

## **Annex 8: Gender Assessment and Project Level Action Plan**

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

**July 6, 2020**

## LIST OF ABBREVIATIONS

AWO	Arab Women's Organisation
CBOs	Community-Based Organisations
CCGAP	Climate Change Gender Action Plan
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
FAO	Food and Agriculture Organisation of the United Nations
GBV	Gender-Based Violence
GDI	Gender Development Index
GII	Gender Inequality Index
HDI	Human Development Index
HERD	Healthy Ecosystems for Rangeland Development
IUCN	International Union for Conservation of Nature
JOHUD	The Jordanian Hashemite Fund for Human Development
KEIs	Key Expert Interviews
MoA	Ministry of Agriculture
MoE	Ministry of Environment
NGOs	Non-Governmental Organisations
NSW	National Strategy for Women in Jordan
REGEP	Rural Economic Growth and Employment Project
RGEI	Regional Gender Equality Index
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Populations Fund
UNHCR	United Nations High Commission for Refugees

## Introduction

1. The objective of the gender assessment is to facilitate and inform gender mainstreaming in the Full Funding Proposal to the Green Climate Fund (GCF) for the project titled “Building Resilience to Climate Change in Jordan”. The assessment aims to provide an overview of the gender situation and dynamics in Jordan, with particular focus on the impact of climate change on women and their role in adapting to it. It seeks to identify key gender issues in climate change adaptation and strategies for increasing women’s agency in development interventions for climate resilience through a review of relevant national policies, plans, research studies, donor initiatives and stakeholder consultations. The findings of the assessment have been used to make the project gender sensitive as well as identify specific opportunities to enhance women’s agency to deal with climate risks. Part 1 of the report provides an overview of the gender situation in Jordan and Part II provides a Gender Action Plan and the gender strategy for the project.
2. A number of key interviews were conducted with experts (KEIs) to understand how climate change was impacting the agriculture sector and its gender assessment aspects. The meetings were conducted with experts from the following agencies: Ministry of Agriculture (MoA), National Agriculture Research Center (NARC), Gender Unit in Ministry of Water and Irrigation, NAJMA Coalition from Jordan Hashemite Fund (JOHUD), Department of Statistics (DoS), Partners for Good, International Union for Conservation of Nature (IUCN), UN Women, Jordan River Foundation (JRF). The team also had extensive meetings with the JRF team which has been working with women in the villages including both Syrian Refugee and host communities to understand how these agencies had engaged women in the target Governorates. The key findings from these interviews include the following: women are disproportionately affected by climate change with unequal access to resources and assets, barriers to decision-making and limited mobility; women have a critical role to play as agents of change in climate resilience and their full capacity and agency needs to be unlocked through promoting better awareness and clear vision of women’s role among women and men, building women’s knowledge of climate change and adaptation practices, and by the provision of networking and leadership opportunities; affirmative action, including setting quotas is necessary to create a level playing field for women’s increased access and control over resources; interventions have to be customized to women’s specific needs, priorities and circumstances in a given context for them to be able to access and benefit from them; and women in leadership / decision-making positions have a powerful impact both for opening pathways for other women as well as increasing women’s access to resources.

## *Community Consultations*

3. Two consultations were held in the target governorates of Madaba and Karak, reaching 131 women and 7 men with the support of NIJME Coalition – JOHUD. Women and men mostly commented on how the difference in temperatures had affected their crops and livelihoods, the water shortage and its effect on agriculture and water for domestic purposes. Water shortage had increased problems with soil,

leaving it saltier in Madaba and drier in Karak. Most participants had heard of rooftop harvesting, water storage techniques and water saving techniques and expressed an interest in these. In addition, men and women were interested in the following: knowledge of climate change and adaptive practices; water harvesting and water-saving; marketing of food products; entrepreneurship training; financial support for agriculture and micro-enterprises.

4. The design team visited all four project Governorates in February 2020 and had detailed discussions with women extension agents in the Directorate of Agriculture in the project area and met with the technical staff of NARC research centres as well as the technical staff in NARC to discuss the potential opportunities to engage women. The Director General of the Extension Department also helped organize meetings with her staff in the project Governorates to understand how women could be involved in the project. The team also met with the staff conducting the Farmer Field Schools for both men and women to learn from their experience of implementing the IFAD financed REGEF project. The design team reviewed NARC's extensive experience with the Association of Agriculture Engineers to identify and train women agricultural engineers in the North of the country in the REGEF project, thus building a cadre of women extension agents skilled in the FFS approach. NARC has trained women FFS facilitators and developed curricula for the identified target crops in cooperation with FAO in October 2016 which it is currently implementing. Some of the new technologies the project will be promoting have already been tried and tested by NARC.

## **Part 1: Overview of Jordan's Gender Profile**

5. Women constitute about 47.1 percent of the total population of Jordan.<sup>1</sup> Although Jordan's Human Development Index places it in the high human development category, its score on the Gender Development Index (GDI), 147<sup>th</sup> out of 168, is low and points to significant gender differences between women and men in health, knowledge and living standards. The 2020 Global Gender Gap report ranks Jordan 138 out of 153 countries<sup>2</sup> based on indicators of economic participation and opportunity, educational attainment, health, survival, and political empowerment. The Women in Politics 2019 map ranked Jordan 132 out of 193 countries, mapping women's political participation in parliaments worldwide. This rank was achieved through the gender quota system adopted in 2003, where later revisions to the system increased the allocated seats for women from 6 to 15 parliamentary candidates.
6. The Gender Inequality Index (GII) which measures gender inequalities across reproductive health, empowerment and labour market participation, and is a measure of the human development cost stemming from gender inequality, has decreased between the year 1995 and 2016, from (0.672) to (0.461), suggesting some progress towards closing the gender gap<sup>3</sup>. Jordan ratified the revised Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 2007. The CEDAW requires all signatories to eliminate discrimination against women in all areas of economic and social life. In addition, it requires that "States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and

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<sup>1</sup> Government of Jordan, Jordan in Figures, Department of Statistics, 2018

<sup>2</sup> World Economic Forum, Global Gender Gap, 2020

<sup>3</sup> Department of Statistics data, Gender Indicator Tables, Population, Kingdom, 2010 - 2017

benefit from rural development". The rights specified include the following: to participate in the elaboration and implementation of development planning at all levels; to obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency; to organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment; to have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes; and to enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communication.

