ANNEX 8 Gender Analysis/Assessment and Gender and Social Inclusion Action Plan

Community-based Agricultural Support Project 'Plus' (CASP+)

June 6, 2021
(updated in March 2024)

CASP+ Abbreviations and acronyms

ADB	Asian Development Bank
AI	Artificial insemination
CASP	Community-based Agricultural Support Project (phase I)
CASP+	Community-based Agricultural Support Project 'Plus' (phase II)
CIG	Common Interest Group
CsCAP	Climate-sensitive Community Action Plans
FAO	Food and Agriculture Organization of the United Nations
FFS	Farmers Field Schools
FHH	Female Headed Households
GII	Gender Inequality Index
GoT	Government of Tajikistan
HDI	Human Development Index
HH	Household
IFAD	International Fund for Agricultural Development
IGA	Income generating activities
INRM	Integrated Natural Resource Management
JFM	Joint Forest Management
MoA	Ministry of Agriculture
NIP	National Agricultural Investment Plan 2021-2030
NGO	Non-governmental organization
NRM	Natural Resources Management
PMP	Pasture Management Plans
PMU	Project Management Unit
PUU	Pasture Users Union
PUA	Pasture Users Associations
TAJSTAT	Agency on statistics
UNDP	UN Development Programme
UNFCCC	UN Framework Convention on Climate Change
UN Women	UN Entity for Gender Equality and the Empowerment of Women
VO	Village Organization
WB	World Bank
WFP	World Food Programme
WG	Women group
WHH	Women Head of Households
WUA	Water Users Associations

Part I: Gender Analysis and Assessment

Demography

1. According to the National Statistical Agency, the total population of Tajikistan accounts for 9.3 Million. As of July 2020, the regional population distribution was the following, showing higher percentage in Khatlon Region (3,3 Million) followed by Sughd (2,7Million)[1]:

	Population number as of 01.07.2020, thsd.persons	*in % to the corresponding period of the previous year*
Republic of Tajikistan	**9391.7**	**101.9**
GBAO	230.0	100.9
Sogd oblast	2726.0	101.8
Khatlon oblast	3380.8	102.1
Dushanbe	867.4	101.9
RRS	2187.5	102.0

Figure 1: Population by region. Source: Food Security and Poverty, Statistical Agency under the President of the Republic of Tajikistan, 2020.

2. Women account for 51.5% of the population. Households are larger on average in rural areas (6.5 persons) than urban areas (4.8 persons). Overall men head the majority of households (79%), with only 21% headed by women (being 84% male headed and 16% female headed in rural areas). More than half (55%) of the population is under age 25, and 38% are younger than 15. Four percent of the population is age 65 and older (TajDHS, 2017)[2].

Poverty

3. Extreme poverty, measured by the international poverty line of US$1.90 per day (WB data from 2003 to 2014)[3], fell markedly from 27 percent in 2003 to 4 percent in 2014. According to the Government's own calculations, using a national poverty line, poverty declined, over the same time horizon from 81 percent to 32 percent in 2014 (Tajstat, 2015)[4].

4. The most recent poverty data available at national level (2019) register a further decline to 26.3 with extreme poverty at 10.7 (Tajstat, 2020)[5].The thresholds of the national poverty line (2009) on monthly consumption are calculated as follows: less than TJS162 for poor, less than TJS230 for vulnerable, and less than TJS294 for middle class[6].

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[1] Food Security and Poverty, Statistical Agency under President of the Republic of Tajikistan, 2020
Available at: https://stat.ww.tj/posts/February2021/2-2020_angl..pdf
[2] Tajikistan, Demographic and health Survey, 2 Statistical Agency under President of the Republic of Tajikistan, 2017
Available at: https://dhsprogram.com/publications/publication-fr341-dhs-final-reports.cfm
[3] Data available at: https://data.worldbank.org/topic/11
[4] Official figures indicate that the poverty rate dropped from 81% in 2000 to 30.3% in 2016. Source: "Dynamics of poverty reduction in Tajikistan," Statistical Agency under President of the Republic of Tajikistan. The extreme poverty rate (measured by food poverty line at 2,250 Kcal per person a day) dropped from 20%in 2012 to 16.8%in 2014,
Available at: http://www.stat.tj/ru/news/307/
https://stat.ww.tj/files/metodologia_bednosti_anglisi.pdf
[5] 2019 poverty rate according to national Agency of statistics: Food Security and Poverty, Statistical Agency under President of the Republic of Tajikistan, 2020 (matrix pp144).
https://stat.ww.tj/posts/February2021/2-2020_angl..pdf
[6] Poverty measurement in tajikistan: methodological note, Tajstat 2015.
Available at: https://stat.ww.tj/files/metodologia_bednosti_anglisi.pdf

5. Comparing the per-capita monthly consumption aggregate to the poverty lines yields a national extreme (food) poverty rate of 16.8 percent and a total poverty rate of 32 percent (as official 2014 data). Poverty in Tajikistan (2014 data) is higher in RRS, Khatlon and GBAO and to a lesser degree in Sughd. Poverty is also higher in rural areas (36.1 percent) than in urban households (23.5 percent). Extreme Poverty in rural areas is 19.7 percent[7].

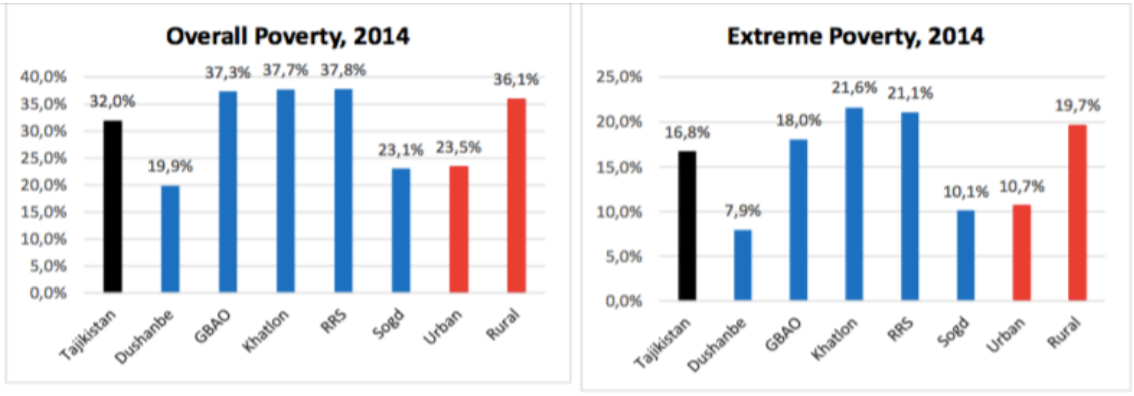

Figure 2: Overall poverty and extreme poverty in Tajikistan in 2014. Source: Agency on Statistics, Poverty measurement in Tajikistan, 2015

6. In 2014 Khatlon accounted for highest percentage of extreme poverty at 21% followed by RRS with 21,1%, GBAO with 18% and then Sughd with 10%. The poor are concentrated in rural Tajikistan (81 %) and in three regions of Khatlon, GBAO and RRS. Indeed, almost four out of five poor persons lives in rural households. Also, as of 2014 statistics, almost 2/3 of the poor are in the regions of Sughd (30,2%) and Khatlon (36,7%).

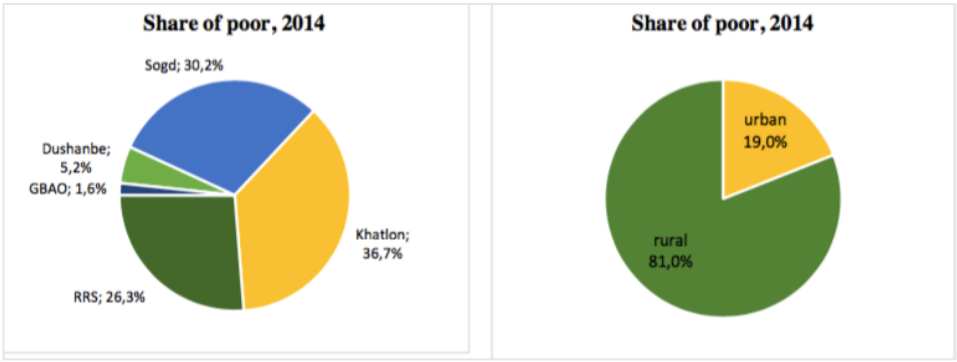

Figure 3: Share of poor in Tajikistan in 2014. Source: Agency on Statistics, Poverty measurement in Tajikistan, 2015

7. There is substantial spatial and seasonal variation in poverty. Most rural areas are poorer than urban ones, and poverty and income insecurity are higher during winter and spring[8].

Extreme Poverty and Gender

[7] *Ibidem*
[8] *Ibidem*

8. In 2015 UNDP conducted a survey on: "*mapping registered extreme poverty in rural Tajikistan* (2016)"[9]. The analysis is based on poverty information for the 427 rural and township jamoats where around 79% of the country's population lives. It emerged that the total number of extreme poor registered by jamoats was 163,617. Women accounted for 40% of this figure.

Region	Population	Poor	Female Poor	Poor households	Female-led poor households
Gorno-Badakhshan Autonomous Region (Badakh)	192,136	4,364	1,722	803	257
Districts of Republican Jurisdiction (Center)	1,842,253	45,758	18,505	8,668	3,076
Khatlon	2,723,180	65,354	25,395	11,796	4,315
Sughd	1,977,271	48,141	19,352	9,137	3,365
Total	**6,734,840**	**163,617**	**64,974**	**30,404**	**11,013**

Figure 4: Extreme poverty in Tajikistan by region in 2015. Sources: JAMBI dataset, based on records of jamoat social assistance commissions

9. The data collected by jamoats allows for an exploration of gender differences in terms of extreme poverty. As the numbers reported indicate, there were 64,974 women, or 39.7% of all extreme poor registered in rural and township jamoats in 2015. Of the 30,404 extremely poor households listed in the same table, 11,013 were headed by women, which translates into a 36.2 % share of female-headed households (FHHs) among all extreme poor households. (UNDP, 2016).

Human Development Index (HDI)

10. Tajikistan's 2019 HDI of 0.668 is above the average of 0.631 for countries in the medium human development group and below the average of 0.791 for countries in Europe and Central Asia. From Europe and Central Asia, Tajikistan is compared with Kyrgyzstan and Uzbekistan, which have HDIs ranked 120 and 106, respectively (UNDP, 2020)[10].

	HDI value	HDI rank	Life expectancy at birth	Expected years of schooling	Mean years of schooling	GNI per capita (2017 PPP US$)
Tajikistan	0.668	125	71.1	11.7	10.7	3,954
Kyrgyzstan	0.697	120	71.5	13.0	11.1	4,864
Uzbekistan	0.720	106	71.7	12.1	11.8	7,142
Europe and Central Asia	0.791	—	74.4	14.7	10.4	17,939
Medium HDI	0.631	—	69.3	11.5	6.3	6,153

Figure 5: Tajikistan Human Development Index (HDI). Source: UNDP Human Development Report, 2020

Gender Development Index (GDI)

11. The 2019 female HDI value for Tajikistan is 0.586 in contrast with 0.712 for males, resulting in a GDI value of 0.823, placing it into Group 5. 2 In

[9] UNDP, mapping registered extreme poverty in rural Tajikistan, 2016
Document available at: http://untj.org/jambi-project/images/Extreme-Poverty_ENG.pdf
[10] UNDP, Human Development Report, 2020
Document available at: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/TJK.pdf

comparison, GDI values for Kyrgyzstan and Uzbekistan are 0.957 and 0.939, respectively (UNDP,2020).

