



RLLP Gender Approach & Sustainable Land Management Project- 2 Gender Assessment Report (Second Draft)

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Acronyms

AGP	Agricultural Growth Program
BoA	Bureau of Agriculture
CBPWDG	Community Based Participatory Watershed Development Guidelines
CDD	Community Driven Development
CDP	Commune Development Program
CF	Community Facilitator
CGIAR	Consultative Group on International Agricultural Research
CIG	Community Investment Group
CPF	Country Partnership Framework
CRGE	Climate Resilient Green Economy
CSA	Climate Smart Agriculture
CSRP	Community Storage Receipts Program
CWT	Community Watershed Team
DA	Development Agent
EFA	Economic and Financial Analysis
EMP	Environmental Management Plan
ESIF	Ethiopia Strategic Investment Framework
ESMF	Environmental and Social Management Framework
FHH	Female-Headed Households
FTC	Farmer Training Center
FY	Fiscal Year
GoE	Government of Ethiopia
GRM	Grievance Redress Mechanism
GRS	Grievance Redress Services
GTP	Growth and Transformation Plan
IGA	Income Generating Activity
KLAUC	Kebele Land Administration and Use Committee
KWT	Kebele Watershed Team

LIFT	Land Investment for Transformation Project
M&E	Monitoring and Evaluation
MDTF	Multi-Donor Trust Fund
MoALR	Ministry of Agriculture and Livestock Resource
MoFEC	Ministry of Finance and Economic Cooperation
MoWIE	Ministry of Water, Irrigation and Electricity
MSE	Micro and Small Enterprise
MYDP	Multi-Year Development Plan
NRLAIS	National Rural Land Administration Information System
NRM	Natural Resource Management
PES	Payment for Environmental Services
PIM	Project Implementation Manual
PPR	Post Procurement Review
PPSD	Project Procurement Strategy Document
PSNP	Productive Safety Net Program
PCU	Project Coordination Unit
REILA	Responsible and Innovative Land Administration Project
RLLP	Resilient Landscapes and Livelihoods Project
RPF	Resettlement Policy Framework
SA	Social Assessment
SDP	Social Development Plan
SLLC	Second Level Landholding Certification
SLM	Sustainable Land Management
SLMP-I	Sustainable Land Management Project Phase-I
SLMP-II	Sustainable Land Management Project Phase-II
SLWM	Sustainable Land and Water Management
SORT	Systematic Operations Risk-rating Tool
SURED	Sustainable Use of Resources for Economic Development
TA	Technical Assistance
WLRC	Water and Land Resource Centre
WMUP	Watershed Management and Use Plan
WoANR	Woreda Office of Agriculture and Natural Resources
WoLAU	Woreda Office of Land Administration and Use

1. Introduction

Land degradation has important gender dimensions.¹ The UNDP states that land degradation increases the pressure on women differentially than men in their effort to meet practical needs while pausing the long term structural challenges to support their families under increasingly difficult environmental, physical, social, and economic conditions. Women are also challenged by the consequences of land and environmental degradation induced fuel-wood and water shortage, making their work even more challenging.

Analysis also indicated the constraints to women's access to equitable role in decision-making concerning land resources and their engagement in sustainable environmental and land management such as: (a) insecure land use rights, (b) the low value assigned to labour and subsistence farming, (c) lack of access to credit and (d) lack of opportunities to gain and share technical knowledge². Further, UNCCD³ illustrated that, often 'women's inequitable access to secure property rights forces them onto marginal, fragile, highly degradable lands'.

The Sustainable Development Goal (SDG) Five on achieving gender equality and empowering all women and girls is emphasized as not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to the natural resource base and equal representation in decision-making processes will ignite the returns of RLLP investment and benefit broader society. Thus, the design of RLLP will base its parameters towards contributing to the SDG Five goal while creating opportunities for women's equal rights to economic resources, as

¹ Evidence in the context of land and natural resources show that GBV is often employed as a way to maintain power imbalances, violently reinforcing sociocultural expectations and norms and exacerbating gender inequality.

² Mother Earth: Women and Sustainable Land Management, Gender Mainstreaming Guidance Series, 2007.

³ Gender Programme: Empowering Women to Invest in Sustainable Land Management (SLM), the Global Mechanism, United Nations Convention to Combat Desertification.

well as access to ownership and control over land and other forms of the natural capital, in accordance with GoE laws.

Understanding gender aspects of natural resources management is an entry for reversing environmental and land degradation in the RLLP landscape. Women manage natural resources daily in their roles as farmers and household providers; typically, responsible for growing homestead crops, collecting fuel wood and water. Overall, local values and practices have vast impact on the access to natural resources and the level of engagement of women in the agriculture sector. The inequitable access and unequal playing fields has led women farmers to produce on average 23% less than their male counterparts in Ethiopia⁴. However, notwithstanding their reliance on natural resources, women have less access to and control than men, despite their constitutional rights to equal land ownership, administration and use. Landless rural women often depend on common property resources for fuel wood, fodder and food. As part of the overall RLLP investment, protection of the natural resources base is at the center, where rural women and men will be empowered to participate in decisions that affect their needs and vulnerabilities, and in turn lend hands for effective interventions for their conservation and sustainable use.

1.1. Lessons from SLMP-2 Gender Focus

SLMP-2 has used gender mainstreaming as a strategy for making concerns and experiences of women and men an integral part of the design, implementation, monitoring and evaluation of sub project activity. The SLMP-2 has been able to create jobs, generate income, sustain livelihoods for women and youth in its project components as an integral

SLMP-2 Gender Focus: Facts-Mid Term

SLMP-2 has made considerable progress in developing and using a gender mainstreaming guideline to ensure the inclusion of gender issues in its subprojects/activities. All reporting in SLMP-2 is gender disaggregated. Overall, SLMP-2 ensured a 25% proportion of Female Headed Households, while women in Male Headed Households also draw various forms of project benefits. Participation of women in decision making in SLMP-2 coordination platforms at different levels of the project implementation (CWT, KWT, WTC, and WSC) is 18.3%. The SLMP-2 staffing has 15% women at all levels of the project coordination units.

Gender and youth inclusive approach of SLMP-2 in all components benefited men and women, with focused support to vulnerable groups and underserved peoples. SLMP-2 is systematically implementing the Social Development Plan which has a gender, vulnerability and youth lens where, soil and water conservation work benefited women (56,525), engagement of jobless and landless youth in paid work (24,192) and landless households involved in paid work (5,195). The livelihoods improvement intervention, on people who have impact on the natural resource base focused on households with small landholding (less than 0.25ha in SNNP) or landless, jobless and land less youth and women. SLMP-2 income generation activities used SLMP-2 objective on reducing impact on the natural resource base where, women targeted for IGA (4,207), engagement of jobless and landless youth (2,334), landless households involved in paid work (1,717) and people with disability targeted for IGA (110). Besides, improved cook stoves (ICs) have drastically reduced women's time in collecting firewood.

part of the operation. The following midterm gender focus of the SLMP-2 evidence provides the basis, including gender-disaggregated data.

1.2. RLLP Gender Approach

The operational steps encompass resilience building through soil and water conservation works, enhanced tenure security, homestead and farmland development, livelihood improvements (access to improved, targeted livelihoods support in rehabilitated watersheds including creating jobs, organized cooperatives, women or girls only) and climate smart agriculture, affordable and innovative technology (household energy). For RLLP, facilitating the acquisition of Improved Cookstoves, will free up women's time, which they could potentially use in developing income generating activities (IGAs). These IGAs could include promotion of ICs, renewable energy options for households, cultivating fruit trees, bamboo handicrafts, beekeeping, etc.

The RLLP components will take into account the different roles of men and women in advancing resilient livelihoods at multiple scales, and respond to the unique interests, priorities and needs of women and men in order to close gender gaps. Women and men at all levels of the RLLP decision making should be involved as key actors in the assessment, design, monitoring, and evaluation of interventions starting from the community watershed committee. Both women and men need to benefit from a gender approach that reinforces their joint participation and equitable benefit in RLLP. Thus, RLLP will prioritize concrete actions that diversify income and improve livelihoods of communities involved in the RLLP value chain using a gender filter to address the gender aspects of natural resources.

A rigorous impact evaluation of gender innovations under RLLP is currently being carried out which will consider gender-nuanced household outcomes, such as land-use decision making, investment in land and livelihood diversification, as well as employment and earning outcomes. The impact evaluation from SLMP 2 experiences will better inform and help determine constraints and experiences that limit female and male project beneficiaries', and whether women's ability to realize their equitable benefit from the natural and environmental resources potential were effectively improved by the project's activities/innovations.

Based on the preliminary findings of this gender assessment, the following major indicators and a draft Gender Action Plan are designed to guide the gender mainstreaming process in RLLP.

Tentative RLLP Component Based Gender Focus Indicators

Core Indicators:

- Strengthened implementation practices (planning, implementation and monitoring processes) for equitable and meaningful participation of females and males in sustainable land restoration and water conservation practices (50% female representation in all stages)

- Integrated landscape management practices adopted by local communities based on practical and strategic gender needs and priorities

Component 1: Integrated Watershed and Landscape Management

- Households who directly benefited from integrated watershed and land use management (number, men and women)
- Proportion of women involved in the planning and implementation of the natural resource program increased to 50%
 - Female participation in project coordination platforms (CWT, KWT, WSC and WTC) increased to 50%
- Number of gender sensitive technologies demonstrated in the project area (energy, labour and time saving cook stoves, bio gas, etc) (Number)⁵
- Number of technologies promoted to public RLLP extension services (total and disaggregated by gender) (Number)
- Provisions to remove participation of pregnant and lactating women in watershed development work, from onset of pregnancy to until 24 months postpartum (one PIM, updated)
- Clarify work norms in the PIM, on 50% reduction of workload and allocation of light work for women (one PIM, updated)

Component 2: Institutional Strengthening, Capacity Development, and Knowledge Generation and Management

- Formal community-based institutions, self-help groups and associations established and functional (Number of women participants)
- Proportion of women's participation in decision-making processes in watershed steering committee (WSC) and Watershed Technical Committee (WTC) increased from 18.3% to 50%.
- No of traditional institutions and leaders that accessed gender training (number, men and women)

Component 3: Rural Land Certification and Administration

- Second level landholding certificates issued (of which female numbers).
- Households who have received second level land holding certificates (sub-indicator women who have received second level land holding certificates individually or jointly with a man (Number))
- Landless youth who have been issued a second level certificate or other legal documentation to use communal land holdings in exchange for restoring land (Sub-indicator - Of which female (Number))
- People participating in income-generating activities supported by the project (Sub-indicator, Of which female (Number))
- Equitable (50%) participation of women and men in awareness programs on equal land rights and holdings and in land programs

Component 4: Project Management

⁵ This indicator assesses the number of gender sensitive technologies demonstrated by the project. Gender sensitive technologies are defined as: (i) technologies based on needs and interest of female farmers; (ii) technologies that reduce time and labor for women farmers; and (iii) technologies that are accessible and affordable by women farmers.

- RLLP M&E report (sex disaggregated data)
- RLLP Gender Impact Assessment (two reports, midterm and end of project)
- Updated RLLP Gender Mainstreaming Guideline (one report, updated guideline)
- RLLP Gender Focused Capacity Building (gender disaggregated capacity building reports and gender focused trainings)
- Updated SLMP PIM to integrate gender provisions and tools for improved implementation practices at the grassroots levels (one PIM, updated)
- Training plan on the updated PIM developed, with an earmarked budget (one, training plan)
- Capacity building activities /training/ on gender mainstreaming and updated PIM provisions for project implementers at different levels (Number of training sessions)
- Gender sensitive information, education and communication (IEC) materials disseminated to guide implementation of gender dimensions of the project (Number and type of IEC materials)

1.3. Background on the national frameworks

The Government of Ethiopia is strongly committed to promoting gender equality and women's empowerment and has adopted several institutional and policy measures. There are number of regional and international provisions that the country has ratified in relation to women and girls' human rights. Ethiopia is party to international instruments upholding gender equality and the rights of women and girls including the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action (BDPFA) and the Protocol of the African Charter on the Rights of Women in Africa (Maputo Protocol) and Convention on the Rights of Child, Declaration on the Elimination of Violence against Women.