7. **Health:** The World Health Organization (WHO) categorizes Jordan, as a country in early nutrition transition, whereby widespread micronutrient deficiencies and moderate levels of under-nutrition in specific populations and age groups exist along with moderate overweight and obesity.<sup>4</sup> Chronic malnutrition among Jordanian children is relatively low. Eight percent of children are stunted or chronically malnourished, with 2 percent severely stunted, 3 percent underweight, and 4 percent overweight. Infant and under-5 mortality rates in the past five years are 17 and 19 deaths per 1,000 live births, respectively. Under-5 mortality declined by 46 percent over the last 23 years from 39 deaths per 1,000 live births in 1990 to 19 deaths per 1,000 live births in 2017. The neonatal mortality rate is 13 deaths per 1,000 live births, which is two and a half times the post-neonatal rate<sup>5</sup>. The perinatal mortality rate is 13 per 1,000 pregnancies. Eighty-six percent of Jordanian children age 12-23 months are fully immunized. Breastfeeding is common in Jordan with 92 percent of children ever breastfed, and half of children breastfed for about 12 months or longer. Overall, only one-third of children age 6-23 months are fed appropriately based on recommended infant and young child feeding practices. Thirty-two percent of children aged 6-59 months are anaemic, 21 per cent are mildly anaemic, 10.5 percent are moderately anemic, and less than 1 percent are severely anaemic.<sup>6</sup>
8. An alarming 54 percent of women are overweight or obese. Forty-three percent of women aged 15-49 are anemic, 36 percent are mildly anemic, 6.3 percent are moderately anemic, and less than 1 percent are severely anemic. Almost all women (98 percent) received antenatal care from medically trained personnel; the majority of women (95 percent) received care during pregnancy from a doctor. Seventy-nine percent of women make seven or more antenatal care visits during their entire pregnancy. Twenty-eight percent of mothers with a birth in the five years preceding the survey were protected against neonatal tetanus. An overwhelming majority of births (98 percent) in the five years preceding the survey were delivered in a medical facility. Three in four births (89.1 percent) were delivered by a doctor. Eighty-three percent of mothers received postnatal care from a doctor, nurse, or midwife within the critical first two days after a delivery. Between 2012 and 2017-18, the total fertility rate fell from 3.5 to 2.7 children. This decline is especially notable because the TFR had remained relatively stable, at 3.5 to 3.8 children per woman, during the decade between the 2002 and 2012 surveys<sup>7</sup>

<sup>4</sup> WHO MENA Regional Nutrition Strategy 2010-2019 and Plan of Action

<sup>5</sup> Jordan Population and Family Health Survey (2017-18), Department of Statistics, Hashemite Kingdom of Jordan

<sup>6</sup> Jordan Population and Family Health Survey (2017-18), Department of Statistics, Hashemite Kingdom of Jordan

<sup>7</sup> Ibid

9. **Gender-Based Violence (GBV):** According to the UNFPA scorecard for GBV for Jordan, it is recorded that 79 percent of women between 18-64 years old have experienced domestic violence in their life, with 14 percent of ever-partnered women aged 15-49 years having experienced sexual violence and/or rape by their partner within the 12 months of the survey, and 24 percent in their lifetime<sup>8</sup>. In the target governorates the percentage of ever-married women who have experienced emotional, physical, or sexual violence committed by their spouse is as follows: Madaba 24 percent, Karak 10 percent, Tafilah 15 percent Maan 29 percent. Furthermore, between 15 and 20 women are victims of honour killings every year, on average, and it reached as high as 30 in 2016<sup>9</sup>.
10. **Education:** In 2018 adult female illiteracy rate was 7.2 percent, whereas it was only 3.1 percent for adult men.<sup>10</sup> There is a positive correlation between education and economic participation with 56 percent of employed women holding a graduate or higher degree. Twenty-two per cent of unemployed women are educated and hold an intermediate college or higher diploma<sup>11</sup>.
11. **Unemployment:** Unemployment rates in Jordan have remained between 12 and 14 percent, approximately 11 percent for males and 20 percent for women, for over a decade. Unemployment rate for the fourth quarter of 2019 have reached 19 percent, an increase by 0.3 percentage points since 2018. Two groups that are particularly affected are women and youth.<sup>12</sup> There is not a strong bivariate link between labour force status and poverty, but this is related to the pervasiveness of female non-participation and the size of the public sector.<sup>13</sup>
12. **Women's economic participation:** Jordan has the lowest female labour force participation in the world of a country not at war. Women face particular obstacles and disincentives to economic participation. Within the MENA region, Jordan's female labour force participation rates lies in the bottom half, below the regional average of 25 percent. In 2017, the female labour force participation rate in Jordan was about a fifth of that of males (17.7 percent versus 59.4 percent). A World Bank study shows a 12.3 percent gap in average wages between men and women in Jordan, rising to 17percent in the private sector. The average monthly wage for men is JD 403 [USD\$ 568], compared to JD 359 [US\$ 506] for women.<sup>14</sup> It is worth noting that for decision making professions; this discrepancy was much higher, for example female legislators, senior

<sup>8</sup> UNFPA, Jordan Scorecard on Gender Based Violence

<sup>9</sup> Ibid.

<sup>10</sup> Gender Statistics, Department of Statistics, Hashemite Kingdom of Jordan

<sup>11</sup> World Bank, *Hashemite Kingdom of Jordan – Understanding How Gender Norms in MNA Impact Female Employment Outcomes (English)*. Washington, D.C. : World Bank Group, 2018.

<sup>12</sup> Department of Statistics, Hashemite Kingdom of Jordan, (2019)

<sup>13</sup> Systematic Country Diagnostic February 2016 Middle East and North Africa Region, The World Bank Group

<sup>14</sup> Department of Statistics, Hashemite Kingdom of Jordan, 2013

officials and managers are paid about 32 percent less than men.<sup>15</sup>

**Table 1**  
**Economic Activity and Unemployment by Educational level, 2015**

Educational level	Economic activity rate		Unemployment rate	
	Female	Male	Female	Male
<b>Illiterate</b>	1.1	16.4	0	8.3
<b>Less than secondary</b>	3.2	60.4	8.9	11.2
<b>Secondary</b>	4.6	42.1	12.3	7.7
<b>Intermediate diploma</b>	28.0	75.1	19.6	8.7
<b>Bachelor &amp; Above</b>	55.8	80.7	27.2	12.8
<b>Total</b>	13.3	60.0	22.5	11.0

*Source: Department of Statistics, 2016 (Employment & Unemployment)*

13. Despite many efforts directed toward enhancing women's role in the society and in the economy, there has been little progress in women's economic participation. Employer preferences based on gender stereotypes and the heavy burden that labour legislation places on businesses to protect female employees, as well as social constraints on what kind of work is acceptable for women, have repercussions in the hiring process. Taboos are focused on women in the workplace (particularly in construction, outdoor sales, transport services, manufacturing and machinery, and hospitality), the type of work (agricultural tasks and manual labour), and the work conditions (late shifts). The highest gender gap is evident in the agricultural sector where women make up 65 percent of farm labourers.<sup>16</sup> However, the percentage of agricultural holdings headed by women amounted to only 7 percent in Jordan in 2017.<sup>17</sup> Only 44 per cent of households headed by women own agricultural land and 30 per cent own livestock. Instead, 68 per cent of households headed by men own land and 36 percent of them own livestock.<sup>18</sup>
14. **Gender Norms Impacting Women's Economic Participation:** A World Bank study<sup>19</sup> indicates that the large majority of Jordanians are in favor of women working outside the home and almost two-thirds of non-working women would like to work. Women's preferences and personal beliefs are not a major obstacle to participation, therefore they would likely respond favorably to policies that address some of their binding constraints. Intra-household expectations (i.e. expectations of respondents about their counterpart's beliefs) matter in female labour force participation decisions. Both men and women agreed that men are the ultimate decision makers in the household; including deciding for women on whether to accept a job offer or not.
15. The World Bank Study concluded that beliefs and expectations about women working in mixed-sex environments pose certain barriers for women. This may be partially attributed to fears about harassment, as 44 percent of participants in the study believe that working women are exposing themselves to harassment. These beliefs may not

<sup>15</sup> World Bank, Hashemite Kingdom of Jordan, Understanding How Gender Norms in MNA, Impact Female Employment Outcomes, June 1, 2018

<sup>16</sup> [www.acted.org/en/jordan-women-rural-communities-trained-leaders-agriculture-and-advocates-action-climate-change](http://www.acted.org/en/jordan-women-rural-communities-trained-leaders-agriculture-and-advocates-action-climate-change)

<sup>17</sup> Department of Statistics/ Agricultural Census, Hashemite Kingdom of Jordan, 2017

<sup>18</sup> <https://www.ifad.org/documents/10180/e62f2d11-7f5c-4fd5-a491-5427992d7eb7>

<sup>19</sup> World Bank, Hashemite Kingdom of Jordan, Understanding How Gender Norms in MNA, Impact Female Employment Outcomes, June 1, 2018

only restrict the types of jobs women can take up (i.e. jobs in mixed-sex workplaces), but also give rise to additional concerns about personal safety and reputation when deciding whether to work. Many working women (58 percent) believe that it is okay for women to work in environments where most other employees are men.