	F-M ratio	HDI values		Life expectancy at birth		Expected years of schooling		Mean years of schooling		GNI per capita	
	GDI value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Tajikistan	0.823	0.586	0.712	73.4	68.9	10.7	12.6	10.2	11.3	1,440	6,427
Kyrgyzstan	0.957	0.677	0.707	75.6	67.4	13.2	12.7	11.2	11.0	2,971	6,798
Uzbekistan	0.939	0.695	0.740	73.8	69.6	11.9	12.2	11.6	12.0	5,064	9,230
Europe and Central Asia	0.953	0.768	0.806	77.7	71.1	14.5	14.8	9.9	10.7	12,373	23,801
Medium HDI	0.835	0.567	0.679	70.8	67.9	11.7	11.4	5.3	8.1	2,530	9,598

Figure 6: Tajikistan Gender Development Index (HDI). Source: UNDP Human Development Report, 2020

12. In Tajikistan, 20.0 percent of parliamentary seats are held by women. Life expectancy at birth for the total population (both sex) is 70. It is higher for women at 70 compared to men at 67.9 The median number of years of schooling among women is 10.2 compared with 11,3 years for men (UNDP,2020)[11].

Maternal Mortality rate

13. According to the Demographic and Health Survey (DHS, 2017) for every 100,000 live births, 32.0 women die from pregnancy related causes; and the adolescent birth rate is 57.1 births per 1,000 women of ages 15-19. According to WHO, Maternal mortality is conditioned by poor quality of services in antenatal, intrapartum and postnatal care the lack of a functioning referral system, the lack of means of transport especially in rural areas, and inadequate access to emergency obstetric care (EOC). While home deliveries decreased in all regions of Tajikistan between 2012 and 2017, the most substantive reductions were observed in Khatlon (from 31% to 15%), GBAO (from 34% to 24%), and DRS (from 29% to 21%). Notable decreases in home deliveries also occurred among women at lower levels of education and wealth (TjDHS, 2017)[12].

Child Mortality

14. Overall, under-5 mortality declined between the 2012 and 2017. The TjDHS surveys from 43 deaths per 1,000 live births to 33 deaths per 1,000 live births. Infant mortality decreased from 34 to 27 deaths per 1,000 live births over the same period, while neonatal mortality fell from 19 to 13 deaths per 1,000 live births (TjDHS, 2017).The risk of dying in early childhood is much greater for children in rural areas (37 deaths per 1,000 live births) than for those in urban areas (20 deaths per 1,000 live births). Khatlon generally has the highest mortality rates (40 percent) and Dushanbe the lowest (11percent). The percentage for other regions is 30 per cent DRS, same for GBAO, and 33 per cent Sughd (TjDHS, 2017)[13].

Education

[11] *ibidem*
[12] Tajikistan Demographic and Health Survey, 2017. The survey is implemented by the Statistical Agency under the President of the Republic of Tajikistan (SA) in collaboration with the Ministry of Health and Social Protection of Population (MOHSP). Document available at: https://dhsprogram.com/publications/publication-fr341-dhs-final-reports.cfm
[13] I*bidem*

15. Eighty percent of the female population and 79% of the male population age 6 and older have at least some secondary education. Males are more likely than females to have post-secondary education (25% versus 13%). Only 7% of women and men never attended school. Urban women (52%) and men (61%) are more likely than rural women (45%) and men (53%) to have a secondary or higher education. The percentage of women with a secondary or higher education is lowest in DRS (34%). Men are least likely to have a secondary or higher education in Khatlon (51%) and DRS (52%). GBAO has highest percentage of both women (69%) and men (67%) with a secondary education or higher education.

16. Comparing socio economic level and education, it emerged that 37% of women and 45% of men in the lowest quintile have at least a secondary education compared with 56% of women and 63% of men in the highest wealth quintile(TjDHS, 2017)[14].

Sector of enrolment

17. Regarding percentage by sector in higher education, an assessment conducted by Asian Development Bank, (2015) indicates the following rate: agriculture accounts for 6.5%, Low and Economics 28.8, Industry 11.9 and education 43.7 (ADB, 2015).[15]

School attendance for boys and girls

18. The primary school Net Attendance Rate (NAR) indicates that 83% of children age 7-10 who should be attending the primary level are doing so. The secondary school NAR shows that 87% of children age 11-17 who should be attending the secondary level are doing so. The NAR for primary school is virtually the same for girls and boys (83%), while the secondary school NAR is slightly higher among boys (89%) than girls (85%). The NAR for primary school is almost the same in urban and rural areas (84% versus 83%). There also is little difference by residence in the secondary school NAR (86% in urban areas and 87% in rural areas). The lowest primary school NAR is in Sughd (78%) while the secondary school NAR is lowest in DRS (85%). GBAO has the highest NARs (88% for primary school and 96% for secondary school) (TjDHS, 2017)[16].

Labor Force Employment and Unemployment

19. According to national statistics, as reported in the Labor Market Survey, female employment rate (40.5 percent) is significantly lower than men (59.5 percent) and the unemployment percentage stands at 31,6 for women against 68,4 for male. The unemployment rate in rural areas amount to 59 percent while in urban areas it equaled to 41 percent (TajStat, 2016)[17].

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[14] *Ibidem*
[15] Assessment of Higher Education in Tajikistan, ADB, 2015. Gender disaggregation is not available. https://www.adb.org/documents/assessment-higher-education-tajikistan
[16] *Ibidem*
[17] Situation in the labour market in the republic of Tajikistan, Tajstat, 2016. Document available at: http://oldstat.ww.tj/en/img/de8558ce74dda7d9d14c5f7b0cdea0a2_1518005366.pdf

Indicators	Total (%)	Men (%)	Women (%)
Working-age population (15-75 years)	100	49,2	51,8
Labor force participation rate	42,2	52,9	32,6
- Employed	100	59,5	40,5
Employed in the informal sector	100	79,7	20,3
Excessive working hours	100	78,6	21,4
Occupational segregation index	0.62 (Men/ women)		
- Unemployed	100	68,4	31,6
Unemployment rate	6,9	7,9	5,5
- Potential labor force	100	53,3	46,7

Figure 7: Labor force participation, disaggregated data.
Source: Labour Force Market, Tajstat, 2016.

20. It is also observed that employment status varies widely by region. At the time of the survey, the highest employment rate registered was in Sughd (31%), the lowest in DRS (14%) and ranges from 24% to 30% in other regions of Tajikistan. The current employment rate generally increases with increasing education.

21. For women, employment varies depending on the socio-economic status. According to the Demographic and Health Survey (DHS) women who are currently married or who were previously married are more likely to be employed than those who have never been married. Half of women who are divorced, separated, or widowed (51%) are currently working, as compared with one-quarter of married women (24%) and 19% of never-married women (TjDHS, 2017)[18].

22. Women with a higher education are three times more likely to be currently employed as women with no education or only a primary education (54% versus 18%). Women who were employed in the 12 months preceding the survey were most likely to work in agriculture (33%); 30% were employed in professional, technical, or managerial positions, while 13% worked in sales and services, 13% in skilled manual labor, 11% in unskilled manual labor, and 1% in clerical jobs. The survey reports that involvement in agricultural work has tripled among women in the past 5 years, from 10% in 2012 to 33% in 2017. In contrast, involvement in unskilled manual labor has decreased, from 45% to 11% (TjDHS, 2017)[19].

Youth

23. The youth unemployment rate (aged 15-29 years old) amounted to 10.6 percent, followed by youth 20-24 at 19.5 and 25-29 accounting for 19.1 percent Unemployment rate for those aged 30-75 years accounts for 50,8%. (Tajstat, 2016). The employment rate, according to age brackets, is the following: 7% for youth 15 –19 years, 10,2 % for youth 20 - 24 years, 13, 8 for youth 25 -29 years and finally 68.9 for population age 30-75 years (Tajstat, 2016)[20].

[18] Demographic and Health Survey (DHS), Tajstat, 2017.
[19] *ibidem*
[20] Situation in the labour market in the republic of Tajikistan, Tajstat 2016. Document available at: http://oldstat.ww.tj/en/img/de8558ce74dda7d9d14c5f7b0cdea0a2_1518005366.pdf

Women employment in agriculture

24. According to FAO Gender Profile (2016), women's formal employment in agriculture presents only a narrow view of women's engagement in this sector because their participation in agriculture is typically informal. Women are commonly hired as *mardikor* workers and organized into informal groups, or brigades. Women's tasks are largely restricted to field labour, such as weeding, sowing, transplanting, and harvesting, which do not require decision-making, whereas the selection of seeds, fertilizers, and plant protection materials is controlled by men. Notably, a large proportion of women working as *hectarchi* or *mardikor* do not have formal contracts, and while this type of labour offers flexibility, women generally receive very low pay or only in-kind payments (FAO, 2016)[21].

25. Women's labour is concentrated at peak times, such as the harvest season, and during the winter months their income-earning opportunities are more restricted. Most rural women undertake agricultural work as second and third occupations, typically on household plots and presidential lands (cotton farms) to earn extra income for the household (FAO, 2016)[22].

26. According to the Demographic and Health Survey (TjDHS, 2017)[23] women age 15-19 were more likely to have worked in agriculture (64%) than women in older age groups and less likely to have worked in professional/technical/managerial occupations. Women in rural areas results to be much more likely involved in agricultural occupations than women in urban areas (44% versus 2%). Agricultural employment is also far more common among women in Khatlon (51%) and Sughd (30%) than among women in other regions (13% or less).

27. Approximately half of employed women who have a general basic education or less (52%-53%) and are in the lowest two wealth quintiles (49%-54%) are working in agriculture, as compared with 2% of women who have a higher education and are in the highest wealth quintile.

28. Results show that three-quarters (75%) of women are paid in cash only and 9% are paid in cash and in-kind. Around 1 in 7 women are not paid (13%), and 3% receive only in-kind payments. Over half of women are employed by a non-relative (56%), one-quarter work for a family member, and 19% are self-employed. The percentage of employed women who were paid in cash only increased from 53% in 2012 to 75% in 2017. The percentage of women engaged in agriculture who received cash only has also increased since 2012, from 5% to 47% (TjDHS, 2017)[24].

Division of Labour

29. The Labour Market Analisis (Tajstat, 2016)[25] shows that men and women are engaged in different sector of employment. In 2016, those who were engaged in numerous types of occupations were unskilled workers. About 309,213 persons

[21] National Gender profile of agriculture and rural livelihood, FAO, 2016. Document available at: http://www.fao.org/3/i5766e/i5766e.pdf
[22] Ibidem
[23] Demographic and Health Survey (DHS), Tajstat, 2017.
[24] *ibidem*
[25] *See footnote 17*

were engaged in this type of work out of which the absolute majority was women, representing 63.5%.

30. Women's generally lower level of education (especially vocational education), lack of professional qualifications, and high fertility rate combine with the absence of childcare facilities and gender stereotypes to place women in a weak employment position. Even among the working population, women are more commonly found as unskilled laborer's, as compared to men who generally work as employers or are self-employed. According to the Survey, 45,8 of total population is engaged in the sector of agriculture, forestry and fisheries.

	Work for hire	Employer, owner of own enterprise or own business	Member of the production cooperative	Self- employed, working at their own expense, in their personal farm for sale	Helping family members
Agriculture, forestry and fisheries	15,5	16,3	1,1	49,3	17,8

Figure 8: Type of Employment by agriculture sector. Source: Labour Market Analisis, Tajstat, 2016.