At the national level, various laws and legislations including the 1995 Constitution of the Federal Democratic Republic of Ethiopia, allow Ethiopian women and men to enjoy the same rights. Women and men have equal constitutional rights to property and land ownership and use. This is affirmed in Article 35 (7), which states "Women have the right to acquire, administer, control, use and transfer property. They have equal rights with men with respect to use, transfer, administration and control of land. They shall also enjoy equal treatment in the inheritance of property."

In addition to this, the country has entered national commitments for universal primary education for both boys and girls; elimination of gender disparity at all levels of education and reduction of maternal mortality rate, among others. The revised Family Code of 2000 also established standards for equality of women and men, including minimum age of marriage for girls at 18, among other provisions. Furthermore, there is a marked

improvement in the revision of laws, including the 2005 Penal Code, which has criminalized rape, female genital mutilation/cutting, abduction, and early marriage. The Ethiopia Demographic and Health Survey (2016) indicates that 33% of women age 15-49 have experienced physical or sexual violence; domestic violence is the most common form of violence towards women (See Annex 2, Regional GBV data)

Regional laws of Ethiopia further outline this right to land ownership and use. For example, Proclamation No. 130/ 2007 of Oromia Rural Land Use and Administration to amend Proclamation No. 56/2002, 70/2003, 103/2005 states that “women have equal rights with men to possess, use and administer the rural land” along with the responsibility to take care of the environment.

The 1995 Constitution further establishes the responsibility of the government to ensure equitable participation in economic and social development, in its Article 89. Similarly, the Federal Democratic Republic of Ethiopia Rural Land Administration and Land Use Proclamation 456/2005 outlines how necessary it has become to “sustainably conserve and develop natural resources and pass over to the coming generation through the development and implementation of a sustainable rural land use planning based on the different agro-ecological zones of the country.” Ethiopia is also preparing to amend the Rural Land Administration and Land Use law in a way that will improve women’s benefit from land resources and land lease rights, according to Government Communication Affairs Office.⁶

However, efforts need to go beyond laws and policies towards taking special measures to address the needs and priorities of women and men in land management practices, with the assumption that women suffer the most from land degradation and resulting water insecurity and stress in many communities, as they are often the ones responsible for food and water security.

Given that women have been historically disadvantaged by lack of access to different resources, including land and products, they need to be given priority in such development interventions. This unequal access to and control over resources is affirmed by some national level figures. For example, in Ethiopia, women crop and livestock holders are much lower in number than that of men. As can be seen from the data below, in the 6 target regions of RLLP, of the 17,552,761 holders of crop, livestock or both resources, only 23% are females.⁷

⁶ <http://www.gcao.gov.et/web/en/-/ethiopia-to-amend-rural-land-administration-law>, accessed on May 28, 2018

⁷ FDRE CSA (2016), Agricultural Sample Survey 2015/2016 (2008 E.C.), Land Utilization (Private Peasant Holdings, Meher Season)

Table 1: Crop and livestock holders, disaggregated by region and sex

Region	Holders (Crop, livestock of both)		
	Females	Males	Total
Benishangul Gumuz	47,956	177,532	225,488
SNNP	981,728	3,974,899	4,956,627
Gambella	9,320	36,286	45,606
Tigray	249,059	734,960	984,019
Amhara	913,757	3,908,228	4,821,985
Oromia	1,119,660	5,399,376	6,519,036
Total	3,321,480	14,231,281	17,552,761

There are emerging discussions on the gender dimensions of land degradation⁸, which indicate that gender roles and women's lack of access to and control over land ownership should be forefront in the discussions. Women and men suffer differently from the effects of land degradation and resulting food insecurity and climate change. Further, Gender-differentiated roles related to land and resources can also put women in a more vulnerable position to suffer gender-based violence. In general, women often lack access to information, finances, skill and time. Therefore, measures to address land degradation, ensure land management and climate smart agriculture should take into consideration gender gaps (including risks of gender-based violence) in access to resources, the gendered division of labor, constraints and challenges to women and men's participation; and identify strategies on how best to engage both groups as well as provide prevention and mitigation measures to gender based violence

National policies such as the Environmental Policy of Ethiopia of 1997 and the Energy Policy of Ethiopia have been trying to address the special needs and interests of women, as key actors in natural resource use and management. The Environmental policy of Ethiopia stresses that women should be treated equally with men, and involved in program, policy, project design, implementation and decision-making process, it further outlines that it gives emphasis to women pertaining to water resources. As the policy stated, one of its objectives is "to involve water resource users, particularly women and animal herders, in the planning, design, implementation and follow up in their localities of water policies, programmes and

⁸ Samandari, Atieno Mboya (2017), Gender Responsive Land Degradation Neutrality, United Nations Convention to Combat Desertification

projects to carry them out without affecting the ecological balance”. It also aims to ensure women’s empowerment through participation in “population and environmental decision making, resource ownership and management”, while also promoting off-farm and on-farm income generating activities for landless women as well as those who have land. The policy further outlines its aim to increase the number of female extension agents working in the fields of natural resource and environmental management.

Other national programs, for example by Ministry of Water, Irrigation and Sanitation Ministry aim to enhance women’s access to climate sensitive technologies. The Alternative Energy Directorate of the Water, Irrigation and Sanitation Ministry, has taken measures to enhance women’s access to alternative sources of energy, through provision of alternative sources such as improved cook stoves and biogas. Furthermore, the Ministry has encouraged the participation of women in the production of such technologies. As reports indicate, in 2012/13 alone, at the national level, 2,004,751 improved cook stoves were distributed to 3,491 individuals, of which 74.96 percent were females.⁹

Given the presence of such policies, and strategies, it is imperative for RLLP to strengthen linkages with such programs and stakeholders at the Federal, Regional and Woreda levels to enhance the impact of the program and avoid duplication of efforts.

1.4. Background of the study population

Demographics in Ethiopia indicate that there is disparity in adult literacy, employment rate and labour force migration of women and men at the national level. In the education sector, despite the gaps in female and male enrollment and achievement in secondary and tertiary level education, a marked development was seen in bridging the gender gap in primary level education, owing to the development and implementation of the Education Sector Development Program (ESDP IV) and Girls’ Education and Gender Equality Strategy of 2014.

National level figures show that the gender parity index (GPI), or the female gross enrollment ratio divided by male gross enrollment ratio at primary level from 1999 (2006/07) to 2008 (2015/16) has ranged from 0.87 to 0.95. While the capital, Addis Ababa has the biggest GPI indicating that there are more girls attending primary education than boys, in the rest of regions, boys are more likely to attend primary education than girls, as can be seen from the case of Benishangul Gumuz where GPI is 0.84 and Harari where it is 0.86. In addition, the fact that more females are leaving secondary school is reflected in the low retention rate of girls and the GPI at secondary and tertiary level education. A case in site is Gambella Region, which shows the biggest GPI drop across different education cycles,

⁹ UN Women and EC (2014), Preliminary Gender Profile of Ethiopia,

ranging 0.80 for grades 9-10 to 0.33 for grades 11-12.¹⁰ Lower completion rates of females along with lower performance in Grade 10 national examination, and limited representation in higher education and certain fields of technology and science is among the challenges in the education sector.¹¹

Pertaining to health status, according to WHO, life expectancy at birth for males and females respectively in Ethiopia was 67 and 63 in 2015.¹² National level data for other indicators such as maternal mortality rate, HIV prevalence and access to contraceptives, national level data show that high maternal mortality rate, poor nutritional status of women and gaps in knowledge about HIV mother to child transmission still pose a challenge in Ethiopia.¹³ However, a steady decline has been observed in the maternal mortality ratio from 871 deaths per 100,000 live births in the 2000, to 676 deaths in the 2011 EDHS, to the 412 deaths per 100,000 live births in the 2016 EDHS.¹⁴ The 2016 EDHS findings further indicate that infant mortality has shown a decline from 97 deaths per 1,000 live births in 2000, to 77 deaths per 1,000 live births in 2005, to 48 deaths per 1,000 live births in 2016.¹⁵

One of the factors for gender gaps in employment and wages is the fact that women spend more time in the informal sector, on activities that require less skill and training. National figures show that female unemployment rates were significantly higher than that of men in Ethiopia the years from 2005 and 2013. Little improvement was noted in the employment rates of women as compared to men. Data indicates that male employment in 2005 was 84.7 percent, and 82.7 percent in 2013; as compared to women's employment, which stood at 69.0 percent and 69.8 percent respectively in the given timeframe.¹⁶

Such gender gaps across Ethiopia and in the target areas are caused by gender related norms and perceptions that have continued to limit women's participation and benefit from different resources, as detailed in the subsequent sections.

It is also imperative to recognize the colossal impact gender equality and women's participation could bring in sustainable land management, and the climate, forest, water, energy and land tenure targets of RLLP, if it strategically addressed through the program components. The project contributes to furthering the objectives of the Ministry of Agriculture's gender strategy by removing barriers to women's ownership and control of assets and improving voice and agency. In particular, strengthening accountability in

¹⁰ FDRE, EMIS and ICT Directorate, Ministry of Education (2017), Education Statistics Annual Abstract 2008 E.C (2015.2016)

¹¹ UN Women and EC (2014), Preliminary Gender Profile of Ethiopia

¹² <http://www.who.int/countries/eth/en/> Accessed on May 21, 2018

¹³ UN Women and EC (2014), Preliminary Gender Profile of Ethiopia

¹⁴ FDRE CSA (2016) Ethiopian Demographic and Health Survey of 2016

¹⁵ ibid

¹⁶ UN Women and EC (2014), Preliminary Gender Profile of Ethiopia

institutions and systems; strengthening capacity to deliver gender-sensitive services; increasing economic empowerment for women; ensuring better voice and agency, and improving coordination and intersectoral linkages.

2. Study Objectives

The objective of this assignment is to undertake a gender assessment and analyze implementation practices and lessons of SLMP 2 for the successful implementation and design of RLLP's gender approach. The specific objectives are to:

- Identify the gender-based constraints to equitable participation and access of men and women to programs and services across RLLP project objectives.
- Assess the existing key gender related national policies and programs to identify opportunities for collaboration and mutual strengthening of gender approach in RLLP
- Identify the most important gender gaps and strategies to address and support Gender equality and women's empowerment for maximizing achievement of RLLP's program goals and objectives.
- Provide operational recommendations for ensuring gender dimensions are captured in all the RLLP components;
- Develop training plans for project staff, to increase capacity and ownership for successful gender-equitable implementation;
- Develop monitoring plan for key gender considerations for each project activity, to assist with the team's implementation and future gender monitoring.
- Identify the key recommended strategies for RLLP and its implementing partners to bring forward an effective gender-responsive program for promoting resilient landscape, livelihoods and gender equality.

3. Methodology

- A. Desk Review:** Review of relevant documents was undertaken to identify opportunities and gaps in implementation mechanisms. This entails reviewing background information from previous monitoring visits by MoANR PSU and the periodic reports submitted by the Regional Bureaus of Agriculture and Natural Resources; and project strategy documents, implementation manual and gender mainstreaming guideline of SLMP.
- B. Key informant interviews (KIIs)** were carried out with knowledgeable informants in some of the sample watersheds, including community members such as Kebele and community watershed team members, implementers such as Development Agents in the Bureaus of Agriculture and Natural Resources and Woreda Technical and steering committee members. The purpose of the key informant interviews is to triangulate information from the focus group discussions with community groups and explore key research issues such as women and men's participation SLMP II program components and decision-making roles, strengths and gaps in the implementation mechanisms, along with actions needed to address those gaps.
- C. Focus group discussions:** were relevant in helping to identify the status, roles and decision-making power of women and men in different stages of the project. The consultant utilized FGDs to explore division of labour, access and control over resources and benefits from SLMP-II, influencing factors for women's participation, challenges and opportunities in implementation mechanisms. In the newly selected watershed areas, the purpose of the focus group discussions was to identify existing gender dynamics or power relations, perceptions and stereotypes related to gender and identify how that can impact the project outcomes. In addition, it was used to identify priorities and needs of women and men to assist in the design of the gender action plan.

