, % of which resolved (sex disaggregated)	

TERMS OF REFERENCE

Gender Action Plan (GAP) Steering Committee Tina River Hydropower Project – Solomon Islands

Summary

The Solomon Islands Government has enacted a number of important policy commitments to gender equality. In the energy sector, gender mainstreaming is a key priority for the Ministry of Mines, Energy and Rural Electrification (MMERE). A Gender Action Plan (GAP) has therefore been prepared in support of the Tina River Hydropower Project and the accompanying World Bank Japanese Social Development Foundation Benefit Sharing Program. The GAP aims to help ensure that women will have equitable access to project benefits and equitable voice in project-related activities. As part of ensuring accountability for this plan as well as full national ownership of its implementation, a GAP Steering Committee will be established by the MMERE.

Background / Context

The Tina River Hydropower Project is being implemented against a backdrop of existing gender inequalities and social exclusion. The challenges include poor representation of women at all levels of decision-making; higher reliance by women on land-based livelihoods (particularly the cultivation and sale of market produce); landowners' prior negative experience of the social disruption associated with the Gold Ridge Mine; the lower education and literacy rates of women; and the prevalence of certain ingrained cultural attitudes – particularly amongst some of the male elites in the project area - that normalize the subordination of women and create resistance towards gender equality efforts.

In addition, experience of hydropower projects in other parts of the world, and of large scale infrastructure projects (such as mining) in the Pacific Islands, suggest that the initial disadvantages and inequalities faced by women are often multiplied by the unintended adverse impacts of these investments, that expose women to disproportionate risk. For example, loss of productive land or changes in the availability of water can negatively impact the ability of women – as the main agricultural producers - to provide food security for their families. Similarly, if women are excluded from decision making around project benefit flows into communities, they are less likely to realize meaningful gains or opportunities.

Given these risks and the baseline of gender inequality in its footprint area, the Tina River Project has an opportunity to include design and monitoring measures that

will, at a minimum, not exacerbate existing challenges faced by women, while at the same time aiming to promote their participation and wellbeing. The GAP summarizes these measures.

Convening of the Committee

The Steering Committee will be formed and headed by a senior representative from the MMERE, with the support of the Project Office. Initial members will be invited to sit on the committee prior to project implementation beginning, with the possibility to later expand membership as new stakeholders become active on the ground (for example, the project developer).

Membership of the committee will be at the discretion of the MMERE, but is envisaged to include mid-senior level representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology; the Ministry of Women, Youths, Children and Family Affairs; Solomon Power; the World Bank; and the Project Developer as well as any other key donor / partner to the project. Efforts will be made to ensure gender diversity within the committee's membership. The Gender Focal Point from the Project Office will also sit on the Steering Committee.

The World Bank will support training for the membership of the Committee. It is suggested that the committee be convened semi-annually, coinciding with the existing reporting schedule for the project, to review progress in implementing the GAP.

Scope of Work

The functions of the Steering Committee will include:

- Ensuring that all new members receive training and orientation (provided by the World Bank)
- Semi-annual review of GAP implementation reports, provided by the Project Monitoring Unit and supported by an external consultant
- Recommendations for corrective action to improve outcomes for women provided to the Project Office, if required, based on review of implementation reports
- Coordination with the Gender Focal Point in the Project Office on any additional issues
- High level coordination with project partners to ensure their buy-in and to raise additional resources or support as required for GAP implementation
- Dissemination and publicity on the results and insights gained from the Gender Action Plan implementation
- With the assistance of an external consultant hired by the World Bank, produce an annual status report summarizing the key insights and lessons from GAP implementation

Gender Analysis Report

“Ground water recharge and solar micro-irrigation to ensure food security and enhance resilience in vulnerable tribal areas of Odisha”

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1 Project Back Ground

1.1 The state of Odisha is highly vulnerable to climate change due to high monsoon variability. Groundwater is highly vulnerable to the impacts of climate change. The rising temperature may result in greater heat stress for people and ecosystems and it would enhance energy and water drawl, induce drought and impact food security. Many districts in Odisha state face multi-hazard scenario as 13 districts (out of 30 districts) are severely food insecure and 5 are extremely food insecure. Lack of adequate infrastructure for enhanced run off has implication on water conservation and overall enhancement of risk and vulnerability for the people living in the fringe. As of now as per Census 2011 in Odisha, around 38.5% families travel at least half a km to fetch drinking water in villages. The number of such families was 32.5% in 2001, which increased by 6% in 10 years.

1.2 To respond to these challenges the project on “Ground water recharge and solar micro-irrigation to ensure food security and enhance resilience in vulnerable tribal areas of Odisha” is prepared with an objective to enhance groundwater recharge through community ponds by structural adaptation measures and use of solar pumps for micro irrigation to ensure water security and food security in the vulnerable areas of the state. The project is expected to achieve (i) Augmentation of ground water recharge to improve water table and water quality for health and well-being of about 5.2 million vulnerable communities through water security (ii) Improved food security through resilient crop planning (through irrigation) through installation of Ground Water Recharge Shaft

(GWRS) in 10,000 tanks. (iii) Use of 1000 solar pumps for irrigation is not only improve energy access but also will be part of low emission climate resilient crop planning strategy of the state.

2 Gender Status and Background

2.1 The Constitution of India conveys a powerful mandate for equality and rights of women in its Preamble, Fundamental Rights, and Duties and also provides for specific provisions for affirmative actions. India is also a signatory to a number of UN Conventions, primarily Convention on Elimination of all Forms of Discrimination against Women (CEDAW), Beijing Platform for Action and Convention on Rights of the Child where the commitment of the nation to protect and empower its women and girls is quite pronounced. The recent endorsement by India, of the ambitious 2030 Sustainable Development Goals (SDGs) will further change the course of development by addressing the key challenges such as poverty, inequality, and violence against women, which is critical for the global success of the goals as well. Notwithstanding the Constitutional mandate, the discourse on women's empowerment has been gradually evolving over the last few decades, wherein paradigm shifts have occurred – from seeing women as mere recipients of welfare benefits to mainstreaming gender concerns and engaging them in the development process of the country.

2.2 The Indian Constitution guarantees the right to equality. Article 15(1) of the Constitution explicitly states that the State shall not discriminate on the ground of sex, among others. Having regard to these constitutional provisions the Government made a series of legislations to improve the social status of woman. Various acts were enacted to protect the rights of women like protection from domestic violence, maintenance rights, dowry prohibition, protection from sexual harassment at workplace, maternity leave benefits, inheritance rights and many more.

2.3 In India women have special status in the society and no one has the right to disrespect them. Any disrespect of women is strongly addressed at village level. Equal wages are provided to men and women in India. Keeping this in view, women have equal opportunities in work and division of labour is based on the level of skill, nature of work, etc. The National Employment Policy (draft 2008) aims for equality for women in the labor market including increased access to opportunities across sectors. The Equal Remuneration Act 1976 has provisions for equal pay for similar work and equality in recruitment, promotions, and training. High priority has been given to ensuring women's representation in decision-making, by both central and state governments. Since the 73rd and 74th Constitutional Amendments of 1992 that established the panchayat (rural local government) structure and urban local bodies, a one-third reservation for women has applied to local decision making. This is reiterated in specific programs, such as the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), which sets a target of at least 33% participation by women and also mandates equal pay.

2.4 On one hand a liberalised economy has offered better education, jobs, decision making powers and opportunities for women. However, discrimination related to

economic, political, religious, social and cultural aspects remains major issue. The gender gap persists across both rural and urban, agricultural and non-agricultural jobs, regular-casual employment. The government has recognised these paradoxes and attempted to address these in policies, legislation and programmes.

2.5 During 2011–12, for both males (51 per cent of workers) and females (56 per cent of workers), majority of the workers were engaged in self-employment. The share of casual labour employment in the total workforce of both males and females was significant—29 per cent among male workers and 31 per cent among female workers. In the rural areas, the share of casual labour in the total workforce of males and females was almost the same (36 per cent for males and 35 per cent for females); self-employment was higher for females (55 per cent for males and 59 per cent for females) and regular wage/ salaried employment was higher for males (10 per cent for males and 6 per cent for females). Among the female workers, about 63 per cent were engaged in agricultural sector while about 56 per cent of the male workers were engaged either in secondary sector and tertiary sector. In rural areas, nearly 59 per cent of the male workers and nearly 75 per cent of the female workers were engaged in the agricultural sector. Fifty five per cent of the MGNREGS workers were women in 2014–15. Most states achieved the threshold of 33 per cent women being employed.

2.6 Government is making efforts through policy interventions and various programme and projects to address gender disparities present in the State of Odisha. The child sex ratio is higher than in most states, but is declining. Maternal mortality is poor. And although more women work in Odisha compared to some Low-Income states, there has been a sharp decline in female labor force participation after 2005. There are fewer non-farm job opportunities for women in rural Odisha, and fewer salaried jobs for urban women. On a positive note, gender gaps in schooling are starting to close for younger girls. Labour force participation rate in Odisha in rural areas was 35% against 85% of male. Female labour force participation of women in Odisha is close to national average. About 69% of women are employed in farming related activities, against 59% of men.