31. Women represent the majority involved in the agriculture sector, at 60,8 per cent (almost double the percentage of men at 35,5). Their presence in occupational sector is followed by education, 10,7, health and social services 7 , while 6.7 are in trade and retail while manufacturing (processing Industry) stands at 6,4. For men the major occupations are agriculture (35,5) followed by construction (14.4) wholesale and retail trade (13,2) and transportation and storage of goods (8,1). (Tajstat, 2016).

Sector	Sex		Total
	Men	Women	
Agriculture, forestry and fisheries	**35,5**	**60,8**	**45,8**
Manufacturing (Processing industry)	4,7	6,4	5,4
Construction	14,4	0,2	8,6
Wholesale and retail trade; repair of vehicles and motorcycles	13,2	6,7	10,6
Transportation and storage of goods	8,1	0,3	5
Public administration and defence; compulsory social security	5,6	3,2	4,6
Education	6,3	10,7	8,1
Health and social services of population	2	7	4,1

Figure 9: Gender disaggregation by occupational sector. Source: Situation in the labour market in the republic of Tajikistan, Tajstat, 2016.

Formal and Informal Sector (outside agriculture)

32. According to the National Labour Survey (Tajstat, 2016), there were 133,359 persons employed in the informal sector in Tajikistan which amounted to 15.7 per cent of the total number of people employed in the non-agricultural sector. At the same time there were more men (106,354 persons) who worked in the informal sector, than women (27,005 persons). Out of the total number of persons employed in the informal sector, 30.9 percent were self-employed, 29.3

percent were employed, 19.1 percent were employers, 11.3 percent worked as home workers in private households, 5.8 percent were unpaid workers who helped family members (TajStat,2016).

	Formal sector			Informal sector		
	men	women	total	men	women	total
Total employed, persons	464407	251047	715453	106354	27005	133359
%	65%	35%		80%	20%	
Employee for wages or compensation in cash or in kind, or for monetary allowance	308280	216133	524413	31365	7666	39030
Employer, owner of own enterprise, own business or farm business	67726	10468	78194	21297	4185	25482
Working for own account	62391	16979	79371	34493	6671	41164
Member of the production cooperative (work association)	3136	1214	4350	263	1280	1543
Homeworker working in a private household	6690	1732	8422	11592	3478	15070
Unpaid worker supporting at the enterprise, own business or an farm which belong to any of the family members	-	-	-	4646	3145	7791
Other	16184	4520	20704	2698	580	3278

Figure 10: Gender disaggregated data on formal and informal sector (outside agriculture). Source: Situation in the labour market in the republic of Tajikistan, Tajstat 2016.

Informal Employment (outside agriculture)

33. At the time of the Survey mentioned above (Tajstat, 2016) in Tajikistan, 249,536 persons were in informal employment at the main work, including 189,289 men and 60,247 women. Thus, in the percentage ratio, men accounted for the majority of people in informal employment (33.2) percent) outside agriculture (versus women at 21,7 per cent).

	Total Employed Outside Agriculture			Formal Sector	
	Total	Formal employment	Informal employment	Formal employment	Informal employment
Total	100	70,6	29,4	70,6	13,7
Urban	100	74,3	25,7	74,3	15,2
Rural	100	68,1	31,9	68,1	12,6
Men	100	66,8	33,2	66,8	14,5
Women	100	78,3	21,7	78,3	12,0

GBAO	100	86,6	13,4	86,6	5,7
Sughd	100	68,3	31,7	68,3	9,5
Khatlon	100	65,0	35,0	65,0	16,5
Dushanbe	100	77,8	22,2	77,8	17,3
RRS	100	74,9	25,1	74,9	13,9

Figure 11: Gender disaggregated data for formal and informal employment (outside agriculture). Source: Situation in the labour market in the republic of Tajikistan, Tajstat 2016.

34. This flexible and informal labor supply seems to suit many production businesses that need low-paid workers, such as agriculture. The outmigration of males in the agriculture sector has led to increased involvement of female labor. The result is, as in other transition countries, feminization of agriculture "an increase in women's participation rates in the agriculture sector, either as self-employed or as agricultural wage workers; in other words, an increase in the percentage of women who are economically active in rural areas (Tajstat, 2016).

Women's employment and engagement in the Forestry Sector

35. Official statistics generally combine several categories of related work: agriculture, forestry and fisheries / aquaculture. As already reported, women represent 60.8% of the sector, no further disaggregation is provided by subsector in the latest survey. Labour market data from 2012 (the most recent available reported in the FAO Gender assessment conducted in 2016), indicates that few men, and almost no women, are contractually employed in forestry or aquaculture / fisheries. Women in the forestry sector account for 0.05 and even less in fisheries (0.01), (FAO, 2016)[26].

36. The draft Strategy on Forest Sector Development identifies a gender imbalance in employment within the forestry industry, with men representing 92 percent of employees. According to data submitted to the FAO forest resources assessment in 2008, there were only 23 women (two percent) out of a total of 1002 staff working in public forest institutions. Labour market statistics for 2010 indicate that the total number of people employed in "forestry" was 1,700, of whom 200 (or 12 percent) were female employees (FAO, 2016).

37. According to FAO, the fact that staff are required to carry out patrol functions on foot (covering several thousand hectares of forest land can take a number of days), suggests that this type of work is unlikely to be considered suitable for, or accessible to, women. However, according to the same source, women's almost invisible role in forestry enterprises and research institutions does not mean that they are not engaged in forest activities in other ways (FAO, 2016).

38. Rural women spend a significant amount of time collecting firewood for domestic fuel. In comparison, male household heads are usually responsible for buying firewood. Ecological organizations have noted that widespread deforestation has resulted in women and children spending more time collecting wood. As a general rule, women in forest villages engage in the informal collection of non-timber forest products, for home consumption and for sale, and this pattern is likely to be replicated across Tajikistan. In 2013, the sale of non-timber forest

[26] National Gender Profile of agriculture and Rural Livelihood Tajikistan (FAO, 2016).
See footnote 21 for link to document on line.

products, combined with ecosystem services, was estimated to value almost six million somoni (FAO,2016)[27].

39. The design mission of CASP+ (April 2021) collected also information about women in joint forest management (JFM). It is found that women account for 7.3% beneficiaries of Joint Forest Management group (JFMG) as showed in the table below:

JFM overview						
Region	SFE	JFM users	JFM area (ha)	FUG	Male	Female
Sughd	Sughd	95	203,72		95	
	Ayni	181	158,38		158	23
	Panjakent	153	225,42	1	111	42
	Shahrizton	4	14020		4	
	Devashtij	49	55300		49	
	Istaravshan	14	88,9		14	
	Kuhistoni Mastchoh	22	46,29	0	18	4
		518	**70042,71**	**1**	**449**	**69**
Khatlon	Danghara	470	6359		470	
	Farkhor	121	5907	3	102	19
	Khovaling	198	2862,57	5	198	10
	Baljuvon	55	257,6	6	51	4
	Sari Khosor	21	119,1	3	19	3
		865	**15505,27**	**17**	**840**	**36**
DRS	Romit, shahri Vahdat	33	92,5	5	33	0
	Tojikobod	1	127		1	0
		34	**219,5**	**5**	**34**	**0**
GBAO	GBAO	671	2945	37	612	59
	Vanj	220	1022	7	214	6
		891	**3967**	**44**	**826**	**65**
TOTAL		**2308**	**89734,48**	**67**	**2149**	**170**

40. The FAO gender assessment points out that women and men can play important roles in conserving forest areas by eliminating harmful agricultural practices (cropping and grazing) and by identifying the types of indigenous plants that can be used in the long term for reforestation. Both women and men have specific knowledge about trees and non-timber forest products that should be taken into consideration by forest management. However, because women are largely absent in the formal forestry sector (in employment and in policy positions), special efforts are needed to ensure that they can also contribute their knowledge.

41. A similar view was also shared by the representatives from Bioversity International met by CASP+ Design Mission (April 2021). It was explained the relevance to increase awareness, and participation of women and children in forest management and conservation practices.

42. Recommendations from analytical papers and discussion with stakeholders during the design mission suggest that the strategy on Forest Sector Development for 2016-2030 and the national Action Plan should play a key role

[27] Reference is made to the draft Strategy on Forest Sector Development for 2016-2030.

in increasing gender-specific information about the forestry sector, including awareness events about gender and climate change.

43. The strategy foresees the establishment of a national supervisory board on forestry that will include the participation of the Committee on Women and Family Affairs and gender experts (FAO, 2016). Continuous actions and follow up from responsible entities are required to ensure that gender related constraints are captured into the forestry policy agenda and policy dialogues events dedicate space and time to discuss the gender and climate change issues.

Women's role in conservation of biodiversity

44. The Sixth National Report on the Convention of Biological Diversity (CBD, 2019)[28] strongly highlights that gender-balanced forest communities are more effective in performing all their functions (plant protection, forest regeneration, maintenance of biodiversity and distribution of forest use) than communities consisting mainly of men. Studies show that, compared to men, women are on average able to determine a greater number of plant species (trees, shrubs, grasses, vegetable crops, etc.) and used parts of plants (fruits, leaves, bark, seeds, roots).

45. The report highlights that women have extensive experience in traditional knowledge and practices that are effectively used in the conservation of biodiversity. Leased forest areas and dekhkan farms have organized mini-nurseries to grow seedlings and other plant species, where women do most of the work. The most significant initiative implemented by women and benefiting both women themselves and contributing to sustainable environmental management is the organization of nurseries to breed and expand the distribution of local varieties in the Hamadoni district of the Khatlon region (CBD, 2019)[29].

46. The report stresses that despite women's prominent role in conservation of biodiversity, their participation in the design, planning and implementation of environmental policies is still low. Action is needed to ensure their participation (CBD, 2019)[30].

Smallholder farming in Tajikistan

47. Tajikistan is a landlocked low-middle-income country located in Central Asia. Given the country's mountainous geography, the total arable land area is limited to only 5 percent. The FAO publication, Small family farms country factsheet, (FAO, 2018) highlights that ddespite this natural restriction, agriculture remains the key source of the population's income as well as for Tajikistan's economy. Agriculture accounts for 53 percent of total employment (45.8 based on national labour survey), but due to high out-migration rates of work-abled men the agricultural labour has become increasingly feminized. Yet, 68.5 percent of women are employed in the agricultural sector, compared to 41 percent of men (FAO, 2018)[31].

[28] The Sixth National Report on the Convention of Biological Diversity
Full report is available at: https://chm.cbd.int/database/record?documentID=247273
[29] *Ibidem*
[30] I*bidem*
[31]Small family farms country factsheet, FAO, 2018.

48. Smallholders in Tajikistan live on marginalised farmland, resulting in an average farm size of only 0.2 hectare. The head of a smallholder household in Tajikistan can take advantage of 10 years of education on average and leads households that commonly consists of 7 persons. A significant number of households is headed by women, yet, representing 16 percent of small family farms in Tajikistan. The number of livestock owned by small family farms in Tajikistan is increasing and centres around 1.5 Tropical Livestock Unit (TLU), with poultry, small cattle and horses as the most common owned livestock. However, pasture resources are exploited and feed is often unaffordable, leading to a consistent over-grazing of pastures. More than half of the small family farms in the country remain below the national poverty line. (FAO, 2018)[32].