The following list of tools was applied with female and male SLMP-II clients, community representatives, and implementers in the selected Watersheds and Kebeles.

Table 1: Size of the study sample

Region	List of Watershed/ Kebele	Methods	
		KII with	FGD with
Amhara	Basoliben (Dendegeb Zema Teje)	- Female and male representatives from the community	10 women and 12 men
	Enebse Sarmeder (Enjerer Kebele)		9 women, 11 men
Benishangul Gumuz	Homesha (Gumu Kebele)		8 women, 8 men
	Bambasi (Kebele 41)		10 women, 10 men
Gambella	Abobo (Tegni Kebele)		8 women, 8 men
	Itang (Bazel kebele)		14 women, 10 men
Oromia	Fiche/ Kuyu	- Relevant Woreda and Kebele government offices, grassroots implementers	8 women, 10 men
	Kersa		14 women, 14 men
SNNP	Hossana (Gembora kebele)		8 women, 10 men
	Gumer Woreda (Be'ad Kebele)		7 women, 12 men
Tigray	Kolla Tembien (Merere kebele)		10 women, 11 men
	Tanqa Abergele		12 women, 12 men
Total		43 key informants	24 FGDs (118 women and 128 men)

4. Analysis of Findings

4.1. Gender issues at household and community levels

4.1.1. Gender relations and norms

Gender relations are the ways in which a society defines rights, responsibilities and the identities of men and women in relation to one another.¹⁷

With the purpose of analyzing factors that influence women and men's participation and benefit from the program components, the study explored gender related norms in the target areas. In areas like Gambella and Benishangul Gumuz, harmful traditional practices hamper women's access to resources, decision-making power and capacity to adapt to climate change. Harmful traditional practices including polygamy, marriage through inheritance¹⁸ and gift marriage¹⁹ exist even though it is punishable by law. Capacity gaps of law enforcing organs, deep-rooted beliefs of the community and members of the law enforcing body are cited as major challenges in addressing this problem. A key informant from Gambella Regional Women and Children's Affairs Bureau stated that women in Gambella are considered as property since they bring in dowry to their father. Women in this area also noted that they have limited decision-making power, because they do not have their own property. Whenever a woman wants a divorce, she should bring back her dowry, and leave her children with the father. Given this, women enjoy limited decision making, if any, pertaining to property and other important development issues. It is however, encouraging that the tradition of polygamy is gradually changing in other regions like Hossana (SNNP) since it became illegal, and due to the changes in community attitude, and widespread religious teachings on the issue.

The study found out that women and children are the most affected by hunger and malnutrition, due to the deep ingrained patriarchy in some of the communities.²⁰ For example, women in Kuyu (Oromia Region) give priority to men when serving food followed by children. Women usually have very little to eat and are the most affected whenever there is climate change and food shortage. In Amhara region, community members pointed out that they work the whole day, and can eat only twice a day, given food shortages and their dependence on rain fed agriculture. In other parts of the country, women usually suffer because of food shortages and climate change more than men, since men migrate in search of other resources during drought seasons.

¹⁷ <http://www.fao.org/gender/gender-home/gender-why/why-gender/en/>

¹⁸ Wife inheritance means the practice of inheriting someone's wife. For example, a son may inherit his father's or his brother's wife, or even his stepmother, to keep the family property intact.

¹⁹ Gift marriage means giving one's wife as a gift to another person, be it a relative or a friend.

²⁰ FGDs with women groups and different regions, and KII Gambella Itang Woreda Focal person

In the case of Hossana (SNNP), lack of resources has put pressure on women to migrate to Middle East, and young men to South Africa in search of employment. Young females in the area are required to support their families and many have wed much older men living abroad, in the efforts to go abroad or bring in some money for their family.²¹

In the urban areas of Gambella, the burden of generating income for the household is putting young girls into commercial sex work, according to key informant from the Regional Bureau of Women and Children's Affairs. In addition, the high prevalence of HIV in the area is one of the emerging challenges in the health status of young people. Unpublished report²² on Most at Risk Populations (MARPs) of Gambella from GTZ/GIZ showed that highest zonal prevalence rate of HIV is noted especially in Majang Zone at 13.6%, Anuywak Zone at 9.7% and Itang Special Woreda at 4.6%. Key informants from relevant bureaus in Gambella²³, also stressed that this has posed a challenge in sustainable development work and other productive activities since it affects the active working age group. Site specific HIV prevalence on some locations in SLM locations in Majang Zone indicate that there is a very high HIV prevalence in some Kebeles like Gonchi Kebele which exhibited a prevalence of 28.57%. This prevalence is attributed to lack of sufficient awareness activities, existence of harmful traditional practices that promote unsafe sex, and poverty that has increased pressure on young women to engage in commercial sex work. This could also affect the labor contribution to SLMP-II and forthcoming RLLP in these areas.

In general, the study revealed that lack of sufficient infrastructure and services along with harmful traditional practices and perception continue to constrain women's access to livelihood options, information and resources more than men, thereby constraining their capacity to adapt to climate change.



FGD with women in Abobo (Gambella)



FGD with women in Benishangul Gumuz

²¹ Female FGD participants in Hossana

²² Unpublished Assessment Paper, "Most at Risk Populations (MARPs) of Gambella- SLMP Communities by HIV Epidemic, by Leake Gebrelibanos GIZ-SLM, Institutional Development Advisor

²³ KII with Gambella Regional SLMP Coordinator and Gambella Regional Women and Children's Affairs Bureau, Gender Mainstreaming Core Process owner

4.1.2. Patterns of Gendered division of labor

Under this section, patterns of gender division of labor, or women and men's role in productive, reproductive and community development work and SLMP-II are discussed.

A. Reproductive Roles

Women, in all the six regions are mostly responsible for household chores and reproductive roles such as taking care of children, cleaning, cooking, taking care of the elderly and sick etc, while men have very limited role, if any. In some areas, there is positive change towards increased male participation in some chores such as bringing firewood from long distances, and fetching water on donkey back. Focus group discussions with women in different sites, especially in Amhara Region (Debre Markos, Basoliben Woreda) revealed women's triple work burden because of their domestic, productive and community management roles. Elsewhere in the study sites (Gambella, Benishangul, SNNP, and Kuyu in Oromia) women voiced similar complaints about their work burden and lack of sufficient time to engage in project activities, which they think could help them generate income. However, in some areas such as Kolla Tembien (Tigray) and Basoliben (Amhara), men have some level of engagement in household chores.

Pertaining to changes in men's roles, FGD participants in Hossana (SNNP) said²⁴, "The attitude towards what women should and should not do is improving. In the past there were men who used to sit idle, while their pregnant wife cuts/collects fuel wood. But nowadays, some men help by fetching water, even though there are many who still regard that as women's job." Similarly, men have started participating in some cooking activities (Basoliben- Amhara Region and Kolla Tembien- Tigray), which is a major shift. However, these are unique cases, and in most of the communities visited women continue to shoulder the bulk of reproductive activities. They work late into the night, and as they noted, with limited light/energy source. The workload of women is expressed by a female focus group discussant in Hossana,

We work equally with men. We have our vegetable gardens and we also engage in farming. Our task includes tilling and weeding. We work in collaboration with men. We also do most of the household chores such as taking care of children, cooking and going to the market. Some husbands help by fetching water. Men's support in household chores is very limited. Women walk for an hour and half, carrying water containers. We go there twice or three times in a day. A person who does not own a donkey goes there twice. Finding firewood is also difficult.

²⁴ FGD in Hossana (SNNP)

Women travel as long as two hours in search of fuel wood. In general, women always wake up at 6:00 AM in the morning everyday and sleep around 10:00 PM, spending much of their time working.

In some areas such as Basoliben Dendegab Woreda (Amhara Region), women are responsible for taking cattle to water points, and have to make that travel two or three times in a day.

It is therefore imperative to give priority to strategies that reduce the workload of women, such as promotion of fuel saving stoves, water pumps, wells, solar light and climate sensitive solar powered mills, among others while enhancing women's participation in sustainable land management practices and income generating activities that reduce the burden on the environment. As literature shows, "an immediate starting point for gender equality would be a more equitable sharing of the daily household workload between men and women, and girls and boys... Equality could also be fostered by providing women and girls with appropriate technology that could reduce their work burden. For instance, providing women with renewable energy and running tap water for household use."²⁵



FGD with men in Hossana (SNNP)

FGD with women in Enebse Sar Meder (Amhara Region)

B. Productive Roles

Women and men in rural Ethiopia are responsible for day-to-day farming activities, animal rearing and some off-farm activities such as trading. Women engage in almost all farming activities except plowing, because of restricting customs.

Women in Gambella (Itang) and Benishangul Gumuz engage in cultivation and sale of fruits and vegetables, chicken; while those in Amhara Region (Enebse Sar Meder) produce teff, wheat, beans and other vegetables and fruits such as banana, coffee and oranges. Men in

²⁵ Samandari, Atieno Mboya (2017), Gender Responsive Land Degradation Neutrality, United Nations Convention to Combat Desertification

most of the target areas are also responsible for selling goats, sheep and big livestock animals such as oxen.

Men in Hossana (SNNP) and Benishangul Gumuz stated that women lack sufficient numeracy skills to engage in large scale trading activities, and how big livestock are difficult for management. Women on the other hand noted that their challenge stems from the need to travel long distances to sell big livestock. However, the need to travel long distances has not posed a problem to women in Kersa (Oromia) who have the biggest household role in taking produce to other towns. Men's attitude about women's capacity and women's self-confidence is the major factors limiting their role and engagement in marketing activities. Such roles would have equipped women with improved capacity, decision making and bargaining power.

Focus group discussions also revealed that married women and female heads of households have time constraints, while young single females indicated that they have the time and high interest to engage in different components of the sustainable land management project. Therefore, efforts to enhance women's participation should focus on identifying and targeting female youth through both public work and IGA activities.

C. SLMP-II Activities

Participation of women and men in SLMP activities such as building terraces, water harvesting, check dams and small reservoirs, establishment of grazing corridors etc indicate that women in almost all the target sites are active participants through labour contributions and will benefit directly from the program interventions. Given that registration of households is done under the name of the husband, some of the data from the regions seemed to indicate limited participation of women. However, in some of the areas wives spend more time than their husband in SLMP-II related labour contribution work. Grassroots implementers in Benishangul Gumuz and Gambella, as well as the women groups noted that women's role in SLMP-II labour contribution is more pronounced than that of men in some of the kebeles. However, reports indicate lower participation and benefit of women in other sub-components such as trainings on coffee planting, spices planting, improved vegetable and potato production, NRM bylaw setting etc. Given their high engagement in labour contribution, women should also get equal opportunities to benefit from different training activities and decision-making processes.



Women in Kersa (Oromia) on their development sites

Discussions with women in the six regions indicated that most are appreciative of their engagement in SLMP-II, and the income they can generate, but have complaints about work burden. The work norms across the regions showed variation. For example, SLMP-II activities are undertaken from 7:00 am- 12:00 and then from 3:00pm to 6:00pm in Abobo (Gambella); while in Wolkite (SNNP) people are paid according to the task they have accomplished. Women in Abobo stated the need to change the work schedule or engage them only during the mornings given the afternoon heat, and their additional household responsibilities.

Some initiatives are taken by grassroots implementers to reduce the workload of women through allocating most arduous jobs such as digging holes to men, while engaging women in less straining activities such as shoveling the soil. Allocating of activities deemed as “light work” is important in reducing the burden on women. Therefore, project implementation manuals should define “light work” in the context of the project activities, and make provisions accordingly. For example, in the context of Productive Safety Net Program of Ethiopia, “Light work” includes activities that require less strenuous engagement, such as planting of seedlings, weeding, watering and stone collection. However, the definition of light work could be context specific as some activities like stone collection and watering could be difficult in areas where these are not easily accessible. Definition of light work could be undertaken in each specific site, together with the community team leaders and community watershed committee members, using the above activities as a guide.

