Gender Action Plan

FP155: Building resilience to cope with climate change in Jordan through improving water use efficiency in the agriculture sector (BRCCJ)

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GREEN CLIMATE FUND

Part II: Gender Action Plan

1. **T**he Gender Action Plan has been developed in alignment with the Kingdom of Jordan's policies and strategies to promote gender equality in general (2020-2025 National Strategy for Women in Jordan, The National Poverty Reduction Strategy (2013-2020)) and more specifically the national strategies to address the impacts of climate change (National Adaptation Plan, February 2020National Strategy and Action Plan to Combat Desertification 2015-2020, the National Biodiversity Strategy and Action Plan 2015-2020, The National Climate Change Policy of the Hashemite Kingdom of Jordan (2013-2020) and the National Water Strategy 2016-2025). These policies recognize that promoting gender equality and empowering women is integral to climate change adaptation and that, whereas women have critical roles as educators, caretakers, practitioners, and agents of change in climate resilience, Jordan is missing out on a strategic partnership with women. They emphasize the disproportionate effects of climate change on women and acknowledge (i) **the need to enhance women's knowledge of climate change,** (ii) **increase women's participation in decision-making at all levels** (iii) **increase skills, knowledge and access to climate adaptive technologies for women working in agriculture, (iv) prepare a new generation of women champions and advocates of climate,** (v) **provide networking opportunities and strengthen rural women's voices and leadership capacities to advocate for gender-sensitive strategies and policies of adaptation to climate change** (vi) **develop gender-sensitive strategies and policies of adaptation to climate change.**
2. The GAP focusses on women's visibility and agency as farmers, primary managers of water at the household and more broadly climate change agents at the community, governorate and national level. It recognizes that as a result of differences in socially constructed gender roles and social status, women and men experience the impacts of climate change differently and differentiated strategies are needed. Consequently**, it** adopts a two-pronged approach to mainstreaming gender in the design and implementation arrangements. The first is to ensure that all the activities undertaken by the project are gender inclusive and the second is to explore how specific activities can be included to enhance women's agency in dealing with climate change risks by including activities targeted exclusively at women. Allocated budget for activities directly supporting women under the Gender Action Plan account for USD 7.64 millions or 23% of total budget and 31% of GCF funding (Annex Table 8.2: Gender Budget).
3. The project is designed to deal with the specific issues that women face with respect to their roles and responsibilities at the domestic level as the main users of the water resources for domestic use and at the farm level in their role on the homestead plots, backyard poultry, livestock feeding, kitchen gardening, etc. The project caters to both these roles by ensuring that women are a key participant in the decision regarding the roof-top water harvesting structures in homes and through their inclusion in the Farmer Field Schools. In addition, the project recognises that women-headed households are especially vulnerable to climate change risks and often do not have the resources to adapt to them. Thus women-headed households will be given a priority in terms of their inclusion and selection in project activities especially in providing them roof-top water structures, participation in FFS and selection as Climate wise women.
4. The project also includes an innovative sub-component for training and deploying Climate Wise women as agents of change in the four project governorates. This

initiative draws on the successful experience of a GIZ project titled Water Wise Women (outlined above) which focussed on increasing women's agency, breaking limiting social norms and recognizing the significant role women play in water management at the household and community level. The design of the Climate Wise Women initiative also incorporates key lessons from the project that behavioural change is a process that requires time, constant reinforcement and use of change agents located within the community. Balancing child care and other domestic and family responsibilities is always a challenge for women. However, the project will let women self-select themselves. It will facilitate women with young children and other responsibilities by flexibility in the training location, timing and duration as far as possible.

Climate Wise Women

A cadre of 400 Women will be trained as Change Agents for Climate Adaptation for climate adaptive practices from the rural areas in the four target Governorates. These young women will be advocates and repositories of knowledge, technical guidance and support on climate change adaptation, anchored in rural communities. These young women will have the profile and visibility to be informed interlocutors in the national dialogue on climate change The women will be trained and certified through a customized sixteen-week course delivered over the course of a year in state-of-the-art techniques for climate adaptive agriculture, agri-business planning and development and use of social media for climate change adaptation advocacy. Service providers will be hired to ensure equitable access across villages in Governorates as well as safe and convenient arrangements for transport and training.