Women's role in agricultural activities

49. According to the Tajikistan Country Gender Assessment conducted by the Asian Development Bank (ADB, 2016)[33] women are heavily engaged throughout the entire crop production process. Women's involvement (owners, users, or workers) in agriculture formally counts only when they are registered as legal entities or farm workers. Women are also heavily involved in unpaid family labor—they take care of a multigenerational family and are responsible for the home garden and securing water and food. Although the agriculture output of kitchen gardens significantly contributes to production and food security, it is presented without sex attribution in statistics and national reports (ADB, 2016).

50. There is little evidence that women have become empowered through agriculture. Gender experts point to the agricultural sector as one of the most exploitative. As explained above, women's agricultural work is characterized by seasonal, low-wage, and low-paid or unpaid positions, job insecurity, back-breaking conditions, lack of access to and control over productive resources, limited participation in decision-making activities and low technical and specialized knowledge (ADB, 2016)[34].

51. Women are often described as lacking the appropriate skills and knowledge required, whether as farmers or farm managers, influencing their ability to take on these roles. Their continued participation as informal, seasonal laborers reinforce the perception that women have no experience or knowledge of farming. This is further strengthened by the widespread belief that men, as breadwinners and heads of households, are farm managers regardless of whether or not they are active in the sector. Due to this, women's tasks are largely restricted to field labor, such as weeding, sowing, transplanting, and harvesting, which do not require decision-making, whereas the selection of seeds, fertilizers, and plant protection materials is controlled by men. Further, although both men and women are involved in livestock-raising, it is men who decide on the purchase, sale and other operations linked to its management (ADB, 2016)[35].

Document available at: http://www.fao.org/3/I8348EN/i8348en.pdf
[32] *Ibidem*
[33] Tajikistan Country Gender Assessment, ADB, 2016.
Document available at: https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf
[34] *Ibidem*
[35] *ibidem*

52. A study developed by Oxfam: *Climate Change, beyond coping, women smallholder farmers in Tajikistan* (2011)[36] highlights regional differences in women involvement in agriculture activities. Depending on the region, rural women typically work two harvests in the Dehkan farms and two harvests in their family plots. In the Sughd region, women can sow, up to three times a year in their family plots. The family plot is almost entirely the woman's domain. Below is provided a detailed example on the specific tasks of men and women in agriculture activities by season. This is based on Oxfam study from the region of Sughd:

Season/ months		What men typically do	What women typically do
Winter	December	Ploughing /tillage/turning up the soil, and watering the lands/or wheat	Gathering the harvest, usually cotton stocks; preparing natural fertilizer/compost
	January	Applying natural fertilizer/manure to the lands	House work; looking after the cattle
	February	Digging/making ditches, planting the young trees, plants	Preparing for farming according to the weather conditions
Spring	March	Preparing the lands for sowing	Planting fruit and decorative trees; cleaning and maintaining the irrigation canals/ditches
	April	We begin to plant/sow crops; applying fertilizer to the new planted	Bleaching/whitening the trees trunks; planting different kinds of vegetables
	May	If the rain makes lands surface solid, loosen the soil	Plant cotton
Summer	June	Harvesting wheat; Preparing the land for the second crop	Caring for the cotton plants, loosening the soil, weeding etc
	July	To plant the second crop and to fight with plant-illnesses by bio methods	Grain harvest time
	August	Organizing the harvesting	Preparing for the second crop
Autumn	September	Cotton harvest time	help pick the cotton
	October	harvest any other grain yield	Harvest of vegetables
	November	harvest cotton and prepare land for ploughing	prepare for family events like weddings

Figure 12: specific tasks of men and women in agriculture activities by season, Sughd Region, Source: Climate Change, beyond coping, Oxfam 2011.

Livestock, dairy and poultry

53. Animal husbandry is a major agricultural activity, and raising livestock is the norm for rural households (73 percent of households have livestock, including cattle, horses, donkeys, mules, pigs, sheep, goats and poultry). There are gender differences in the extent to which households are engaged in raising livestock. Households headed by men are more likely than female-headed households to keep livestock and to have a larger number of animals across all categories of animal ownership. When FHH do have livestock, they tend to have cattle and poultry, possibly because dairy farming is traditionally seen as "female" work or because selling extra milk and eggs is a relatively low intensity means of supplementing household income (FAO, 2016)[37].

[36] Climate Change, beyond coping, women smallholder farmers in Tajikistan, Oxfam 2011, Document available at: https://networkedintelligence.com/wp-content/uploads/2019/02/rr-climate-change-beyond-coping-women-smallholder-farmers-tajikistan-020611-en.pdf

[37] National Gender Profile of agriculture and Rural Livelihood Tajikistan (FAO, 2016).

54. The pattern of livestock ownership is generally the same for women and men; the majority of household own cattle (54 percent and 66 percent of FHH and MHH, respectively). Poultry are the next most commonly-owned form of livestock (owned by around a third of rural households).

	FHH	MHH
Any livestock (cattle, horses, donkeys, mules, pigs, sheep, goats) - ownership by household (%)	59.5	71.4
Any livestock (as above and poultry) - ownership by household (%)	63.8	74.6
Cattle - ownership by household (%)	54.0	65.7
- average number per 1000 households	1 314.1	1 996.8
Horses, donkeys, mules - ownership by household (%)	14.4	22.6
- average number per 1000 households	200.4	880.9
Pigs, sheep, goats - ownership by household (%)	20.3	29.8
- average number per 1000 households	1 172.8	2 647.1
Poultry - ownership by household (%)	33.4	37.7
- average number per 1000 households	2 462.4	3 921.0

Figure 13: Livestock Ownership in Rural Locations by Female- and Male-Headed Households. Source: Country Gender Assessment FAO (2016)

55. According to FAO gender assessment, gender differences in the ownership of livestock is both a reflection of differential access to the resources needed to buy or keep animals, and it also indicates the presence of gendered roles in livestock management. For instance, feed preparation, household dairy production (tending cows and milking) and poultry farming are generally perceived as women's responsibilities.

56. Men have greater involvement in grazing, feed production and the purchasing and sale of livestock. Women and men also have differing roles in the processing of livestock products: men are more often involved in activities such as sheep shearing, transporting products to market and butchering, women are involved in dairy production (FAO, 2016)[38].

57. Furthermore, women play a prominent role in managing backyard poultry farming. The USAID report: agriculture technology and commercialization assessment, estimates that roughly one third of all households in Khatlon province keep poultry and an estimated one-third of households headed by women also have poultry. The scale of these household operations is small-often fewer than 20 birds and with few that are laying regularly. Backyard egg production is largely used to satisfy household needs, although some may be traded or sold to neighbors or in local markets. It is reported that income from eggs and poultry meat operations at the household level is mostly controlled by women (USAID, 2012)[39].

58. As it is the case in other areas of farming, women's success in raising livestock is dependent on their access to information and level of knowledge about running a farming enterprise, and their access to finance and to other key resources, such as veterinary and extension services and training (FAO, 2016).

See footnote 21 for link to document on line.
[38] Ibidem
[39] Tajkistan Agriculture Technology and Commercialization Assessment, USAID, 2012
Document available at: https://culturalpractice.com/wp-content/uploads/2014/08/EAT_AgTCA_Tajikistan_Report.pdf

Women's access to Land

59. Access to land, and tenure security, remains a severe constraint for women. Although the land reforms legally guaranteed equal rights to men and women to use land (and be conferred shares or certificates), the reality presents a different situation.

60. Women's lack of access to land is underpinned by several forms of inequality. They often lack information about their rights to land as members of collective farms or about the process of land registration. Other women do not have the means, either financial or in terms of time resources, to undertake the registration process. Even when women make attempts to assert their rights to land, many are "... effectively excluded from the process of obtaining dekhan or household land-use rights because administrators are often dismissive of women's farming capabilities and knowledge". As a result, women are more likely to hold lesser shares of the land that they work and are less likely to report tenure security" (FAO, 2016)[40].

61. According to data reported by FAO, the majority of rural households possessed land (86 percent. Male-headed households were also more likely than female-headed households to own land (70 percent of MHH, compared with 52 percent of FHH), and they tended to own larger plots of land. The average size of land plots belonging to MHH was 15.2 sotka, and the average size of FHH land plots was 9 sotka. Therefore, on average, men's plots were about 70 percent larger than women's plots (FAO, 2016).

62. Considering average land areas in rural locations only, data below show that when land owned by households is combined with rented land and land rented out, MHH have on average almost double the land area of FHH (39 sotka for MHH compared with 20 sotka for FHH). Both households headed by women and by men use most of their land plots for farming, and very few rural households, regardless of the sex of the head, have land that they rent out (FAO, 2016)[41].

Land areas (in sotka per household)	FHH	MHH
Average own land area	13.6	19.2
Average own land area used for farming	13.6	19.0
Average rented land area	3.4	9.9
Average own and / or rented land area used for farming	17.0	28.9
Average own / rented and / or rented out land area	20.4	38.8

Figure 14: Average Land Areas in Rural Locations, by Household. Source: *Country Gender Assessment FAO (2016)*

63. In terms of the characteristics of the land plots that are registered to women, they are less likely to have rights to use "presidential lands" and more likely to have rights to household plots. Furthermore, women's land plots are generally further away from their homes. Women also report that during processes to re-register their land rights (after divorce or the death of a spouse), they received "the worst land plots", at a considerable distance from irrigation facilities or with

[40] National Gender Profile of agriculture and Rural Livelihood Tajikistan (FAO, 2016).
See footnote 21 for link to document on line.
[41] *Ibidem*

poor quality soil. This observation is substantiated by their smaller harvests and lower yields (FAO, 2016)[42].

Women *dekhan* farms

64. A particular concern is the serious underrepresentation of women either as agricultural title owners or decision makers. Dekhan farms are the most common type of agricultural enterprise in Tajikistan. They are privately-owned commercial farms that function as legal enterprises and can be based on the work of an individual (a sole entrepreneur), a family or a group of people (a collective). Family and collective dekhan farms are managed by a head who officially holds the farm's land registration certificate and represents the legal interests of the farm. The number of dekhan farms has increased annually, from a total of 30,842 in 2008 to 108,035 in 2014 (FAO, 2016)[43].

65. Looking specifically at *dekhan* farms, the number managed by women has been rising alongside their general growth. In 2014, women headed 13% of dekhan farms (up from 8% the previous year)[44]. The growth in women-led dekhan farms from 2013 to 2014 is attributed to state and donor efforts to increase women's involvement in dekhan farming and to register individuals who once worked on collective farms as individual farmers (FAO, 2016).