4.1.3. Access to and control over resources

This study reveals that women have limited access to and control over resources compared to men in almost all the target areas, except Kersa (Oromia Region). Though, there has been some change in women's level of access and control over resources such as cash, due to their engagement in SLMP-II, their control is mostly limited to small productive assets, such as sheep, goats, chicken, vegetables and fruits. Men on the other hand control on cattle, such as oxen and cows.

In some of the target areas like Abobo in Gambella, both women and men have limited access to resources and especially, to market because of lack of appropriate infrastructure such as roads and transportation. However, men have higher mobility than women, and travel more than 10 kilometers to access market transactions. On the other hand, women affirmed that the program has enhanced their access to and control over resources.

In exploring access to and control over small cash earnings from SLMP-II, women in all the six regions visited noted how that has improved their decision-making power in the household, their capacity to contribute to the household income and in general, change perceptions about women's capacity and roles in the household. However, the fact that men are still responsible for sale and management of large livestock in most of the regions, with the exception of Kersa (Oromia) and women's limited awareness about selling prices, continues to limit their access to and control over resources. As women in Amhara Region (Basoliben Dendegheb Woreda) stated,

We now have more involvement in rearing chickens and growing fruit trees. It is preferable for the project to focus in these areas. Women mostly do these activities. We herd our sheep and look after them; but men do not participate in this sector. Women take chicken, eggs and other small items to the market, while men take crop and cattle.

Cattle ownership is especially in the hands of men in almost all the target sites, and especially in areas such as Gambella, where polygamy is practiced, and men give dowry in the form of cattle to the woman's family. As men in Gambella (Itang) stated,

Men's role is herding. We take our cattle to the forest, but women participate in milking them and distributing milk. Cattle is owned and managed by the husband, and milk is given out equally for each wife. So, the man mainly makes decision.

In areas where there is crop shortage, women and men decide together on how much they need for the household and how much should be sold. In areas like Kuyu (Oromia), women are responsible for taking the surplus product to the market. However, it was also noted

that the surplus is very little and can only generate enough cash to purchase other edibles such as cooking oil, other types of grain and household consumables.

Pertaining to ownership and control of land, the study reveals that second level land certification has been started in some of the target areas, while it is not yet started in others. While certificates affirming joint ownership will contribute towards increasing women's access to and control over land, further measures are needed to ensure women's benefit from land resources. These measures include ensuring equal participation of women in trainings opportunities that will enable them to utilize their land resources effectively. Among the already started initiatives that should target more women in some of the target areas are found trainings on improved vegetable production, potato production, spices planting, coffee planting and bee keeping.

Females across all parts of the six regions do not engage in plough cultivation because of the social norms that prohibit women from plowing using oxen. Because of this, divorced and widowed women are forced to resort to engage in share cropping if they do not have older male children, apart from Kersa (Oromia). In Kersa, the community tills a widowed woman's land without expecting any form of payment.

As women in Enebse Sar Meder (Amhara Region) stated,

If a woman is a widow, she would have difficulty covering the cost of household consumables. This is a common problem for all widows. We are trying to live through what we get from our neighbors. If a widowed woman has land and older children, they will help her with farming. Otherwise another farmer would farm on her land, and share the produce with her. This division of benefits makes the woman even poorer.

In many of the target sites, women have lower access to information and trainings as compared to men. Men in Enebse Sar Meder (Amhara Region) for example noted that they would like to see more engagement of women in SLMP related trainings because they can assist them if they have improved knowledge about proper farming practices. Women focus group discussants in this area also stated that other women in the community are disinterested in trainings and consider meetings a waste of time, indicating the need to devise different strategies such as home visits, provision of cook stoves, solar panels etc to boost women's attendance.

4.2. Gender issues in planning and implementation of the project

4.2.1. Planning and implementation mechanisms

In order to ensure equal benefits and participation of women and men, a gender sensitive

planning process that considers the needs and priorities of women and men is crucial. One of the principles of watershed development is gender sensitivity, according to the Community Based Watershed Management Guideline of 2005.²⁶ The guideline states that women are most affected by environment stress and thereby need to equally participate in planning, implementation and management.

The SLMP-II PIM also guides implementers on the first step in planning, which is to prepare a community watershed development plan, facilitated by the Regional SLMP coordinator, M&E and watershed specialists. Preparation of multi-year micro-watershed development plan is undertaken during the first year of SLMP-II, according to the PIM. The PIM outlines that capacity building, land administration and certification activities should be planned at Woreda levels through the engagement of Woreda agriculture experts, land administration experts, and surveyors along with community watershed teams (CWTs).

At the woreda level, “The annual work plan and budget preparation is done based on the annual micro watershed plans submitted from the kebeles under the Woreda’s jurisdiction, activity plan submitted from the Woreda Land Administration and Registration Office as well as activity plan submitted from other line offices.”

The community based watershed management guideline emphasized that equal participation for women and vulnerable groups should be ensured especially in planning, wage and employment opportunities. On the other hand, regarding SLMP-II management, it was noted how women will be empowered to engage in every process, starting from project identification to implementation, monitoring and evaluation phases and decision-making structures with at least 30% representation.

Among the positive measures taken to ensure women and men’s equal access to benefits is also found in the development of a Gender Mainstreaming Guideline during SLMP-II, which identified key gender issues and guidelines on how to address those. While the Gender Mainstreaming guideline has been prepared to serve as a guide for implementers, partners and the community, regular supervision and monitoring is required to ensure that implementation is progressing along the guidelines. To ensure proper implementation, it is imperative to assign Regional level Gender focal persons who could take key roles in supervising and ensuring implementation of the gender mainstreaming guideline. The Gender focal persons will engage in building the capacity of grassroots implementers and preparing regular quarterly reports on the implementation progress, along with identified gaps, challenges and potential mitigation measures.

²⁶ Lakew Desta, Carucci, V., Asrat Wendem-Ageñehu and Yitayew Abebe (eds). 2005. Community Based Participatory Watershed Development: A Guideline. Ministry of Agriculture and Rural Development, Addis Ababa, Ethiopia

As article 35 (6) of the constitution puts, “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.” Therefore, given that women constitute 50% of the population and rightfully need to engage fully in decisions affecting their labour, time, and practical and strategic needs and land use, it is imperative to ensure their 50% participation in all phases of the project cycle. In doing so, the project can empower and capacitate more women to come into leadership and decision-making positions, thereby addressing not only practical needs of women, but also strategic needs in the long run.

With regard to creation of a gender balanced Community Watershed Team (CWT), the Community Based Watershed Management guideline proposed two methods; i.e either setting two CWT with separate male and female composition or establishing one CWT with a gender balanced mix of male and female members, depending on the regional context. Pertaining to this, data collected at the regional level indicated that the CWT in the selected areas are composed of a mix of male and female members, though female representation is lower than males’. The proposal by the Community Based Watershed Management guideline for equal participation of women and men, if implemented, has its benefits in capacitating women to engage in leadership positions together with male community groups, and in bridging the gender gap in decision-making structures.

Mid term assessment report of SLMP_II also appreciates the fact that 25% of the direct beneficiaries are female-headed households, while females in male-headed households also directly or indirectly participate in the project activities. However, the fact that women in decision making in SLMP-II coordination platforms stood at 18.34% in 2016, indicates a gap in achieving the 30% quota for female representation in decision making roles. This study also explored the composition and functioning of committees at different levels, and affirms that female representation in community level watershed committees on average stands less than 30% in most of the visited sites, except some sites in Oromia.

The 30% quota allocated for females’ leadership should be revised to bring a gender-balanced representation in leadership positions. Among the visited sites 50% female representation in CWT is found only in Kersa (Oromia Region). In this area, women are highly active in meetings, trainings and even in SLMP-II work compared to men. In addition, they are responsible for large scale trading activities and have more mobility compared to women in other regions. Rather than sticking to the minimum 30% quota set in the plan, implementers in this area took a right measure in allocating 50% representation of women in different leadership positions. This can be taken as one of the best practices to guide the planning and implementation of RLLP in the other regions.

With regards to whether the needs of different vulnerable groups, such as girls, women and men with disabilities and the elderly are taken into consideration, the study finds out that the planning process has taken this into consideration. This was observed in the types of services provided for 'female headed households', 'disabled community members', 'jobless youth' and 'landless households'. Female-headed households, who are mostly widows, are one of the direct beneficiaries. The SLMP-II took into consideration the needs and vulnerabilities of these groups to adapt to climate change; and thereby planned for income generating activities and climate smart agriculture. Measures to enhance women's income through IGAs, and remuneration given for some labour contribution has contributed towards changing perceptions about women's capacity, role and promoted positive gender relations in many of the areas visited.

4.2.2. Accessibility of services and technologies to women and men

Literature indicates that, "the imbalance in rural gender roles, where men hold decision-making and ownership rights of the family's primary asset (i.e., land), makes land tenure a key element in the struggle for rural gender equality... Therefore, laws and policies aiming to achieve land degradation neutrality and land restoration should not only be gender-responsive but should also mandate the movement of rural societies away from male domination of land ownership rights towards equally balanced rights."²⁷

Among one of the sub-components of the SLMP-II and proposed RLLP are found measures to improve land tenure security of rural households and groups through land certification and registration. Studies undertaken on this issue indicate that major strides have been undertaken across different regions of the country in provision of First and Second Level Landholding Certificates. Previous studies indicate how the inclusion of women's names in the land certificates has been instrumental in improving women's bargaining power and status.²⁸

Land holding certification activities are aligned to one of the core objectives of Ethiopian Women's Development Package, which has set to ensure women and men's equal land use right and certification, and ensure maximum utilization of women's land. The Development Package also outlines that women's labour should be properly utilized and women headed households should maximize their labour on land to reap its benefits.

The process of issuing geo-referenced map-base land holding certificates, in the names of both landowners in the case of married people, has been started and completed in some of

²⁷ Samandari, Atieno Mboya (2017), Gender Responsive Land Degradation Neutrality, United Nations Convention to Combat Desertification

²⁸ *Colloque international "Les frontières de la question foncière – At the frontier of land issues", Montpellier, 2006*

sites visited, while it is still in its early stage in the others. Sex- disaggregated data on First Level Land Certification indicates that in Amhara Region 52% of land holdings were registered in the name of spouses, 27% in women and 21% in men. In the case of Oromia, of those who received their first level land holding certification, 54% were registered in the name of spouses, 16 % in women and 30 % in men's names. Similarly, in SNNP, 51% of land holding certificates were registered in the name of spouses, 12 % in women and 37 % in men. The data for Tigray Region showed that out of the registered landholders, 13 % are registered in women's names, 68 % in both spouses and 19% in men's name.²⁹

This study reveals that the land holding certification of polygamous households has posed some challenges and is not uniform across the regions where polygamy is practiced. In some areas, the first wife will be registered together with the husband, and the remaining will be certified in their own names. In others, the land will be divided among the wives and the husband will be registered separately with all the wives. Another practice, when there is a small plot of land, is to put the names and pictures of the husband and all wives in one certificate. As indicated from key informants, the best legal measure is to divide the plots equally among all spouses, and prepare separate certificates for each wife together with the husband.