16. Irrespective of whether women are employed outside the house, societal expectations are that women should take care of all the household chores (cooking, cleaning, caring for children, taking them to school, etc. Men's contribution to household chores is negligible, regardless of women's work status, (except when it comes to feeding children). For women, getting married is one of the key reasons for exiting the labour market. Nevertheless, the main reason for women not working or disengaging from the work force is having children. The long working hours made it difficult for to juggle work, taking care of a newborn, and household responsibilities.
17. In summary, some of the most important binding constraints for women's economic participation are lack of childcare, lack of flexibility in working conditions, unavailability of part-time work, hiring and wage discrimination, limited job growth, lack of adequate public transportation, particularly in rural areas, scarcity of attractive job opportunities, and lack of jobs in the public sector. A key driver for women's employment in Jordan is financial need. When asked about the circumstances that would make women consider working or joining the workforce, the majority of participants answered that the high cost of living would force them to find a job.
18. **Women's Legal Status:** Equality before the law for all is guaranteed by Article 6 of the Jordanian Constitution, which however does not include an article addressing gender inequalities or criminalising discrimination on the basis of sex<sup>20</sup>. Women have reduced legal rights in comparison with their male counterparts, especially due to the absence of a provision in the constitution to safeguard women's equal status, restricted residency and citizenship rights for their children. Most importantly, the treatment of women as legal minors under the Personal Status law leaves women and girls under male legal guardianship on matters of marriage, divorce, alimony and financial guardianship of their children. Although Jordan raised the legal age of marriage to 18 for both men and women in 1999, it allowed girls and boys younger than 18 to marry in exceptional circumstances. Exceptional circumstances were never defined, so the practice of early marriage continued, affecting mostly girls. Finally, while women are entitled to inheritance, daughters receive half the share compared to sons.
19. There are some specific articles of the Penal Code that affect violence against women, such as Article 292 no 16 of 1960 which criminalises rape, stating that rape outside of marriage is punishable by 15 years in prison. Article 305 and 306 under the Penal Code make sexual harassment punishable by law as the offence of unwanted sexual contact. In 2017 Article 98 of the Penal Code was amended, preventing reduction of penalties for 'honour crime'. However, Article 340 is still included, allowing for reduced sentencing for the murder of a spouse if they are caught in the act of adultery<sup>21</sup>. The Law on Protection from Domestic Violence, No. 15 of 2017 protects women against domestic violence, however it does not include a definition of what constitutes domestic violence.
20. Jordanian laws addressed several issues related to women such as maternity leave, breast feeding hour, providing a suitable place for children less than four years,

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<sup>20</sup> UNDP, Jordan Gender Justice and the Law, 2018

<sup>21</sup> [http://www.kinghussein.gov.jo/const\\_ch1-3.html](http://www.kinghussein.gov.jo/const_ch1-3.html)



prohibiting the termination of jobs for women who are 6 months pregnant and above or during maternity leave, prohibiting assigning tasks that are dangerous or threatening to women's health and equal treatment of men and women, with no discrimination. However, these provisions have not been sufficient for improving the participation of women in the economy. In reality, there are violations against these rights and there are no explicit statements in Labor Law that require equal pay for men and women.

21. **Women's political participation and representation:** Women were granted the right for voting and candidacy for the Lower House and Parliament and municipal and village councils in 1974 and 1982 respectively (CEDAW, 1997). To ensure the political participation of women, the Government took an affirmative action and amended the Electoral Law in 2003 to include a quota for women.<sup>22</sup>

### **National Strategies and Policies for Gender Equality**

22. The Kingdom of Jordan has introduced policies and strategies to mainstream gender. The most recently approved and adopted, 2020-2025 National Strategy for Women in Jordan, aims to end "all forms of gender-based violence and discrimination" and is devoted to ensuring that all women and girls will reach their full human rights potential with equal opportunities, to ensure sustainable development for the Kingdom. Furthermore, the King Hussein Foundation Information supported the Jordanian National Commission for Women and Research Centre to develop guidelines for mainstreaming gender and highlighting gender priorities related to the Jordan 2025 Vision. The National Poverty Reduction Strategy (2013-2020) emphasises equal rights for women; promotion of positive cultural practices, traditions, and mindsets that promote respect for human rights values and advancement for women; amending or enacting new laws that deliver justice to the poor, women and vulnerable groups against any discrimination in any form and ensuring that women and vulnerable citizens are protected from any violence, abuse and exploitation and are supported to enjoy all their rights as Jordanian citizens.<sup>23</sup>
23. Jordan has a host of national strategies to address the impacts of climate change, as well as to work towards minimising emissions. In the following policies, the importance of women's participation and active role in the adaption to climate change are highlighted: National Strategy and Action Plan to Combat Desertification 2015-2020, the National Biodiversity Strategy and Action Plan 2015-2020, and the National Water Strategy 2016-2025. The Plan to Combat Desertification states that the revised plan will include gender sensitive investments to alleviate the disproportionate effects of decreasing food security in particular and increasing poverty on women, as a result of deforestation<sup>24</sup>. The National Water Strategy studies the crosscutting challenges in relation to gender equity in the water sector and emphasises the importance of gender mainstreaming in the water sector. It recognises the crucial role women play as providers and users of water, as well as key actors in the protection of the environment. An objective of the plan is to include women in the decision-making processes and in-service delivery implementation as a measure to enhance women's

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<sup>22</sup> (UNDP) in collaboration with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Population Fund (UNFPA) and the United Nations Economic and Social Commission for West Asia (ESCWA), Jordan Gender Justice and the Law, 2018.

<sup>23</sup> <https://www.undp.org/content/dam/jordan/docs/Poverty/Jordanpovertyreductionstrategy.pdf>

<sup>24</sup> <http://extwprlegs1.fao.org/docs/pdf/jor165358.pdf>

participation and increase access to their knowledge and understanding of socio-economic, environment, and cultural issues relevant to the water sector<sup>25</sup>.

24. Furthermore, in the National Strategy for Women in Jordan (NSW 2020-2025), the conservation of the environment constitutes a sub-section with specific objectives and activities. This a sub-section states that women's role in the conservation of environment and its development must be enhanced. Mitigating for volatile changes to the climate has a set of proposed measures, including integration of existing knowledge and expertise of rural women in sustainable management of natural resources; supporting existing initiatives of recycling; facilitating access of women working in agriculture to increase their skills, knowledge and sustainability of technologies as well as to train them to be agents of climate sustainable agriculture themselves; working towards enhancing women's sense of responsibility for mitigating the risks of climate change.