5. The project responds to national gender equality objectives through a range of activities. It has several activities aimed at **enhancing women's knowledge of climate change and climate adaptive practices** such as training in water-saving, use of reclaimed water, community dialogues on climate-change and ensuring women's participation in workshops, seminar and training on climate adaptation and gender-responsive communication campaigns. It increases **women's participation in decision-making** through activities such as their involvement in the design of the rooftop rainwater harvesting structures, development and validation of Landscape Resilience plans, membership of WUAs, etc.

6. The project **increases skills, knowledge and access to climate adaptive technologies for women working in agriculture** through climate-smart FFS customized to women's needs, access to gender-responsive e-extension, on-going support for introduction to water-efficient and other climate adaptive strategies through the cadre of community-based Climate Wise Women. The project's implementation arrangements ensure **women's safety and well-being** through measures such as providing them a briefing and instructions on safety protocols, provision of safe transport and logistic arrangements. Women will be informed that if they face GBV due to participation in any project activity, they should use the project's grievance mechanism. This will enable the project to take any action that may be necessary at the project level to address the issue, as well as, if necessary take any pre-emptive measures to ensure that such incidents do not happen in the future. The risks of sexual

harassment in activities such as the FFS and training for the young Climate Wise Women will be minimized through using women trainers, safe locations and appropriate training timings and instructing them to move in twos or threes. This will also increase women's access to these activities as, in some of the more conservative areas, mixed groups may have led to reduced participation. Family members will be briefed about women's participation through a session for male relatives to keep them engaged and minimize the chances of domestic violence, where required. Measures to ensure continued safety of women will be put in place by properly briefing the women about safety precautions. During the project a help line will be provided for reporting cases of domestic violence by project participants. This responsibility will be assumed by a host of local CSOs and the Family Protection Department and linking the women with respected community leaders, providing them recourse to resources such as the Family Protection Departments and local CSOs. The project strengthens the element of sustainability in design by capacity building and investing in **preparing a new generation of women champions and advocates of climate-change adaptation through** establishing a cadre of Climate Wise Women. Empowerment and decision-making capabilities of women will be woven into the training and approach of the Climate Wise Women with the ultimate objective of facilitating changes in perceptions and practices around gender-based roles. The women agents will also be involved in understanding the project role in the investment in roof-top water harvesting, optimization of waste water for fodder crops, role that women can play in resilience planning at the local level, the practices and technologies that can enhance adaptation to climate risks and enable greater access for women, especially women-headed households and those from vulnerable households to accessing resources from CSOs, inputs and supplies through linkages with the private sector and donor initiatives, etc. The project is promoting a range of new technologies, some which consultations with NARC and communities show have already been initiated under other projects and are within the budget of vulnerable households.

7. Networking opportunities and strengthening rural women's voices and leadership capacities to advocate for gender-sensitive strategies and policies of adaptation to climate change is provided through Climate-Wise Women forums. These bring these young women together with key stakeholders for interactive dialogue and networking. These forums will increase the visibility of these young women as agents of change, allow sharing of experiences, lessons learnt, interaction with other keys stakeholders and an opportunity to influence the national climate change agenda. The project will facilitate **development of gender-sensitive policies and strategies** by ensuring that all the policies, strategies and curricula are reviewed with a gender lens.

Annex Table 8.1: The BRCCJ Gender Action Plan

Component 1: Build climate resilient water systems			
Outcome 1.1: Enhanced water availability to face climate change shocks			
Output 1.1.1 By year 7 at least 8250 buildings retrofitted with water harvesting structures			
Activities	Indicator & Targets	Timelines	Responsible Institution
Gender-sensitive selection of public buildings retrofitted with water harvesting structures	Number and percentage of girls' schools selected for rooftop water harvesting infrastructures Target: 100 schools / 50% of all schools	By year 5	FAO-PMU UNDP Service Providers contracted under competitive bidding
Gender-sensitive awareness campaign on water conservation conducted	Number of campaigns that contain gender analysis and gender-sensitive messages, objectives and identification of target audiences and channels Target: 4	By year 5	
Selection of women-headed households as beneficiaries of rooftop water harvesting infrastructures	Number and percentage of women-headed households receiving rainwater rooftop harvesting Target: 785 rainwater rooftop harvesting structures received by women-headed household/10% of all household structures	By year 7	
Women trained on the importance of harvesting and saving water and operating the system in the targeted households	Number of women and girls trained Target: 2155 / 49% of all participants trained in water conservation	By year 7	
Consultations held with women in target households for their input in the design of rainwater harvesting systems that are gender-sensitive and labor-saving	Number and percentage of rooftop rain-water harvesting infrastructures designed in consultation with women Target: 100% of rooftop roof-top water harvesting infrastructures (7850) designed in consultation with women	By year 7	
Gender–sensitive impact assessment of Component 1 activities conducted	Consultations, analysis and findings of impact assessment are sex-disaggregated Target: Gender-sensitive impact assessment report	By year 7	

