

Annex 8 - Gender Analysis/Assessment Guide and Gender Action Plan

Part I: Gender Analysis/Assessment: Guide (Project/Programme Level)

The principle of equal rights of women and men is enshrined in the Malagasy Constitution and the Government of Madagascar has adopted a National Policy on the Advancement of Women (PNPF), which reflects the country's political commitment to eradicating disparities between men and women. Changes have been made to legal and regulatory texts to take gender into consideration, such as the alterations to legislation on marriage to establish the same legal marriageable age for both sexes (in 2007) and the texts on land tenure (in 2009), among others. However, cultural habits and customary practices remain strong and hinder the recognition of women's rights. In certain parts of the country, they limit or even prevent women from having access to land ownership or real estate assets; they do not allow women to inherit land or buildings in the event of the death of a family member or when a couple separates.

The possibility of getting involved and joining an association represents an opportunity for women to improve their status. At the national level, 43 per cent of women declare that they are members of a religious association and 5.5 per cent in a political and civic association. As for their place in the organization, only 4.6 per cent of the women who are members of an association hold the position of president or vice-president; 4.7 per cent, the position of secretary, and 5.1 per cent, other positions. It should be noted that nearly all (85 per cent) women between 15 and 49 years of age who are affiliated to an association are ordinary members (ENSOMD: 2012-2013).

According to the Madagascar Millennium Development Goals National Monitoring Survey (ENSOMD) 2012-2013, it seems that the majority of women participate, together with their husband, in decisions on major household expenses: this was the response in 65 per cent of the cases. In relation to the decisions on the use of women's income over a 12-month period, only one third (30 per cent) of women had this prerogative. In 58 per cent of the cases, this decision had been made together with their husband or partner.

Poverty and sex of the head of the household: At the national level, more than three quarters of households are headed by men (78 per cent). Female headed households (22 per cent) are more commonly found in urban areas (27 per cent) than in rural ones (21 per cent). The average age of women heads of household is higher than that of their male counterparts (46 years and 41 years, respectively). Agriculture is the main economic activity of the majority of heads of household (64 per cent); another 13 per cent are small business entrepreneurs in non-agricultural sectors; approximately 8 per cent are labourers or unskilled workers; and only 2 per cent hold middle- or upper-level management positions. The average number of dependents per household is 2.7. Approximately 30 per cent of heads of household have no schooling (INSTAT/ENSOMD 2013). The same survey shows that 57.2 per cent of female headed households are poor, in comparison to 62.8 per cent of the rest. Generally, women headed households are smaller in size than those headed by men: 3.5 individuals. In terms of the overall population, the poverty gap is shrinking, but is still in women's favour: 69.8 per cent, in comparison to 72.0 per cent.

Gender, education and literacy: In regard to education, the differences between girls and boys in Madagascar are minor at the primary and secondary levels of education in comparison to other sub-Saharan African countries. While there is parity between girls and boys at the primary school

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level (ratio of girls to boys' enrolment is 1.05 in girls' favour), at the secondary and superior education levels, girls are at a disadvantage in comparison to boys; this gap grows as the level of education increases. In Madagascar, illiteracy is still a matter of concern. The adult literacy rate is 64.5 per cent (2008-2012). Among youth (15-24 years of age), the literacy rate is 65.9 per cent for young men and 64 per cent for young women (2008-2012) (UNICEF). Differences in this rate are also found when place of residence is compared: literacy rates are higher in urban areas. Regional disparities also exist.

Gender and employment: On the labour market, there are fewer women wage earners in non-agricultural sectors than men (38 per cent and 62 per cent, respectively). The National Survey of Employment and the Informal Sector (ENEM PSI 2012)¹ noted that the development of the informal sector contributed to more than 24 per cent of GDP (non-farm business market) and to the creation of more than 93 per cent of jobs (of which 76 per cent were in the agricultural sector). This raises the levels of job dissatisfaction, precarity and instability among workers. Inadequate employment, which is a form of under-employment², affects 81 per cent of workers, especially women in rural areas. Among youth from 15 to 29 years of age who are employed, close to 56 per cent are not satisfied with their current status and wish to obtain a new job by changing companies.

Gender and time-use. Many studies show that women spend more than half of their daily time to perform domestic tasks (World Bank, 2014; AfDB, 2016; USAID, 2016) including water fetching, cooking, laundry washing and childcare. Time-use surveys from a USAID gender analysis in the east, southeast, and southwest found that women spend approximately four times as many hours on household activities compared men (USAID, 2016). Men very rarely perform domestic tasks, which are viewed as women's duties according to traditional stereotypes and spend a major part of their time on activities that provide income for the household's subsistence (AfDB, 2016). Women are also performing "productive activities" such as crop farming, gardening, and livestock care and participate in addition in community activities. Coping with these competing roles is a real challenge for women, mostly for those heads of households (FHHs), and led them to a situation of time poverty (USAID, 2016).

Gender and decision-making. Women's household decision making and access to resources is inequitable in Madagascar (USAID, 2013). According to the 2008-2009 DHS, only 33% of married and working women had primary control over their earnings (NSTAT and ICF Macro 2010). Men mostly have highest control over expenditure for all expenses beyond small routine household expenses. However, women tend to have more control over income that they earn from petty trade, poultry sales, or gardening, although income from livestock and agriculture (cash crops and food crops, particularly irrigated) falls more under the control of men (USAID, 2013). Men have also highest control over land and have the final says regarding their use and the choice of crops and agricultural technologies to apply (JICA, 2015). At the community level, women rarely participate in community-level decision-making meetings (CI & CONFORME, 2014). However, in some cases where women do not attend or participate in community meetings, they are still actively influencing men "behind the scenes" (PSI/Madagascar, 2015). Their rate of membership in community structures such as producer groups and local forest management structures remains low. Also, while they can be members of such structures, they have less access to

¹ First type 1 and type 2 mixed survey carried out in Madagascar by INSTAT, with the technical and financial support of UNDP, the International Labor Office and IRD/DIAL.