2.7 Women SHGs have gained prominence with major livelihood initiatives for poverty reduction in the country, utilising this institutional form to mobilise women and enable them to access financial and livelihood services. As on 31 December 2015, there were 5.95 lakh SHG groups were credit linked and penetration of the SHG for gender empowerment in the state of Odisha is better compared to many states in India.

2.8 Fortunately in tribal areas of Odisha gender equity is better than other areas of the state and gender roles too are relatively equitable. Sometimes, in many other areas and non-tribal societies of the project districts however, women may be more disadvantaged than men in similar circumstances. This may impact negatively on various dimensions of women's lives including property right, economic opportunities, education, health and participation in management and decision-making processes. When this is the case, special provisions have to be made so that women can overcome the obstacles that have prevented them from participating and

benefitting in the past. This project result framework, criteria for certain activities have been made gender sensitive.

3 Gender considerations under project:

3.1 As per the Green Climate Fund guidelines this project is committed to three dimension of gender planning (a) Gender equity (b) Gender equality (c) Gender sensitivity. While development of proposed project these aspects have been taken into consideration. The project design, formulation, implementation monitoring and evaluation takes into consideration the equality, equity and sensitivity aspects related to gender consideration.

3.2 As per Census 2011 in Odisha, around 38.5% families travel at least half a km to fetch drinking water in villages. The number of such families was 32.5% in 2001, which increased by 6% in 10 years. Though the state government is taking care of the water needs by providing tube wells, wells in rural area, the woman has to struggle hard to fulfil her water requirements. About 3% of the state population still collects drinking water from rivers and canals. Those along the large rivers sometimes walk miles to fetch drinking water. 29% of the population collect potable water from dug wells and 27% from tube wells¹. Poor sanitary practices and non-availability of toilets is equally alarming. The women in many of the tribal areas are still not well armed to fight both the abundance and scarcity of water. The water quality in Odisha gets adversely impacted due to both abundance and scarcity of water. In the livelihood system and property right in many areas some degree of in-equity still remain and this project would try to address through this policy and safeguards. The core indicator of the project is already satisfying gender equality criteria. The project has been structured in a policy framework where many gender related equity issues are inbuilt so that there will be no inordinate delay in gender mainstreaming.

3.3 The project has been designed based on the wider gender consultation with primary stakeholders. The issues concerning gender aspects were given specific focus while development of the project in-terms of design of interventions and implementation aspects. The various community consultation indicated the specific gender issues related to water availability, impact on livelihoods, agriculture production, livestock, and drudgery for fetching of water.

3.4 Gender mainstreaming at a project level means that projects are designed to ensure that both women and men are entitled to equally participate and benefit from a project. This is because

- i. Various manifestations of climate change, such as water scarcity (as seen in the context of this project) add more to the domestic burdens of women as compared to men

¹ Water Crisis in Odisha, Indian Water Portal

- ii. As women tend to rely more on natural resources for their livelihood, the decline in land and biomass productivity affects women more than men
- iii. Poverty and hunger affects women more because many times they are the last one in the family to get food and many of them suffer from mal-nutrition.

3.5 Women's high workloads are exacerbated by deficiencies in basic water and sanitation services in urban and rural areas. Deficiencies in basic services increase the time and effort expended on household water collection, waste disposal, and family hygiene; women are usually responsible for these duties, which can constrain the time available for income-earning. The project aims to mainly address the issue related to the access of water which would create positive bearing on these aspects.

3.6 A large proportion of dairying activities at the household level are carried out by women. The base line study of National Dairy Plan (NDP)² shows that women's share of total time spent in dairying is 64 per cent; while women spend more time on activities done at home, men spend more time on activities outside home. Despite their considerable involvement and contribution, significant gender inequalities also exist in access to technologies, credit, information, inputs and services, probably because of inequities in ownership of productive assets including land and livestock. Though women spend more time in animal rearing (mainly small ruminants), their participation in trainings and demonstrations was much lower than that of the men.

3.7 Project recognizes that participation of women will have a large bearing on the successful outcomes. Against this, mechanisms to ensure their participation have been developed in most components (livelihood planning), solar energy management and also some of the off-farm enterprises apart from bringing in linkage to anganwadi (pre-primary schools) set up of the Women and Child Development Department for health and nutritional security.

4 Applicable regulatory framework:

4.1 At the national level, National Water Policy, 2012 has given clear guidance on governance and participation of women and other vulnerable groups in water institutions "Local governing bodies like Panchayats, Municipalities, Corporations, etc., and Water Users Associations, wherever applicable, should be involved in planning of the projects. The unique needs and aspirations of the vulnerable communities, women and other weaker sections of the society should be given due consideration". *At the state level* under the Pani Panchayat Act, 2008 there is no discrimination between a women and man land owners to be the member of the water user association. However it is male dominated as of now. The project will have *jalsathis (field level water champions)*, one

² The base line study was carried out in 2012-13 and covered 14,992 households in 1,257 villages in 420 talukas (sub-district revenue unit) of 14 states.

third of which would be women. As per the [Pani Panchayat Act 2002](#), of Odisha, all land holders are eligible to be member of Pani Panchayat. The "land holder" means an owner of land or a tenant or both recorded as such in the record of rights under the Odisha Survey and Settlement Act, 1958. Further fish farmers are also covered under the Act as per the [Amendment in 2008](#).

4.2 Project would follow National Employment Policy which aims for equality for women in the labor market including increased access to opportunities across sectors as well as The Equal Remuneration Act 1976. Further, works under Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), mandates at least 33% participation by women and equal pay. Further, other regulatory frameworks specific to project implementation aimed gender equality and equity would be followed under the project.

5 Key areas to be addressed in this project:

- Rights of access to tank and water resources (will have equal access)
- Division of labour (MNREGA guidelines shall apply for equality)
- Existing knowledge systems and skills regarding CCA (the *jalsathi* or water companions- 33% will be women)
- Power and decision-making (project will invest in empowerment issues especially, health, education and women led activities for livelihood around tank system)
- Embedded inequalities in policies and institutions, both formal and informal
- Perceptions of risk and resilience (this aspect will clearly mapped during the baseline vulnerability assessment and social assessment during formulation and clearly gender disaggregated)

6 Gender dimensions in the project outcomes and result indicators

6.1 Project recognizes that participation of women will have a large bearing on the successful outcomes. Against this, mechanisms to ensure their participation have been developed in most components (livelihood planning), solar energy management and also some of the on-farm and off-farm enterprises. Following specific outcome parameters and result areas are linked to gender:

- a) The project is aimed to cover 5.19 million vulnerable population of which 50.19% are women Increased resilience of health and wellbeing of 5.1 million vulnerable communities through food security and water security. The same would be tracked by gender disaggregated monitoring report, case studies.

- b) Rejuvenation of 10000 tanks with ground water recharge structures: The tank improvement and management plan by water user associations will have mandatory gender consultation during the preparation. Public awareness for women would be important aspect to ensure participation at local level. The project would ensure the same. All the women would have equitable access to the water resources as well as to the ground water sources created at community level. Representation of women as per the existing requirement under WAU (as per Pani Panchayat Act 2002) would be followed. Efforts would also be made to vulnerable people to be part of the WUA as members including tenant farmers and fisher farmers.
- c) Tank renovation: As part of the project intention execution related to water budgeting, water master plan preparation. Gender-sensitive Household surveys would be taken up to understand household need of water. The crop water budgeting would be done including focus of crop to promote women involvement such as kitchen garden, nutritional aspects.
- d) Solar Pump installation for 1000 pumps: Women entrepreneurs in the village to be given priority for solar pump maintenance and related supply, recycling as barefoot technicians trained by vendors. Women SHGs would be encouraged to get linked with vendors of solar panel to work out business modalities.
- e) Capacity Building Plans: The capacity building plans would include specific trainings for women based on the training need assessment and livelihood aspects including post-harvest management and marketing. As part of the Farmers Producers Organisation development intervention, business plan enterprises suitable for women would be given priority. As part of the training programmes women SHGs would be given preference and 50% of the livelihood trainees for off farm activities would be women.
- f) Quality Monitoring for ground water governance: The quality monitoring of the project would include the quality manual for water and would reflect women's issues. Similarly, the project management would include gender parameter tracking interms of access to water resources.
- g) Knowledge management: Knowledge management system would track the best practices by women groups, women para professionals and the extent of resilience and adaptive capacity enhancement. Specific crop production technologies including farm equipment requirements with gender sensitive approach would also be studied during project implementation and the same would be communicated to research / engineering institutions.

Further,

6.2 The social norm on water sharing by users (pani panchayat) and cost recovery (through water tax) and crop water budgeting will enhance sustainability and reduce social conflict. Special support to landless and women by promoting off-farm initiatives including fisheries related activities would ensure inclusion.

6.3 Tanks are also at the helm of a socio-cultural and economic system of a village and this will help in its conservation. The access is fairly equitable as it is a common property resource. Any deviation from this norm is not anticipated in near term.