Women and men in all the target areas noted that they have been benefitting from the program interventions. In their words,

- “We have taken chickens. It has been three months since I have taken chickens and I am getting income. They are immensely effective. I am profiting from selling eggs.”³⁰
- “I have personally taken training on how to make fuel saving stoves. I can train others on how to do it. It has many benefits including protection of women's eyes and health from smoke.”³¹
- “There are development activities such as small-scale irrigation, poultry production and rearing of sheep. Growing grass is beneficial. Every person sold grass, and received 2,000 Ethiopian Birr in the recent past.”³²
- “Women were given two sheep each. There are some who have gotten five chickens, and some who have gotten 10-12 chickens. Women are benefitting from this program. This project has brought so much change to this area, that we do not even recognize this place. Our wish is to see this project expand.”³³

²⁹ Land Governance Assessment Framework Implementation in Ethiopia: Final Country Report, January 2016, Prepared Zerfu Hailu (PhD) with Contributions from Expert Investigators

³⁰ Women in Basoliben Dendegeb

³¹ Women in Basoliben Dendegeb

³² Men in Basoliben Dendegeb

³³ Men in Basoliben Dendegeb

- “This project has given sheep for eleven people in this area- five cows and one ox for two individuals; and the rest were given one ox each. And within two years more than twenty women were given twenty chickens in one round; and twenty-three chickens in another round.”³⁴

Men and women in the target areas stated that they have no grievance on women and men’s access; and emphasized their hope for the engagement of more people from their communities. Given the scope of the problem and the impact achieved, the initiatives started should be multiplied, strengthened and equitably distributed/shared to enhance the program coverage of households in the targeted Regions.

It is essential to ensure women have access to grievance mechanism, that information regarding what constitutes a grievance is shared widely in the public domain, such as that individuals can register grievances effectively. Individuals must be provided with multiple platforms (for instance, boxes located in neutral space such as a school or in the primary health center, in which women can drop their written grievance, telephone numbers on which they can call and state their grievance orally, etc.) through which they can register their grievance so that they do not get constrained in their attempt of registering their grievances’. The project will allocate resources for awareness creation on this GBV GRM. The Woreda Women and Children Affairs Office will be provided with capacity building and orientation on the basic principles of GBV. The office will have a working procedure regarding the standards for services. Moreover awareness raising and capacity building will be provided for Traditional /indigenous institutions and they will teach and advise the community, so far we do not have any record regarding GBV related to project The project will continuously consult with the Ministry of Women and Children Affairs to ensure best practices to raise gender-based violence awareness and effective prevention and response mechanisms.

4.2.3. Implementation Capacity

A. Capacity for successful gender-equitable implementation

Previous assessments on SLMP-II indicate that capacity building trainings have been undertaken at different levels on gender mainstreaming, among other environmental, social safeguards, IGA and business development trainings. Most of the interviewed Woreda focal persons across the six regions noted that they had received gender related trainings through SLMP-II, along with other trainings. While Woreda level focal persons professed improved knowledge and skills on the concepts of gender in relation to SLMP-II, most of the

³⁴ Men in Enesbse Sar Meder

grassroots implementers or Development Agents (DAs) stated that they had little opportunity or exposure to gender related trainings.

Conversely, in some areas, it was encouraging to note that the Woreda focal persons have taken the initiative to train the DAs as well as some community members, while in many, this activity needs to be strengthened. Most of the grassroots implementers, i.e. development agents, in general stated they have limited knowledge on how to mainstream or integrate gender in their everyday work. In some of the areas, the fact that there is high staff turnover is also mentioned as a challenge, indicating the need for conducting continuous refresher trainings.

As the SLMP-II PIM indicates, training is planned to be directed through the regional coordination offices, through provision of manuals, training and learning materials, experience sharing visits, on different themes, among which are found gender, HIV/AIDs and family planning. The PIM further outlines that “print media like manual, magazine, sign posts, brochures, leaflets, posters, and newsletters” will be used for theoretical trainings. Interviews undertaken at different levels with grassroots implementers indicated that the gender mainstreaming guideline has been properly disseminated, along with a gender training for the focal persons, while there are gaps in availing leaflets, brochures, posters etc in local languages, which could be instrumental in guiding the work of grassroots development agents during community awareness building work.

In some of the target areas, it was noted that gender training is sometimes pushed back whenever there is budget constraint. This indicates the need to increased capacity of grassroots implementers on how to mainstream or integrate gender into other SLMP-II trainings, rather than giving it as stand-alone training. Among the proposed training schemes are found the following:

- Gender and gender mainstreaming concepts
- Overview of gender issues (including gender-based violence), provisions and gender sensitive approaches under RLLP
- Gender considerations in different stages of RLLP (including gender-based violence prevention and mitigation measures)
- Roles and responsibilities of different stakeholders/ implementers in mainstreaming gender
- Gender disaggregated data in planning and reporting mechanisms
- Gender analysis tools

B. Reporting

Gender is given attention in planning, implementation and monitoring and evaluation of the project, given that one of the four SLMP-II performance monitoring indicators gives emphasis to identifying “total number of land users (households) adopting sustainable and climate smart/resilient land management practices on individual lands disaggregated by gender.”³⁵ The importance of a gender disaggregated information under different components, such as number of land users that are trained, number of key service providers trained was stressed in the PIM.

Review of the regional reports showed that disaggregated data is available on landless male headed households, female headed households who received different services, women and men who engaged in labour contributions, etc. However, jobless youth who engaged in different activities, self help groups and IGA are not disaggregated by sex. Thus, consistent use of gender-disaggregated data should be applied throughout the reports, and supervised. The number of female and male beneficiaries directly engaged should be presented to provide a disaggregated figure of for example, jobless youth (F/M), Self Help group members (F/M), and those engaged in IGA (F/M). In this regard, the engagement of a Gender Focal person at each regional level in the forthcoming RLLP can ensure continuous identification and integration of gender issues, proper reporting, supervision and guidance to grassroots implementers.

4.3. Institutional mechanisms for coordination

The PIM indicates that implementation of SLMP-II will be undertaken by the Ministry of Agriculture and Natural Resources overseen by “National SLM Committee... comprising of the National Sustainable Land Management Project Steering Committee (NSLMPSU), who are composed of high level representation from relevant ministries; the National Sustainable Land Management Project Technical Committee (NSLMPTC) comprising of senior technical staff from different relevant ministries and public and private agencies and institutions, and the National Sustainable Land Management Project Support Unit (NSLMPSU) in MoANR to provide administrative and technical support to the steering and technical committees.” The National Sustainable Land Management Project Steering Committee meet twice a year to provide policy guidance and overall supervision. The National Sustainable Land Management Project Technical Committee will meet once every quarter to provide technical advice on the quality of implementation performance reports

³⁵ [Project Implementation Manual For Sustainable Land Management Project \(SLMP\) 2014-2018](#)

and special studies, and assist in documentation of best practices. The National Sustainable Land Management Project Support Unit is composed of specialists and other staff who are responsible for the day-to-day implementation of the program. They are responsible for monitoring the overall implementation and preparing progress reports. There is also the Regional SLMP Steering Committee who are composed of different stakeholder government bureaus to provide guidance to the program, review and approve annual plans and budgets of the regions, and monitor and evaluate the progress.

This institutional mechanism for coordination, monitoring and evaluation of the program on gender related issues is well structured but needs to be strengthened. Especially at the regional level, frequent staff turnover was mentioned as a challenge in some of the regions visited. In relation to gender issues, the engagement of Women's national machineries such as Women and Children's Affairs offices is highly relevant in identifying the priorities and needs of women in the target communities to ensure proper and inclusive planning. In this regard, the study appreciated the engagement of Women's affairs bureaus at the regional, Woreda and even kebele levels, except of some areas where staff turnover was noted as a major challenge. Women's affairs bureaus also participate in creating awareness among the SLMP-II beneficiaries, together with SLMP-II grassroots implementers.

Another form of support provided from the Federal level is, the gender related capacity building activities to Woreda level staffs, which were appreciated by the trainees. Woreda level staffs in some of the regions have trained grassroots implementers such as Development Agents on gender issues, while in other areas the Woreda focal persons have gone down to the community and given the trainings themselves.

While the technical support and backstopping from the Federal Ministry on gender related issues and gender mainstreaming has been appreciated by Woreda and Regional level implementers, absence of regular staff assigned to work on gender issues at the Regional levels was noted as a challenge in some of the regions. Given this gap, implementers noted that training on gender provisions of the PIM, gender-mainstreaming strategies and collection and use of gender-disaggregated data should be given regularly.

The collection and analysis of gender-disaggregated data is highly instrumental in understanding gender dynamics and incorporating mitigation measures. One of the roles of the National Sustainable Land Management Project Technical Committee in this regard is to ensure the proper collection and use of gender disaggregated data to guide the implementation process. Discussions undertaken at different levels (Woreda and Regions) indicate that women's participation could have been curtailed in the periodic reports, since households are registered in the name of the man, and only in the name of the woman if she is the head of the household.

4.4. Impact of the SLMP-2 program on gender relations

According to discussions undertaken with community groups in the six target regions, SLMP-II has been effective in changing some gender related norms and perceptions about women and men. Below is a list of current impacts on gender issues.

Positive influence on gender norms and perceptions about women

- Income generation through SLMP-II has been appreciated by women who pointed out that they have gained more respect from community members because of their increased self-reliance. Women participating in SLMP-II recommended enhanced engagement of other women from the communities to ensure a wider impact.
- The form on stipend beneficiaries get for some of their labour contributions has been instrumental as additional income for their families. Women said, this income has also been instrumental in changing community perception about the capacity of women to support their families beyond their productive and reproductive role that have not been recognized. Men noted how appreciative they have become of women's engagement and access to cash as well as the profit gained from income generating activities, as it benefits the whole family. IGA activities undertaken by women have been more successful compared to those undertaken with men, according to grassroots implementers.

Impact in building women's self-confidence

- There are changes in attitude about women's roles and capacity, according to key informants and community members. Women have started to feel more confidence and motivated to engage in IGAs and climate smart agriculture. As a grassroots implementer stated, "women used to be shy to speak out during meetings. Gradually, they started to gain confidence. It has improved even more, once they started to generate income. In addition, couples have started discussing and making decisions together on sale of assets and such important issues", thus indicating that the program has not only changed perceptions about women, but has also empowered them for improved decision-making roles in the households in managing assets and resources.
- Women in different parts of the country affirmed the above statement. In Abobo (Gambella), women said: "we are able to save money from selling of fruits and vegetables and from selling fuel saving stoves. This has improved our self confidence." Similarly, women in Wolkite (SNNP) stated, "We have produced potato, and barley for our family consumption and for sale. It has given us more confidence

and moral support. We do not need to be employed somewhere else, because we are generating our own income and engaged in productive activities.”

Changes in division of labour

- There have been changes in the gendered division of labour due to the awareness raising programs. As women in Basoliben Dendegeb (Amhara Region) stated: “Some young men cook food, wash clothes and help women in their other household chores. Men’s opinion about women has also improved.” Similar claims were made by women in Tanqa Abergele and Kolla Tembien (Tigray).
- Women have also started to engage in various activities that used to be considered as men’s. For example, there are female Forman’s who supervise construction related activities in Kersa (Oromia Region), though in some of the other regions women do not engage as much in activities requiring construction skills. The case of Kersa (Oromia Region) has been outstanding in various aspects and should be taken as a best practice for experience sharing.
- Distribution and adoption of cookstoves (63,128) led to reduction women’s workload and time burden for women and girls collecting fuelwood (and reduced indoor air pollution).³⁶
- Provision of childcare: To alleviate some of the burdens of housework and to ensure women are actively participating in training and capacity building activities, increased access to provision of childcare and behavior interventions regarding social norms around men’s contribution to household chores have proven to effective. Consultation with Central Statistic Agency amongst other agencies are recommended be done periodically to ensure innovative capacity building activities take in national data regarding how women and men spend their time.

Enhanced access to and control over resources

- There are good directions towards inclusion of both women and men in services that will enhance their access to services and benefits. Because of increased access to cash, women have built their household assets such as utensils, clothes and school materials for their children. There are also some who used the income sustainably through purchasing productive assets (a common form of saving in rural areas)

³⁶ The SLMP2 project did not then use a time use survey for quantitative data collection. However, from qualitative discussions such as focus group discussions in communities confirmed women and girls saved several hours a week from time spent from collection to firewood from successful adoption of clean cookstoves in their homes.

sheep, goats, chicken etc.

- Community groups stressed that they have improved access to health services and infrastructure, especially maternal health, because of the Government of Ethiopia's Commune Development Program (CDP) or villagization program in areas such as Itang (Gambella). Women in this area stated have better access to grinding mills, schools and health centers because of this aspect of the program.