² Inadequate employment situation refers to workers whose wage is lower than the legal minimum wage (the minimum wage at the time of the survey was MGA 100,000/month) and who are looking for other jobs and are ready to accept new offers.

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executive positions and have limited access to decision-making spheres (CI & CONFORME, 2014).

Gender and agriculture: According to the agricultural census (2004-2005), the farm population is predominantly female, as women represent approximately 51.8 per cent of the total farm population and men, 48.2 per cent. The farm population is quite young: individuals under 15 represent 48.6 per cent of the total; people from 15 to 59 years of age, 47.2 per cent, and people 60 and over, only 4.2 per cent.

Both men and women in the households are involved in agricultural activities while tasks that need strong physical strengths are carried out by men. Women and youth participate actively in farm work in the rice fields and/or other family fields managed by the head of household. It is rare for a woman to manage a rice field autonomously or on her own. However, women who are part of structured groups farm on fields or perimeters rented or allocated to them by private individuals (often their husbands, a relative of one of the women of the group or a village chief). The women, especially the ones from the poorest farms, work as labourers for other rice growers or farmers in the area. In the case of rice, a fundamental crop of family farms, women are present in the various stages of the productive process: they play an important role in seeding, nurseries, transplanting, weeding and harvest. Men are more involved in the ploughing and preparing of rice fields.

Women tend to care for household gardens and subsistence agriculture, while men are more likely to engage in for-profit cash crops. Women can be involved in agricultural produce selling but men tend to have the highest control on the earned incomes. Men have also the final say about land-use and choice of agricultural technologies and own major of farming tools. Despite their work in agriculture, women's participation in decisions on, for example, the distribution of land and the choice of plots to develop is limited, as men have greater access to farm supplies, means of production and technology. The income women earn is used to cover their family's needs and their children's education.

In regard to livestock, women mainly raise animal species with short life cycles (poultry and pigs), which represent both an income-generating activity and a way to increase their capital using income earned from other crops or economic activities. Several experiences based on solidarity chains among women's groups at the village level both reinforced the small animal breeding sector and contributed to the economic empowerment of women.

The challenges facing the agriculture sector policy relate to: mobilizing all stakeholders, with the adoption of a gender approach, around the sector's objectives, while giving importance to the decentralization and through a program approach; providing the support needed to boost the competitiveness and productivity of businesses, including local small and medium-sized enterprises headed by women.

Women represent 53% of the rural agricultural population. However, they face a number of constraints in the family, community and professional spheres. They are poorly represented and have very little access to decision-making in economic bodies. Sub-programme 4.4 of the Agriculture, Livestock and Fisheries Sector Program concerns Capacity building for women in terms of agribusiness, agricultural entrepreneurship and value chain development. This sub-program aims to improve the economic empowerment of rural women, by strengthening their skills in agribusiness, agricultural entrepreneurship and value chain development.

According to this policy, by 2025:

- The number of rural women leaders emerging and strengthened will be 750,

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- The number of generating activities managed by women will be 120,000.
- 500,000 women will be trained and equipped in new agricultural technologies
- 180 exchange spaces for rural women will be created and equipped;
- 50 training courses will be provided for women on improving product quality;

The disruption of climatic conditions associated with changes in precipitation and temperatures should lead to changes in the types of crops and/or cropping methods and/or cropping patterns adopted in climate change adaptation strategies in agriculture. As women practice less mixed farming than men - on average per female-headed household versus four per male-headed household, and respectively male-headed households, and respectively 24% and 15% of female- and male-headed households engaged in monoculture - and with smaller areas under cultivation, women face greater risks of losing their agricultural sources of income and livelihoods. Their capacity to adapt to change is also reduced with the illiteracy rate, the lack of agricultural equipment and the weight of tradition more important among women. (Country gender profile Republic of Madagascar, 2021).

Inequality in access to land and production factors: In relation to access to factors of production, it is difficult for women to become landowners despite their strong presence in the agricultural sector. Civil laws grant equal rights to men and women, but customary laws remain the most applied in land management, mostly in rural areas (OECD, 2019). Customs regarding to land vary across regions and ethnic groups, but in most cases, women tend to have only secondary rights (Archambault & Zoomers, 2017). In case of decease of a landowner, often land is divided among the male siblings only, or land is given back to families once a woman leaves her village (FAO, nd). In addition, in the event of a divorce or death, women are only afforded 1/3 of the common property, and in some cases a wife may not receive anything at all (Archambault & Zoomers, 2017). Hence, the average area owned by FHHs (1 hectare) is almost the half of that MHHs possess (1.9 hectares) (INSTAT, 2011), and FHHs own generally marginalized lands. Women gain access to land as members of women's groups who work on plots that are lent, allocated or leased to them, as mentioned earlier, but they are unable to invest (e.g. plant trees). Women also have more limited access than men to factors of production, namely agricultural supplies, new technologies, financing, training and information.