6.4 Leasing of ponds for Fishery activity to Women SHGs are already part of the fishery policy of the state and this will act as enabler.

6.5 The women members who are the primary users of tank water for cooking are worst affected along with children due to water contamination. Shortage of ground water too increases drudgery. The project is aimed at improved water quality as well as improved access. Access to water would also impact positively with regard sanitation and that would contribute indirectly to women's health positively. Further, promotion of kitchen garden, small-holder poultry will help improving health status.

7 Gender Checklist & Responsibility

Dimension	Gender Criteria	Responsibility
Governance dimension	Representation of women members in the Pani panchayat	DoWR, Government of Odisha (Executing Entity – EE)
	Prioritisation of fishing lease to Women SHG members	EE, Department of Fishery & ARD , Government of Odisha
	Share of women staff members in the project	EE / PMU
Administrative Guidelines	% of women jalsathis to be 33%	EE
	Priority to women headed households in WUA	EE
	Priority allocation for livelihood activities to landless women for off-farm and home-based livelihood options i.e. managing grain bank, assembling solar devices	EE / Resource Agency
Capacity building	Modules will have gender components, empowerment issues and at least 33%	EE / Resource Agency

Annexure 6

	women would be trained in climate resilience agriculture value chain, water conservation and management, health and water quality related issues, as well livestock management (small ruminants)	
Knowledge Management	Case Studies on Women empowerment issue, women entrepreneurs in solar, agriculture, no-farm. Analytical work on gender disaggregated data from baseline, mid line and end-line to assimilate impact on gender and other correlations	EE / Resource Agency

The gender Action Plan is presented separately as Annexure 6 (A).

Annexure 6 (A)

Action Plan for Gender and Social Inclusion

Ground water recharge and solar micro-irrigation to ensure food security and enhance resilience in vulnerable tribal areas of Odisha

Impact Narrative: Overall, the project will contribute to the impacts of increased resilience and enhanced livelihoods of the most vulnerable women population. It would lead to increased resilience of health and wellbeing, and food and water security. Combined with government co-financing, GCF resources will support an integrated approach to strengthen the resilience of smallholder farmers including women in water stressed districts contributing to climate smart water management integrated with sustainable crop planning. The project would lead to reduced drudgery, reduced time and labour in collection of drinking water: 38.5% of the women travel half a km distance to fetch water and time involved per trip is about 2 hrs including congestion and conflict. So likely impact are (a) 25% increase in time saving ; (b) 25% increase in time spent on rest, recreation and learning activities, and; (c) increased study and guidance time for children (d) better health outcome for family with a special focus on pregnant and lactating women due to improved water quality.

Impact (ii): Sustainable access by vulnerable females and males of all ages to water for household and commercial use and food security: Deployment of solar pumps would provide sustainable access to clean and non-polluting source of energy leading to energy, food and water security for the vulnerable female population of Odisha. The integration of solar energy is first of its kind in the state and would help in wider replication, opening of the private market for solar pumps and large scale adoption of clean and non-pollution sources of energy such as solar lighting, solar cooker, etc. which would help in drudgery reduction for biomass collection and improve livelihood opportunities.

Outcome: Improved and stable employment opportunities and health outcomes for an estimated 2.6 million females in 15 districts in farm and off-farm micro-enterprises, as solar entrepreneurs and out of total number of jalasathi (para workers); one third of which will be women.

Activities	Indicators and targets	Timelines	Responsibilities
Output 1: Rejuvenation/construction of 10,000 tanks with ground water recharge systems to ensure ground water conservation and reduce vulnerability in 15 water stressed districts of the state.			
(i) Access of women (including landless) to water sources (Tank as well as Ground water sources) in project areas.	<ul style="list-style-type: none"> • 100% in Project areas 	By 2021	EE
(ii) Participation of Poor female headed households (FHH) in water user associations. (Tanks are owned by Gram Panchayats which have 50% representation of Women. The state legislature unanimously gave its nod to the Orissa Panchayat Laws (Amendment) Bill, 2011 by amending the Orissa Gram Panchayat Act, 1964, Orissa Panchayat Samitee Act and the Orissa Zilla Parishad Act enhancing the quota for women from the existing 33% to 50%.)	<ul style="list-style-type: none"> • 100% FHH in project areas 	By 2021	EE & Execution partners
(iii) Public awareness program for women are implemented at local level to ensure their participation:	<ul style="list-style-type: none"> • 100% FHH in project areas 	By 2021	EE
Output 2: Access to year – round water by 5.1 million vulnerable communities for household and agricultural purposes			

(iv)	Needs for household use of water and impact on women estimated	100% of female households	By 2021	M&E agency during baseline
(v)	Crop-water budgeting done including focus on crops that helps in female involvement (kitchen garden, drum sticks that helps in nutrition for females)	<ul style="list-style-type: none"> Crop Water budgeting based on 9 agro climatic zone prepared. 	By 2021	Resource agency, WALMI and Krishi Vigyan Kendra
(vi)	Guidance on water quality, health and nutrition provide through anganwadi centres by women para workers	<ul style="list-style-type: none"> Anganwadi centres in project area would be linked 	By 2018	EE and execution partners
(vii)	Livelihood improvement plan prepared including female marginal workers	<ul style="list-style-type: none"> One report 	By 2020	EE and resource agency
Output 3: 1000 solar pumps installed in pilot locations for demonstration in 15 districts				
(viii)	Installation of 1000 solar pumping demonstration	<ul style="list-style-type: none"> Access to water and energy to benefit 50 % of female beneficiaries 	By 2021	EE & Resource Agency and execution partners
(ix)	Women members trained in pilot locations on solar energy use, solar pump operation maintenance, etc.	<ul style="list-style-type: none"> 500 women members in 1000 pilot location trained 	By 2020	EE and execution partners
(x)	Interface meeting between women SHGs and vendors of solar panels to work out business modalities	<ul style="list-style-type: none"> 100 SHGs in pilot locations 500 women are certified by the vendor for panel assembling, maintenance, etc. 	By 2020	EE and resource agency, OREDA, Vendor
Output 4: Capacity building plans implemented for livelihood support systems for water users and the landless in the tanks command area				
(xi)	Training need assessment conducted through surveys and focus group discussions -- in tank command areas of selected GPs to identify: <ul style="list-style-type: none"> specific groups of enterprises, such as handicrafts, cooked food production, agro-processing and services; existing constraints to their development; new opportunities related to improved solar energy access and use 	<ul style="list-style-type: none"> 100% of the women SHGs in the tank command to be covered Women headed enterprise interview/survey will be conducted on a stratified random basis 	6-18 months	EE & Resource agency

(xii)	Capacity building program developed and implemented based on: <ul style="list-style-type: none"> identified business development activities; In FPO capacity building plan and business plan enterprises suitable for women to be given priority training of trainers; developing and implementing user awareness programs 	<ul style="list-style-type: none"> Comprehensive capacity building plan with a clear focussed chapter on gender 	By 2020	EE & Resource agency
(xiii)	Training of village jalsathis to monitor wise water and energy use and document it for the project	<ul style="list-style-type: none"> At least 5000 women jalsathis trained. At least 50% of women SHGs in the tank command to covered. 	By 2020	EE, Resource Agency
(xiv)	Training on water use for agricultural activities completed with gender focus for various government programme convergence: <ul style="list-style-type: none"> Training to focus on sensitive livelihoods, trainings related to livestock / small ruminant management, etc. 	Out of total 300,000 trainees at least 30% would be women.	By 2021 (in a phased manner)	EE, Resource Agency
(xv)	Training on off farm initiatives completed with regard to fisheries and poultry	<ul style="list-style-type: none"> Out of total 150,000 trainees at least 30% would be women 100% of the SHGs in tank command area to be linked 	By 2021 (in a phased manner)	EE, Resource Agency
(xvi)	Creation of linkage of FPOs with financial cess and markets	<ul style="list-style-type: none"> Gender focus to include more number of female farmers as members 	By 2021 (in a phased manner)	EE, Resource Agency
Output 5: Quality monitoring system for ground water governance established				
(xvii)	Quality manual for water should reflect women's issues adaptation and mitigation measures	<ul style="list-style-type: none"> Quality manual to integrate gender issues and mitigation measures 	By 2021	EE
Output 6: Knowledge management (institutional and regulatory) input provided for water and clean energy market development				
(xviii)	Successful enterprise case study of women entrepreneurs, issues of woman livelihood, health issues, nutrition and project impact on their lives to be captured in the document and widely disseminated	<ul style="list-style-type: none"> Process document, case study, policy brief 	6 th month onwards By 2021	Knowledge partner, resource agency, communication and documentation officer in PMU



Gender Assessment and Action Plan

Ethiopia: Responding to the increasing risk of drought: building gender-responsive resilience of the most vulnerable communities



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I. Introduction

The proposed project supports the Government of Ethiopia to *build the resilience of the most vulnerable communities through climate-smart and landscape-based investments*. Ethiopia is a country identified as being at “extreme risk” from climate change. Sixty percent of the country is dryland, where annual rainfall is low and increasingly unpredictable. One result of this has been the rising frequency and severity of droughts. At present drought is threatening one tenth of the country’s population, resulting in catastrophic food shortages.