### Gender and Climate Change

25. Climate change presents one of the biggest threats to development, and its widespread impacts affect the most vulnerable groups specially in developing countries. In Jordan, climate change is expected to have varied impacts on its climate, natural resources and local communities. The National Adaptation Plan assesses that climate change influence on women and vulnerable groups is linked largely to its socio-economic impacts. The poor in rural areas in Jordan are expected to face the most severe consequences of climate change through disruption of livelihood options that depend on natural resource management. The expected impacts of climate change, particularly reduced agricultural productivity and water availability threaten livelihoods and keep vulnerable people insecure. Poor families and households are the most vulnerable group to the impacts of climate change and have to be prioritized when designing appropriate adaptive measures.<sup>26</sup> Climate change is expected to exacerbate current gender inequalities.

**Table 2: Potential Socioeconomic Factors resulting in higher climate vulnerability<sup>27</sup>**

Household or Individual Vulnerability	Communal Vulnerability (National, regional or community level)
<ul style="list-style-type: none"> <li>▪ Increase cost of living, decreasing Purchasing Power Parity (PPP)-Per capita Income</li> <li>▪ Child malnutrition, disorder, disability, morbidity</li> <li>▪ Poverty and household expenses)</li> <li>▪ Social Welfare, (home apparatus , air conditions etc)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Food insecurity (Food Availability, Local Production, Distribution, Affordability)</li> <li>▪ Uneven Income Distribution,</li> <li>▪ Food Price Instability</li> <li>▪ Malnutrition</li> <li>▪ Poverty</li> <li>▪ Unemployment</li> <li>▪ Gender inequality</li> <li>▪ Rural Migration (urbanization)</li> <li>▪ Past losses and damages due to Natural Disaster</li> </ul>

<sup>25</sup> <http://extwprlegs1.fao.org/docs/pdf/jor156264E.pdf>

<sup>26</sup> Ministry of Environment. National Adaptation Plan. February 2020.

<sup>27</sup> Ministry of Environment. National Adaptation Plan. February 2020.

26. Jordan ranks amongst the top ten water-poor countries in the world, and this situation is likely to be exacerbated in the future, with dire consequences for agriculture, food security, and sustainable livelihoods<sup>28</sup>. The Initial National Communication to the UNFCCC has concluded that Jordan will experience decreasing rainfall and irregular water availability, increasing temperature with higher frequency of heat waves and dust storms. Due to the expected changes in climate and decreasing water availability, water supply to households will be insufficient, posing serious challenges of water equity across income classes disproportionately affecting already vulnerable people. The availability of water for agricultural activities will also be affected. Water scarcity has led to an increased utilisation of treated wastewater, both for food production and for farming, which has again led to an increase in diseases related to water-borne bacteria<sup>29</sup>. Furthermore, the decreasing rainfall will drive agricultural areas that are historically rain-fed into irrigated agriculture. The impact of climate change for Jordan is disproportionate to the Kingdom's emissions, as the ecosystem is heavily dependent on the current volume of rainfall and the hydrological cycle. Jordan recognized these risks and has been taking active measures to combat the effects of climate change.
27. The NAP recognizes that depletion of natural resources and decreasing agricultural productivity may place additional burdens on women's health and reduce time available to participate in decision making processes and income generating activities. Therefore, promoting gender equality and empowering women is considered an integral to the climate change adaptation plan.<sup>30</sup> Jordan developed a Climate Change Gender Action Plan (ccGAP) with the support of IUCN. The main objective of the ccGAP was "to ensure that national climate change efforts in Jordan mainstream gender considerations so that women and men can have access to, participate in, contribute to and hence optimally benefit from climate change initiatives, programs, policies and funds"<sup>31</sup>. The main priority sectors of ccGAP include water, energy, agriculture and food security, and waste reduction and management. It lists examples of various gender sensitive actions and interventions to increase the inclusion of women in the sector, as a fundamental part of mitigating climate change risks. It recognizes that women living in rural communities are heavily dependent on agriculture to secure their livelihoods and are thus more vulnerable to climate changes.
28. The Jordan Climate Change Gender Action Plan (ccGAP) report inspired the government to declare gender equality as a national priority in the country's response to climate change and to create a permanent seat for women's groups at its national climate change decision-making body. Some of the many innovative ideas on how to engage women include: encouraging families to increase energy efficiency through the enforcement of construction codes and reducing carbon footprints by supporting women's campaigns for reducing household emissions; promote women's participation in small-scale enterprises and food processing transformation industries; and conduct "training of trainers" sessions for community centre representatives, school teachers and Imams and priests
29. The National Climate Change Policy of the Hashemite Kingdom of Jordan (2013-2020) recognises that "women make crucial contributions in agriculture and rural enterprises in dry lands as farmers, livestock herders, workers and entrepreneurs, and that negative impacts of climate change will be the most felt by them". According to a study

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<sup>28</sup> IUCN, Jordan Climate Change Gender Action Report, 2010

<sup>29</sup> IUCN, Jordan Climate Change Gender Action Report, 2010

<sup>30</sup> Ministry of Environment. National Adaptation Plan. February 2020.

<sup>31</sup> IUCN, Jordan Climate Change Gender Action Report, 2010

by the UNHCR, women “play a significant role” in attending to the environmental impacts of climate change and increasing communities’ abilities to adapt to the increasing volatility caused by climate change<sup>32</sup>. Women have critical roles as educators, caretakers, practitioners, and agents of change in climate resilience. As the main custodians of the households, they play an important role in water management and household sanitation and waste management; their role is fundamental to all efforts of introducing low emission, clean energy into households: women are the principal caretakers of animals, home gardens, and decision-makers about household nutrition and make the majority of decisions on consumption for the household.

30. A study by UNWOMEN on Rural Women and Climate Change highlighted the following findings: rural women’s existing theoretical knowledge and understanding of climate change and adaptation remain limited, impeding their ability and willingness to act and find long term adaptive solutions; rural women rely on their existing field experience and coping mechanisms to deal with changing climate conditions, but they are not yet capacitated to build on their traditional knowledge to develop appropriate sustainable adaptation strategies; rural women consider the lack of awareness raising, networking opportunities and leadership capacities as the main obstacle to their participation in addressing climate change in their communities; rural women lack a clear vision regarding their role, real or prospective, in decision-making for climate change adaptation, limiting their ability to advance community resilience as potential actors of change.
31. This study came to the following conclusions (i) in rural communities, empowering women at multiple levels to build both personal and professional skills will support the evolution of a new generation of female champions and advocates of climate change knowledge and resilience; (ii) the increased participation and leadership of women in the labour force, in entrepreneurial activities and in civil society, will enable them to gain power and influence in gender and climate change policies and adaptation plans at the local and national level in Jordan; (iii) the launch of Jordan’s National Adaptation Plan is a new opportunity to bridge the gap by empowering women to involve in decision-making, developing gender-inclusive policies and strategies, and fostering the inclusive participation of civil society; (iv) enabling a conducive learning environment by building on rural women’s existing expertise and ability to communicate to develop a common understanding of key climate change aspects and processes; (v) promoting sustainable and well-designed gender action plans fostering rural women’s capacities to act and make significant achievements in adapting to climate change; (vi) Strengthening rural women’s voices and leadership capacities to advocate for gender-sensitive strategies and policies of adaptation to climate change.
32. **Women-Headed Households:** Estimates in 2019 report that 14% of the households in Jordan are women headed ([\(DoS, 2019\)](#)). In rural areas of Jordan, women are more vulnerable to the effects of climate change than men are, particularly because women constitute the majority of the poor and are dependent for their livelihoods on natural resources that are threatened by climate change. In the country, almost 9.1% of female-headed households are food insecure or vulnerable to food security, compared to 5.7% of male-headed families (DoS 2013). Furthermore, women face significant social, economic, and political barriers that negatively affect coping capacities. Women charged