Gender, forest and natural resources: Madagascar's forests are a valuable resource for rural populations. They provide essential materials for housing, fuelwood for cooking, medicines for adequate healthcare and a source of food for diverse foods (Randrianarivony et al. 2017; Borgerson et al. 2018). Collection of wood for cooking and timber for construction is men's responsibility, while the collection of traditional medicinal plants is predominantly a female activity (Golden et al. 2016, Borgerson et al., 2018). Men may in addition practice opportunistic hunting (using hunting pursuit methods and passive snare trap (Reuter et al., 2016; Borgerson et al., 2018). However, although people benefit from forest resources, deforestation remains a serious problem and constitutes the main cause of climate change effects exacerbation in the country (AfDB, 2016). Rural populations are involved in forest and natural resources management through local forest management structures (VOI/COBA, KASTI). However, women's membership in these structures remains low and executive positions are generally occupied by men (CI and Conforme, 2014).

Gender and climate change. Both men and women among smallholder farmer households in Madagascar are seriously affected by the effects of climate change. However, impacts on women,

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especially female household heads, seems to be worse than those on men. Women’s work burden has increased due to water scarcity, food shortage and low availability of fuelwood (collecting water and often collecting firewood are tasks assigned to women and girls). Also, cases of gender-based violence (of various forms) perpetrated by men on women tend to increase in the face of harsh living conditions. Moreover, female-headed households are more exposed to risks of food insecurity because they produce less due to their poor access to land, labour, agricultural technologies, and capital. Statistics related to impacts of climatic hazards on the beneficiaries’ crops show in addition that damages observed on women’s farms is significantly greater than that reported by men. Studies reveal that this is due in part to the poor diversification of crops on women’s farms (the average number of crops cultivated by FHHs is lower than by MHHs) and an unequal distribution of land (women often only have access to marginal land).

Gender-based violence. A third of women (32%) interviewed during an USAID’s survey thought that a husband is justified in beating his wife for at least one of the following reasons: she burns the food, she argues with him, she goes out without telling him, she neglects the children, or she refuses to have sexual intercourse with him (USAID, 2013). According to a survey conducted by INSTAT in 2014, 30% of women across Madagascar, or 3 in 10 women, said they had experienced at least one of the four types of violence while 8% of them suffered from 2 types of violence.

Table 1
Social indicators for the country

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|--|--------|
| Total labour force (thousands), 2014 | 12,077 |
| Female labour force as % of total, 2014 | 49.38 |
| Crude birth rate (per thousand people), 2014 | 34.46 |
| Crude death rate (per thousand people), 2014 | 6.67 |
| Infant mortality rate (per thousand live births), 2015 | 35.9 |
| Life expectancy at birth (years), 2015 | 65.1 |
| Total labour force (thousands), 2014 | 12,077 |
| Female labour force as % of total, 2014 | 49.38 |

Source: World Bank. 2016. World Development Indicators.

Legal and administrative framework. Madagascar has a legal and administrative framework conducive to the promotion of gender equality, which explains the country’s good rankings according to international indexes, despite the persistence of significant gender gaps as mentioned in the above section. In addition to adhering to most of the international conventions, the country has adopted several laws promoting women’s rights and has a functional institutional mechanism for the promotion of gender.

The country has ratified or signed many international and regional conventions or protocols regarding women’s rights and gender equity, namely:

- The Convention on the Elimination of All Forms of Discrimination against Women (1988),
- The Beijing Declaration, and its action plan (1995),
- The Southern African Development Community Protocol on Gender and Development,

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- The United Nations (UN) Security Council Resolution 1325 on Women, Peace and Security (2000).

More recently, the country adhered to the global agendas on gender equality and women empowerment in all spheres of life, through:

- The Political Declaration of the Commission on the Status of Women at its 59th session on Beijing + 20 and that of the International Organization of La Francophonie (March 2015),
- The Sustainable Development Goals where these questions are essential aspects for the vision of the 2030 Agenda (September 2015),
- The Agenda 2063 of the African Union which recognizes the role of women, girls, and young people in the achievement of the related objectives while inviting Africa to act in favour of women and girls and,
- The Gender Policy and Strategy of the Indian Ocean Commission (January 2016).

In 2016, the Declaration of Antananarivo at the end of the XVI Summit of the Heads of State of “La Francophonie”, materializes its previous commitments on women, girls and young people (especially young women) particularly concerning development, trafficking, human beings, education, training, the environment, entrepreneurship, employment and the representation of women in decision-making bodies, for “shared growth and [un] sustainable and responsible development”.

The country has a juridical arsenal that protect gender equality and promote women’s rights. The 2010 constitution reaffirms the equality of men and women before the law. Several national laws promote gender equality and protect women’s rights in access to land and assets (Law on Estate, wills, and donations, 1968; The new land policy, 2005; Law on marriage and matrimonial status, 2007). Some laws were also revised to be less discriminatory against women such as the Labour code which henceforth prohibits discrimination based on gender (Article 64, 2004), the Law on Marriage and Matrimonial Regimes which increase the legal age for marriage to 18 years old, allow both spouses to own individual property where they are entitled to administer without interference, and allow each spouse to administer joint property acquired during the marriage, which was before a right that was exclusively held by men. In addition, a new law related to the fight against Gender-Based Violence was adopted and provides severe penalties for perpetrators of GBV (Law n°2019-008).

Since the beginning of the 2000s, political efforts in favour of gender equality have been noted, in particular through revision of legislation and adoption of less discriminatory laws and the development of a National Policy for the Promotion of Women (“Politique Nationale pour la Promotion des Femmes”, PNPF). This policy aims to reduce disparities between men and women and aimed to: (i) Improve the income and economic status of women (especially rural women and women heads of household) (ii) Increase the level of education and training of women and girls, (iii) promote rights to health and reproductive rights, (iv) strengthen the participation of women in decision-making processes and (v) improve institutional mechanisms related to gender equality. Nevertheless, the recurrent socio-political crises in the country have limited the true integration of gender into institutional mechanisms and public policies and its implementation plan covers only the period 2004-2008.