The impact of a changing climate in Ethiopia – an increase in temperature¹, with indications of the trend increasing further, plus the increasingly high variability in rainfall between years, seasons and regions, are of huge significance to Ethiopia, particularly given the country’s dependence on rain-fed agriculture. This combination is affecting the lives and livelihoods of the most vulnerable. The poor, the majority of whom are women are disproportionately affected.

In response to the imposing threat of climate change, Ethiopia has conceived a climate-smart, landscape-based system that integrates agriculture, forestry and water resource management to enable the most vulnerable communities to adapt to more frequent drought.

This gender assessment provides an overview of the situation in Ethiopia, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities.

The resulting gender assessment is based on:

- Undertaking a desktop review, and aligning approaches in this proposal with the national priorities of Ethiopia;
- Incorporating information and lessons learnt from past studies and assessments on gender in Ethiopia by the Federal Democratic Republic of Ethiopia, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised; and
- Integrating gender considerations in the project indicators, targets and activities, identifying women as leaders and decision-makers.

¹Around 1 1°C in since the 1960s FEWS Net 2012, climate trend analysis of Ethiopia.



II. Resilience of the most vulnerable communities and their response to the increasing threat of drought

Climate change affects women and men differently – to the detriment of women- due often to existing social norms. The risk of climate change magnifies women’s relative poverty, and discrimination increases. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. Women are key players in the agricultural sector and therefore food security, livelihoods and water management. Women, however own fewer assets and have less access to land, they have less input, and access to fewer financial services.

Climate change policies and programs in the past have been gender-blind and have not been responsive to gender mainstreaming. The concerns and considerations of women when included have presented only a minimal effort.

Subsequent to the inception of the Rio Conventions (1992) it was evident that, without gender equity equality, poverty reduction, environmental sustainability and long-term economic development achievement of aspired goals seemed less attainable. As women and men experience poverty differently, they also have differentiated knowledge of natural resources, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment on the roles of both women and men in effecting changes.

As a result of gender roles historically and socially assigned to women and men, including the gendered division of labor, it is recognized that female vulnerabilities to climate change are different. Vulnerability of rural women in East Africa (that include Ethiopia) is highly related to biophysical, socio-economic and political factors. Difference in levels of education, wealth, reliance on natural resources, health status,



access to credit, access to information, capital, as well as access to and participation in decision-making potential lead to high variations and intensify vulnerability.

The 1995 Federal Constitution of the Democratic Republic Ethiopia affirms the rights of women and states the remedial measures rectify the consequences of historical discrimination against women. Women have the right to full consultation in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interests of women. The constitution recognizes that women have the right to acquire, administer, control, use and transfer property. In particular, women have equal rights with men with respect to use, transfer, administration and control of land.

Communities' can take action on adapt to climate change, they men and women can take preemptive action to reduce their vulnerability and build their resilience to potential new and discriminatory risks. In the past communities as have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need be used in combination with indigenous knowledge.

III. Existing Gender Inequality in Ethiopia

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply rooted in social norms and economic conditions with a greater impact on the poor, particularly women and young people.

Since the adoption of the National Policy on Women in 1993, various national policies on education and training, health, population and other areas have incorporated plans to boost women's participation and gender equality (MoWCYA 2006).



a. Poverty

Poverty has continued to be an issue for Ethiopia. The multidimensional poverty index within the *United Development Programmes Human Development Report 2015*², based on indicators pertaining to living standard, education, and health listed Ethiopia as being one of the highest.

Ethiopia's economy and social wellbeing are already exposed to climate variability and weather extremes. Agriculture, primarily rain-fed and highly sensitive to fluctuations in rainfall, forms the basis of the economy providing approximately 46% of Gross Domestic Product (GDP) and jobs for 80 percent of the working population. Chronic food insecurity affects 10 percent of the population and these households cannot meet their food needs even in average rainfall years and they rely partly on food assistance.

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women, since women are often poorer and less educated than men and often excluded from political and household decision-making processes. In addition, women tend to have fewer assets and depend more on natural resources for their livelihoods.

Women and men's roles in society both contribute and both effect change, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change. Although Ethiopia's economy is no longer predominantly 'agricultural-based' in terms of agriculture's contribution to GDP and exports (Access Capital, 2010), agriculture remains Ethiopia's principle source of employment. The sector supports an estimated 85 percent of the population and is central to the livelihoods of the rural poor (Conway et al., 2007; Deressa, 2006). It remains, however, highly sensitive to temporal and spatial variations in precipitation, partly because of the dominance of rain-fed agriculture, with negative implications for both national food security and poverty reduction efforts (World Bank, 2006).

² UNDP Human Development Report, 2015, p61.



b. Health

Impacts of climate changes will have a negative effect on women's health, if gender equality is not addressed in congruence with adaptation measures. Women represent a high percentage of the poor in communities dependent on local natural resources for their livelihood, particularly in rural areas where they shoulder the major responsibility for household water supply, firewood fetching collection for cooking and heating, and securing family food securing. Women are more exposed to water born diseases due to the nature of their roles in the community. This importance is captured in UNFCCC (2007) report indicating that climate change threatens to reverse progress in fighting diseases of poverty, including malaria and water borne diseases.

Various testimonies and case histories of widows and orphans indicate that the real difficulty they face in adapting to climate change is that are more exposed to illness. During incidents of disaster, food prices increase and leads to a reduction in the quality or quantity of the food rural poor families are able to purchase. Women most making sacrifices to care and feed the family.

The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. Hence, again there is a need to distinguish between vulnerabilities associated with poor sectoral responses to the needs of the rural poor and the causes of women's vulnerabilities – due to climate variability. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

Long-term trends in health service access and health gains show dramatic improvements in the past 10 years. The Government has shown strong political commitment and leadership, which has resulted in impressive health service coverage, including enhanced responsiveness to community health needs. Health planning and interventions are based on extensive consultation and consensus building with multiple stakeholders. As a result, Ethiopia has achieved multi-front health gains including the achievement of the MDG 4 on child mortality three years ahead of the target date. The overall gain has



led to increased life expectancy for both men and women, which is a key component of the human development index. The basis for accelerated improvement in health has been; the rapid growth in the construction of health facilities, the training of health professionals and the allocation of budgetary resources allocated to the sector.

A Health Development Army has also been formed as a means to meet priorities set in the Health Sector Development Program³ (HSDP) and Growth Transportation Plan⁴ (GTP). The Army comprises of 2,026,474 one-to-five peer networks established nationwide. In pastoral areas priority is given to mass mobilization. With respect to immunization, its coverage at the national level in 2012/13 was 87.6 percent for *Pentavalent*, 311 vaccinations and 71.4 percent for full immunization coverage.

Skilled attendance at birth is the most important intervention in reducing maternal mortality and one of the MDG indicators to track national efforts towards safe motherhood. However, Ethiopia has still higher levels of malnutrition compared with countries at the same income level. What is especially striking about Ethiopia's health data is the exceptionally high level of maternal mortality, given Ethiopia's income level.

Long-term trends in health access and health gains show dramatic improvements in the past 10 years. The Government has shown strong political commitment and leadership, which has resulted in impressive health service coverage, including enhanced responsiveness to community health needs. Health planning and interventions are based on extensive consultation and consensus building with multiple stakeholders.

c. Education

National strategies to ensure equal access to education through Education Sector Development Program (ESDP IV) and Girls' Education and Gender Equality Strategy for the Education and Training Sector (2014) are accelerating and demonstrating real progress in reducing educational disparities between boys and girls. These initiatives have led to marked achievements in increasing the number of enrolled girls and boys across different regions. Nevertheless, the gender parity index reveals gaps at all levels of

³<http://phe-ethiopia.org/admin/uploads/attachment-721-HSDP%20IV%20Final%20Draft%2011October%202010.pdf>

⁴http://www.iaa.org/media/pams/ethiopia/Ethiopia_GTP_2010to2015.pdf



education and most significantly in secondary and tertiary levels. For example, the gender parity index (GPI) at primary level, which was 0.98 in 2009/10, has since dropped to 0.96 in 2012/13 indicating higher gaps in the enrollment of girls. This is attributed to socio-economic difficulties such as girls' responsibilities in household chores and the time involved and institutional challenges including non-existence of gender sensitive facilities and services at all levels. In addition to this, lower completion rates of females along with lower performance in the Grade 10 national examination is a major gap. In Technical and Vocational Education and Training (TVET) and higher-level education, females are underrepresented in certain fields of technology and science. Among the major causes for the gender disparity cited are the low number of female teachers and mentors for young girls, compounded with socio-cultural and economic factors that constrain females' participation and performance.