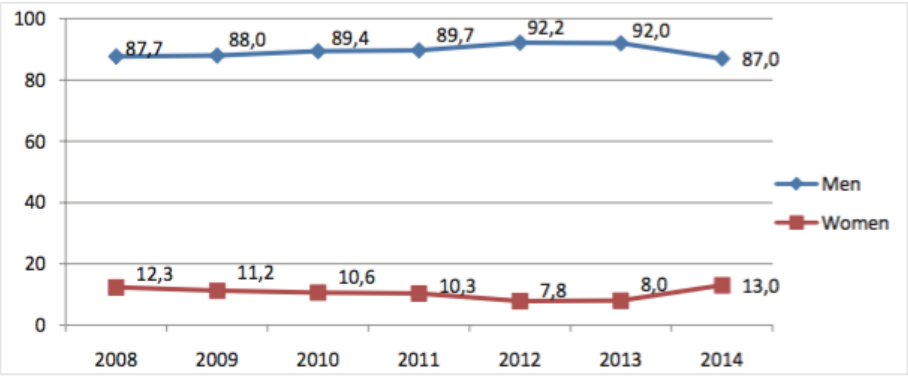

Figure 15: Trends in Dekhan Farm Management by Women and Men, 2008-2014 (%) Source: FAO Gender Assessment, 2016

66. However, the average size of female-headed farms is smaller than those managed by men, and in 2014, women managed only 6.4% of all planted crop land on *dekhan* farms[45]. *Dekhan* farms headed by females also have fewer shareholders (but more female shareholders) than farms headed by males. Customarily, family plots and presidential lands are registered to the household head, most often a male. Furthermore, documents that stipulate the right to use collective *dekhan* farm lands are generally not issued to all members, most of whom are women, but instead are issued in the name of the male head, most often the husband, brother, or, if a woman is widowed, her eldest son (ADB, 2016).[46]

[42] Ibidem
[43] Ibidem
[44] State Statistics Agency. Gender Statistics Database, 2013
http://oldstat.ww.tj/img/en/seling.pdf
[45] *Ibidem*
[46] Gender Assessment, ADB, 2016,
Document avallabile at: https://www.adb.org/documents/tajikistan-country-gender-assessment-2016

67. The low level of leadership, suggests women face gender-based barriers to assuming the responsibility of *dekhan* farms. Although few women are legal heads of *dekhan* farms, women are assuming the de facto leadership on some *dekhan* farms because of male migration.

68. According to National Statistical Data (2013): *Gender aspects of agriculture* [47], there has been increased production and crop yields in dekhan farms headed by women in 2008-2012 (ton; hundredweight from 1 hectare). The volume of crop production, except raw cotton and wheat in 2012 compared to 2008 increased in average from 15.2 to 32.6 percent.

Production and crop yields in dekhan farms headed by women in 2008-2012						
Name of products	Year					
	2008	2009	2010	2011	2012	2012 in % increased compared to 2008
Cereals: -production	31183	65152	57196	36647	31396	107
-productivity	21,2	25,5	24,4	23,6	24,7	116,5
Wheat: -production	26245	55929	41325	31395	26057	99,3
-productivity	18,3	26,5	24,9	24,8	28,1	153,6
Raw cotton: -production	23088	24840	23774	20958	17800	77,1
-productivity	16,9	18,4	19,8	20	22	130,2
Potatoes: -production	6322	5905	3081	8339	8381	132,6
-productivity	212	154	179,2	187,8	204,4	96,4
Vegetables: -production	12865	20855	13768	22119	22115	171,9
-productivity	167	184	177	177,4	192,4	115,2
Fruits: -production	2655	2416	8646	3378	3292	124
-productivity	18,8	12,5	7,7	11,3	28,5	151,6
Grapes: -production	2910	2662	3562	2334	3441	118,2
-productivity	28,2	27,4	10,7	25,7	38,6	136,9

Source: Tajstat 2013, gender aspects of agriculture

69. However, despite the positive growth trend, specific data (2015) about harvests on dekhan farms indicates that dekhan farms headed by women have smaller harvests than men's farms in every category of crop. Smaller harvests can be explained by the fact that female-managed farms are smaller on average, but female farms also have lower yields for every crop, with the exception of corn and cotton (which are almost equal to the yields of male-managed farms).

70. According to FAO, lower yields could be related to the poorer quality of the land, a lack of irrigation, fertilizers and pesticides, women's more limited knowledge of farming practices to help them increase yields (for example, seed selection, planting practices and hybrids) and a lack of access to extension services (FAO, 2016).

[47] State Statistics Agency. Gender Statistics Database, 2013

Categories of crops	Female- headed dekhan farms		Male-headed dekhan farms	
	Harvest (tonnes)	Yield (centner[197] per hectare)	Harvest (tonnes)	Yield (centner per hectare)
Grain	47 333	26.3	694 927	31.1
Wheat	39 117	28.1	479 956	30.3
Corn	2 381	48.5	75 536	47.9
Cotton	19 890	21.6	292 077	21.5
Potatoes	9 518	165.5	333 932	247.1
Vegetables	21 566	243.1	604 374	307.8
Melons and gourds	4 538	170.6	349 140	270.1
Fruit trees	7 369	12.8	102 581	14.7
Vineyards	3 188	21.0	63 287	34.4

Figure 15: Harvest and Yields of Female- and Male-Managed Dekhan Farms (2014)
Source: FAO Gender Assessment, 2016

71. This indicates that mechanisms to move women into leadership positions by addressing the real and perceived lack of leadership qualifications or gain access to their land shares would improve production and productivity. Range of associations or groups exist in the agricultural space, from formal groups of *dekhan* farms, like the National Association of *Dekhan* Farms (NADF), to common interest groups (CIGs). These serve as a vehicle to deliver extension and training, and in some cases credit. Below a brief description of the NADF and main functions.

The National Association of *Dekhan* Farms (NADF)

72. The National Association of *Dekhan* Farms (NADF) is non-governmental, non-profit membership organization, established at the national conference of farmers in 2005, that joins dehkans and farmers on a voluntary basis. The main purpose of NADF is to consolidate the Dehkan farm associations and farming individual in rural areas. It counts more than 10,900 members – entrepreneurs, individual dehkan farmers, association of dehkan farmers (15% women).

73. The association represent and protect their rights and interests for the aim of achieving stable and balanced food security, reducing the poverty level through a dynamic and sustainable development of agriculture sector due to intensive growth factors and the development of science and modern technology, management and marketing. Main services include:

- supporting, protecting the rights, and promote the interests of dehkans and farmers;
- conducting educational and awareness trainings for dehkans farmers, including from a gender perspective and women's rights;
- providing advisory and consulting services, including focus on women
- conducting market researches on agricultural products for agricultural suppliers, and buyers;
- publishing and disseminating information on the development of dehkans farmers improvement activities;
- establishing an effective data bank to support dehkans farmers associations;

Women access to Agriculture inputs

74. There are no sex disaggregated data on the availability of key agricultural inputs to rural men and women, therefore conclusions can only be drawn from other

available information. In general, a lack of key inputs prevents many people, both women and men, from taking up farming as a business. FAO reports that on a survey conducted in Sughd, Khatlon and RRS, between 73 percent and 78 percent of respondents (dekhan farm members and leaders) cited a "lack of machinery, seeds, fertilizers, chemicals or water" as the main impediments to founding a dekhan farm (FAO, 2016)[48].

75. Data about ownership and use of farm equipment, as well as the average number of farming machines, for male and female farmers is lacking. However, it is known that the majority of small-scale farmers have very limited access to agricultural equipment. Many use obsolete equipment or rely on labour-intensive practices, such as harvesting by hand and use of traditional tools.

76. According to the Tajikistan Living Standards Survey administered in 2003, small numbers of rural households were using machinery, but it was mainly male-headed households that were likely to have access to such resources (3.6 percent of MHH used machinery compared with 2.9 percent of FHH). According to a survey of a relatively small number of dekhan farmers, female farmers experienced greater difficulties than men in "accessing agricultural equipment, having it repaired, and seeing agricultural specialists" (FAO, 2016)[49].

77. When female-headed households do not own farming equipment, they are able to either borrow it from other farmers or lease it if funds are available. Another coping mechanism for female farmers is to "work their land less intensively," meaning that they use smaller amounts of fertilizer and improved seeds than their male counterparts. In 2003, 43 percent of MHH used fertilizers, compared with 38 percent of FHH (FAO, 2016)[50].

Women's access to Extension Services

78. The lack of agricultural extension and advisory services is another major problem encountered by all smallholder farmers in Tajikistan and it is of particular concern for women. Women's ability to access extension services is also constrained by factors such as more limited mobility, fewer networks and a lower level of education than men. Research conducted in Tajikistan on sustainable farming practices to mitigate climate-related shocks, found that "within villages, female-headed households do not seem to benefit from the knowledge-sharing networks that male farm heads enjoy". This lack of knowledge is a key factor in reducing opportunities for women farmers to adopt sustainable practices for climate change adaptation (FAO, 2016)[51].

Women access to Pasture and representation and decision-making in Pasture Users Union/Associations (PUUs)

79. In the livestock sector, one of the most significant issues facing women is the limited recognition of the roles that they play in raising livestock, or the ways in which roles are divided along gender lines. Because women have more limited access to land generally, it stands to reason that they are also more constrained in accessing pastures. While women are well represented in PUAs (46.7 percent of all members), they are less visible in management roles. Fewer than a third of PUA management positions are held by women (31.4 percent) (FAO, 2016)[52].

[48] Tajikistan Gender Profile of Agriculture and Rural Livelihood, FAO, 2016
[49] *Ibidem*
[50] *Ibidem*
[51] *Ibidem*
[52] *Ibidem*

80. Similar estimate for women participation is also registered in the IFAD funded Livestock and Pasture Development Project II (LPDPII) Mid Term Review Report (September 2019). As reported in the LogFrame, all PUUs boards have maintained on average a minimum of 30% women. The MTR mission verified the same during the field visits and acknowledged the need for some action to strengthen the role of women and their leadership[53].

81. Similar findings emerged from Focus Group Discussion (FGDs) held with women groups during Concept Note and Project Design (October 2020 and April 2021 respectively) where women interviewed (some of them members and representatives of PUUs) confirmed the 30% presence of women as board representatives and recognized the need to receive leadership trainings. This has been well noted by the CASP+ design mission and integrated into the Gender Action Plan (GAP).[54]

Women's access to water and representation in Water Users Association (WUAs)

82. A recent study of Women's role in irrigated agriculture conducted in the lower Vaksh River Basin (ADB, 2020)[55] indicates that females comprise only 8.3% of total dehkan members of WUAs in the study area. Despite national statics/data is not available, the gender disaggregated data for the Khatlon province (study area) indicate that of a total cropping area of 281,424 hectares used by dehkan farms, only 8% was used by female-led dehkan.

83. According to ADB study, women as decision makers are in the minority or absent among *dehkan* farm managers, and therefore are less visible members of WUAs. Water institutions do not have gender-disaggregated statistics about their members and users (ADB, 2020)[56]. The study revealed that nearly 80% of male respondents said that there are no problems in production. However, over 50% of female respondents stated problems, including lack of water, bad condition of canals, users at the head of the canal taking a major portion of water, natural drought, and unsatisfactory work by WUAs. Around 20% of female respondents experienced verbal or physical abuse when asking for water.

84. About half the women reported the main factor facilitating productivity was supply of irrigation water. Availability of good quality seeds was also important. Particularly for female respondents, access to information, credit, and machinery services were important factors. About 20% of respondents (men and women) cited climate change as a serious issue (ADB, 2020)[57] .

85. The report concludes that women face gender disparities and inequalities not experienced by males. Clearly, the expanded role of women needs recognition and support in practice as well as in legislation. The role of women in irrigation management remains weak. Despite the fact that women dominate the crop production process but they may not receive training in participatory irrigation management. Involvement of women in WUA and farm management is important for achieving gender equality and sustainable farming. The study

[53] Livestock and Pasture Development Project II (LPDPII) Mid Term Review Report, September 2019
[54] Greater information are available in the stakeholder consultation report, section on women FGDs
[55] Women's role in irrigated agriculture in the lower Vaksh River Basin, ADB, 2020
Document available at:https://www.adb.org/sites/default/files/publication/663141/womens-role-irrigated-agriculture-tajikistan.pdf
[56] *Ibidem*
[57] *Ibidem*

conclude that it t is paradoxical to consider the reality that women are leading agricultural activities, yet lack access to knowledge and skills training (ADB, 2020)[58].