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In 2016, the country launched a National Strategy for Fight against GBV (SNLVBG) for 2017-2021, with its action plan. The aim of this National Strategy is to contribute to reducing the prevalence of GBV and its general objective is to provide actors with a reference document to lead actions to prevent and respond to GBV in a coordinated and effective manner. However, although the country has policy and national programs related to Climate Change, those are not sufficiently considering gender in their orientation (AfDB, 2016). This neutrality is partially due to lack of studies and data that highlight differentiated impacts on men and women (World Bank, 2011).

The Ministry of Population, Social Protection and Promotion of Women (“Ministère de la Population, de la Protection Sociale et de la Promotion des Femmes”, MPPSPF) leads the implementation of policies, strategies, and national programs for the promotion of gender. Since 2015, the Ministry has dedicated gender mainstreaming to an attached structure, and the coordination of specific actions for women at the General Directorate for the Promotion of Women (DGPF). The Ministry has regional (directorates) and sub-regional (district level) branches which represent this structure at regional and districts level. In addition, with the support of its partners, the Ministry has set up “Trano Aro Zo” offices in some localities (mostly in urban and peripheral areas) which provide, among others, counselling and support to women victims of domestic and gender-based violence.

Civil society organizations (CSOs), including international and national NGOs and associations, are also having an increased role in advancing gender equality in Madagascar (AfFD, 2015). Through their interventions in various sectors (water and sanitation, governance, education, health, agriculture, food security, governance, etc.), they act to stimulate action and challenges related to gender equality / equity and collaborate with the Government as well as private sector. CSO’s networking with sub-regional, regional, and global movements made remarkable progress and have positive impacts on gender equality in the country (AfDB, 2005).

It is important to recognize that women are a heterogenous group (by age, wealth, socio-economic status, marital status), which results in significant implications for their resource endowments such as labour, access to land, access to finance and productive assets and their freedom to make independent decisions. In turn, this influences their information-seeking behaviour, accessing project services such as ability to attend training, develop new skills, adopt new practices and make decisions regarding income earned. Among those often most disadvantaged are women heading their own households as a result of never marrying, divorce or widowhood.

Summary of targeting approach and challenges in DEFIS areas: The overall targeting process favoured by DEFIS prioritizes vulnerable groups, including women, in particular women heads of households. The identification of investment areas is based, among other things, on the presence of a critical mass of beneficiaries, including the presence of a critical mass of women involved in the sectors. De facto, all the investments planned within the framework of all the components of DEFIS thus take into account the concern to reach more women as a priority group. Nevertheless, for the benefit of the management of activities and to strengthen the implementation of specific pro-gender actions, some components provide for specific activities for the benefit of women. In terms of indicators, the activities of DEFIS and DEFIS + are complementary and provide for capacity building of 2,400 women leaders in structuring

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organizations, leadership and management. Overall, out of the total direct beneficiaries of the Programme, the aim is to support at least 30% women, 50% of whom are young women.

On the whole, women face specific constraints related to access to land and physical capital and sometimes to access to leadership bodies and decision-making circles at the community level. They also sometimes do not have access to decision-making in the management of assets and capital (livestock) at the household level. Specifically, female heads of household are increasingly marginalized in decision-making at the group and community level. For lack of guaranty, they are also not credible towards financial institutions. They sometimes remain dependent on others.

With regards to infrastructure such as roads, which are largely deplorable in the DEFIS intervention areas, the population is forced to go on foot to market centers, schools, health centers and town/district headquarters to settle administrative matters. The transportation of agricultural products remains difficult. Pregnant women and young children are the most vulnerable to this situation. It should be noted that in terms of health, the geographical accessibility of health centers is a major issue influencing the attendance of health facilities by women and therefore affecting their state of health and that of their children. The densification of roads and rural tracks will be of definite benefit to women and men through the improvement in their living conditions. Jobs for women can also be created, directly linked to the project, in the construction of rural roads using the high labour intensity approach (HIMO).

In all cases, households headed by women derive less income from agricultural activities than those headed by men. Mechanization is limited by the smallness of the cultivated areas, but it also remains more and more inaccessible to women. Indeed, the acquisition and use of equipment more important than the spade remains the prerogative of men. The constraints and factors limiting the development of agricultural activities in general affect women even more. Various observations relate them, on the one hand, to the difficulty of access to seeds and fertilizers, the insufficient cultivated area and the low selling price, and on the other hand, to the low levels of human capital, the dilapidation of production and transport facilities (particularly rural roads), high exposure to climatic effects and poor irrigation infrastructure. The transmission by inheritance of land from parents is most often to the detriment of women.

DEFIS will give priority to women heads of household and young girls in targeting the AFEs benefiting from input support, the development of irrigated areas and the provision of production and processing equipment. Micro-subsidies are financed by mobilising the mechanism targeting the vulnerable in order to enable women to develop income-generating activities and strengthen their economic autonomy.

Proposed solutions for gender empowerment in DEFIS implementation: To strengthen the inclusion of women, the Program implements specific actions for the benefit of women, including the mechanism targeting the vulnerable group, the promotion of pro-gender activities as well as the establishment of small village savings and credit groups. By promoting income-generating activities, these mechanisms allow them to quickly generate more income and exceed the poverty line. Their gradual integration into remunerative sectors remains the guarantor of their real exit from poverty and in the long term.

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The taking into account of the gender dimension is rather institutionalized at the level of each institution including the steering committee of the Program (CNP at the national level and CROS at the regional level). The national federation of rural women is specifically represented in the national umbrella structure of producers (TTM). The establishment of producer organizations respects the quota system at the level of the governing body (over 30% women).