The project has also been focusing on practical gender needs, especially with activities aimed at increasing access to drinking water, reducing workload of women through provision of improved fuel saving stoves, solar panels, and enhancing their income through trainings on vegetable, coffee, spice production, among others. The land holding certification component is also anticipated to have an impact through enhancing women's access to and control over one of the most important productive assets in a rural community, which is land; thereby meeting the strategic needs of women such as economic empowerment, enhanced decision making power, and improved power relations in the household.

5. Conclusion and recommendations

This gender study assessed influencing factors to women's participation including gender norms, gender-based division of labour, access to and control over resources; as well as SLMP-II implementation mechanisms for gender mainstreaming in order to identify challenges, gaps and design appropriate gender action plan for the forthcoming RLLP based on the SLMP-II implementation experience.

The assessment presents gender gaps in literacy, employment and ownership of crop and livestock across the country, indicating the need for preferential treatment for females in providing such services.

While women's participation in SLMP-2 labour contribution has been applauded, the findings reveal that their engagement in leadership roles in Community Watershed Teams (CWTs) is still weak, except in some areas like Kersa (Oromia Region) where implementers have taken the initiative to ensure 50% female representation in community level leadership roles, thereby affirming that it is achievable. This indicates that further action could be taken to ensure 50% female representation especially in training opportunities and leadership roles across all the regions.

Male community members, as well as grassroots implementers recognized the capacity and commitment of women in SLMP-II activities. Women are usually considered as more reliable in most of the target areas. However, this seems to have put more pressure on women to contribute labour, in addition to the reproductive and productive roles they have in their household. Given the value of women's labour and their burden, "light work" should be allocated and defined in the context of SLMP to reduce women's engagement in labour intensive activities, unless they chose so. The time set out for SLMP-II activities should also consider women's time constraint and disproportionate burden; and accordingly make provisions for reduced time input at the same wage. The work norms for women should be revised to provide reduction in the workload of women at the same wage rate per day, through allowing women to come to work 1 hour later, and leave 1 hour earlier.

While in some of the areas women engage in jobs requiring construction skills and supervisory roles, grassroots implementers require more guidance on how to enhance the capacity of women and improve gender relations and the gendered division of labour. Continuous gender related training on gender, gender considerations in different stages of RLLP, roles of grassroots implementers in mainstreaming gender, and use of gender disaggregated data in all planning and reporting mechanisms, as well as community awareness creation on gender equality, equity, division of labor and access to and control over resources are instrumental in bringing the desired change. Furthermore, the revised

gender mainstreaming guideline, along with the installment of gender focal persons in each could serve to ensure proper implementation, especially at the grass in the upcoming RLLP.

One of the practical needs of women and men in almost all the target communities is access to water and technologies that reduce the burden on women, such as grinding mills and improved cooking stoves. Lack of access to electric power and light is mentioned as a challenge in many of the remote sites. Addressing these gaps, along with meeting strategic needs through improving women's capacity, decision making power, and improved access to resources such as land, will have a sustainable impact on gender relations.

The study concludes that implementation mechanisms have been structured well from Federal to Regional, Woreda and community levels. However, these implementation structures should be supported further through gender related trainings, refreshers and revised guiding materials. Accordingly, the gender mainstreaming manual and PIM will be revised. Furthermore, experience-sharing visits to areas where there are outstanding gender related achievements, such as Kersa (Oromia) should be facilitated, to encourage implementers as well as community representatives about women's leadership capacities.

Pertaining to current and anticipated impacts, the study appreciates changes that have been achieved in changing community perceptions about women's role, income earning power and productivity. Income generating activities have been instrumental in shaping community perceptions, and should continue to target 50% female direct beneficiaries including in youth groups, self help groups and IGA activities.

Recommendations

Based on the study findings, the following recommendations are forwarded, aligned to the objectives and outputs of RLLP.

Out Put 1: Higher participation of both men and women in sustainable land restoration and water conservation practices;

- Conduct gender awareness training on division of labour, roles, benefits and participation in sustainable land restoration and water conservation activities, and gender-based violence
- Increase membership of women in different committees such as Community Water Shade Teams (CWT) or Water User Associations (WUA), Kebele Watershed Team (KWT) Kebele Land Administration and Use Committees (KLAUC) to 50%.
- Conduct experience sharing between regions on best practices on gender mainstreaming and women's empowerment (e.g. the case of Kersa in Oromia as one of the best practices).

Out Put 2: Higher participation of both men and women in improved and Climate Smart Agricultural practices;

- Ensure equal participation of men, women and FHHs on different packages of CSA (Conservation Agriculture, Agro-Forestry, Compost Application, biological measures for soil and water conservation).
- Conduct experience sharing between implementing regions on technology transfer, adaptation and promotion.

Out Put 3: Higher participation of both Men and Women in SHG, local Value Chain and other Agri-business initiatives;

- Identify and promote commodities/ products that have the potential for market development (such as vegetables and fruit farming, poultry production, shoat fattening, forage production, apiculture etc.) for women and youth.

Out Put 4: Gender Sensitive Technologies that are accessible and affordable to both men and women;

- Introduce technologies that contribute towards the reduction of deforestation and greenhouse emissions and reduce the workload of women based on the needs and interest of female farmers and FHHs, including solar light, solar mills, solar cooking stoves etc.

Out Put 5: Building the Capacity of Institutions Implementing the Project for Mainstreaming Gender Issues;

- Conduct participatory gender audit process (including organizational culture and the presence of sufficient human resources to carry out gender-related activities and mainstreaming) in RLLP implementing institutions ³⁷
- Strengthen the capacity of implementing institutions (provide trainings and refreshers) to ensure equitable benefits to women and men.

Output 6: Improve women's entitlement to land and enforce land certification proclamation

- Create awareness on the importance of equal land use rights and tenure (holdings) between men and women to reduce gaps between land holding certification

³⁷ National level, regional wordea, and community level platforms representative from the Office of Women, Youth and Children Affairs; guidelines for women's representation on the decision-making bodies are stated in the project implementation manual.

proclamation and its enforcement, with special attention to areas where polygamy was practiced such as Gambella and Benishangul Gumuz.

- Support the capacity of law enforcement institutions such as courts and local administrative organs on existing laws and land holding certification proclamations, with special attention to areas where polygamy was practiced such as Gambella and Benishangul Gumuz.

Gender indicators and baseline Data:

Baseline data are currently not available by all regions; however, the RF provides an alternative way to track progress (e.g., starting from baseline of N/A or “0,”) the indicator measures incremental changes/values throughout project implementation to demonstrate progress (e.g. six months progress report). Baseline data will be collected, and targets will be set prior to implementing project activities.

Annex 1:

Key Gender Issues and Guidelines: Component 1 – Component 4

Component 1: Integrated Watershed and Landscape management

Key Gender Issues	<ul style="list-style-type: none"> • Lack of sufficient infrastructure along with harmful traditional practices and perception continue to constrain women’s access to livelihood options, information and resources more than men in some of the target areas. • Harmful traditional practices hamper women’s access to resources, decision-making power and capacity to adapt to climate change, esp in Gambella and Benishangul Gumuz; compounded by capacity gaps of law enforcing organs, deep-rooted beliefs of the community and members of the law enforcing body. • There is unequal access to and control over resources. Women enjoy limited decision making, pertaining to property and other important development issues. Women’s control is mostly limited to small productive assets, such as sheep, goats, chicken, vegetables and fruits. Men on the other hand have higher control over cattle, such as oxen and cows. • Women and men suffer differently from the effects of land degradation and resulting food insecurity and climate change. Women and children are the most affected by hunger and malnutrition.
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	<ul style="list-style-type: none"> • Women often lack access to information, finances, skill and time. • Women have work burden because of their domestic, productive and community management roles, which results lack of sufficient time to engage in project activities, that help them to generate income. • Females' unemployment rate is significantly higher than that of men in Ethiopia. • Men's attitude about women's capacity and women's self-confidence is a major factor in limiting women's role and engagement especially in trading activities. • Married women and female heads of households have time constraints, while young single females indicated that they have the time and high interest to engage in different components of the sustainable land management project • Women have lower access to information and trainings as compared to men. • There is lower participation and benefit of women in sub-components such as trainings on coffee planting, spices planting, improved vegetable and potato production, NRM bylaw setting etc.
Guidelines	<ul style="list-style-type: none"> • Promote off-farm and on-farm income generating activities such as vegetables and fruit farming, poultry production, shoat fattening, forage production, apiculture etc for landless women and youth. • Reduce the workload of women, through promotion of fuel saving stoves, water pumps, wells, solar light and climate sensitive solar powered mills etc. • Provide women and men equal opportunities to benefit from different training activities and decision-making processes/ structures. • Efforts to enhance women's participation should focus on identifying and targeting more female youth through public work and IGA activities. • Ensure equal (50/50) participation of men, women and FHHs on different packages of CSA (Conservation Agriculture, Agro-Forestry, Compost Application, biological measures for soil and water conservation). • Allocate activities deemed as "light work" to reduce the burden on women. Light work could include activities that require less strenuous engagement, such as planting of seedlings, weeding, watering and stone collection. However, definition of light work should be undertaken in each specific site, together with the community team leaders and community watershed committee members. • Make provisions for women's reduced time input at the same wage. The work norms for women should be revised to provide reduction in the workload of women at the same wage rate per day, through allowing women to come to work 1 hour later, and leave 1 hour earlier. • Use different strategies such as home visits, provision of cook stoves, solar panels etc to boost women's attendance of trainings and engagement in RLLP. • Identify model women and men (couples and families) where gender relations and decision-making are more egalitarian, to them as "community change agents" in their respective social groups.

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Component 2: Strengthening institutions and information for resilience

Key Gender Issues	<ul style="list-style-type: none"> • Most of the grassroots implementers or Development Agents (DAs) had limited exposure to gender related trainings • Gaps in availing leaflets, brochures, posters etc in local languages, which could be instrumental in guiding the work of grassroots development agents during community awareness building on gender issues • There is good engagement of Women's affairs bureaus at the regional, Woreda and even kebele levels, except few areas where there is the challenge of staff turnover.
Guidelines	<ul style="list-style-type: none"> • Strengthen linkages with stakeholders at the Federal, Regional and Woreda levels so as to enhance the impact of the program and avoid duplication of efforts. Ensure regular meetings of the Regional SLMP Steering Committees and engagement of Women's national machineries such as Women and Children's Affairs offices. • Increase capacity of grassroots implementers on how to mainstream or integrate gender into other RLLP trainings, rather than giving it as stand-alone training. • Continuous engagement and trainings for new and existing staff in implementing partners, such as Bureaus of Women and Children Affairs • Ensure the mainstreaming of gender concepts in all physical trainings and avail IEC/ BCC materials on gender and other physical trainings in local languages.