Main challenges expressed by women from FGD and proposed solutions

86. During the remote CASP+ Design Mission (April 2021) and also during project Concept Note Formulation (October 2020), the mission team met with women's groups to discuss about key issues in relation to: (i) economic activities, (ii) livelihoods, (iii) climate change (iv) presence in decision making bodies, (v) access to key agriculture inputs and NRM among others.

87. The mission interacted with a total of 31 women through six FGD: four FGDs involving 26 women were held in April 2021 in the district of Hamadoni, Sh.Sholin, Maschoh, Sharitus; two FGDs were held during CN development (October 2020) they involved 5 women from Vose and Hamdoni, Farkor, Muninobod districts . Women FGD participants included: women producers, including women headed households, women leading dehhkan farms, women members/representatives of PUUs and also women in CIG formed under LPDPII. Below is reported a schematic summary with main challenges faced by women and solutions proposed which have been taken into account during the design.

Districts	Production	Main challenges related to economic activities	Solutions proposed by women interviewed
Hamadoni	Crop	• Low fodder availability; • Low quality of seeds (potato, alfa alfa, barley); • Lack of access to pasture land; • Lack of processing equipment; • Lack of trainings (climate smart practices, Business orientation)	• Exchange visits; • Trainings (technologies and business). • Tomato making equipment; • Baking equipment; • Processing equipment; • Time saving technologies (milk machines); • Green houses
	Livestock/dairy	• Local breed is low productive; • Women produce milk, they sell it to local markets/neighbours but cannot access better markets.	• Introduction of improved breed ; • Improve access to market to sell milk. • Business skills trainings
Sh. Sholin	Crop	• Shortage of water during rainy season, resulting in reduced production/losses; • Limited knowledge about use of pesticide;	• Provision of water (irrigation) for the orchads; • Training on the use of pesticides; • Purchase of quality seeds; • New trees.

[58] *Ibidem*

		• Old trees which require replacement with new trees; • Manual labou very hard, especially harvesting, lack of technologies for women	• Introduction of time saving technologies for women to reduce workload.
	Livestock	• Local breed is not productive; • Disease of animals and low availability of vaccines; • Shortage of fodder; • Shortage of pasture land; • Shortage of water; • Poor conditions of roads to pasture areas. • Women low representation in PUUs	• Access to improved breeds and methods to improve breeds naturally; • Automatic milking equipment; • Shops and equipment for dairy products, including refrigerators; • Availability of vaccines for animals; • Access to pasture land and improved infrastructures. • Women access to pasture land and representation in PUUs
Sh. Sholin	Representation/Decision making	• Low leadership skills for women in local committees	• Increase the number of women members in the board (more than 30% as it is set at the moment); • Leadership trainings for women in CBOs
Maschoh	Crop	• Lack of quality seeds of potatoes; • Lack of machinery; • Orchards trees very old; • Heavy workload for women to do manual labour.	• Irrigation; • Local nursery for seeds to produce seeds locally; • Use of greenhouses; • New seedling for orchards; • Bee-keeping; • Time saving technologies for agriculture activities: Small size automatic equipment (cultivation/ collection/ especially for fodder, cutters);
	Forestry	• Women are in charge to collect fire-wood for cooking, hitting. They also collect forest products but limited to village selling.	• Improve /expand this activity for marketing of forest products (NTFP).
	Livestock	• Women are in charge of livestock keeping and they also attend animals in the higher pasture areas (4 months) with very poor living	• Women believe that they would benefit from having a PUU (as they observed in another village where it was established as part of a development project).

		conditions (living in camps). • Use of rangeland areas is based on traditional practices across villages/private persons (village head man) which is not sustainable and women are excluded.	• Women to participate in PUUs as representatives • Processing machines for dairy products.
Sharitus	Crop	• Seasonal greenhouse not enough; • Restricted access to markets; • They cannot sale all the items in the markets during the peak season They need to process it. • Lack of machinery, lack of processing equipment is an issue.	• Introduction of green houses for the whole year; • Better access to market • Business skills • Processing equipment
FGD with women during CN development (October 2020)			
Districts	**Production**	**Main challenges related to economic activities**	**Solutions proposed by women interviewed**
Vose	Milk	• Competition for marketing during pick season and low income from milk; • Lack of Additional trainings related to milk production and selling; • Lack of processing equipment	• Introduction of poultry, because production is all year around and there is request from locals (local markets); • Having processing unit, so we can produce cheese and other products with added value; • food processing /bakery/ off-farms for young women.
Muminobod Farkhor Hamadoni	Representation and Decision making	• No leadership training was provided by project (LPDP) • Women needed it, especially at the beginning; • Women are member of PUU but need more leadership skills; • Women lack business and organisational skills	• Leadership skills development through leadership trainings; • Business development/ entrepreneurial skills to be developed.

Legal status of Women

88. In the last decade, the social gender equality framework has been expanded and strengthened through the adoption of new laws, amendment of existing laws, development of national programs, and incorporation of objectives within general policy documents. For the most part, however, such developments have focused on raising the status of women and girls and eliminating barriers to the realization of their rights, rather than on equalizing responsibilities and opportunities for women and men or addressing gender stereotypes.

Laws and Policies on Gender Equality

89. The Constitution of the Republic of Tajikistan recognizes international law as a component part of the national legal system[59], and Tajikistan is a State Party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and to other fundamental human rights treaties. In 2014, the parliament ratified the Optional Protocol to CEDAW, which allows individual women in Tajikistan to submit complaints to the CEDAW Committee and gives them an additional remedy for violations of the convention. Important steps have also been taken to implement UN Security Council resolutions on women, peace, and security (1325 and 2122) with the drafting of a national action plan. The Constitution guarantees equal rights on the basis of sex (Article 17), and principles of non-discrimination are enshrined in basic legislation, for example, the Family Code, the Labor Code, the Land Code, the Criminal Code, the Law on Education, and the Law on Public Health.

90. In 2005, Tajikistan adopted the Law on State Guarantees of Equal Rights and Opportunities for Men and Women, which is the only law to define the concepts of gender and sex-based discrimination. The law prohibits discrimination on the basis of sex, while distinguishing special measures to protect pregnancy and the health of women and men, and it guarantees equal rights in public authorities, civil service, education, labor, and the family.

91. Other legislative reforms are aimed at greater protection of women's rights, for example, laws combating human trafficking (2008), and domestic violence (2013), and protection of breastfeeding (2006). In 2010, the Family Code was amended to raise the legal marital age to 18 (for both women and men), which brought it in line with CEDAW.

92. Since 2006, Tajikistan has adopted several policy documents, national programs, and strategies that support gender equality goals. Some were intended to implement specific laws, for instance the Comprehensive Program to Combat Trafficking in Persons for 2006–2010, and the State Program for the Prevention of Domestic Violence for 2014– 2023, the State Program for the Education, Selection and Placement of Capable Women and Girls in Leadership Positions for 2007–2016 (adopted in 2006) aims to mitigate the barriers that prevent women from entering senior management.

93. The stand-alone policy, adopted in 2010, the National Strategy on Enhancing the Role of Women in the Republic of Tajikistan for 2011–2020, recognizes a lack of public gender equality understanding and gender policy support, the role of stereotypes, and the need to implement the formal equality that exists, but it

[59] Article 10, Constitution of the Republic of Tajikistan.

nevertheless covers areas in which women encounter barriers: political participation, the labor market, entrepreneurship, and education. The strategy lists concrete actions for each sector, but does not establish the responsible agencies, a timeframe with milestones, sources of funding, or a monitoring plan.

94. The government has made significant progress in mainstreaming gender into national socioeconomic development strategies, beginning with the adoption of the Poverty Reduction Strategies for the Republic of Tajikistan for 2007–2009 and 2010–2012.These strategies and the current Living Standards Improvement Strategy for 2013–2015 and National Development Strategy for 2015 all dedicate chapters to gender equality as a component of developing the country's human potential. Inclusion of gender equality targets in these strategic documents ensures that indicators, implementing agencies, and financing are also delineated.

95. Despite a solid legal and policy framework for protecting the rights of women and, to a lesser extent, advancing gender equality, many planned measures are never realized due to insufficient implementation mechanisms, weak monitoring and evaluation, and lack of dedicated finances. The concluding observations on the sixth periodic report of Tajikistan from the Committee on the Elimination of Discrimination against Women (CEDAW,2018) report the following key recommendations[60].

- Accelerate, with a view to its adoption, the drafting of anti-discrimination legislation and ensure that it contains a comprehensive legal definition of discrimination against women in line with article 1 of the Convention, covering both direct and indirect discrimination, and that such legislation prohibits all forms of discrimination, including intersecting forms of discrimination;

- Strengthen capacity-building for members of the judiciary and legal professionals on how to invoke or directly apply the Convention, or interpret national legislation in the light thereof, in court proceedings;
- Apply a gender-sensitive approach in the implementation of its legislation, policies and programmes to ensure that they sufficiently address pre-existing gender inequalities and disparities and the needs of vulnerable groups of women and girls;

- Intensify existing awareness-raising initiatives and provide training to enhance knowledge on women's rights and gender equality among relevant stakeholders, including government and law enforcement officials, parliamentarians, judges, lawyers, education and health-care professionals and religious and community leaders.

National mechanisms

96. The Committee for Women's and Family Affairs (the Women's Committee) was established in 1991, and its authority was increased in 2006, making it the central authority carrying out state policy on protecting women's interests and rights. The Women's Committee has a broad mandate that includes cultivating

[60] Document available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/TJK/CO/6&Lang=En

women's rights, addressing women's socioeconomic participation, and delivering public services[61].

97. The Women's Committee operates regional information-consultation and crisis centers throughout the country (110 in total) and funded locally. The Chair of the Women's Committee is a government appointee, with 22 central offices as of 2014. Women's Committee activities are diverse, ranging from research to considering citizen complaints, promoting women's rights through the media, monitoring international standard compliance, coordinating government and nongovernment gender equality activities, and training. The Women's Committee work plan, which supports the branch offices, covers, among other items, climate change, support for labor migrants' wives, and peace and security issues.

98. The Committee is also part of the coordinating council on Prevention of Violence against Women, which consists of representatives from the Ministry of Justice, Ministry of Labour and Social Security, Ministry of Health, Ministry of Internal Affairs, court officials, representatives of the General Prosecutor's Office and NGOs.

Gender-based domestic violence (GBV)

99. According to the Demographic and Health Survey Tajikistan (TjDHS 2017)[62], 24% of women age 15-49 have experienced physical violence since age 15, and 17% experienced physical violence in the 12 months preceding the survey. Only two percent of women have ever experienced sexual violence. In terms of spousal violence, it is reported that 31% of ever-married women have experienced physical, sexual, or emotional violence by their current or most recent husband. The prevalence of spousal violence has increased by 7 percentage points in the 5 years since the 2012 TjDHS. Among ever-married women who have experienced spousal physical or sexual violence, 23% have sustained some form of injury, one in 10 women sought help to stop the violence they had experienced. Three in four women neither sought help nor told anyone about the violence.

100. In general, women's experience of spousal physical, sexual, or emotional violence by their current or most recent husband increases with age and number of children. Women who are divorced, separated, or widowed are more likely to have experienced spousal violence (47%) than those who are currently married (30%). The proportion of women who have experienced spousal violence varies greatly by region, from 16% in Dushanbe to 43% in Khatlon (TjDHS, 2017)[63].