Promoting gender equality in agriculture requires support in various areas, including i) freer access for women to land ownership, requiring awareness-raising targeting the guardians of traditions on inheritance practices and on the rights of couples united by traditional/customary marriage; information and education for women and couples on land certification rights and procedures; (ii) greater access for women to improved production techniques (seeds, fertilizers, inputs, materials, processing, conservation, marketing, management, etc.), requiring training and financing facilities; (iii) a greater ability of women to regulate and sell their products, referring to the need for networking in the markets; (iv) greater access for women to their income, which would require actions to raise awareness among couples.

The legislative texts and regulatory framework in Madagascar do not exclude the rights of women and young people in terms of access to land. DEFIS support, such as technical assistance from FAO, respects the regulatory frameworks in force and provides for the promotion of the issuance of land certificates that include women. This guarantees the allocation of land to women and young people even after the completion of the Program.

In the areas of the DEFIS programme, problems with hygiene and water-related diseases do exist. Limited access to potable water and poor sanitation and hygiene practices are of particular concern for some areas. Awareness-raising activities on water-related diseases will be carried out during the implementation of the project, especially in the areas where irrigated perimeters have been set up, because households sometimes use non-potable sources. This is also part of the activities where beneficiaries will be sensitized on water-borne diseases.

Women intervene within local institutions and POs to defend their interests within the group, particularly in terms of access to inputs, financing, agricultural and processing equipment and above all access to capacity building and training modules. the autonomy of women. The quota system at the level of leading members can be strengthened and the activities supported can provide for the specific interests of women through the project.

Support for the emergence of young leaders and specific funding for youth projects will be provided through capacity building such as the gender action learning system.

Part II: Gender equality action plan: Model (at the project/programme level)

Gender strategy

DEFIS adopted a **gender strategy** based on the need to address inequalities related to sex, age and status when implementing the programme's activities. The programme's gender strategy is founded on Madagascar's national policy, IFAD's Gender Policy and the experiences and best practices developed in the framework of earlier projects in Madagascar. The objective is to: (i) eliminate the constraints that limit the inclusion, active participation and empowerment of women and youth (men and women) in the different links of agricultural chains; (ii) create opportunities to

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improve their living conditions; (iii) strengthen their productive capacities to increase the productivity and profitability of their economic activities by facilitating the access of women and youth to resources and factors of production (land, water, inputs, financing/credit, professional training, technology, support, etc.) and (iv) promote women's leadership and participation in decision-making at home, in farmers' organisations (grassroots peasant organisations, regional umbrella organisations and umbrella organisations – whose acronyms are OPB, OPR and OPF, respectively – as well as farmers' unions), the consultation forums of value chains and local communities in general.

The strategy was informed by consultations that took place during the realization project design through a series of public consultation (South East Region, South Region and Center Region) carried out that significantly involved the participation of women's groups and young people even the participation of women's groups since the grassroots (women's cooperatives, grassroots groups at village level). During the public consultations, specific requests were made for stakeholders to propose concrete actions for women that could be financed by the DEFIS program.

The strategy also takes into account that women are also active as agents of change, building climate resilience and finding innovative ways to adapt to climate change impacts on their communities and environments,³ for example by switching to drought-tolerant seeds, employing low impact or organic soil management techniques, or leading community-based reforestation and restoration efforts.⁴ These activities will be built on further during the implementation of DEFIS+.

The **strategy for the inclusion and empowerment of women** in the cultural and socioeconomic context of DEFIS' eight intervention regions will take into account the primary constraints that women face when engaging in agricultural activities. The biggest constraints on the five dimensions of women's empowerment are: (i) production: limited participation in decisions on the management of the family farm and limited autonomy to farm on small plots of land and/or land farmed by groups, and/or in certain post-harvest activities (processing); (ii) resources: restricted access and decision-making power over resources and factors of production (land, farm supplies, new production and processing techniques, training/information; financing/credit; etc.); (iii) income: limited access to family farm income and the fact that decisions on the use of these resources are made by the men; (iv) leadership: limited capacity for public speaking and to express their needs in the home, in communities, farmers' organizations (FOs) and other associations of which they are members; and (v) time: farming and domestic workloads that occupy women's entire day and the unequal division of labour between men and women.

DEFIS will support: (i) viable, sustainable and climate-resilient production activities that contribute to the economic empowerment of women; and (ii) capacity-building activities that increase women's voice, representation and participation in decision-making such as in farmer groups and cooperatives. (iii) Reduce workloads for women related to production and post-harvest activities (processing, sales, etc.) (ii) facilitating their access to factors of production, including land, water, seeds and financing; (iii) facilitating their access to efficient techniques and energy and labour saving technologies and and (iv) ensuring joint control of benefits over the management of the

³ WIFCAG, Oliver Wyman Forum, 2X Global. 2023. [Applying a Gender Lens to Climate Investing](https://www.oliverwymanforum.com/content/dam/oliver-wyman/ow-forum/climate/2023/WIFCAG_Gender_and_Climate_Framework_vF.pdf)
https://www.oliverwymanforum.com/content/dam/oliver-wyman/ow-forum/climate/2023/WIFCAG_Gender_and_Climate_Framework_vF.pdf

⁴ Schalatek, L. 2022. Gender and Climate Finance, Climate Funds Update, ODI and HBF https://climatefundsupdate.org/wp-content/uploads/2022/03/CFF10-Gender-and-CF_ENG-2021.pdf

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income generated by their activities. Access to more efficient technologies and techniques (combine harvesters, rice mills, machines to shell corn, etc.) and investments on water infrastructure will help reduce women's workload and the time spent on farm work.