Output 1.1.2. By year 7, reuse of reclaimed water from 3 Waste-Water Plants is optimized			
Develop gender-sensitive communication campaign and materials for sensitizing women and men users of reclaimed water	Number of campaigns that contain gender analysis, gender-sensitive messages, objectives and identification of target audiences and channels Target: 3	Every year up to year 6	FAO-PMU Service provider contracted under competitive bidding
Training of women farmers in safe reuse of reclaimed water in target areas of the 3 Waste-Water treatment plants	Percentage of women farmers trained Target: 100 percent of women involved in reuse of reclaimed water in target area	By year 7	
Promotion of women's membership in WUA in areas irrigated by reclaimed water through introducing joint membership of men and women from the same households	Number of women farmers in WUAs Target: At least 30 percent of WUA members[1]	By year 7	
Output 1.1.3. By year 4, Landscape Resilience Investment Plans			
Gender-sensitive criteria for selection of investments are established and used	Consultations held with women on selection of investments Target: Women's priorities included as one criterion in list of criteria for selection of interventions	By year 1	
Gender-sensitive economic and social feasibilities conducted for the development of the Landscape Resilience Investment Plans	Percentage of women beneficiaries (out of total) consulted Target: At least 30% of all beneficiaries consulted are women Findings of the feasibilities are sex-disaggregated, and recommendations are gender-responsive Target: Economic and social feasibility assessments include sex-disaggregated data and recommendations that are gender-responsive	By year 3	
Women's representation and voice strengthened as decision-makers through their inclusion in development and validation of Landscape Resilience Investment Plans	Investments prioritized by women included in Landscape Resilience Investment Plans Target; At least 30% of the investments selected are those prioritized by women	By year 4	

[1] In Jordan women own 5 percent of the land. (UN Women & Reach, Women's participation in the agricultural sector, rural institutions and community life, 2018), therefore their inclusion will require promoting joint-membership of men and women from the same WUA member household.

	Percentage of women participating in workshops in the 4 Governorates Target: Women comprise a minimum of 30 percent of workshop participants Quality of women's participation in the validation workshop Target: Most women felt comfortable and confident expressing their views		
Component 2: Climate Change resilience for Enhanced Livelihoods and Food Security			
Outcome 2.1: Enhanced capacity of households to deal with climate change			
Output 2.1.1 By year 7, 6,000 Farmers trained in climate resilient production practices through FFS (4050) and field days (1950)			
Women Master Trainers trained to conduct FFS	Number and percentage of women master trainers Number of women master trainers conducting FFS Target: 20 / 50 percent minimum of 40 trainers	By year 1	
Climate smart-FFS for women customized to suit women's specific needs (homestead gardens, medicinal plants and herbs, small-scale water efficient technologies etc) and preferences in terms of frequency, duration, timing, location conducted	Number of women-only Climate-Smart FFS Number of women reporting increased knowledge and use of climate smart practices as a result of their participation in FFS Target: 70	By Year 7	
Women trained through FFS (both FFS especially customized for women and other FFS organized by the project)	Number and percentage of women participants in FFS Target 1200 / 30% of 4050 FFS participants Number of women reporting increased knowledge and use of climate smart practices as a result of their participation in FFS Target: 840/ 70% of 1200	By Year 7	
Women trained in field days and workshops on climate adaptative technologies such as wiking beds,	Number and percentage of women included in field days and workshops Target 1800 / 30%	By Year 7	