Moreover, low number of female teachers compounded with socio-cultural factors contributes to the existing gender disparity. A higher dropout rate among males than females, especially where both parents had passed away, is noted as an emerging trend. This correlates to the social and economic pressure on males to provide for their family. (Preliminary Gender Profile of Ethiopia; Addis Ababa, Ethiopia - November 2014 –UN WOMEN).

Ethiopia's Growth and Transformation Plan states that 'the gender disparity will be eliminated by the end of the plan period.'⁵

d. Political participation

Women's representation in politics and decision-making positions in Ethiopia has been increasing steadily at various levels since Ethiopia embarked on its democratic elections in 1994. The level of women's representation in the Federal Democratic Republic of Ethiopia (FDRE) House of People's Representatives grew from 21.4 percent in 2005 to 27.9 percent in 2010. This is a significant increase from the 1995 elections, where women held 2.83 percent, (13 of out of 547 seats), or the 2000 election in which women held 7.7 percent, (42 out of 547 seats). There is also a slight increase in the number women's representation in the executive branch. While women's representation in the last 7 percent in Cabinet with an increase to 13 percent in 2014, out of the 16 standing committee's executive body:

⁵ http://www.iea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf



- In 2005, it was 13 percent, but currently it is 16.5 percent;
- In 2005, 7 percent of the cabinet members were women and in 2014 it increased to 13 percent;
- In Federal Parliament, women lead five of the 16 standing committees and serve as deputy chair of other five committees. The Deputy Speaker of the House is also a woman (2010-2015). The number of women holding seats in the House of Federation in 2009 was 18.75 percent. Moreover, in 2010, women constituted 14.88 percent (8 women, 44 men) of State Ministers, 20 percent (1 woman, 4 men) of Commissioners, 11.33 percent (6 women, 47 men) of Ambassadors. The recent appointment of a woman in April 2014 with a rank of a Deputy Prime Minister is a milestone in women's advancement on the leadership ladder.

e. Income

Participation in the household services for income is much more likely for women who are divorced or separated. For example 20 percent of women who are divorced or separated participated in such activities, spending an average of 278 minutes or about 4.6 hours per day. These activities appear to provide an independent source of income. Only 6 percent of married women participated in such engagements while the percentage of the widowed and single women were 11 percent. For men, participation rates did not vary much by marital status, although time spent was much greater for single men (357 minutes, or about 6 hours/day), compared to other marital status categories.

With respect to formal established employment, having children had a strong effect on time spent in household activities. Studies undertaken show that men's participation in household activities rose from 11 to 17 percent, respectively; among those with young children aged less than 6 years old, to those with no children. Average daily time spent increased from 324 minutes (about 5.4 hours) to 407 minutes (6.8 hours). Participation rates of women rose only from 12 to 14 percent across these groups, but average daily time spent rose from 253 to 328 minutes (or 4.2 to 5.4 hours).

Participation rates and time spent in household activities also steadily increased with household expenditure. It showed that about 10 percent of men and women at the bottom of the expenditure distribution participated in these activities, compared with 22 and 19 percent, respectively, at the higher end of the distribution. Expenditure, for instance, is likely strongly positively correlated with households'



liquidity and ability to invest in their own enterprises. Average daily time spent by men increased from 294 minutes (about 5 hours) at the bottom end of the distribution to 469 minutes (7.8 hours) at the top end. Time spent by women increased from 208 minutes (3.5 hours) to 331 minutes (about 5.5 hours) across the distribution as well.

f. Labour force

In Ethiopia there is a greater gender disparity in employment in urban areas, with more urban women looking for work as compared to rural areas that have much higher shares of male and female employment (91 percent and 86 percent, respectively), likely due to the role of agricultural related employment in these areas. In urban areas, the share of males and females employed are 71 percent and 55 percent, respectively, reflecting a larger gender disparity in urban areas as well. The share of urban women who reported being unemployed was also 14 percent, compared to 6 percent for urban men (and much lower shares in rural areas).⁶

Occupational groups and industrial divisions in urban areas, in service/sales, agriculture, crafts, and elementary occupations characterize the main employment. Women are far less likely to be represented than men in professional and skilled activities, and much more likely to work in service/sales positions and elementary occupations. Only about 12 percent of women employed in urban areas were in professional activities (managers, professionals, technicians and associate professionals) compared to about 20 percent of men. Women in urban areas were also nearly twice as likely as men in urban areas to be employed in service and sales work (40 percent of women compared to 23 percent of men), and also slightly more likely than men to be in elementary occupations (25 percent compared to 21 percent).

The National Biodiversity Strategies and Action Plans (NBSAP) report (Sasvari, et. al., 2010) indicated that women are responsible for 67 percent of non-timber forest products (NTFP) extractive activities. Their involvement in local level decision-making, however, is negligible. Women's limited understanding about their rights, traditional attitudes towards women's work, lower education attainment and limits of peer support. Women face serious barriers in participating in planning, implementation, and decision-making processes locally.

⁶ Central Statistics Agency 2014

Despite the generally favorable policy and institutional framework, the analysis in this report reveals that inclusive growth and development is occurring slowly across the entire country and among only certain socio-economic groups. Ethiopia's rapid growth and development is therefore not being evenly distributed throughout the country, nor is it expanding fast enough, with emerging regions in particular remaining relatively disadvantaged. There were an estimated 1.4 million new entrants to the labour force in 2005, and the number is expected to rise by 3.2 million each year until 2050. These are the additional number of productive jobs and employment opportunities that must be created each year, assuming there is no existing backlog of unemployment. If not, poverty and international emigration rates will rise accordingly.⁷

g. Gender-based Violence

The most common forms of gender-based violence in Ethiopia are rape, abduction, early marriage, spousal abuse, female genital mutilation (FGM) and trafficking of women.

Violence against women is not only an extremely rooted existing issue in Ethiopia, but it is also an accepted issue rather than challenged problem.⁸ A study by World Health Organization showed that 71 percent of Ethiopian women experience either physical or sexual violence or both (WHO, 2005). The same study revealed that 49 percent and 59 percent of ever-partnered women experienced physical and sexual violence by their partner at some point in their lives respectively (IWHO, 2005). Moreover, 35 percent of all ever-partnered women experienced at least one severe form of physical violence, for example being kicked, dragged, beaten-up, choked, burned or had a weapon used against them (WHO 2015).⁹

The existing social norms in regards to gender based violence must be addressed. At times of crisis, displacement, sever weather events or disasters, resulting in food insecurity, and water scarcity– incidences of gender based violence rise. Gender inequality must be addressed seriously in all preparatory phases of all climate change adaptation programming.

⁷ Central Statistics Agency 2014

⁸Abbi et al.,2010:437

⁹International Journal of Gender and Women's Studies March 2014, Vol. 2, No. 1. Pp. 49-60



In providing a through and inclusive gendered lens to adaptation programming, combined leverage and weight will assist two of the world's major threats - climate change and gender equality.

Women have the local knowledge, leverage their know-how, involve them in design, encourage them as participants, and empower them as leaders.

Women from the poorest households pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

h. Gender Inequality Index

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).¹⁰The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Ethiopia has a GII of 0.558 (2014) and ranks 129 out of 149 countries assessed. The GDI value (2014) is 0.840¹¹

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment.¹² Out of 142 countries, Ethiopia's rank based on the GGGI in 2014 is given below¹³:

¹⁰United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹¹ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

¹²World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH>http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf.

¹³ <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=LKA>



Description	Score	Rank
Economic participation and opportunity	0.618	103
Educational attainment	0.711	139
Health and survival	0.973	82
Political empowerment	0.156	70
Gender Gap Index 2013	0.595	127

* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (on a 0 to 1 scale) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Ethiopia is 0.245 suggesting that discrimination against women is high.¹⁴

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

Ethiopia’s national development plans including the current Growth and Transformation Plan¹⁵, have embraced gender equality practices by incorporating “promoting gender and youth empowerment and equitable benefits”¹⁶ and endeavoring to enable “the development plan to be broad based in content, designing systems to incorporate gender”.

¹⁴<http://www.genderindex.org/ranking>

¹⁵http://www.iea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf

¹⁶http://www.iea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf



In addition a National Action Plan for Gender Equality¹⁷ (NAP-GE) has been developed. The Ministry of Women, Children and Youth Affairs¹⁸ (MoWCYA) provides institutional support and serves as the primary executing ministry with the mandate for implementing the policy framework on women and children's issues. In the same way, the regional Bordeaux of Women, Children and Youth Affairs (BoWAs) have been put in place and are responsible for mainstreaming and ensuring women's rights (MoFED and UN, 2012). Similar structures have also been put in place at lower administrative levels of government. The House of Peoples' Representatives (Ethiopia's Federal legislative organ) enacted laws to further strengthen the human rights system of the country. The most significant federal legislative act relating to gender include:

- Proclamation to Ratify Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children Ratification No. 737/2012;
- Proclamation to Ratify International Development Association Financing Agreement for Financing Women Entrepreneurship Development Project Ratification: No. 764/2012;
- National Action Plan for Gender Equality (NAP-GE), 2006-10 to promote the implementation of Ethiopia's Commitment to the Beijing Platform for Action;
- National Strategies to Ensure Equal Access to Education through the Education Sector Development Program (ESDP IV) and Girls' Education and Gender Equality Strategy for the Education and Training Sector (2014);
- Convention on the Rights of Persons with Disabilities ratified by Ethiopia on 7 July 2010;
- The new Criminal Code Adapted in 2005, which criminalizes different forms of violence against women, including domestic violence and extra-marital rape;
- Harmful traditional practices such as female genital mutilation, early marriage and marriage by abduction, and trafficking in women and children;
- Proclamation to Ratify Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children Ratification No. 737/2012;
- Proclamation to Ratify International Development Association Financing Agreement for Financing Women Entrepreneurship Development Project Ratification: No. 764/2012; and

¹⁷<http://www.dppc.gov.et/downloadable/gender/National%20Action%20Plan%20for%20Gender%20Equality.pdf>

¹⁸<http://www.mowcya.gov.et/mobile.jsessionid=D57466B43A625EBAFBC9E84E971B0A66>



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- Victim-friendly benches in federal courts and special units to investigate and prosecute crimes against women in prosecution offices in Addis Ababa established.