To increase voice, representation and decision-making of women,, DEFIS' strategy includes actions that aim to: (i) improve the structure and governance of women's groups/associations and strengthen their leadership (training, awareness-building and information); (ii) increase knowledge on and respect for women's rights by building the awareness of all actors from the local communities on this issue, including men, women, youth, administrative, traditional and religious authorities and all individuals who influence the social and economic life of the community and (iii) facilitate access to business management tools and tools to improve their understanding of information provided, namely literacy training.

Women's influence on the choice of energy sources and equipment to be used remains limited by the level of the costs of this choice that the resource providers (boss; spouse) are willing to pay. Small-scale experiments with solar or wind-powered electrification of remote villages have shown that women have benefited both economically. Women's ability to adapt to change and their lack of access to climate-resilient farming systems and agroclimatic information are further reduced by illiteracy rates, a lack of farming equipment and the greater weight of tradition. Problems that may arise include husbands not accepting women's involvement in activities. Awareness-raising and information campaigns will be organized at village level for the entire population, including men, traditional authorities and all those with influence over the socio-economic dynamics of the villages, to encourage the involvement of young people and women.

Leadership training is also planned to reinforce women's active participation in POs, in the communities to which they belong and in the management of their organizations. This will enable women to make a real commitment to their communities. For all the activities planned by the DEFIS Program, eligibility criteria will promote the inclusion of the most vulnerable groups, FBOs, youth and women in project activities. The use of a quota system (achieving a minimum of 30% women and 30% youth) will reinforce these criteria.

Maintenance, rehabilitation and construction works are generally male dominated due to the manual nature of the work and labour efforts required. However, considerations for use of labour-saving equipment for women or allocation of lighter tasks related to rehabilitation and construction will be made. Therefore, the GAP includes an activity that guarantees women's participation in maintenance, rehabilitation and reconstruction work. This is also a result of DEFIS' targeting criteria that state women must be represented and participate in local decision-making bodies. During construction work, companies will be sensitized to ensure women's involvement in construction – light activities.

The difficulties encountered by women in participating in the Programme's activities are linked to: (i) their limited decision-making capacity. Women, especially married women, are very dependent on their husbands for decisions on the use of household production factors, (ii) their poor access to productive resources, (iii) women's workload at farm and household level. Women's participation in the various activities listed is likely to disrupt the relationship between men and women and give rise to conflicts within the household. Awareness-raising as well as the gender action learning that will be adopted and the mutual involvement of couples in the Programme's activities will help to eliminate this tension. The introduction of technologies to reduce the workload will also allow women to have more time to devote to Programme activities.

Constant monitoring and follow-up on these actions are necessary to ensure their sustainability and their appropriation by the women, women's groups, FOs and local communities. The

programme will mobilize actors in the inter-regional/regional coordination units and/or service providers who will receive training on DEFIS' strategies and tools for implementing, monitoring and evaluating the gender approach and the achievement of its objectives. Furthermore, leaders (men and women) from the FOs and/or communities who are recognized as such by the population will be identified and trained on gender equality and women's rights so that they can then facilitate awareness-building/information sessions with local communities. This details of process will be refined once the sites/villages/poles of development for the programme's interventions have been selected. In this selection process, specific sociocultural elements of the local context (e.g. customs of ethnic groups) will be taken into account to avoid any conflicts in the future.

The implementation of the gender strategy

Operational measures have been identified to guarantee the effective mainstreaming of the gender dimension. They are to make sure that while executing all programme activities, special care is systematically taken to ensure that women and youth from the most vulnerable FFs effectively engage. This exercise, which began during the programme's design phase, will continue to be carried out at programme start and throughout its implementation, as it will be incorporated into the successive AWP/Bs. The entire programme team will be involved in the execution of AWP/Bs.

As in the case of the targeting strategy, the responsibility for executing the gender strategy lies with the entire programme coordination team, as well as the different partners and institutions in charge of programme implementation, who will receive training on gender issues. The PCU shall: (i) promote and monitor how gender issues are taken into account in the programme; (ii) guarantee that the programme's gender strategy is appropriate given its approach and the context and sociocultural reality in the intervention zone, which continue to have considerable influence on the role of women in the home and the FFs; (iii) ensure that aspects related to the integration of gender and the inclusion of youth are systematically taken into account and that M&E indicators are disaggregated by sex and age. Practical measures will be taken to: (i) introduce the gender dimension into the selection criteria of the recruitment of programme personnel; and (ii) build the awareness and capacity of the programme team and implementing partners on gender issues and respect for the gender principle during the operationalization of the programme.

Youth empowerment. The project will (i) increase youth and other vulnerable groups to acquire jobs through wage employment and entrepreneurship or income-generating activities. These actions include: (i) Increase access to land allocation for youth by reserving plots of land for them in the newly-developed perimeters; (ii) positioning youth including younger women as rural entrepreneurs in the services sector in areas linked to the poles of development; and (iii) ensuring male and female participate in capacity-building activities and access to financing for farmers. The goal is to ensure that at least 50 per cent of all beneficiaries are women and 30% of all beneficiaries are youth (men and women)⁵.

DEFIS will engage with service providers (national and international NGOs and research institutes) who have expertise and proven experience in the field of women's rights and youth empowerment. Priority will be given to collaborating with rural women's federations and associations to strengthen the women farmers' network and organize exchanges on issues that are common across the value chains in which the women are evolved. There are plans for

⁵ To arrive at these totals, the calculations are as follows: 15 per cent young men + 15 per cent young women + 15 per cent women in other age categories. See DEFIS DCP.

collaboration with the Ministry of Population, Social Protection and Women and its regional directorates in view of its mission to promote the advancement of women and gender equality

DEFIS will monitored youth targets through the Program monitoring and evaluation team (at the national and regional levels). The close collaboration with the FORMAPROD Program (an IFAD project, which deals with the integration of young people and rural training intervening in almost the regions where DEFIS is implemented) is developed at the field level: involvement of young people trained in agricultural advisory services, promotion of the Gender Action Learning System (GALS) methodology to integrate gender interventions and support and financing of income-generating activities.