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<sup>32</sup> UN Women, Rural women and climate change in Jordan, 2016

with the responsibility to secure water, food, and fuel for cooking and heating face the greatest challenges. When coupled with unequal access to resources, barriers to decision-making processes and limited mobility, women in rural areas are placed in a position wherein they are disproportionately affected by climate change. It is therefore of critical importance for gender-sensitive strategies to be identified and developed to respond to the environmental and humanitarian crises caused by climate change ([OCHA, 2018](#)).

33. Jordan has been recognized as the first country in the Middle East and North Africa (MENA) region to focus on mainstreaming gender and vulnerable groups into its climate change policy as the result of a long term and multi collaboration amongst ministries, national organizations and international delivery partners. The four main climate change policies give important basis for gender mainstreaming and the inclusion of vulnerable groups in adaptation efforts in the country. However, the NAP recognizes that challenges for an effective mainstreaming of gender and vulnerable groups' issues into climate change policies still remain. The National Climate Change Policy 2013-2020 provides general recommendations for gender mainstreaming, but states that it needs "further guidance is needed on practical solutions and specific criteria to integrate gender and vulnerable groups into policies, strategies and plans for climate change adaptation."<sup>33</sup>
34. However, in highly exposed rural and agricultural communities, Jordan is missing out on a strategic partnership with women, who have a significant role to play in addressing climate change, building capacities for adaptation and strengthening local community resilience. In rural areas of Jordan, women are more vulnerable to the effects of climate change than men are, particularly because women constitute the majority of the poor and are dependent for their livelihoods on natural resources that are threatened by climate change. When coupled with unequal access to resources, barriers to decision-making processes and limited mobility, women in rural areas are placed in a position wherein they are disproportionately affected by climate change.
35. It is therefore of critical importance for gender-sensitive strategies to be identified and developed to respond to the environmental and humanitarian crises caused by climate change.<sup>34</sup> NAP assesses that challenges for an effective mainstreaming of gender and vulnerable groups faces the following challenges.

#### **Box 1: Challenges for Mainstreaming Gender**

##### **Challenges for an effective mainstreaming of gender and vulnerable groups issue**

- Non-availability of practical guidance and specific criteria to integrate gender and vulnerable groups concerns into climate change policies and programmes.
- Very limited studies available on socio-economic impacts of climate change on women and vulnerable groups, regarding their respective vulnerability and adaptation capacity.

<sup>33</sup> Ministry of Environment. National Adaptation Plan. February 2020.

<sup>34</sup> UN Women, Rural Women and Climate Change in Jordan, 2016

- Lack of involvement of the most vulnerable groups, especially women's community-based organizations in (rural) local adaptation programs.
- Lack of sustainable funds to increase the adaptation and resilience capacity of women and vulnerable groups.

(Source: NAP. February 2020)

### Key Initiatives in Climate Change with a Gender Focus

36. **Water Wise Women:** The German Federal Ministry for Economic Cooperation and Development (BMZ) and GIZ supported the Ministry of Water and Irrigation in promoting employability and economic empowerment of women in the water sector. Although in Jordan, the educational system ensures equal access to girls and boys and women are highly educated, social norms and traditions restrict women. The Water Wise Women initiative focussed on increasing women's agency and breaking limiting social norms which dictated, for example, that only men can be plumbers and did not recognize women's key role in water management inside the house. The initiative recognized the significant role women play in water management at the household and community level and sought to develop an approach which would lead to sustainable, efficient water use by engaging women as change agents. It empowered local women with appropriate water management measures and water saving techniques.
37. The Wise Water Women are well educated, volunteer women that have been trained on a pool of knowledge in all relevant key aspects of sustainable water management, from issues of efficient water use and saving, health and hygiene, to communication with water providers. Up to 200 women of all ages and educational backgrounds were qualified to become "change agents" in water use and protection. They reach out to their communities and spread the message and appropriate tools. The initiative reached approximately 2000 households in seven communities. Women who were interested have the opportunity to take a plumbing course and receive a repair kit with the required tools.
38. **Results:** Women in the target areas are increasingly aware of water saving and management techniques such as grey water re-use, house-garden drip irrigation, and basic hygiene. Women plumbers were supported to acquire additional licenses from the Jordanian Centre of Accreditation and Quality Assurance "CAQA" to work as plumbers and establish Wise Women Plumber Cooperatives (WWPC). WWPC has had a transformational impact on women as most of them had never worked outside the house before or generated any money. The support generated from governmental institutions and public NGOs is reflected in the National Women Plumbing Campaign under the umbrella of the Ministry of Water and Irrigation or via the different NGOs and local cooperation willing to adapt the same concept to their societies.
39. **Lessons learnt:** The following are the key lessons learnt from this initiative:
  - (i) behavioural change is a process that requires time, constant reinforcement of the key message, and provision of needed information and tools
  - (ii) change agents within the community have to be trusted by the community and "practice what they preach"
  - (iii) change agents who themselves are affected are more effective than outsiders
  - (iv) Interventions for behaviour change need to match a person's willingness to change. The proposed solutions need to be affordable, practical and demonstrate visible results over a short time-span.

40. **Strengthening Women Leadership in Agricultural and National Advocacy in Jordan (2016- 2017):** UN Women prepared a policy brief in partnership with ACTED with funding from the Government of Japan on 'Rural Women and Climate Change in Jordan'. This brief is based on a field study on rural women's leadership and climate change, launched during the last quarter of 2016 in cooperation with Arab Women's Organization and the Center for Women Studies of the University of Jordan (CWS). The study targeted women leaders from Irbid, Mafrq, and Amman, with whom 30 semi-structured interviews were conducted. The brief also draws on the results of 10 focus group discussions held with women from prominent Jordanian institutions in Amman involved in climate change, including the Ministry of Agriculture, the Ministry of Environment, the Royal Scientific Society, the International Union for Conservation of Nature, and the National Center for Agricultural Research and Extension, amongst others (findings discussed under Climate Change and Gender section).
41. **USAID Takamol – Jordan Gender Program (2014-2019):** This is a five-year program funded by USAID and implemented by International Research & Exchanges Board (IREX), focusing on mainstreaming gender at the policy, national, and community levels. The objectives of the program are to expand social dialogue on gender equality and strengthen enforcement and advocacy for female empowerment. Project activities involved supporting gender equity efforts of the Government of Jordan, national dialogue on diverse gender equality topics, gender audit teams to improve conditions for women in the public sector, support networks of leaders and gender champions and provide Small grants to implement gender-related community initiatives throughout Jordan. The program organized the first ever Gender and Climate change conference in Jordan.
42. **Programme for Mainstreaming Gender in Climate Change Efforts in Jordan (2011-2016):** Climate change has a differentiated impact on women and men. Existing social conditions render women more vulnerable than their male counterparts, but they are not helpless victims. Due to their role in society, women have the potential to be powerful agents of change – capable of providing solutions to several climate change challenges. Recognizing the important role that women can play in this regard, the Government of Jordan requested the IUCN to assist in the drafting of a gender sensitive Programme for mainstreaming gender in climate change efforts in Jordan with the financial support of the Government of Finland. The main objective was to ensure that national climate change efforts in Jordan mainstream gender considerations so that women and men can have access to, participate in, contribute to and hence optimally benefit from climate change initiatives, programs, policies and funds. The Programme defined the role that the Ministry of Environment, as implementing agent, would play to initiate and facilitate efforts - both internally, as well as with strategic partners at the national, regional and international levels - to overcome constraints and take advantage of opportunities to promote gender equality within the climate change context. The Program furthermore outlined a framework for integrating a gender perspective in climate change efforts in Jordan over the period.

