

## Annex D4: Gender Action Plan for RLLP

(Approximate Total Budget for Gender Activities: \$1,148,708 - GCF budget: \$484,374 + Co-financing: \$664,334)

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><b>Impact Statement:</b> 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><b>Outcome Statement:</b> 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>				
<b>Component 1</b>				
<b>Out Put 1: Higher participation of both men and women in sustainable land restoration and water conservation practices</b>				
<ul style="list-style-type: none"> <li>• 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)</li> <li>• Conduct gender awareness training on division of labour, roles, benefits and participation in sustainable land restoration and water conservation activities</li> <li>• Strengthen implementation practices to ensure female and male representation in planning, implementation and monitoring activities</li> <li>• Gender sensitive information, education and communication (IEC) materials disseminated to guide implementation of gender dimensions of the project</li> </ul>	<ul style="list-style-type: none"> <li>• One Gender Analysis Report and baseline data</li> <li>• Increased participation of women, FHH Target group or project beneficiaries to 50%, in sustainable land restoration and water conservation activities</li> <li>• 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%</li> <li>• Number and type of IEC materials produced and disseminated (2)</li> <li>• Number and percentage of women and men who receive training provided by RLLP, by type of training (50% representation of female and males)</li> </ul>	<ul style="list-style-type: none"> <li>• 2020</li> <li>• By 2023</li> <li>• By 2021</li> <li>• Six-monthly progress report</li> <li>• Six-monthly progress report</li> </ul>	<ul style="list-style-type: none"> <li>• Federal Project Coordinating Unit (PCU) at the Ministry of Agriculture and Natural Resources</li> <li>• Regional Project Coordination Unit of Bureau of Agriculture (BoA) of the 6 regions</li> <li>• Woreda Agricultural Development Offices</li> <li>• WB</li> </ul>	

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

	<ul style="list-style-type: none"> <li>• Farmers who consider themselves better off (for example, livelihood, income, nutrition) now than before the CSA intervention (disaggregated by sex; <i>target to be determined after the analysis report and baseline data</i>)</li> <li>• </li> </ul>			
<b>Out Put 3: Higher participation of both Men and Women in SHG, local Value Chain &amp; other Agri-business initiatives</b>				
<ul style="list-style-type: none"> <li>• Carryout gender sensitive value chain analysis &amp; mapping of gender roles, relations and challenges along the Value Chain of identified products, as well as the market barriers to entry</li> <li>• 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.)</li> </ul>	<ul style="list-style-type: none"> <li>• One value chain analysis, which is gender sensitive and maps out gender roles</li> <li>• Female-headed households participating in diversified livelihood activities supported by the project (50% representation)</li> <li>• 50% of livelihood clients and SHG members participating in functional income generating associations as a result of the project are female &amp; female headed households</li> <li>• Number of farmers part of functional associations (disaggregated by sex and by type of association, for example, cooperative, producer association (<i>target to be determined after analysis report and baseline data collection</i>))</li> <li>• Income from agricultural and nonagricultural sources (disaggregated by male-/female-headed households) (target to</li> </ul>	<ul style="list-style-type: none"> <li>• By 2021</li> <li>• Six-monthly project progress report</li> <li>• Six-monthly project progress report</li> </ul>	<ul style="list-style-type: none"> <li>• Federal PCU</li> <li>• Regional PCU</li> <li>• Regional Cooperative Promotion Offices</li> <li>• Woreda Cooperative Promotion Offices</li> <li>• TVET, Small and Micro enterprises, Micro Credit Associations etc</li> </ul>	