101. According to the Government of Tajikistan's sixth periodic report to the Committee on the Elimination of Discrimination against Women (CEDAW) on October 2018, covering the period 2013-2017, a total of 1,296 complaints of domestic abuse were made to police, of which 1,036 were investigated by district police inspectors, and 260 by specially-appointed and trained inspectors for the prevention of domestic violence. 996 of those filed were complaints against men, compared with 296 made against women. Only 65 criminal prosecutions were initiated under various articles of the Criminal Code. The commission reviewing the report stressed that there is a great need to increase to domestic violence awareness in both the population and law enforcement staff on the National Law

[61] Approved by Government Decision No. 608, 9 December 2006.
[62] Demographic and Health Survey Tajikistan(DHS) Tajstat 2017.
Document available at: https://dhsprogram.com/pubs/pdf/FR341/FR341.pdf
[63] *Ibidem*

on the Prevention of Violence in the Family (adopted in 2013) and the corresponding State Programme (CEDAW Report, October 2018) [64].

Vulnerability to Climate Change from a gender perspective

102. Tajikistan is at significant risk from disasters triggered by natural hazards. Food security is highly susceptible to drought and transportation links are vulnerable to flooding. Climate change threatens the food security especially for those who depend on small-scale subsistence farming. Women suffer disproportionately from this insecurity because they are often responsible for securing income from agriculture plots and providing for their families; however, they have limited access to information and support. Female farmers and female-headed households are frequently among the most vulnerable in rural areas, and often have very limited capacity to cope with or recover from weather-related losses. This clearly emerged from consultation with women's groups through Focus Group Discussion (FGDs) held during CASP+ design Mission (April, 2021). Key notes from the consultations held in Hamadoni, Sh.Sholin, Sharitus and Maschoh districts are available stakeholder consultation report.

103. According to the Tajikistan Country Gender Assessment (ADB, 2016) the main indicators of climate change in Tajikistan are rising temperatures, uneven rainfall, and melting glaciers; these changes, in turn, can cause natural disasters such as flooding and mudslides or droughts. Rural populations are especially vulnerable to climate change given their dependence on small-scale farming and natural resources. According to the ADB survey conducted to prepare the gender assessment, women who participated in Focus Group Discussions (FGDs), particularly women farmers, described unseasonably warm weather followed by heavy rains that ruined crops (ADB, 2016). Similar findings were confirmed by women interviewed through Focus Group Discussions (FGDs) by the project design mission[65].

104. Households headed by females are among the poorest and "often have very limited capacity to cope with or recover from weather-related losses"; further, they will also be disproportionately impacted by staple goods scarcity. In addition to increased physical burdens associated with collecting scarce resources, women and children are at risk for illness from substandard drinking water and unclean fuel (Oxfam, 2011) [66].

105. Women's lower educational levels, lack of technical knowledge, and limited participation in decision making also impact their climate change adaptability. According to Oxfam, households headed by females that operate small farms exhibit fewer sustainable land management processes than households headed by males, which may be due to lack of technical knowledge or insufficient finances. Further more, in the same report, it is mentioned that water-related changes have noticeable and immediate effects on women's options for collecting water. When water sources become scarce, those farmers who are situated furthest from irrigation systems or who do not have the ability to negotiate their

[64] United Nations Human Rights: Committee on the Elimination of Discrimination against Women, Tajikistan's sixth report (31 October 2018) https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=23807&LangID=E Full report available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/TJK/6&Lang=en

[65] Details are reported in the stakeholder consultation report on separate FGDs with women (CASP+ Design Mission, April 2021).

[66] Climate Change: Beyond Coping. Women smallholder farmers in Tajikistan, Oxfam, 2011

water rights, or who are unable to protect their water access, will lose out first (Oxfam, 2011)[67].

106. Similarly, as women are responsible for combustible fuel in poor households, their search for wood and brush is affected when there is drought. If harvests are damaged or lost a household's food supply for the entire year could be threatened. A summary from the Oxfam study of climate related impacts from perspective of women interviewed is summarized below:

Natural Disaster/shocks	Impacts from the perspective of women (Oxfam survey)
Drought	- Water springs dried up - the wheat were damaged, not a good harvest - all winter saving (food) were damaged - couldn`t plough the land - because of the drought many livestock suffer from disease - fruit tree fell off - not enough fruits - having problems with food security meant that many people had problems with their health
Heavy rains and hail storms	- had to replant seeds because plants were destroyed (economic cost) - wheat with too many weeds - bad harvest (very little) - bad quality wheat (low in calories).
Unpredictable cold weather	- vegetables damaged - food saving (for winter) was damaged - usual ploughing of the land in autumn could not be done
Lack of irrigation water	- arable lands were damaged: as were vegetables, wheat, potato
Landslide	- total damage of homes with properties (5hhs, in each 7 family members)
Flood	- damaged kitchen gardens - damaged cattle sheds

107. As explained above (para 86 and 87) a total of 4 Focus Group Discussions (FGD) were held with 26 women during the design mission of CASP+ in April 2021. Key questions asked included climate change: (i) Over the last couple of years, did you observe any changes in your agriculture work? (ii) Have you experienced natural disasters (drought, Heavy rains and hail storms Unpredictable cold weather, floods, landslides?). If yes, (i) which negative impact did you experience in your production and (ii) how do you think a negative impact could be mitigated? Did your workload increase or decrease due to effects of climate change?

108. Below is a summary of the main challenges related to climate change in the target areas from a gender perspective as expressed by women interviewed:

Districts	Main challenges related to climate change in CASP+ Target areas
Hamadoni	• Snow in spring season (no yield in fruits); • Increase in precipitation, land salinity; • Loss of potato harvest; • Floods; • Hot summer season, negatively affected land and yield;

[67] ibidem

	• Workload increase, income decrease.
Sh. Sholin	• Shortage of water during rainy season, resulting in reduced production/losses; • Limited knowledge about use of pesticide; • Old trees which require replacement with new trees. • Workload increased, income decreased.
Maschoh	• Cold spring and loss of fruits; • Change in the raining patters; • Reduced yields and losses. • Workload increase, income decreased.
Sharitus	• Warm winters/cold springs and loss of fruits; • Winds increased due to deforestation; • Roots of the trees are freezing; • Workload increase, income decreased.

109. According to FAO Gender Assessment (2016) research conducted in Tajikistan on sustainable farming practices to mitigate climate-related shocks, knowledge about such practices is low among all farmers, but there are also gender differences with women suffering access to information. Farmers mainly obtain information about sustainable practices from other farmers, but, "within villages, female-headed households do not seem to benefit from the knowledge-sharing networks that male farm heads enjoy". This lack of knowledge is a key factor in reducing opportunities for women farmers to adopt sustainable practices. Women do report that they call upon local agronomists when they need assistance or advice about their household plots, but they also turn to neighbors or other family members (FAO, 2016).

110. Despite the evident gender inequalities in the agriculture sector, the ADB gender assessment points out that women have great potential as agents of change. Rural women are quick to "grasp the holistic nature of farming and offer examples and solutions that they are already engaging in to adapt to climate change." The report highlights women involvement in renewable energy and environmentally safe practices.

111. **Lessons learned**: A case study conducted by CARE international of a small climate adaptation project in a mountain community in Tajikistan, demonstrated that simple technologies that women can implement can also have a positive effect on food security. In this case, poor households received frames that enabled them to start herb and vegetable seedlings in cold weather and increase the growing season. Women also learned about food preservation[68].

112. The Farmer Advisory Services in Tajikistan programme (FAST), for example, has a component on training and disseminating good practices among women who farm at household level and on commercial dekhan farms. Through jamoat agricultural extension teams and farmer learning groups, women gain knowledge of new farming practices (for example, selection of high-quality seeds, pest and weed management, and improved practices to reduce crop loss and enhance storage and food preservation), which has led to increased crop yields for women.

[68] Care International. 2010. Climate Change Brief: Adaptation, Gender and Women's Empowerment. Document available at: https://www.care.org/wp-content/uploads/2020/05/CC-2010-CARE_Gender_Brief.pdf

113. **Recommendations:** The ADB country gender assessment, highlights that household-level interventions targeting women are crucial in order to improve their awareness of climate change adaptability. But efforts are also needed at the local and national level to share best practices on "natural resource management, on adaptive and mitigative farming," and to increase information about women's rights with support through investment, credit, and technology. Furthermore, training and awareness-raising campaigns for women on climate change impacts and decision-making processes on climate resilience and livelihoods (e.g., introducing and using alternative crops) need to be considered (ADB, 2016).

Policy Review: Gender and Climate Change

114. The National Strategy for Enhancing the Role of Women in the Republic of Tajikistan for 2011–2020 proposes several adaptation measures, which also aim at reducing the impact of climate change on women. The National Action Plan under the National Strategy on Activization of Women's Role in Tajikistan for 2011-2020 includes gender and climate change issues, especially on trainings and rising awareness between Tajik women on climate change that is jointly implementing by the Committee on Women & the Family, Committee of the Emergency Situation & Civil Defence and local regional bodies.

115. In response for a Decision 23/CP.18 "Promoting gender balance and improving the participation of women in UNFCCC negotiations and in the representation of Parties in bodies established pursuant to the Convention or the Kyoto Protocol" it is reported that state financial resources in Tajikistan are not always available or quite limited for supporting these activities (gender and climate change). It is reiterated that that further funding consideration should be given to adaptation programmes and rising awareness on climate change between women and men in rural areas in order to reduce the adverse effects of climate change on vulnerable communities. It is also assessed the need to address gender and climate change awareness trainings; assistance for gender capacity building within government; and strengthen the capacity of NGOs working on gender [69].

116. In the **National Development Strategy of the Republic of Tajikistan for the period until 2030**, issues of gender equality and climate change are discussed in Chapter 4, "Developing Human Capital" [70].The strategy notes that the main problems for Tajikistan in recent years have been a high level of risk of natural disasters, including due to climate change, from which, first, women and children suffer.

117. To create incentives for reduction impact of climate change considering gender aspects, it is suggested to develop and implement mechanisms for reducing social vulnerability due to natural disasters, the formation and implementation of gender-sensitive system information support and training of the population in proactive protective and restorative actions on natural disasters. It is proposed to develop a system for implementing climate change issues, disaster prevention in strategic regional documents, and strengthening local disaster risk management capabilities.

118. **In the draft National Strategy for Adaptation to Climate Change of Tajikistan until 2030** (NACC) gender issues are addressed in a cross-sectoral

[69] Full Report available at: https://unfccc.int/files/documentation/submissions_and_statements/application/pdf/cop_gender_tajikistan_04092013.pdf

[70]Document available at: https://nafaka.tj/images/zakoni/new/strategiya_2030_en.pdf

area. The draft of NACC lists gaps that need to be overcome to ensure that the risks and impacts of climate change capture the gender dimension. The Strategy highlights that the main gender gap in climate change, first, is the low level of women's access to information on climate change, lack of decision-making power to take adaptation measures[71].

119. Gender aspect of climate change are also found in the **National Communications of the Republic of Tajikistan on the UN Framework Convention on Climate Change**. So far, Tajikistan has prepared three National Communications of the Republic of Tajikistan under the UN Framework Convention on Climate Change. The first National Communication was prepared in 2002, the second in 2008, and the third in 2014. In the third communication, gender aspects of climate change were considered in more detail in assessments of women's reproductive health vulnerability to climate change[72].