43. USAID is supporting a Gender Unit in the Ministry of Water and Irrigation. It has conducted a study on the status of women in the water sector. The study recommended developing a gender responsive planning and management system with the objective of enhancing training opportunities, better positions in leadership roles for women and raising gender awareness and emphasize the capability of women to be efficient in the workplace. USAID plans to support the development of a Gender Strategy for the water sector.
44. UN Women is currently working with the Ministry of Environment to mainstream gender in Climate Change. This involves reviewing the Climate Change Strategy from the gender perspective and establishing an infrastructure for gender mainstreaming within the Ministry. The centerpiece of this infrastructure will be an Internal Gender Monitoring Committee with representation from all the units in the Ministry. UN Women plans to organize training to build the capacity of the members of this committee and help it to develop guidelines for mainstreaming gender in all MoE's projects.
45. **Healthy Ecosystems for Rangeland Development (HERD) (2017-2021):** Sustainable Rangeland Management for Biodiversity Conservation and Climate Change Mitigation (Egypt Jordan) is a GCF project implemented by IUCN. Gender mainstreaming in the project will be done with a focus on gender responsive and equitable participation for development planning and implementation, as well as ensuring participation of women and other vulnerable groups in project implementation and community representation and decision-making. This includes training and awareness raising in (i) gender responsive participatory approach in identification of development needs with specific focus on social inclusion of women and other vulnerable groups in the community decision making process such as water user committees, village development committees, etc., (ii) gender responsive monitoring and evaluation of project implementation and progress, (iii) training in community mobilization, management and leadership skills, including training in micro-projects identification and formulation. Currently, IUCN is in the process of submitting a project to the GCF, 'Landscape in the Rift Valley' which will focus on climate change, drylands, water harvesting and mainstream gender. It is currently implementing the HERD project which involves women in livelihood activities and rehabilitation of rangelands.

### **Women in Agriculture**

46. A study conducted by UN Women found that women are engaged across all aspects of agricultural activities, from home-based micro farming, to crop and livestock production. Home-based agriculture was the most prevalent agricultural activity amongst women, with as many as 73 percent only taking part in this, along with other small and medium scale agricultural production initiatives. Only 26% percent of the women were engaged in paid agricultural labour, as opposed to home-based agriculture. Involvement in paid agricultural labour is usually more common among women from poorer economic backgrounds, who are employed informally on commercial farms undertaking medium to large-scale production.<sup>35</sup> Women engaged in agricultural activities were relatively young, married with children, and had low levels

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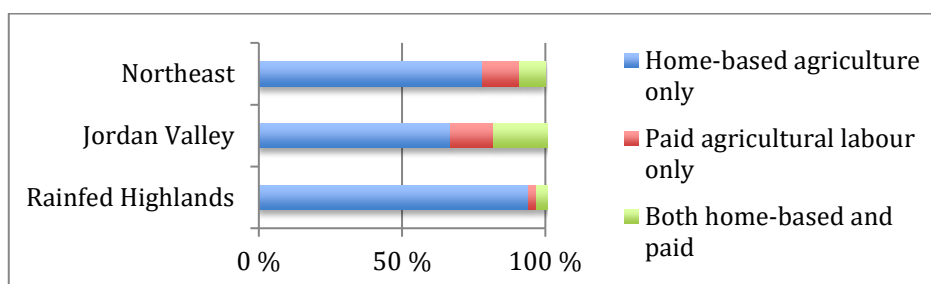
<sup>35</sup> UN Women & Reach, Women's participation in the Agricultural Sector, Rural Institutions and Community life, 2018



of education<sup>36</sup>. Only 5 percent of the women respondents owned the land being used<sup>37</sup>.

47. The most significant factors motivating women to engage in agriculture were economic factors (income generation and /or the need to produce food for household consumption), personal familial circumstances (lack of alternatives, whole family working on farms as a hobby) and having background knowledge as well as experience in the sector. Economic factors were found to be especially important for women engaging in paid agricultural labour, who are driven primarily by motivating factors such as income generation and the need to meet household expenses as well as for women who lack alternatives or who are not trained to engage in other types of income generating activities.
48. In this study, agricultural areas within the target governorates of Irbid, Mafraq, Balqa and Karak were stratified into three agricultural zones based on prevalence and type of agricultural activity, similarities in climatic conditions and shared ecological/geographic features. : Al-Ghor (Jordan Valley), The Highlands, and the Badia and Desert Region, with varying types of agricultural activities depending on the climate, and availability of arable land. Although demographic characteristics of women engaged in agricultural activities do not differ between agricultural areas, the types of activities they engage in vary depending on the climatic region. Figure 1 depicts the different types of agricultural activity undertaken by women, as reported by the UN Women study.

Figure 1: Type of agricultural activity undertaken by women, by zone



Source: UN Women's Report on Women's Participation in Agriculture

49. The highest percentage of women taking part in both home-based and paid agricultural activity were those in the geographical area of the Jordan Valley<sup>38</sup>, the primary agricultural production area in the country, where agriculture is the main source of livelihood for most of its inhabitants. As most of the employment in the agricultural sector is informal, it is mostly women from vulnerable backgrounds with less economic security who participate, especially and increasingly Syrian refugee women. Women-headed households are often much more vulnerable.
50. The study concluded that women's engagement in agricultural activities has economic importance for their household. An overwhelming majority of women who engaged in agricultural labour and home-based agriculture perceived their involvement to be essential. or 'important' for their household. Respondents of this UN women study further affirmed that their capacity to contribute to their household's income through this engagement enhanced their ability to independently take decisions within the

<sup>36</sup> Ibid.

<sup>37</sup> Ibid.

<sup>38</sup> UN Women & Reach, Women's participation in the Agricultural Sector, Rural Institutions and Community life, 2018

household. Home-based agriculture, therefore, appears to be an important source of livelihood for women, as reflected through the significant time committed by women to this activity on an average monthly (21 days per month across seasons) and daily basis (4 hours per day across seasons). This importance of home-based agriculture indicates that women's role in the agricultural sector specifically, as well as in the rural economy as a whole, can be further enhanced if support is provided to help them expand home-based agricultural production so that they can accrue optimal benefit from these activities. The study also concluded that despite women's active role in agricultural activities in Jordan, there was limited updated information about women's involvement and decision-making in the sector, lowering their visibility as farmers.