The project will recruit a Gender and Social inclusion officer to enhance the capacity of the project and ensure the effective implementation of gender mainstreaming. The officer will support the monitoring of the gender results indicators assigned at the level of each activity will reinforce the involvement and the strong commitment of the implementing partners of the activities in the field. The Officer will coordinate the gender mainstreaming and also collaborate with the Technicians at different levels that dedicate permanent time to the management of their daily activities while being concerned with the gender dimension. At the level of the Steering Committee, rural women are represented in the TTM and participate in the validation of the AWPBs and the annual monitoring of implementation. Like the CNP, the CROS operate in the same way at regional level.

Gender-based violence and Sexual Exploitation, Abuse and Harassment

Gender-based violence and Sexual Exploitation, Abuse and Harassment (SEAH) undermines the security and well-being of individuals and entire communities, and threatens efforts to end poverty and stimulate shared prosperity. To address this, recommendations linked to the elimination of gender-based violence will include the following actions:

- Strengthen awareness of GBV and SEAH issues among staff and beneficiaries through trainings and continuous learning activities.
- Develop or create awareness on prevention, handling and referral of GBV protocol working with MOH in order to anticipate and, if necessary, deal with related incidents.
- Strengthen operational /screening processes for activities deemed to be at high risk of GBV and SEAH, including signing of codes of conduct for public works contractors prohibiting all forms of GBV and SEAH- specifically against sexual activity with anyone under the age of 18. Contractor contracts and collaboration agreements signed with the project will contain relevant clauses.
- Develop and create awareness on a complaints and grievance redress mechanism for the project
- Information and awareness-raising on GBV and SEAH issues for those involved and beneficiaries.

The various project stakeholders and communities will be informed of the existence of the project's complaint management mechanism, which is one of the entry points for identifying and recording cases of GBV and SEAH in activities linked to project implementation.

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Reporting procedures for gender-based violence, SEAH and violence against children

All staff, volunteers, consultants and contractors are encouraged and required to report suspected or actual cases of GBV as they are responsible for complying with the company's commitments and hold their direct reports accountable for compliance with the individual Code of Conduct.

The project will provide information to employees and the community on how to report cases of violations of the GBV Codes of Conduct through the grievance resolution mechanism (GRM). The project will follow up on cases of GBV and Code of Conduct violations reported through the grievance mechanism.

Service provider: In handling any cases of GBV and SEAH, DEFIS task team will work through a Service Provider. The service provider is a local organization that has the experience and capacity to support Victims of GBV. The client, contractor and consultant must establish a working relationship with the service provider so that GBV cases can be safely referred to it. The service provider will also provide support and advice to the GBV focal points as required.

GBV and SEAH focal point: The project must confirm that all complaints related to GBV and SEAH have been forwarded to IFAD. The project must consider all GBV complaints and agree on a resolution plan. The Project will advise on resolution, including referral to the police if necessary. They will be assisted by the service provider where appropriate. All reports must be kept confidential and returned immediately to the service provider. In cases of GBV and SEAH warranting police action, the project must refer the complaint appropriately to: (i) the authorities; (ii) the service provider; and (iii) management for further action. The client and IFAD must be informed immediately.

Transparent measures: All reports of GBV and SEAH must be treated confidentially in order to protect the rights of all those involved. The client, contractor and consultant must maintain the confidentiality of employees who report any act or threat of violence and of employees accused of committing acts or threats of violence (unless a violation of confidentiality is required to protect harmed persons or property or when required by law). To ensure that Victims feel confident in disclosing their experience of GBV, they can report cases of GBV and SEAH through various channels: (i) online, (ii) by telephone, (iii) in person, (iv) the local service provider, (v) the manager(s), (vi) village councils; or, (vii) the police. To ensure confidentiality, only the service provider will have access to information about the Victim. The project will be the main point of contact for information and follow-up concerning the perpetrator.

Monitoring and evaluation: The project shall monitor the follow-up of reported cases and maintain all reported cases in a confidential and secure location. Monitoring should collect the number of cases that have been reported and the proportion of those managed by the police, NGOs, etc. These statistics should be reported for inclusion in the project's annual report. These statistics should be reported for inclusion in their reports. For all cases of GBV and ECV warranting police action, the project must be informed immediately.

Response protocol: The project will be responsible for developing a written response protocol to meet project requirements, in accordance with national laws and protocols. The response protocol must include mechanisms for reporting and responding to aggressors in the workplace with a competent and confidential response to disclosures of GBV and SEAH.