Policies and strategies adopted to promote gender equality and protect women's rights, including the NAP-GE (2005-2010); the Plan for Accelerated and Sustainable Development to Eradicate Poverty (2005-2010) which included "unleashing the potential of Ethiopian women" among its eight strategic elements; and the Development and Change Package for Ethiopian Women seeking to promote the economic and political participation of women and to eradicate harmful traditional practices including programmes on gender equality and maternal health.

Measures taken by the State to promote women's and girls' access to education, in particular in rural and pastoralist areas include:

- The introduction of girls' scholarship programmes and supply of education materials and uniforms to girls, with the support of NGOs;
- The introduction of girl-friendly schools as well as the construction of separate latrines for girls in schools;
- Provision of incentives to parents in pastoralist areas who send their daughters to school;
- Training and taking affirmative action to raise the percentage of female teachers in primary and secondary schools to 50 percent and to increase the number of female college and university instructors;
- Improving and expanding women's and girls' access to health services (including family planning and reproductive health services) through the Health Extension Programme, by expanding the number of primary health care units, health centers and hospitals, and by training health extension workers on maternal health and emergency obstetric care;
- Establishment of national machinery for the advancement of women, comprising the Ministry of Women, Children and Youth Affairs, women affairs departments in all federal ministries, regional women affairs bureaus, and equivalent structures at the zonal, *woreda* and *kebele* levels, plus systematically gender-mainstreaming and harmonizing the alignment of processes, including monitoring and evaluation; and



- Adoption of a national plan of action to combat trafficking in human beings, in particular, women and girls, including refugees and internally displaced persons.

V. Gender issues in response to the expanding threat of drought

It is important to note that in order to create transformational change, women are not just seen as climate change victims or beneficiaries. Women are imperative to climate change adaptation efforts. They practice adaptive measures as a part of daily life – through farming and in the face of increasing risks – through disaster recovery and preparation.¹⁹ By utilizing these existing skills into project design and implementation and by providing a platform in which to empower women enables women's influence to rise from a household to a community and national level. Leadership and decision-making capacities and opportunities increase.

Women from the poorest households often pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

Women are impacted differently by climate change in the following ways:

- Women rely more on natural resources for their livelihoods, with staple crops providing up to 90 percent of food in farming districts of some countries and 60–80 percent of food in most developing countries. Women struggle to fulfill their key responsibility for the production of food, in spite of the detrimental impacts of climate change on agriculture.
- Women and children are often responsible for gathering water and fuel in traditional agrarian societies, tasks that are laborious, challenging and time consuming, These tasks become more time intensive due to the impact of climate change;
- Climate change is linked to increased incidences of tropical diseases such as cholera and malaria, which have severe impacts on women because of their limited access to medical services and their responsibility to care for the sick;

¹⁹<http://asiapacificadapt.net/gender-sourcebook/wp-content/themes/iges/pdf/integrating-gender-sourcebook.pdf>



- In some societies more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts;
- Women are disproportionately affected due to vulnerability and the capacity to adapt to the process of climate change are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition at the time of crisis, women's needs are not considered priority in recovery programmes.

VI. Recommendations

Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations took place on the Ministry of Women and Children Affairs (MoWCA) and Ministry of Agriculture and Natural Resource (MoANR). Results from the consultations are detailed below in the Stakeholder engagement section further below.

The gender analysis, through stakeholder engagement and consultation enabled:

- Assessment of the gender-related activities in responding to the expanding threat of drought, including gender roles and responsibilities, resource use and management, and decision making raised by the project;
- Engagement, development and input into the design of responding to the expanding threat of drought and building the resilience of the most vulnerable communities through climate-smart and landscape-based investments project and the approach moving forward;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Assessment Action Plan.

Project design and implementation



Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and therefore food security, livelihoods and water management, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

Ethiopia is one of poorest countries' in the world and a population highly dependent on agriculture for livelihoods. The Government of Ethiopia's proactive approach with the Climate Resilient Green Growth project seeks to address climate change. Leveraging from the Government of Ethiopia's proactivity, this proposal builds from the existing actions of the government's investment in improving its response to the impacts of climate crisis. The Climate Resilient Green Growth fast-track projects, and the proposal to develop climate-smart, landscape-based systems provide an opportune time to concurrently address gender inequality within Ethiopia. Women are imperative to agriculture, forestry and water resource management. For this project to succeed it is integral that women are involved throughout.

The project design will take into consideration the following gender implications:

- Women's role as primary homestead and resource manager;
- Differing conservation incentives faced by women and men;
- Analysis of gender division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women's access to, and control over, environmental resources and the goods and services that they provide (Increasing women's access to and control over resources, improves the effectiveness of such projects);
- Identification of gaps in equality through the use of sex-disaggregated data enabling development of gender action plan to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality;
- Assess how gender is currently mainstreaming in differing ministries and sectors, to develop



need assessments, enable planning, and be effective in monitoring and evaluation;

- Involve women both at macro and micro level in climate resilience process;
- Involve men both at macro and micro level in climate resilience process;
- Financing and budgeting gender related initiatives in the climate resilience process;
- Incorporate women in identifying new and innovative technology that can support women to protect their environment and climate, promoting independence, empowerment, and entrepreneurship;
- Evaluation of women's work time, both as paid and unpaid;
- Identify specific strategies to include / target female-headed households;
- Identify differing conservation incentives faced by women; and
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project are tailored, taking into account such differences;

The project implementation will take into consideration the following gender implications:

- Division of labour on small farms, taking into consideration gender specific views on management;
Inclusion of a Gender Specialist position within the project to implement gender related activities;
- Inclusion of all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
- Inclusion of gender and climate issues in national curriculum (i.e. health, education);
- Inclusion of village based non-formal education linked with increasing skills and technological knowledge;
- Linking income generating activities identified by women with microfinance institutions and cooperatives; and



- Undertaking community discussions and dialogue in relation to gender and climate resilience and adaptation strategies with the inclusion of indigenous knowledge.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

Stakeholder engagement

The stakeholder consultations and engagement of women's organizations promote gender equality at the local as well as at national level. The involvement of women's organizations in the project design will assist in the identification of relevant gender issues within the country's social context, and implementation and monitoring of gender aspects of the project.

A consultation with the Ministry of Women Children and Youth Affairs and Ministry of Agriculture and Natural Resource took place on the 20 and 21 April 2016 at the Ministry of Women and Children and Ministry of Agriculture. The target populations were women and men as representatives of all stakeholder groups affected by this proposal.

The stakeholder engagement component of this annex, captures the specific issues and difficulties that women face in responding to the expanding threat of drought and building the resilience of the most vulnerable communities through climate-smart and landscape-based investment and in addition outlines how women's security is affected by these issues.

The results captured as are follows:

- Both ministers indicated that they have little knowledge about climate change issues;

However MOWCA is taking action to mainstream the climate resilience issue in the Growth and Transformation Plan II document. The document states; “ The General Objective of the Growth and Transformation Plan II: To ensure the equal participation and benefits of women in the political, economic and social development through empowering women and creating conducive environment to promote their full participation in fulfilling their pivotal role in national development and ensuring child rights and wellbeing;

- MOWCA has been involved in the national level CRGE process but has not done more than business as usual;
- In both agriculture and women ministries there is a gap in capacity (finance, human, knowledge and skill) to mainstream climate issues in relation to gender;
- There is no work integration between sectors (e.g. MOWCA, agriculture, education, health); and
- Lack of sex-disaggregated data in all sectors (e.g. livelihoods, disasters’ preparedness, protection of environment, health and well-being) often leads to an underestimation of women’s role and contribution.