Component 3: Land administration and use

Key gender issues	<ul style="list-style-type: none"> • Land holding certification of polygamous households has posed some challenges and is not uniform across the regions where polygamy is practiced. • While certificates affirming joint ownership will contribute towards increasing women's access to and control over land, income generating activities need to be enhanced to ensure women's benefit from land resources.
Guidelines	<ul style="list-style-type: none"> • Ensuring equal participation of women in trainings opportunities that will enable them to utilize their land resources effectively. • Target more women through trainings on improved vegetable production,

	<p>potato production, spices planting, coffee planting and bee keeping etc for improved land use.</p> <ul style="list-style-type: none"> • Promote the best legal measure in land certification of polygamous households, which is to divide the plots equally among all spouses, and prepare separate certificates for each wife together with the husband. • Create awareness on the importance of equal land use rights and tenure (holdings) between men and women. • Support the capacity of law enforcement institutions such as courts and local administrative organs on existing laws and land holding certification proclamations, with special attention to areas where polygamy is practiced such as Gambella and Benishangul Gumuz.
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Component 4: Project management and reporting

Key gender issues	<ul style="list-style-type: none"> • Regular supervision and monitoring is required to ensure that implementation is progressing along the gender mainstreaming guideline. • Most development agents have limited knowledge on how to mainstream or integrate gender in their everyday work. • There is absence of regular staff assigned to work on gender issues at the Regional levels. • 30% quota allocated for females' leadership is not sufficient to ensure women's equal participation in all phases of the project cycle, and to empower and capacitate more women for leadership and decision-making positions.
Guidelines	<ul style="list-style-type: none"> • Assign Regional level Gender focal persons who could take key roles in supervising and ensuring implementation of the gender mainstreaming guideline. The Gender focal persons will engage in building the capacity of grassroots implementers and in preparing regular quarterly reports on the implementation progress, along with identified gaps, challenges and potential mitigation measures. • Conduct continuous refresher trainings for grassroots implementers, esp DAs on <ul style="list-style-type: none"> • Gender and gender mainstreaming concepts, including gender-based violence • Overview of gender issues, provisions and gender sensitive approaches under RLLP • Gender considerations in different stages of RLLP, including considerations for GBV measures (mitigation, prevention, response)

	<ul style="list-style-type: none"> • Roles and responsibilities of different stakeholders/ implementers in mainstreaming gender • Gender disaggregated data in planning and reporting mechanisms • Gender analysis tools • There is a need for consistent use of gender-disaggregated data throughout the reports, including on landless male headed households, female headed households who received different services, women and men who engaged in labour contributions, jobless youth who engaged in different activities, self help groups and IGA. • Experience-sharing visits should be facilitated to areas where there are outstanding gender related achievements, such as Kersa (Oromia). • There is a need for participatory gender audit process (including organizational culture and the presence of sufficient human resources to carry out gender-related activities and mainstreaming) in RLLP implementing institutions.
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Annex 2: Regional Statistics of GBV in Ethiopia

Region	Type of GBV	Proportion of women who have experienced violence ³⁸	Source	Possible Interventions to address GBV
Oromia	Overall physical violence	28%	DHS	<ul style="list-style-type: none"> • Conducting group meetings on partner communication , non-violent and respectful relationships, caring for wives and children, alcohol and drugs, STIs, HIVs/AIDs, VCT, ART, family planning, safe motherhood, and sexual and domestic violence • Conducting
	Sexual violence	9%	DHS	
	Intimate Partner Violence (IPV)	38%	DHS	
	Marriage by abduction	80%	UNICEF, 2012	
	Child marriage	41%	Marshall et al. (2016)	
	FGM/C (for girls under 15)	17%	Jones, Gupta, & Tefera (2015)	
Tigray	Sexual violence	11-13%	DHS	<ul style="list-style-type: none"> • Conducting
	FGM/C	24%	DHS	
	FGM/C (for	22%	Jones, Gupta, &	

³⁸ Among 15-49-year-old women

	girls under 15)		Tefera (2015)	advocacy, public education and awareness campaigns • Engaging popular figures as role models to address and advocate against GBV • Economic empowerment initiatives (e.g. IGA) • Referral to legal aid services • Increasing capacity of governments and non-government organizations to address issues related to GBV • Building capacity of law enforcement bodies, health service providers, students, teachers and youth, women and community leaders through provision of trainings • Strengthening coordination mechanism on GBV at different levels
	Child marriage	43%	Marshall et al. (2016)	
Amhara	Sexual violence	11-13%	DHS	
	Child Marriage	74%	DHS	
	FGM/C	67%	Rahlenbeck & Mekonnen (2009)	
	FGM/C (among 45-49 year old women)	77%	Rahlenbeck & Mekonnen (2009)	
	FMG/C (among 15-24 year old women)	59%	Rahlenbeck & Mekonnen (2009)	
	FGM/C (for girls under 15)	47%	WMS, norad	
Gambella	FGM/C	33%	DHS	
	FGM/C (for girls under 15)	7%	Jones, Gupta, & Tefera (2015)	
	Child marriage	47%	Marshall et al. (2016)	
SNNPR	Marriage by abduction	92%	UNICEF, 2012	
	Child marriage	30%	Marshall et al. (2016)	
	FGM/C (in women 15-49)	75%	Jones, Gupta, & Tefera (2015)	
	FGM/C (in girls under 15)	9%	Jones, Gupta, & Tefera (2015)	
Benishangul-Gumuz	FGM/C (for girls under 15)	24%	Jones, Gupta, & Tefera (2015)	

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Annex1: Gender Action Plan for RLLP

Activities	Indicators and targets	Timeline	Responsibilities	Costs
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(Approximate Total Budget for Gender Activities: \$726,558 - GCF budget: \$484,374 + Co-financing: \$242,184)

Please note: All the activities are starting at 0 as their baseline. Participation and representation of women in all activities is expected to be at least 50%.

<p>Impact Statement: Increased climate resilience, land productivity, carbon storage and diversified livelihoods of women and men, including poor and female headed households in selected rural watersheds; increased access to ownership and control of assets and improved voice and agency.</p> <p>Outcome Statement: Improved access to livelihoods opportunities, assets, information, technology, resources, and improve voice and agency to community members in 192 major watersheds, of which 50% are women and female-headed households.</p>				
Component 1				
Out Put 1: Higher participation of both men and women in sustainable land restoration and water conservation practices				
<ul style="list-style-type: none"> • <i>Conduct Gender analysis (Collect, analyze and profile gender norms, customs and values to determine beliefs, perceptions and stereotypes relating to differences between women and men in relation to the program components)</i> • <i>Conduct gender awareness training on division of labour, roles, benefits and participation in sustainable land restoration and water conservation activities</i> • <i>Strengthen implementation practices to ensure female and male representation in planning, implementation and monitoring activities</i> • <i>Gender sensitive information, education and communication (IEC) materials disseminated to guide implementation of gender dimensions of the project</i> • <i>Conduct experience sharing between</i> 	<ul style="list-style-type: none"> • <i>One Gender Analysis Report and baseline data</i> • <i>Increased participation of women, FHH Target group or project beneficiaries to 50%, in sustainable land restoration and water conservation activities</i> • <i>Increased membership of women in different committees such as Community Water Shade Teams (CWT) or Water User Associations (WUA), Kebele Watershed Team (KWT) Kebele Land Administration and Use Committees (KLAUC) to 50%</i> • <i>Number and type of IEC materials produced and disseminated (2)</i> • <i>Number and percentage of women and men who receive training provided by RLLP, by type of training (50% representation of female and males)</i> 	<ul style="list-style-type: none"> • <i>2020</i> • <i>By 2023</i> • <i>By 2021</i> • <i>Six-monthly progress report</i> • <i>Six-monthly progress report</i> 	<ul style="list-style-type: none"> • <i>Federal Project Coordinating Unit (PCU) at the Ministry of Agriculture and Natural Resources</i> • <i>Regional Project Coordination Unit of Bureau of Agriculture (BoA) of the 6 regions</i> • <i>Woreda Agricultural Development Offices</i> • <i>WB</i> 	

<p><i>regions on best practices on gender mainstreaming and women's empowerment</i></p> <ul style="list-style-type: none"> • <i>Identify model women and men (couples and families) where gender relations and decision making are more egalitarian; and engage them as "community change agents" in their respective social groups</i> 	<ul style="list-style-type: none"> • <i>Number of experience sharing visits by year (2; one every 6 months)</i> • <i>Number of model couples identified and engaged ((To be determined after the gender analysis report and baseline data)</i> 	<ul style="list-style-type: none"> • <i>Six-monthly progress report</i> 		
Out Put 2 Higher participation of both men and women in improved and Climate Smart Agricultural practices				
<ul style="list-style-type: none"> • <i>Introduce technologies that reduce time and labor of women farmers and FHHs, including solar light, solar mills, solar cooking stoves</i> • <i>Train men, women & FHHs on different packages of CSA (Conservation Agriculture, Agro-Forestry, Compost Application, biological measures for soil and water conservation)</i> • <i>Conduct experience sharing between implementing regions on women technology adaptation and promotion</i> 	<ul style="list-style-type: none"> • <i>Impact evaluation of crop yield as a result of CSA intervention disaggregated by male or female-headed households</i> • <i>Percentage change in crop yield per hectare as a result of CSA intervention disaggregated by male or female-headed households</i> • <i>Number of farmers who use (a) weather and climate information services; (b) price information on a regular basis (disaggregated by sex; target to be determined after baseline collection)</i> • <i>50% female participation in different packages and experience sharing visits</i> • <i>Number of new technologies introduced to reduce the time and labor of women</i> 	<ul style="list-style-type: none"> • <i>By year 2023</i> • <i>Six-monthly progress report</i> • <i>Six-monthly project progress report</i> 	<ul style="list-style-type: none"> • <i>Federal Project Coordinating Unit (PCU)</i> • <i>CIGAR institutions engaged for CSA impact evaluation</i> • <i>Regional Project Coordination Unit</i> • <i>Woreda Agricultural Development Offices</i> 	

	<p><i>farmers (to be determined after the analysis report and baseline data)</i></p> <ul style="list-style-type: none"> • <i>Number of experience sharing visits by year (two per year)</i> • <i>Farmers who consider themselves better off (for example, livelihood, income, nutrition) now than before the CSA intervention (disaggregated by sex; target to be determined after the analysis report and baseline data)</i> • 			
Out Put 3: Higher participation of both Men and Women in SHG, local Value Chain & other Agri-business initiatives				
<ul style="list-style-type: none"> • <i>Carryout gender sensitive value chain analysis & mapping of gender roles, relations and challenges along the Value Chain of identified products, as well as the market barriers to entry</i> • <i>Identify and promote commodities/products that have the potential for market development (such as vegetables and fruit farming, poultry production, shoat fattening, forage production, apiculture etc.)</i> 	<ul style="list-style-type: none"> • <i>One value chain analysis, which is gender sensitive and maps out gender roles</i> • <i>Female-headed households participating in diversified livelihood activities supported by the project (50% representation)</i> • <i>50% of livelihood clients and SHG members participating in functional income generating associations as a result of the project are female & female headed households</i> • <i>Number of farmers part of functional associations (disaggregated by sex and by type of association, for example, cooperative, producer association</i> 	<ul style="list-style-type: none"> • <i>By 2021</i> • <i>Six-monthly project progress report</i> • <i>Six-monthly project progress report</i> 	<ul style="list-style-type: none"> • <i>Federal PCU</i> • <i>Regional PCU</i> • <i>Regional Cooperative Promotion Offices</i> • <i>Woreda Cooperative Promotion Offices</i> • <i>TVET, Small and Micro enterprises, Micro Credit Associations etc</i> 	

	<p><i>(target to be determined after analysis report and baseline data collection)</i></p> <ul style="list-style-type: none"> Income from agricultural and nonagricultural sources (disaggregated by male-/female-headed households) (target to be determined after analysis report and baseline data) 			
Out Put 4: Gender Sensitive Technologies that are accessible and affordable to both men and women				
<ul style="list-style-type: none"> Introduce technologies that contribute towards the reduction of deforestation and greenhouse emissions and reduce the workload of women based on the needs and interest of female farmers 	<ul style="list-style-type: none"> Numbers or percentages of Women and FHHs who have access to and use of gender sensitive technologies in the project area (including energy, labour and time saving cook stoves, bio gas digesters, etc) (50% or equal representation of women and men) Number of SHGs that engage in the production and marketing of improved cook stoves (to be determined after the gender analysis report and baseline data) 	<ul style="list-style-type: none"> By 2021 Six-monthly project progress report 	<ul style="list-style-type: none"> Federal Project Coordinating Unit (PCU) Regional PCU Bureau of Water, Irrigation & Energy 	
Component 2:				
Out Put 5 Building the Capacity of Institutions Implementing the Project for Mainstreaming Gender Issues				
<ul style="list-style-type: none"> Conduct participatory gender audit process (including the organizational culture and the presence of sufficient 	<ul style="list-style-type: none"> Gender Audit Report (1) Number of gender specialists or gender focal persons hired at the regional level 	<ul style="list-style-type: none"> By year 2020 By year 	<ul style="list-style-type: none"> Federal PCU Regional PCU WB 	