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Gender Action Plan

| Results | Activities | Indicators and targets | Timeline | Responsibilities | Budget (000 USD) |
|--|--|---|--------------------------------|---|------------------|
| Objective: Strengthen the resilience of agricultural production systems and vulnerable marginal communities to the impacts of climate change while contributing to enhance mitigation co-benefits in six regions in Madagascar through gender mainstreaming and technical and financial assistance to gender-specific activities | | | | | |
| Outcome 1 Strengthened climate resilience of agricultural production systems through enhancement and maintenance of ecosystem services | | | | | |
| Output 1.1: Improved water management for sustainable agriculture | Increase women's voice, representation and decision-making in WUAs, ensuring a quota of at least 30%; providing leadership training, etc.) and the development of water resource preservation and management plans | 50 % of women in WUA Overall target 1400 (700 females) 30 % of women in leadership positions in WUA Target 210 females | Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 40 |
| | Construction of water tanks for drip-irrigation and for small livestock to reduce women's workloads | 50 % of women amongst those benefiting from water tanks Overall target 150 (75 females) | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 3 461 |
| | Support access to energy and labour-saving equipment for women and youth e.g. cooking stoves, small farm equipment, post harvest technologies | 30 % of women and youth with labour saving equipment Target 80, 496 # of technologies supported and disseminated | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 100 |
| | Establishment of input shops and workshops for the manufacture and repair of | # of youth managed inputs shops established | Annually | Monitoring and evaluation manager and Gender and | 40 |

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| | agricultural equipment for youth beneficiaries. | # of youth managed workshops for manufacture of agricultural equipment | | social Inclusion officer | |
| | Increase access to land for women and youth through allocations e.g. through community sessions with traditional authorities and leaders etc | 30 % of women and youth with new land allocations Target 80 496 | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 50 |
| Output 1.2: Enhanced agro-climatic information systems new technologies and initiatives ⁶ | Training on climate information in capacity building of decentralized government (SRM & DRAEP) to ensure improved access to women by integrating their gendered needs | # of people (F,M) trained on gendered dimension of access and preferences regarding climate information Target 89 440 | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 492 |
| | Support roll out and adoption of renewable energy and energy-efficient technologies at households | 50 % of women amongst those benefiting from renewable energy and energy-efficient technologies Target 134 160 females 30 % of Female Headed households benefiting from energy efficient technologies | | Monitoring and evaluation manager and Gender and social Inclusion officer | 871 |

⁶ Women play important roles in the preparation of agricultural activities and in relation to the promotion of agricultural activities in the off-season to develop income-generating activities and for nutrition (case of market gardening). Agro-meteorological information is essential for women in relation to these roles (planning of input supply, adjustment of the agricultural calendar, management of agricultural labor, etc.)

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| | Training in Gender Action Learning System (GALS) for the dissemination of Climate Smart Agriculture practices and addressing gender issues | # of farmers (F,M, youth) trained on GALS # of farmers (trained in GALS including FHHs and vulnerable | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 291 |
| Outcome 2: Increased income generation through improved market accessibility | | | | | |
| Output 2.1: Reinforced rural access roads | Increased voice for women through, for example, focus group discussions to ensure their priorities are considered for site selection, management committees | # of women in WUAs leadership Target 210 | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 47 |
| | Increased involvement of women in less intensive maintenance and rehabilitation/reconstruction works (e.g. requiring mandatory recruitment procedures in minor works contracts, preceded by conscience-raising activities targeting both men (to encourage them to allow female family members to participate) and women (to inform them of employment opportunities); ensuring equal pay for equal work and require contractors to submit weekly time sheets, broken out by | % of women involved in light maintenance and rehabilitation/reconstruction works Target 89 440 Number of time sheets submitted disaggregated by gender | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 47 |

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| | gender; stimulating the development of women-owned construction enterprises; adapting work programmes to allow for women's considerable domestic workload and travel restrictions;...). | | | | |
| Output 2.2: Improved capacity to build and maintain rural infrastructure | Training of women on construction standards related to climate change | 20 % of women amongst those trained on construction standards related to climate change Target 35 776 women | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 47 |
| | Training of youth on construction standards related to climate change | 30 % of youth amongst those trained on construction standards related to climate change Target 53, 664 youth | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 45 |
| Outcome 3: Improved food and nutrition security through managing knowledge on food production systems. | | | | | |
| Output 3.1: Knowledge on climate change adaptation and mitigation | Training of women and rural development actors on climate change adaptation and mitigation of food production systems for enhanced nutrition e.g. using participant quota of at least 50%; using female trainers, etc.) | 50 % of women amongst those trained on climate change adaptation and mitigation of food production systems for enhanced nutrition Target 223 600 females | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 123 |

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| generated and shared ⁷ | | | | | |
| | increased participation of women in exchange visits on the adaptation of food systems to climate change and on the carbon sequestration potential of improved farming practices (e.g. using participant quota of at least 50%; organising women-only exchange visits and planning visits to successful female producers) | 30 % of women and youth amongst those participating in exchange visits Target 120 women and youth | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 141 |
| | Capitalization of best practices and knowledge on climate change adaptation and mitigation measures including special attention to gender dimensions | % of knowledge on climate change adaptation and mitigation measures including special attention to gender dimensions | Quarterly, Half yearly, annual | Monitoring and evaluation manager and Gender and social Inclusion officer | 198 |
| | Strengthen awareness of GBV and SEAH issues among staff and beneficiaries by developing orientation, training and continuous learning activities. | # of sessions held # of team members trained including at regional level | Annually | Monitoring and evaluation manager and Gender and social Inclusion officer | 30 |

⁷ In terms of capitalizing on good practices, in practice, it is the women who keep the farm monitoring notebooks and the follow-up of the details in the management and conduct of the farm. It is rather relevant and effective to encourage their participation in the dissemination of resilient agricultural practices. Also, the assessment of the effects of climate change is rather quickly perceived at the level of daily management within the household (case of the management of food stocks, management of income attributed to agricultural activities, etc.). Women are always the vectors of knowledge sharing on climate change.

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| | Develop an information/awareness protocol with a specialized entity in order to anticipate and, if necessary, deal with related incidents. | # of incidents reported and addressed | Annually | Monitoring and evaluation manager and Gender and social Inclusion officer | 10 |
|--|--|---------------------------------------|----------|---|----|

The resources for the GAP are included in the overall project costs particularly under the capacity building activities and investment activities.