The recommendations by the two ministries include:

- Community level awareness raising at all levels;
- Involvement women starting from the need assessment to implementation by identifying and analyzing their coping mechanisms;
- Introduce and assure the availability of women friendly technology that are tested and accepted by the women themselves;
- Assignment of an expert in MOWCA with climate knowledge in order to follow up the overall sectoral plan and activities;
- Staff capacity building on gender and climate change analysis, planning, budgeting and mainstreaming;
- Identification of the issues and challenges that hinder men, women in accessing all levels of policy and decision-making processes;
- Engagement of women in order to play a leadership role in early warning systems and recovery



- Identify and assess the socio-cultural norms that limit women acquiring the information and skills necessary to escape or avoid hazards (i.e. mobility, responsibility for elders and children, dressing)
- Strengthening Social Actions for Effective Women Participation in climate resilience initiatives;
- Engagement of self-help groups and civic associations;
- Identification and analysis of traditional versus modern community structure in relation to climate resilience and coping mechanisms. Here 'traditional structure' refers to indigenous institution and their auxiliary functions while modern community structure refers to Government and NGOs backed community organizations such as Savings and Credit Cooperatives (SACCOs), the various Community Managed Disaster Risk Reduction (CMDRR) level committees that comprise of rangeland management committees, water committees, and peace committees, responsible for the delivery of local goods and services including peace; and
- Engagement of women in income generating activities as a fallback strategy.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored against throughout implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative Outcomes:

- Women and men as beneficiaries;
- Female/male-headed households as beneficiaries;
- Improvements in health and well-being;
 - Health status of women and children;
 - Female school enrolment and retention;
- Improved livelihoods;
 - Women and men engagement in income generating activities;



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- Purchasing capacity and production of food for household consumption and income generation;
- Distance and time saved due to climate resilience projects;
- Use of leisure time saved by the project;
- Business development service components targeting rural women entrepreneur groups
 - Availability and accessibility of microfinance institutions and cooperatives;
- Women participation and engagement in local business.

Qualitative outcomes:

- Opportunities to generate additional income. Women are more likely to respond to incentives that address their family's basic needs, such as better health and nutrition, linking agriculture and food security improvements;
- Time-saved by women as a result of the reduction of labour hours required for agricultural and water management practices prior to the implementation of the project;
- Contribution to self-esteem raised and empowerment of women in the community;
- Expanded involvement in public and project decision-making as a result of initiation of women to actively participate in income generating activities;
- Support for training and educational activities which may include activities related to climate change, agriculture, water management, leadership, business, finance, entrepreneurship and decision-making, thereby empowering and increasing involvement of women to participate with confidence in community meetings;
- Effectiveness of awareness increasing;
- Exemplary of the level and Involvement of women in contributing for prevention of environmental degradation- rehabilitate the key natural resources such as soil or forests that mitigate temperature rises and water scarcity;
- Protect or minimize contamination of local water supplies, spread of communicable diseases and child and mother related problems, sanitation;
- Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources; and



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- Build communities fallback options such as savings, remittances, or saleable assets, as a means of coping with climate shocks.



VII. Proposed Gender Action Plan

Objective	Actions	Indicator	Responsible Institutions
Output 1: Technologies and infrastructure Solutions for Resilient Livelihoods			
Activity 1.1: Gender disaggregated survey at national level to incorporate in climate related documents	National level survey	<ul style="list-style-type: none"> Gender disaggregated information available in different sectors 	All Sectorial Ministries lead by Women and Children Affairs
Activity 1.2: Study and research on Gender, Climate Change and Community – Based- adaptations and their effects on women	Research at national level	<ul style="list-style-type: none"> Identified issues extracted and used for planning 	CRGE facility, MEFCC, Agricultural research institutions,
Activity 1.3: Awareness raising for women, men and community members on emissions through increased low-emission energy access and power generation	TOT for experts in MOWCA, Agriculture, Natural resource, EPS and the like in order for them to provide awareness raising for respective communities.	<ul style="list-style-type: none"> Number of TOT trained women and men sectoral staff; Community women and men participating 	MEFCC, MoWCA
Activity 1.4: Incorporate gender in planning documents guidelines, procedures and processes of CRGE	Review all documents from gender and climate perspective	<ul style="list-style-type: none"> Documents reviewed 	CRGE facility, MEFCC, Sectoral Ministries
Activity 1.5: Incorporate climate issues of poor and marginalized pastoral women	Gender and climate analysis	<ul style="list-style-type: none"> Number of pastoral women addressed Documented practices (good and gap) 	CRGE facility, MEFCC



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Activity 1.6: Improved technologies for women on on-farm production for climate risk management	Research at national level	<ul style="list-style-type: none"> Number of women addressed 	
Activity 1.7: Management of degraded lands for improved resilience by women	Research at national level		
Activity 1.8: Available water supply for potable use an small scale irrigation	Research at national level	<ul style="list-style-type: none"> Number of women addressed 	
Objective	Action	Indicator	Responsible Institution
Output 2: Livelihood Diversification and Protection			
Activity 2.1: Community-based adaptation strategy, which involves identifying those communities' most vulnerable (women, children and female household heads) including pastoral marginalized women/ men to climate change, then engaging with them to devise solutions.	Community engagement /dialogue	Community women and men addressed	CRGE facility, MEFCC
Activity 2.2: Introduce new techniques and ways with inclusion of indigenous knowledge to decrease drudgery workload	Identify and document indigenous knowledge, practices and coping mechanisms	<ul style="list-style-type: none"> Disseminated and shared knowledge Participation of women and men involved in the process 	MEFCC
Activity 2.3: Market systems	Identify female community members who are working within existing market systems and those who are interested in joining this form	<ul style="list-style-type: none"> Improvement of female smallholder farmers access to markets Promotion of market-orientated and gender sensitive production Support to women in the development of rural 	CRGE facility, MEFCC



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	of employment Develop gender sensitive training manuals / guidelines / workshops	enterprises, business training and capacity/skills building	
Objective	Action	Indicator	Responsible/ Institution
Output3: Enabling Environment			
Activity 3.1 Training manual/guideline in climate and gender mainstreaming	Develop training manuals /guidelines	<ul style="list-style-type: none"> Number of manuals /guideline developed Number of women participants engaged in training 	MEFCC, Sectoral Ministries
Activity 3.2 Community Dialogue and Consultation Processes –in formal and informal ways in which communities discuss issues affecting women or service providers seek input, opinion and information from women.	Community dialogue / conversation and engagement	<ul style="list-style-type: none"> Number of women and men engaged in the discussion or trained. Solution identified and action taken through the process. 	MEFCC
Activity 4: Monitor and evaluate Gender mainstreaming in climate resilience, adoption and mitigation Process	Monitoring and evaluation	<ul style="list-style-type: none"> Sectors and programs monitored Sectors and programs evaluated 	CRGE facilitation team MOFEC, MEFCC, Sectors
4.1 Strengthened systems and practices for climate-responsive planning and budgeting engaging women	Development of gender sensitive training manuals / guidelines	<ul style="list-style-type: none"> Number of manuals / guideline developed Number of women participants engaged in training 	CRGE facility, MEFCC
4.2 Improved institutional capacity		<ul style="list-style-type: none"> Number of women participants engaged in training Number of women's lives improved by institutional capacity training 	CRGE facility, MEFCC
4.3 Establish efficient project	Development of gender	<ul style="list-style-type: none"> Number of women participants engaged in training 	CRGE facility, MEFCC



management system that incorporates gender responsive / gender transformational considerations	sensitive training manuals / guidelines	<ul style="list-style-type: none"> Number of women's lives improved by institutional capacity training 	
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General population in target districts

Regions	Target Woredas	Population	
		Female	Male
Tigray	1)Tahitay Koraro, 2)Saesi Tsadamba	47,657	45,599
Amhara	3)Enbesi Sar Mider,4) Tachi Gayint, 5)Lasta	210,165	206,186
SNINPR	6)Mareko,7) Hadero Tunito, 8)Halaba Special	249,020	248,284
Oromia	9)Yabelo, 10)Zewaye 11)Dugda, 12)Jida, Mieso	252,325	255,463
Gambella	13)Abobo, 14)Etange	33,003	34,037
Afar	15)Gewane,16) Yallo	18,551	21,951
Somali	17)Jigjiga,18)Kebribeyah	258,975	288,903
Harari	19)Harari	115,000	117,000
Dire Dawa	20)Biyo Awale	1895	1,956
Benshangul Gumuz	21)Guba, 22) Wembera	48,269	46,058

International agreements relevant to gender and climate change

Year	International Agreement	Environmental Relevance	Gender Relevance
1948	UN Universal Declaration of Human Rights (UNDHR)	No specific mention of environment but acknowledges fundamental human rights that are linked to and dependent upon a healthy environment	Establishes core human rights but with a limited gender perspective
1979	Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Calls for governments to ensure that women participate at all levels of decision-making concerned with environmental sustainability, and that women's interests and perspectives are adequately reflected in all policies and approaches adopted	The first international treaty to recognize women's human rights
1992	Agenda 21 and the Rio Declaration on Environment and Development	This provided the first international precedent for including the gender perspective in all development and environment policies and programmes, leading to the promotion of women's effective participation in the proper use of natural resources;	
1992	UN Convention on Biological Diversity (UNCBD)	The first global agreement focused on conservation and sustainable use of biodiversity	Explicitly addresses women's participation and recognizes the vital role that women play in conservation and sustainable use of biological diversity, emphasizing the need for the full participation of women at all levels of policymaking and