### Gender Profile of the Target Governorates (Karak, Madaba, Tafilah and Maan)

51. The total population of the four provinces is estimated to be 840,900, with 152,891 households based on an average household size of 5.5. Karak has a population of 350,000, Madaba 209,200, Tafilah 106,500 and Maan of 175,200. It is estimated that women constitute around 49.4% of the total population in the country. The percentage of people living in rural areas is 34.78.<sup>39</sup> According to data from the 2016 Agriculture Census, there were 20,567 individual agriculture holders in the four Governorates with an average farm size of 2.8 hectares of which 14 percent relied mainly on agriculture as a source of income. The households in the area practise a mixed farming system and 36% rely on both crops and livestock

**Table 3: Agriculture Profile of Project Area**

Source:	Population	Individual Holders	Household members	Av. Size HH	Agriculture Main Source Income	Crop Area (ha)
Madaba	189,192	4,288	23,416	5.5	356	7,928
Ma'an	144,083	4,143	22,419	5.4	408	23,452
Tafilah	96,291	2,841	15,833	5.6	298	5,726
Karak	316,629	9,295	51,257	5.5	1,761	27,111
<i>Subtotal</i>	746,195	20,567	112,925	5.5	2,823	64,216
Country	9,523,000	101,708	552,177	5.4	16,477	281,860
%	8%	20%	20%		17%	23%

52. **Education:** Wide gender gaps are evident in education with women more likely to be illiterate than men. However, school attendance rates seem to indicate that an almost equal number of boys and girls were enrolled in basic and secondary education highlighting and possible improvement in literacy rates among the young generations. Data for vocational training in agriculture shows clearly that the sector is male dominated with 3 out of 4 governorates having no female students at all

**Table 4: Education by Gender in the Governorates**

<sup>39</sup> Hashemite Kingdom of Jordan, Department of Statistics, Population Census, 2019

	Kingdom		Madaba		Karak		Tafila		Maan	
	women	men	women	men	women	men	women	men	women	men
Illiteracy Rates	7.2	3.1	10.2	4.2	11	4	12	3.4	18	6.6
Students in Basic Education	49.1	50.9	48.5	51.5	48.8	51.2	49.3	50.7	49.5	50.5
Students in Secondary Education	55.1	44.9	54.8	45.2	59.1	40.9	62.1	37.9	61.1	38.9
Students in Vocational (Agricultural) Education	19.8	80.2	0.0	100	0.0	100	0.0	100	0.0	100
B.A	17.3		18.1		20.7		21.6		16.6	

Source: Ministry of Education, 2018

53. **Health:** There are variations in the indicators of women and children's health between the Governorates. Madaba has the best indicators for women's health and nutrition and Karak the best indicators for child health among the four governorates. Maan scores significantly lower than the other three Governorates as far as women's health and nutrition is concerned with the highest percentage of anaemic women and lowest percentage of women having ante-natal check-ups.

**Table 5: Women and children's Health and Nutrition indicators**

Health Indicators	National	Madaba	Karak	Tafilah	Maan
<b>Maternal Health</b>					
% of Women with 7+ Antenatal Care visits	79	82.4	72.8	77.9	66.8
% of women giving birth in health care facilities	98.1	96.8	99.3	99.8	99.4
<b>Women's Nutrition</b>					
Overweight or obese	54.1	54.4	52.7	63.9	48.3
Anemic	42.6	35.4	40.8	39.6	49.3
<b>Child Health</b>					
Infant mortality rates	14	19	10	17	16
Neonatal mortality rates per	9	11	9	9	6
Post-neonatal mortality rates	5	7	1	7	10
Under-5 mortality/1000 live births	16	21	13	17	18

54. **Marital Status:** In Jordan, 56 percent of women and 40 percent of men age 15-49 are married. Three percent of women and less than 1% of men are divorced or separated, and 2 percent of women and less than 1 percent of men are widowed. Early marriage increases the risk of teenage pregnancy, which can have a profound effect on the health and lives of young women. In the four Governorates, the average age at which women get married is as follows: Madaba 23.7, Karak 23.9, Tafila 22.8, and Maan 23.3.
55. **Mobile phones:** Nine out of ten women (92%) and 89% of men own a mobile phone. Ninety-two percent of urban women and 88% of rural women own a mobile phone. Regional and governorate differences in mobile phone ownership are large. The number of women who own a mobile phone, in the four Governorates are as follows: Madaba 83.5%; Karak 91.7%; Tafila 93.9%, and Maan 86.5%.
56. **Economic participation:** The gender gap in economic activity (Table 6) is below the national average in the four target governorates with the exception of Maan which has a higher rate (44.8%) than the national average (41%).

**Table 6: Indicators of Economic activities of population (%) for the different age groups by gender in the four targeted governorates and at the country's level**

Indicator	Kingdom			Madaba			Karak			Tafileh			Ma'an			Average of 4 governorates		
	Gender Gap*	Sex		Gender Gap*	Sex		Gender Gap*	Sex		Gender Gap*	Sex		Gender Gap*	Sex		Gender Gap*	Sex	
		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female
Economic Activity Rate( population age15+)	41	56.4	15.4	35.3	52.7	17.3	36.2	59.8	23.6	35.9	63.2	27.3	44.8	67.3	22.5	38.1	60.8	22.7
Youth Economic Activity Rate(15-24)	27.6	37.5	9.9	31.3	41.9	10.6	27.7	36.7	9	29.5	46	16.5	42.2	54.6	12.4	32.7	44.8	12.1
Unemployment Rate (population age15+)	-10.3	16.5	26.8	-1.6	22.8	24.4	-3.6	14.4	18	-24.5	16.2	40.7	-6.5	18.9	25.4	-9.1	18.1	27.1
Youth Unemployment Rate (15-24)	-23.8	34.8	58.6	-20.2	44.8	65	-31	35.4	66.4	-35.5	37.4	72.9	-19.6	43.5	63.1	-26.6	40.3	66.9

Source: DOS, Employment and Unemployment Survey, 2018

57. A gender gap is evident in the economic participation of women and men in the Governorates as illustrated by their participation in three major sectors of the economy (Table 7). In industry, the gap is minimal between men and women in the four governorates, whereas it is in favour of women in Tafilah. In agriculture, a gender gap in favour of men exists in all the governorates. The participation of women in agriculture is recorded at nil in Maan and Madaba. This reflects the gender bias in collection of these statistics, both in terms of the definition of the activity and the definition of a farmer. Consultations with women and with key stakeholders clearly shows that women are engaged in agriculture, especially home-based agriculture and as agricultural wage labour in the target governorates. In the services industry, the gender gap is highly in favour of women with Maan recording the highest participation of women at 71 percent.