growbags, drought resistant crops, water-efficient practices	Number of women reporting increased knowledge and use of adaptation technologies Target 540/ 70% of 1800		
Gender-sensitive impact assessment conducted	Percentage of women consulted for impact assessment Target: 50% of persons consulted for the impact assessment. Gender-sensitive impact assessment report with sex-disaggregated data	By year 7	
Output 2.1.2 By year 7, 30 000 Farmers reached through e-extension			
Gender-responsive Climate smart solutions included in material disseminated through EE platform	Percentage of women accessing the EE platform Target 10,000 / 33% Percentage of women using information about climate smart solutions Target: 7000 / 70% of 10,000	By year 7	FAO-PMU Service Providers
Output 2.1.3 By year 3, 400 Women trained as Change Agents for Climate Adaptation			
Selected women agronomists receive scholarships to work with International Agronomist and University to design and deliver courses in Climate Adaptive agricultural and household practices to 400 young women	Number of young women agronomists given scholarships Target: 8	By year 2	
Young women trained and certified as Climate Wise Women on scholarships	Number of young women certified as Climate Wise Women Target: 400 women	By year 3	
Output 2.1.4 By year 7, 15000 Persons sensitized for climate adaptive measures			
Community Dialogues on climate adaptive measures with groups of women, youth and men farmers conducted by Climate Wise Women	Number and percentage of women sensitized to climate adaptive measures Target: 10,500	By year 7	FAO-PMU Service Providers Competitively Selected

	Number and percentage of youth sensitized to climate adaptive measures Target: 3000 Percentage of women and men who perceive benefits would accrue to them from adoption of the climate adaptive measures Target: 70 percent of 13500. Percentage of women and men reporting an increased understanding of climate change. Target: 70 percent of 13500.		
Farm/Homestead visits conducted by Climate Wise Women to demonstrate climate adaptive techniques	Number and percentage of women visited to demonstrate climate adaptive techniques Target: 8000 / 80 % Women and men who consider themselves better off (in terms of livelihood, income, nutrition, wellbeing, social status or empowerment) due to the climate-adaptive techniques they were introduced to. Target: 70 % of 6500 women and 70 % of 1600 men.	By year 7	
Climate Wise Women Forums organized with representation on local, governorate and national governments, youth groups and farmers groups.	Number of Climate Wise Women Forums Target: 3 Number and percentage of young women participating in Climate Wise Women's Forum Target 420/ 70%	By year 6	
Active participation and 'voice' of women and youth is promoted in Climate Wise Women Forums through use of interactive and participatory techniques like world café	Percentage of women and youth who feel they are able to express their views Target: 80% of women and youth participants Percentage of youth participants Target: 40 % of all participants	By year 6	

	Percentage of gender-sensitive and youth sensitive recommendations Target: 80 %		
Component 3: Scaling-up climate adaptation			
Outcome 3.1 By year 7 Gender sensitive resilience tools and practices to adapt to water scarcity are mainstreamed into the national policy/educational/administrative/social frameworks			
Output 3.1.1. By year 6, specific policy and regulatory bottlenecks are identified and reforms initiated			
Activities	Indicator & Targets	Timelines	Responsible Institution
Policies and laws reviewed from the gender perspective and recommendations identified to mainstream gender	Percentage of policies reviewed from the gender perspective Target: 100 % of policies reviewed by the project	By year 6	FAO-PMU Service Providers Competitively Selected
Gender sensitive Communication campaigns designed and implemented.	Number of campaigns that contain sex-disaggregated context analysis, formulation of objectives, identification of target audiences, design of messages and selection of channels of communication Target: 100 % of all communication campaigns implemented.	By year 6	
Output 3.1.2 By year 6 at least 6 national curricula of vocational schools (masonry, plumbing and agriculture) and of specialized universities (agriculture, architecture, water engineering) are updated to include climate smart agriculture, water efficiency and precision agriculture.			
Curricula of vocational schools and specialized universities reviewed and updated from the gender perspective Expertise of women teachers and professors in climate smart agriculture enhanced	Number and percentage of curricula mainstreaming gender Target: 6 /100% of curricula reviewed Number and percentage of women teachers trained in the teaching and practice of new curricula Target: 100 / 33 % of 300 teachers	By year 6 By year 6	FAO-PMU Service Provider Competitively recruited