<p><i>human resources to carry out gender-related activities and mainstreaming) in RLLP implementing institutions</i></p> <ul style="list-style-type: none"> Strengthen the capacity of implementing institutions (provide trainings & refreshers) to ensure equitable benefits to women and men 	<p>(6)</p> <ul style="list-style-type: none"> Number and percentage of women and men staffs or service providers who received training provided by RLLP, by type of training (1; 100%) 	<p>2020</p> <ul style="list-style-type: none"> By year 2020 	<ul style="list-style-type: none"> 	
Component 3:				
Output 6: Improve women's entitlement to land and enforce land certification proclamation				
<ul style="list-style-type: none"> Create awareness on the importance of equal land rights and tenure (holdings) between men & women to reduce gaps between land certification proclamation and its enforcement, with special attention to areas where polygamy was practiced such as Gambella and Benishangul Gumuz Support the capacity of law enforcement institutions such as courts and local administrative organs, on existing laws and land certification proclamations, with special attention to areas where polygamy was practiced such as Gambella and Benishangul Gumuz 	<ul style="list-style-type: none"> Equitable (50%) participation of women and men in awareness programs on equal land rights and holdings Number or percentage of females, FHH and males holding second degree land certificate (Target 80%) No of law enforcement officials sensitized or trained on land certification (to be determined after the gender analysis report) 	<ul style="list-style-type: none"> 2020, baseline data Six monthly progress report Six-monthly progress report 	<ul style="list-style-type: none"> Federal Project Coordinating Unit (PCU) Regional Project Coordination Unit Woreda Agricultural Development Offices 	
Component 4				
Output 7: Enhanced gender Perspective in program design, implementation, monitoring, evaluation & reporting				
<ul style="list-style-type: none"> Capacity building/ training for partners and implementers on 	<ul style="list-style-type: none"> No of implementers sensitized or trained on gender sensitive project design, 	<ul style="list-style-type: none"> Sex-disaggregate 	<ul style="list-style-type: none"> Federal Project Coordinating Unit 	

SLMP-2 Gender Assessment Report-Second draft

<p><i>collecting and analysis of sex-disaggregated information</i></p> <ul style="list-style-type: none"> • <i>Develop and disseminate simple gender responsive reporting format that includes both quantitative and qualitative analysis of periodic implementation reports</i> • <i>PIM to integrate gender provisions and tools for improved implementation practices at the grassroots levels</i> 	<p><i>implementation, monitoring and evaluation</i></p> <ul style="list-style-type: none"> • <i>One Gender sensitive M&E framework</i> • <i>Number of periodic gender sensitive reports (sex disaggregated data presented) (1 per year)</i> • <i>Number of supervision visits (2 per year)</i> • <i>Updated PIM (one)</i> • <i>Reviewed Electronic Planning and Reporting Tool (PRT) for gender responsive reporting (One, revised PRT)</i> 	<p><i>d baseline Information in 2020</i></p> <ul style="list-style-type: none"> • <i>Revised PIM (2020)</i> • <i>RLLP Mid Term Gender Impact Assessment Report by 2021</i> • <i>RLLP Final Evaluation Reports by the end of project</i> 	<p><i>(PCU) at the Ministry of Agriculture and Natural Resources</i></p> <ul style="list-style-type: none"> • <i>Regional Project Coordination Unit of Bureau of Agriculture (BoA) of the 6 regions where the project is implemented</i> • <i>Woreda Agricultural Development Offices</i> • <i>WB</i> • 	
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Annex 4: List of people contacted and key informants

	Name	Region/ position
1	Ruach Guk	Itang/ Community facilitator
2	G/Wech Char	Itang (Cooperative DA)
3	Chuol Tor	Itang/ DA
4	Wubitu Alemayehu	Itang/ Woreda Focal person
5	Biel Dak	Gambella/ Safeguard expert
6	Obong Pop	Abobo, Kebele Chairperson
7	Ayana Aylawa	Abobo, Kebele Social court
8	Obong Odel	Community elder
9	Kiru Omod	Woreda Natural Resource officer
10	Teketel Haile	Woreda Natural resources officer
11	Dr.Lou Obup Opiew	Regional Head of Agriculture and Natural Resources
12	Zelege Eniyew	Gambella, SLMP M& E specialist
13	Nyabang Both Biyach	Gambella BoANR, Women's unit
14	Nebiyou Mammo	Gambella, Bureau of women and children's affairs, Gender Mainstreaming core process
15	Mulat Birega	Gambella, SLMP Coordinator
16	Halifa Abdu	Benishangul, Homesha Gumu Kebele Community facilitator
17	Engida Berhanu	Homesha, Woreda focal person
18	Andinet Tesfa	Homesha, Rural infrastructure expert
19	Becherah Abdissa	Benishangul, DA
20	Fetene Mulugeta	Benishangul, DA
21	Fantahun Alediga	Benishangul, Natural resource expert
22	Oumer Said	Benishangul, Bambasi Woreda, Natural Resource Expert
23	Gultew Adem	Benishangul, Bambasi, Kebele Administrator
24	Simegn Berhanu	Benishangul, Bambasi, Kebele Natural resource expert
25	Melaku Womber	Benishangul, Regional Safeguard
26	Yeshiwas Ejigu	Benishangul, Regional Women and Children Affairs bureau, Women's

		mainstreaming and benefit ensuring directorate
27	Shambel Gudeta	Benishangul, Regional Women and Children Affairs bureau, Women's mainstreaming and benefit ensuring directorate
28	Jilalo Kemal	SNNP, Kebele DA
29	Dereje Abebe	SNNP, Woreda focal person
30	Matiwos Haile	SNNP, Gembora Kebele, DA
31	Ayele Lire	SNNP, Woreda land administration expert
32	Baweke Abebe	Amhara, Debremarkos, Be-ad Kebele Community facilitator
33	Demeke Ketema	Amhara Region, SLMP focal person
34	Yesewmar Abatu	Amhara region, Woreda level women's affairs bureau project supervision expert
35	Enchilew Dewas	Kebele Agriculture Bureau head
36	Gebreyesus Zeleke	SLMP Woreda focal person
37	Mehari G/Medhin	Tigray, SLMP Regional Coordinator
38	Kiros G/Hiwot	Environment and Social Safeguard specialist
39	Fisehatsion Kassa	Tigray, Kolla Tembien, SLMP focal person
40	Addisu G/Kristos	Tigray, Tanqa Abergele Woreda Focal Person
41	Girmay Kahssa	Tigray, Tanqa Abergele, Kebele DA
42	Alemu	Kuyu, Oromia, Woreda Focal person
43	Adnan Mohammed Abdella	Misrak Harerge (Oromia), Kersa Woreda, Focal person

Annex 2: RLLP Gender mainstreaming implementers/Actors

The roles and responsibilities of implementers at all levels are stated below to facilitate the implementation of the gender mainstreaming in RLLP.

Federal and Regional program coordinators

- Facilitate and coordinate all activities implemented within the programme to be gender sensitive and responsive

- Coordinate and motivate all RLLP specialists to consider gender issues in their respective activities as stated in the guideline and PIM
- Facilitate and create accountability mechanism to all implementers to work for gender equality in their respective areas of work
- Create conducive environment for gender mainstreaming
- Coordinate and conduct continuous supportive supervision to ensure the implementation of women specific activities which ensure access to and control over resources, decision making and reduce workload
- Support and Ensure the election of women to CWT, KLAUC, KWT and other SLM relevant committee membership be balanced (50%)to that of men
- Coordinate and review the status of program activities plan & implementation with respect to gender at various level; Ensure equal benefit share of male and female farmers in targeted watersheds

Federal and regional RLLP Environment and Social Safeguard specialists

- Facilitate and encourage implementers of RLLP to plan & implement program activities by considering the needs and concerns of male and female farmers and youth within the targeted watersheds
- Support and encourage regional and woreda RLLP focal persons and implementers in different work process to consider gender issues as per the PIM, and GMG Support and Ensure the election of women to CWT, KLAUC, KWT and other SLM relevant committee membership be balanced (50%)to that of men
- Conduct training need assessment of regional and Woreda experts and gender focal persons
- Facilitate and coordinate Gender mainstreaming trainings based on identified needs
- Ensure that program activities do not cause negative impact on gender equality and women's workload
- Create conducive environment that supports the implementation of gender issues at all levels
- Facilitate identification, scaling up and documentation of best practices that have benefitted women

- Review the status of participation and benefit of male and female farmers, youth, and vulnerable groups of people within the targeted community and work for further improvement
- Provide continuous support and monitoring to ensure the planning and implementation of activities targeting women, which ensure women's access to and control over resources, decision making and reduced workload
- Ensure that budget include gender specific activities
- Coordinate, collect, compile and disseminate sex disaggregated information in respective areas of work
- Work closely with regional and national RLLP gender focal persons

Federal and Regional RLLP Specialists

- Support and encourage woreda staff to initiate gender sensitive and responsive activity plans and implement them in their respective areas and mandates
- Consider gender issues and directions relevant to their areas of work that are indicated in the RLLP project implementation manual and gender mainstreaming guideline
- Provide continuous support, backstopping and monitor, the equal participation and benefitting of male and female farmers ,youth and vulnerable groups of targeted community
- Ensure equal participation and benefitting of male and female farmers ,youth and vulnerable groups of targeted community in respective areas and mandates
- Collect, compile and disseminate sex disaggregated information in respective areas of work
- Review the status of programme implementation from gender perspective
- Ensure that program activities do not cause negative impact on gender equality and women's workload
- Ensure that budget include gender specific activities
- Provide sex disaggregated activity plans and performance reports in all project activities and own respective areas of specialization

RLLP Woreda focal Person

- Facilitate and coordinate all RLLP implementing sectors to consider the needs and concerns of male and female farmers, youth and vulnerable groups of the community during activity planning and implementation
- Coordinate, support and supervise the implementation of RLLP PIM gender provisions, for gender equality
- Make sure that gender issues and directions which are indicated in RLLP gender mainstreaming guideline and project implementation manual are considered during planning, implementation, monitoring and evaluation
- Ensure the election of women to CWT, KLAUC, KWT and other SLM relevant committee membership be balanced (50%)to that of men
- Facilitate and conduct training based on identified gender training needs
- Facilitate and ensure the equal participation and benefit of male and female farmers as per RLLP PIM, and Gender mainstreaming guideline
- Collect, use, disseminate, and document sex disaggregated information of RLLP activities
- Review the status of RLLP implementation from gender perspective
- Work closely with woreda gender focal persons
- Conduct continuous follow up and support to ensure the planning and implementation of women specific activities which ensure women's access to and control over resources, decision making and reduced workload in target communities
- Ensure that program activities do not cause negative impact on gender equality and women's workload
- Ensure that budget include gender specific activities
- Raise DAs awareness level on gender issues in collaboration with woreda gender focal person
- Creat/ Raise awareness level of communities on gender issues in collaboration with woreda gender focal person

- Ensure that work plans and the implementation of RLLP are gender responsive for equal benefit of male and female community
- Provide sex disaggregated activity plans and performance reports in all project activities and respective areas of specialization

Development Agents (DAs)

- Facilitate and ensure the full involvement of male and female farmers, youth and vulnerable group in need identification, prioritization and planning of RLLP activities
- Facilitate and ensure that the needs and concerns of male and female farmers and youth are taken into consideration during planning and implementation. It is important to set separate focus group discussions so as to enable women to participate at a time that is convenient for them as well as a place without fear of intimidation
- Make and ensure women's membership in CWT, KWT, KLAUC and other SLM relevant committees to be balanced (50%) to that of men as per PIM and GMG .
- Facilitate and ensure that male and female farmers are participating during implementation and evaluation of RLLP activities
- Facilitate and ensure equal benefitting of male and female farmers from RLLP interventions
- Organize women groups to ensure the planning and implementation of women-specific activities
- Ensure that program activities do not cause negative impact on gender equality and women's workload
- Ensure that budget include gender specific activities
- Provide sex disaggregated activity plans and performance reports in all project activities in their respective areas of specialization
- Create/raise awareness of Kebele and community watershed teams, religious leaders, traditional institutions leaders, elders relevant kebele decision makers and to all male and female farmers on the need for gender mainstreaming and equality