	<i>be determined after analysis report and baseline data)</i>			
<b>Out Put 4: Gender Sensitive Technologies that are accessible and affordable to both men and women</b>				
<ul style="list-style-type: none"> <li>• <i>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</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>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)</i></li> <li>• <i>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)</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>By 2021</i></li> <li>• <i>Six-monthly project progress report</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Federal Project Coordinating Unit (PCU)</i></li> <li>• <i>Regional PCU</i></li> <li>• <i>Bureau of Water, Irrigation &amp; Energy</i></li> </ul>	
<b>Component 2:</b>				
<b>Out Put 5 Building the Capacity of Institutions Implementing the Project for Mainstreaming Gender Issues</b>				
<ul style="list-style-type: none"> <li>• <i>Conduct participatory gender audit process (including the organizational culture and the presence of sufficient human resources to carry out gender-related activities and mainstreaming) in RLLP implementing institutions</i></li> <li>• <i>Strengthen the capacity of implementing institutions (provide trainings &amp;</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Gender Audit Report (1)</i></li> <li>• <i>Number of gender specialists or gender focal persons hired at the regional level (6)</i></li> <li>• <i>Number and percentage of women and men staffs or service providers who received training provided by RLLP, by type of training (1; 100%)</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>By year 2020</i></li> <li>• <i>By year 2020</i></li> <li>• <i>By year 2020</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Federal PCU</i></li> <li>• <i>Regional PCU</i></li> <li>• <i>WB</i></li> <li>• </li> </ul>	

<i>refreshers) to ensure equitable benefits to women and men</i>				
<b>Component 3:</b>				
<b>Output 6: Improve women's entitlement to land and enforce land certification proclamation</b>				
<ul style="list-style-type: none"> <li><i>Create awareness on the importance of equal land rights and tenure (holdings) between men &amp; 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</i></li> <li><i>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</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Equitable (50%) participation of women and men in awareness programs on equal land rights and holdings</i></li> <li><i>Number or percentage of females, FHH and males holding second degree land certificate ( Target 80%)</i></li> <li><i>No of law enforcement officials sensitized or trained on land certification (to be determined after the gender analysis report)</i></li> </ul>	<ul style="list-style-type: none"> <li><i>2020, baseline data</i></li> <li><i>Six monthly progress report</i></li> <li><i>Six-monthly progress report</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Federal Project Coordinating Unit (PCU)</i></li> <li><i>Regional Project Coordination Unit</i></li> <li><i>Woreda Agricultural Development Offices</i></li> </ul>	
<b>Component 4</b>				
<b>Output 7: Enhanced gender Perspective in program design, implementation, monitoring, evaluation &amp; reporting</b>				
<ul style="list-style-type: none"> <li><i>Capacity building/ training for partners and implementers on collecting and analysis of sex-disaggregated information</i></li> <li><i>Develop and disseminate simple gender responsive reporting format that includes both quantitative and qualitative analysis of periodic implementation reports</i></li> <li><i>PIM to integrate gender provisions and tools for improved implementation practices at the grassroots levels</i></li> </ul>	<ul style="list-style-type: none"> <li><i>No of implementers sensitized or trained on gender sensitive project design, implementation, monitoring and evaluation</i></li> <li><i>One Gender sensitive M&amp;E framework</i></li> <li><i>Number of periodic gender sensitive reports (sex disaggregated data presented) (1 per year)</i></li> <li><i>Number of supervision visits (2 per year)</i></li> <li><i>Updated PIM (one)</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Sex-disaggregated baseline Information in 2020</i></li> <li><i>Revised PIM (2020)</i></li> <li><i>RLLP Mid Term Gender Impact Assessment</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Federal Project Coordinating Unit (PCU) at the Ministry of Agriculture and Natural Resources</i></li> <li><i>Regional Project Coordination Unit of Bureau of Agriculture (BoA) of the 6 regions where the project is implemented</i></li> </ul>	

	<ul style="list-style-type: none"> <li>• <i>Reviewed Electronic Planning and Reporting Tool (PRT) for gender responsive reporting (One, revised PRT)</i></li> </ul>	<i>Report by 2021</i> <ul style="list-style-type: none"> <li>• <i>RLLP Final Evaluation Reports by the end of project</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Woreda Agricultural Development Offices</i></li> <li>• <i>WB</i></li> <li>•</li> </ul>	
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