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			implementation for biological diversity conservation'
1992	UN Framework Convention on Climate Change (UNFCCC)	Acknowledges human interference with the climate and aims to stabilize concentration of GHGs in the atmosphere	Absence of any mention of gender
1994	UN Convention to Combat Desertification (UNCCD)	The only legally binding international agreement dealing with land degradation	Promotes the equal participation of men and women and recognizes the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and the importance of ensuring the full participation of both men and women at all levels in programmes to combat desertification and mitigate the effects of drought'
1995	Beijing Declaration and Platform for Action	This makes the link between gender, the environment and sustainable development. Chapter K draws attention to women's poverty and the need for women to participate in decision-making about the environment at all levels, as well as the integration of gender in all sustainable development policies and programmes.	
2000	Millennium Declaration and MDGs	Includes goal on environmental sustainability (but with no linkage to gender)	Promotes gender equality but without making linkages with environment
2005	Kyoto Framework for Action	The first internationally accepted framework on disaster risk reduction (DRR), setting out objectives and priorities for policies at national level over the next decade.	Recognizes that a gender perspective should be integrated into all DRR policies, plans and decision-making processes, including those associated with existing climate variability and future climate change.
2007	UN Declaration on the Rights of Indigenous Peoples (UN	Acknowledges rights to forests and community lands.	Establishes rights of minorities but with limited gender perspective.



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(Adopted and Drawn from Raczek et. al. 2010)

Summary of gender differences in vulnerability and adapting to disasters

<p>Disparities that increase risks for women in disasters:</p> <ul style="list-style-type: none"> • Higher levels of poverty • Extensive responsibilities of caring for others • Domestic violence • Traditional women's occupations <p>Gender experiences that can increase capacities for managing disaster situations:</p> <p>Women</p> <ul style="list-style-type: none"> • Social networking • Caring abilities • Extensive knowledge of communities • Management of natural and environmental resources • High levels of risk awareness 	<p>Disparities that increase risks for men in disasters:</p> <ul style="list-style-type: none"> • Occupational segregation • Internalized norms of masculinity • Roles in the family and in the home <p>Gender experiences that can increase capacities for managing disaster situations:</p> <p>Men</p> <ul style="list-style-type: none"> • Professional and work contacts • Technical abilities • Limited childcare responsibilities
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GENDER ACTION PLAN

OVERALL OBJECTIVE: Create an enabling environment, build gender skills and institutional capacities to mainstream gender across the three project Outcomes for gender responsive climate-resilient interventions that reduce vulnerabilities and transform the livelihoods of male and female farmers and pastoralists

SPECIFIC OUTCOMES:

1. INSTITUTIONAL CAPACITIES FOR GENDER MAINSTREAMING
2. ENABLING ENVIRONMENT FOR GENDER/CLIMATE PLANNING, BUDGETING AND DELIVERY
3. PARADIGM SHIFT AND GENDER IMPACT AT THE FUND LEVEL

Climate change has a gender differential impact on men and women and it invariably increases women's vulnerabilities. The central objective of the project is to build gender responsive resilience to climate change in Ethiopia and beyond. It deliberately targets female beneficiaries (50%) and particularly vulnerable female heads of households (30%) to increase their resilience and unleash their untapped potentials as key stakeholders, natural resource managers and community leaders in their own rights.

The project will increase resilience and enhance livelihoods; invest in gender responsive water infrastructure and other climate smart technologies; improve health, and food and water security; increase the resilience of ecosystems and ecosystem services, and strengthen institutional and regulatory systems for gender and climate-responsive planning and development. **(For further details, refer to FP Log Frame and Budget)**

This Gender Action Plan is not separate from the larger project and it has no separate budget or log frame. Instead, it is a critical complement to the project's log frame as it creates an enabling environment to implement and deliver all the gender responsive interventions, across the 3 Outputs.

More fundamentally, this project will shift existing paradigms and achieve systemic change to transform climate change policies and programs that have been gender blind and ineffective thus far. It will demonstrate the high impact and multiple returns of gender responsive interventions that empower women and bridge gender gaps.

The **GENDER ACTION PLAN** will build a knowledge base through sex disaggregated data/information, community dialogue and focus group discussions with women to draw on their untapped indigenous knowledge and experiences and their undervalued experiences in coping with the impacts of climate change. The project will build women's assertiveness, enhance their leadership skills and increase their voice in decision making at all levels.

To this end, the project dedicates resources (USD 1,160,000), less than 1% of the overall budget, for the **GENDER ACTION PLAN** to institutionalize gender responsive climate change planning, implementation, management and delivery systems by:

- a)) developing capacities for gender mainstreaming in all sectors by all stakeholders, project staff and participating institutions
- b) creating an enabling environment for gender planning and budgeting,
- c) establishing supportive systems and processes that sustain women's benefits, transform gender equity and change perceptions on the gender differential impact of climate change on women.

OBJECTIVE	ACTIVITIES	INDICATORS	BUDGET in USD	Source of funding by Atlas code from the Institutional Support component of the project
Identify gender differential impacts of climate change on women and men in all 22 Woredas	Conduct community based gender analysis of the roles, responsibilities, vulnerabilities and resilience of men and women impacted by climate change	<p>Baseline data (qualitative and quantitative)</p> <p>Gender results indicators/benchmarks in planning and decision making</p> <p>Gender specific M&E indicators to measure results at Kebele and Woreda levels</p>	120,000	71400
Community engagement on strategies for gender responsive planning and priorities for women and FHH	Awareness raising for community members on gender differential roles and the benefits of gender approaches to climate resilience	<p>Community based quick impact assessment used in planning</p> <p>Feedback from women's groups integrated in project design</p>	150,000	75700
Value and share women's indigenous knowledge, practices and resilience to climate change	Identify, document and share women's experiences through community dialogue	<p>Number of women empowered and volunteer to share</p> <p>Local knowledge informing decision making</p>	30,000	71300

<p>Strengthen systems and practices that include women in climate responsive planning and budgeting</p>	<p>Develop gender sensitive planning and budgeting tools Review tools and documents from a gender perspective</p>	<p>Number of gender guidelines/manuals developed</p> <p>Number of women participating in planning and budgeting committees</p>	<p>50,000</p>	<p>71300</p>
<p>Capacity development and gender training for project beneficiaries, project staff and participating institutions</p>	<p>Gender training programs tailored and delivered</p> <p>Awareness raising on gender impacts of climate change, including climate information/early warning</p> <p>Leadership training and skills building for women community leaders, cooperatives, farmers associations and Govt. agents at Kebele and Woreda levels</p> <p>Business, management and marketing skills training for women in off farm productive activities</p>	<p>Number of TOT and women trained trainers</p> <p>Number of women trained in decision making</p> <p>Gender balance in committee leadership (e.g. water committees, seed and breed selection, afforestation committees etc.)</p> <p>Number of women access improved marketing systems</p> <p>Number of women with access to new credit and extension services</p> <p>Increase in household income and expenditures</p> <p>Number of women friendly technologies</p> <p>Number of women trained in the use,</p>	<p>450,000</p>	<p>75700</p>

<p>Monitoring and Evaluation of gender mainstreaming in climate resilience, adoption and mitigation processes</p>	<p>Exposure to modern technologies and practices including environmental rehabilitation experiences</p> <p>Contribute to the selection of women friendly technologies</p> <p>Adopt gender sensitive, reliable and measurable indicators</p> <p>Conduct regular monitoring of delivery of gender responsive results</p> <p>Conduct a midterm gender assessment</p> <p>Conduct end of project impact and sustainability assessment</p>	<p>management and maintenance of improved technologies</p> <p>Gender indicators integrated in project M&E</p> <p>M&E of sectors and programs' performance from a gender perspective</p> <p>Gender mainstreamed in all activities across the 3 Outputs</p> <p>Gender balance in project management</p> <p>Number of women serving in committees</p> <p>Number of women in decision making at Kebele and Woreda levels</p>	<p>150,000</p>	<p>71400</p>
<p>Gender balanced and inclusive processes established in project management systems</p>	<p>Develop gender sensitive checklists and guidelines</p>	<p>Number of women in decision making at Kebele and Woreda levels</p>	<p>60,000</p>	<p>71400</p>
<p>Document and share lessons and good practices for replication and potential paradigm shift</p>		<p>Gender responsive approaches as</p>	<p>150,000</p>	<p>74200</p>

<p>in future climate change planning</p>	<p>Learning and information sharing on best practices and the values of local knowledge</p> <p>Institutionalize community based dialogue with women</p> <p>Media and outreach materials</p>	<p>institutional norms and systemic changes</p> <p>Gender balance in decision making instituted at kebele and Woreda levels</p> <p>Lessons incorporated and disseminated by GCF, GoE and UNDP</p> <p>TOTAL BUDGET</p>	<p>1,160,000</p>	
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