58. **Table 7: Indicators of Main Current Sectoral Economic Activity of Population (%) by Gender in the Four Target Governorates**

Main Current Economic Activity	Kingdom			Madaba			Karak			Tafileh			Ma'an			Average of 4 governorates		
	Gender Gap	Sex		Gender Gap	Sex		Gender Gap	Sex		Gender Gap	Sex		Gender Gap	Sex		Gender Gap*	Sex	
		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female		Male	Female
Industry	3.9	10.4	6.5	0.5	6.2	5.6	-0.2	3.4	3.6	-9.5	4.1	13.6	0.5	2.4	1.9	-2.2	4.0	6.2
Agriculture	1.1	2	0.9	2.9	2.9	0	3.5	5.4	1.8	0.5	1.2	0.7	1.4	1.4	0	2.1	2.7	0.6
Services (Education, Health, Banking, Communication...)	-28.6	40.8	69.4	-32.9	33.9	66.8	-26.6	37.6	64.2	-34	31.9	65.9	-38	33.3	71.3	-32.9	34.2	67.1

59. **Women's Empowerment:** A statistical tool known as the “**Regional Gender Equality Index**” (RGEI)<sup>40</sup> has been used to measure the extent of women empowerment at the governorate level. This tool is based on 17 indicators which include: education, health, economic activity, situation at work, participation in public life, population distribution by sex, and indicators of the average annual income. The results of the comparison between 2007 and 2013 show that there has been progress in the indicators of education and of the political and social participation of women in all governorates. The Regional Gender Equality index is calculated by assigning a value of 4 to an indicator in the top quartile among the governorates, the value 3 to the indicators in the second quartile, the value of 3 in the third quartile and the value 1 for an indicator the bottom quartile.
60. **Madaba** came first among the governorates of the Kingdom in 2013 in the empowerment of women according to the indicators adopted in the Index, with the value of 3.06. A rise in the proportion of women with a university degree, the increase in the average age of marriage for females, in addition to its proximity to the capital where many private and public universities are available, have helped to achieve this result. It is worth mentioning that the high proportion of educated women in Madaba (87.2%) led to raise women's awareness of the need to exercise of their rights in their communities, resulting in higher participation in the municipal councils with 31% women members.
61. **Tafilah**, recorded 2.67 as the value of the Regional Gender Equality Index. Tafilah gained the first place among the governorates in the proportion of women with a university degree. Tafilah also saw an increase in the rate of women joining the labor market, ranking first among the governorates in the proportion of economically active women (22.5%), higher than the national average (13.2%) by 9.3%. Tafila is in the top quartile of governorates in both the proportion of women members of governing bodies of charities to men members and the proportion of women members in municipal council to men member rate.
62. **Karak** recorded 2.61 as the value of the Regional Gender Equality Index, ranking fourth of all governates. Among the key indicators that explain the ranking was the increase in ratio of economically active women, 21.9 percent, for which Karrak was ranked second after Tafilah. Additionally, this Governorate ranked third after Tafilah and Amman in terms of the percentage of women with a university degree (16.9 percent). One of the Gender Equality Index Indicators is an indicator for distribution of population: the ratio of females to males in the 20-39 age group. The high value of this indicator in Karak,99.1%, had significant impact on the value of RGEI that measure the women empowerment in Karak. One of the Gender Equality Index Indicators is an indicator for distribution of population by sex: the ratio of females to males in the 20-39 age group. The high value of this indicator in Karak,99.1%, had significant impact on the value of RGEI for Karak.
63. **Ma'an** recorded a value of 2.50 on the Regional Gender Equality Index. One of the reasons leading to this result is the decline in the rate of education<sup>41</sup>, and the high rate of illiteracy among females at 24.7%. This Governorate had the lowest proportion of women business owners and women who are self-employed (1.3 percent). Among the reasons that contributed to this result are the comparatively higher barriers, compared ot other governorates, to women's access to economic resources including the provision of funds required to start these projects, in addition to changes in the nature

<sup>40</sup> Higher Population Council and Department of Statistics, Map of Jordanian Women Empowerment, Jordan, 2014

<sup>41</sup> The indicator for education is composed of the following indicators : illiteracy among women, the rate of illiteracy among women to illiteracy among men, the proportion of women with a university education, and the percentage of women to men with a university education

of the activities in the labor market, the dominance of large institutions in this market, and women's preference to avoid self-employment due to their inability to reconcile it with their family responsibilities. Nonetheless, the data indicate that women in Ma'an have a significant involvement in public life and civil society institutions, with the Governorate coming in the third place in female membership in the governing bodies of charities. Thirty percent of the members of municipal councils are women.

## Part II: Gender Action Plan

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

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

### ***Climate Wise Women***

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

68. The project responds to national gender equality objectives through a range of activities. It has several activities aimed at **enhancing women's knowledge of climate change and climate adaptive practices** such as training in water-saving, use of reclaimed water, community dialogues on climate-change and ensuring women's participation in workshops, seminar and training on climate adaptation and gender-responsive communication campaigns. It increases **women's participation in decision-making** through activities such as their involvement in the design of the rooftop rainwater harvesting structures, development and validation of Landscape Resilience plans, membership of WUAs, etc.
69. The project **increases skills, knowledge and access to climate adaptive technologies for women working in agriculture** through climate-smart FFS customized to women's needs, access to gender-responsive e-extension, on-going support for introduction to water-efficient and other climate adaptive strategies through the cadre of community-based Climate Wise Women. The project's implementation arrangements ensure **women's safety and well-being** through measures such as providing them a briefing and instructions on safety protocols, provision of safe transport and logistic arrangements. Women will be informed that if they face GBV due to participation in any project activity, they should use the project's grievance mechanism. This will enable the project to take any action that may be necessary at the project level to address the issue, as well as, if necessary take any pre-emptive measures to ensure that such incidents do not happen in the future. The risks of sexual



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

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

**Annex Table 8.1: The BRCCJ Gender Action Plan**

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

Output 1.1.2. By year 7, reuse of reclaimed water from 3 Waste-Water Plants is optimized			
Develop gender-sensitive communication campaign and materials for sensitizing women and men users of reclaimed water	Number of campaigns that contain gender analysis, gender-sensitive messages, objectives and identification of target audiences and channels  Target: 3	Every year up to year 6	FAO-PMU Service provider contracted under competitive bidding
Training of women farmers in safe reuse of reclaimed water in target areas of the 3 Waste-Water treatment plants	Percentage of women farmers trained  Target: 100 percent of women involved in reuse of reclaimed water in target area	By year 7	
Promotion of women’s membership in WUA in areas irrigated by reclaimed water through introducing joint membership of men and women from the same households	Number of women farmers in WUAs  Target: At least 30 percent of WUA members <sup>42</sup>	By year 7	
Output 1.1.3. By year 4, Landscape Resilience Investment Plans			
Gender-sensitive criteria for selection of investments are established and used	Consultations held with women on selection of investments Target: Women’s priorities included as one criterion in list of criteria for selection of interventions	By year 1	
Gender-sensitive economic and social feasibilities conducted for the development of the Landscape Resilience Investment Plans	Percentage of women beneficiaries (out of total) consulted Target: At least 30% of all beneficiaries consulted are women  Findings of the feasibilities are sex-disaggregated, and recommendations are gender-responsive Target: Economic and social feasibility assessments include sex-disaggregated data and recommendations that are gender-responsive	By year 3	
Women’s representation and voice strengthened as decision-makers through their inclusion in development and validation of Landscape Resilience Investment Plans	Investments prioritized by women included in Landscape Resilience Investment Plans Target; At least 30% of the investments selected are those prioritized by women	By year 4	

<sup>42</sup> In Jordan women own 5 percent of the land. (UN Women & Reach, Women's participation in the agricultural sector, rural institutions and community life, 2018), therefore their inclusion will require promoting joint-membership of men and women from the same WUA member household.

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

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

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

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

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



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

**Annex Table 8.2 Gender Action Plan Budget**

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

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

Total Project	33,251,501
(%) of Total	<b>23%</b>
(%) of GCF	<b>31%</b>