Output 3.1.3 By year 7 at least 6440 persons (4 governorates, 16 provinces, 324 municipalities) and private sector engaged in climate change adaptation practices			
Activities	Indicator & Targets	Timelines	
Promotion of women's active participation in trainings, workshops and conferences on climate adaptation	Number and percentage of women participating in trainings, workshops and conferences Target: 3220 / 50 percent of 6440 persons	Every year till year 7	FAO-PMU Service Provider Competitively recruited
Strengthening capacity of women in CBOs for climate adaptative practices	Number of women CBO members trained in climate adaptation Target: 500 women CBO members / 50% of 1000 persons.	By year 7	
Gender-inclusive consultations with institutions (local) and the private sector and civil society in project areas to develop a tailored technical assistance plan to enhance local administration's and private sector actors' capacities to comply with the national green construction and water saving policy frameworks	% of women consulted for the plan Target :35% of all persons consulted % of women technicians engaged in training Target: 25% of all technicians engaged	Every year till year 7	
Gender sensitive Communication / Awareness campaigns designed and implemented	Number of campaigns that contain gender analysis and gender-sensitive messages, objectives and identification of target audiences and channels Target: 100 percent of communication campaigns developed	Every year till year 7	
Women's agency and challenges in climate change adaptation highlighted in project publications	Percentage of publications highlighting women's role in climate adaptation Target: 100 percent	Every year till year 7	
Project Management			
Staff responsible and accountable for mainstreaming gender in project .	ToR of CTA M&E Expert, Gender & Social Inclusion expert, Water Engineer, Safeguard Specialist specifies responsibility for mainstreaming gender in project KPIs of staff include mainstreaming gender	By year 1	FAO-PMU Service Provider Competitively recruited

	ToR of service providers specify responsibilities for mainstreaming gender	Every year till year 7	
Gender is mainstreamed in M&E system and in all independent impact assessments	Data collected on project indicators is sex-disaggregated Performance of the project on gender indicators as specified in the Gender Action Plan is monitored.	Every year till year 7	
Project reports are gender sensitive.	Achievement of gender targets are reported against each project outcome, output, and activities. Key challenges in mainstreaming gender are identified and strategies to address them specified	Every year till year 7	

Annex Table 8.2 Gender Action Plan Budget

Component	Output	Activity	Total Budget	Estimate based on % of Women participation	Allocated Budget in the GAP
Component 1	Output 1.1.1 By year 7 at least 8250 buildings retrofitted with water harvesting structures	Activity 1.1.1.3 Construction of Rooftop rainwater harvesting system in public buildings	$ 1,672,144	30%	$ 501,643
		Activity 1.1.1.5 Construction of Rooftop rainwater harvesting system in households	$ 8,272,000	50%	$ 4,136,000
Component 2	Output 2.1.1 By year 7, 6,000 Farmers trained in climate resilient production practices through FFS (4050) and field days (1950)	Activity 2.1.1.1 Provide Technical assistance and oversight for climate change adaptation	$ 175,000	Gender Specialist	$ 175,000
		Activity 2.1.1.3 Training a team of Master Trainers/Facilitators	$ 448,000	30%	$ 134,400
		Activity 2.1.1.6 Conduct Climate Smart FFS	$ 2,424,600	26%	$ 630,396
		Activity 2.1.1.7 Field demostration of tested climate-adaptive innovation and practices	$ 300,000	30%	$ 90,000
	Output 2.1.2 By year 7, 30 000 Farmers reached through e-extension	Activity 2.1.2.1 Developing climate-smart IT solutions for smart devices	$ 250,000	30%	$ 75,000
		Activity 2.1.2.2 Disseminating climate smart-solutions and weather forecast through smart devices	$ 573,600	30%	$ 172,080
	Output 2.1.3 By year 3, 400 Women trained as	Activity 2.1.3.1 Technical assistance in climate adaptive agriculture	$ 67,050	100%	$ 67,050

	Change Agents for Climate Adaptation	Activity 2.1.3.2 Development of training manuals and certification requirements	$	30,000	100%	$	30,000
		Activity 2.1.3.3 Scolarship for young trainers	$	65,200	100%	$	65,200
		Activity 2.1.3.4 Competitive selection of candidates for climate wise-women	$	120,000	100%	$	120,000
		Activity 2.1.3.5 Trainings developed for climate wise-women	$	698,000	100%	$	698,000
		Activity 2.1.4.1 Conducting Community dialogues for gender sensitive climate adaptation measures	$	718,752	100%	$	718,752
		Activity 2.1.4.2 Organizing multi-stakeholder climate-wise women forums	$	30,000	100%	$	30,000
Total						**$**	**7,643,521**

Total Project	33,251,501
(%) of Total	**23%**
(%) of GCF	**31%**