120. It is reported that the impact of climate change does not only threaten lives and deprive livelihoods, but also widens the gap between the rich and poor and increases the inequalities between women and men. Gender equality and opportunities in the context of climate change are among the key issues of concern covered by the UNFCCC. It is stressed that strategies on climate change and risk mitigation cannot be successful without the participation of women. Therefore negotiation processes and documentary outcomes need to reflect gender equality issues in all areas including adaptation, risk mitigation, knowledge transfer, and so on.

Project details

Access to information and opportunities under CASP+

121. 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 PUUs committees, village organisations (VOs) 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 economic diversification business advisory services and business plan formulation.

122. One of the Project's objectives is to ensure that all project targets groups (men, women, young people, including vulnerable groups such as women headed households and the elders) have equal access to opportunities resulting from the Project, especially in terms of information. For this reason, there is a plan to organize a strong communication campaign to inform about project opportunities, including awareness raising sessions with community leaders and men, on the role of women in the development process through their

[71] Document available at: https://unfccc.int/resource/docs/nap/tainap01e.pdf
[72] Full report available at: https://unfccc.int/sites/default/files/resource/tjknc3_eng.pdf

representation in grassroots community organizations. Their awareness will also be raised on the benefits the community can derive from the involvement of women in these development processes.

123. The communication and mobilisation strategy will also be supported by a strong diagnostic process whose objective is to identify the main environmental challenges affecting the communities (including from a gender perspective) and properly inform communities to take decisions on the opportunities created under the project. This includes opportunities for Climate Sensitive Community Action Plans (CsCAPs) as well as livelihood diversification through Common Interest Groups (CiGs) and access to climate smart technologies and practices trainings through participation in Farmers Field Schools (FFs).

124. Access to information by women at village level largely depends on the channel by which this information arrives. To account for this, the Project will conduct separate consultations with women, using existing formal/inform women groups at village level (if existing) or forming new ones. The separate consultation sessions will be conducted by community facilitators (CF) in every targeted village. They will also ensure involvement of women head of households and women from very poor households (below poverty line). The consultation will be in line with women's need to accommodate proper time and location. The ToRs of community facilitators are included in the PIM and reflect the tasks above.

125. A strong monitoring process during the information/mobilisation activities will be put in place to ensure that information reach the intended beneficiaries (including vulnerable socio-economic categories) and indicators will be gender disaggregated.

Women's access to education, technical knowledge, and skills

126. As reported in the gender assessment women have lower level of education, technical knowledge and skill to apply climate smart agriculture practices. Women often are not able to attend trainings and they account for small percentage of training recipients.

127. An example from ADB survey (as reported in the Country Gender Assessment, 2016) reveals that 1,800 farmers indicate that women are more likely to have no specialized training than men and specifically to lack vocational training (19.3% of men as compared to 7.9% of women) and higher education (5.1% of men and 2.2% of women) in agriculture.

128. CASP+ remote design Mission organized 4 separate Focus Groups Discussion (FGD) with women's participants (26) from the districts of Hamadoni, Mashcoh, Sharituz and S.Shohin (Khatlong). They drew attention to the need for: (i) increasing their knowledge about improved agriculture practices; (ii) marketing and (iii) how to expand their businesses and move from unskilled low income production to commercial agriculture. They also show interest to increase knowledge about diversification of economic activities. Rural women expressed their constrained by:(i) their limited agricultural technological knowledge, and (ii) lack of training relevant to areas where they could start businesses. They also highlighted the need to participate in exposure visits.

129. Most of the women interviewed, had rarely received training (on agricultural techniques, financial management of their operation and climate smart agriculture practices). For this reason the project aims to include training for women (50% beneficiaries) in Farmers Field Schools (FFs) and Common

Interests Groups (CIG) as well as trainings on climate smart resilient technologies and business trainings: farm as business, business planning, proposal writing. This is key to support preparation of business plans and access grant financing scheme.

Women's access to services and technologies provided by CASP+

130. The project has a strong focus on gender-equality. Access to services and technologies provided by the project will equally benefit men and women. Design of services and promotion of technologies are also taking into account the different needs of men and women and the different livelihood and economic activities they are engaged.

131. The assessment found that the productivity and resilience to climate change of traditional livestock production systems (where majority of women are engaged) is limited by the poor capacities of farmers on animal husbandry, in particular related to fodder cultivation, fodder conservation and stall feeding, and the availability of and awareness on technical innovations that could improve productivity, resilience to climate change, and reduce environmental impact. This is particularly relevant for women as emerged during the FGDs. The project will support the dissemination of these technical innovations and their adoption by smallholder farmers through a combination of demonstrations and hands on training activities.

132. As part of the activities planned under component 3: specifically, activity 3.2.3: Support adoption of climate smart innovations through demonstrations and FFS, women will account for 50% beneficiaries corresponding to about 2,000 women (20% will be women head of households) and they will able to access the main climate resilient technologies that will be disseminated:

- New varieties and species of drought and heat resistant fodder;
- Affordable and simple fodder conservation techniques, in order to reduce seasonality of production and dependance on pasture in winter;
- Biogaz production (in order to reduce utilization of wood, dried cotton plants and cow dungs as fuel);
- Composting and manure management;
- Husbandry of alternative livestock species, not or less dependent of pasture resources, and resilient to climate change;
- Prevention and management of animal diseases;
- Reproductive management (detection of heats, calving and calf care, drying off management).

133. In communities where the project will support marketing and processing of milk, milk hygiene and milk quality/safety management will also be addressed under this activity. Based on the livelihood analisis and the role of women in agriculture, all the proposed technologies and trainings are suitable for women. It is also expected that their presence will be particularly prominent given their strong engagement in livestock related activities. The type of proposed training and technology introduction correspond to the need expressed by women during consultation through Focus Group Discussions (FGDs).

134. It is also suggested as a key recommendation in the Project Implementation manual (PIM) that training location and time take into account women's need. Furthermore, the mission acknowledges the need expressed by women during

consultation to have separate trainings groups (only women FFs/groups). In line, the project will form only women FFs (where needed) and time and location for schools will take into account women's needs. FFs facilitators, will be trained to provide gender-sensitive responsive services. The type of trainings, of interest for women, coupled with increased gender sensitiveness of FFs facilitators, will ensure women access to services, trainings and technologies promoted.

135. The thematic focus of FFS will put priority on fodder management and conservation (contribution to climate resilience), as well as milk hygiene (needed for market access) and processing. All topics are of interest for women, however, as required by the FFS methodology, thematic topics will be selected by participants according to their needs and this will also take into account women's need and preferences in addition to the above.

136. Furthermore, women will access information about climate resilient technologies and innovations that have been tested, adapted and validated by research institutions under Component 1. These will be demonstrated in the field to enable men and women farmers to acknowledge their benefits and feasibility, and select those that will be further popularized and tested in real farm conditions through FFS.

137. In order to allow farmers to access to these demonstrations, field days will be organized and women will account for 50% participants.

138. In addition to participation in FFS women will also be trained through CIGs (Activity 3.3.1. Identify individuals and establish Common Interest Groups around selected value chains and capacitate them) and receive trainings on climate smart resilient technologies and organization of business trainings: farm as business, business planning, proposal writing to enhance their business capacity and apply for grant financing . It is expected that women will account for 50% of participants for climate resilient technologies and business planning corresponding to 7,200 (50% of 14,200 beneficiaries).

139. A Matching Grant Facility (MGF) will be established and will have MGF Window 1 (livelihood diversification for vulnerable households) and Window 2 (commercialisation and agribusiness development). It is expected that a total of 10,200 households will access 1,020 Window 1 grants and 2,200 households will access 110 Window 2 grants.

140. Window 1 will be for grants of up to 6,000 USD and women will account for 50% beneficiaries of which 20% are expected to be WHHs . These grants could be for, e.g. small-scale processing equipment, local storage infrastructure, community-based seed production, inputs and service provision, drip irrigation, greenhouses, nurseries, shelterbelt establishment, riverbank stability, access to renewable energy. Farmers accessing Window 1 will match the grant with a 10 percent cash contribution. Window 2 will be for CIG grants that have an average value of USD 30 000.it is expected that 110 groups will access Window 2 and 30% should be women-led (corresponding to 33 women-led groups).

141. The productive areas to organize women around CIGs will be identified during the consultation process, in line with findings from the diagnostic study. As for FFs the training topics, location, time, will take into account the needs of women, to ensure the services is fully gender-sensitive and women are able to access.

142. Component 1: Support to University Students through scholarships. The project will also offer services relevant for young women. In addition of being indirect beneficiaries (as HHs members) the project will provide direct targeted services

for young girls (students). It is expected that the project will support universities to develop curricula specific on climate change and number of students will be enrolled and some of them will be granted a scholarship.

143. The scholarship available will be for 50 students in total (BA, MA and PhD level) and 25 will be young girls from target areas. The aim of the scholarship programme is to increase the climate resilience of communities by enhancing the capacities of young women and men in NRM, climate change and climate-resilient, diversified production systems. Vulnerable youth from the project areas who are interested in studying a bachelor's/master's/PhD programme (e.g. bee-keeping, horticulture, forestry and pasture management) at the Tajik Agrarian University will be identified. Their scholarship should cover expenses so that they can undertake research in their communities on natural resource management and climate resilience of production systems. During their studies, students should be coached and supported in identifying possibilities to take up posts in their areas of speciality in local public institutions or to develop start-ups. Support for start-ups on an individual or collective basis could be provided through CASP+. In addition, the Tajik Agrarian University is considering the development of a start-up programme so close coordination with them in the identification of additional funding possibilities will be necessary.

144. Once youth return to their villages, they should be involved in the preparation and implementation of the CsCAPs to share their knowledge and expertise. This is an opportunity for youth to take a leading role in mobilising communities around certain activities to manage NRM and increase their climate resilience.

Women in decision-making

145. Women's decision-making role is limited, although it varies depending on the types of decisions under consideration and if it is at households or community level. From the consultation with women in FGDs it appears that consultation among family members and joint decision-making is prevalent. This include expenses/income related to agriculture production. Kitchen gardens are mainly in the domain of women who decide on type and quantity of crops, how much to spend on production inputs, and whether to consume or sell their produce. The same apply for milk-product, although sale of animals remain in the domain of men.

146. From the consultation from remote with women through FGD, it also emerged that younger women, and particularly daughters-in-law, have few assets and little power in the household. Intra-household hierarchies among female members exist. Elder women are best positioned to make decisions that are accepted by other household members.

147. Conventionally, males conduct all the decision-making within Tajik households. However, due to male outmigration, women have become de facto heads of the household and decision makers. Land plots may be left to be operated by female heads, given for use of close relatives or rented out. In some cases, males formalize the land rights in the name of their wives to prevent additional problems during their absence.

148. Consultation with female dehkan farmers during FGDs confirm that they make most of the production decisions alone or with the support of male family members, especially on buying quality seeds and fertilizers. Decision over milk and dairy products is entirely controlled by women while decision over livestock is controlled by men.

149. At community level most of decisions are taken by male household members, as they are represented in higher percentage in Community Based Organisations. Presence of women in village development committees (as reported from women's interviews) is lower compared to men and they lack leadership skills to have their voice heard. This is confirmed by presence of women in decision making as per data reported in this assessment in relation to women in PUUs and WUAs.

Promotion of Women Leadership under CASP+

150. Women limited capacity to assume leadership role is often associated to cultural constraints and determining factors which include:

- Low status due to persistent gender discrimination and gender stereotyping, where women are generally viewed to be unfit for leadership, and subsequent lack of support for women's entry to leadership structures;
- Limited opportunity to engage full time in activities outside the home due to unequal burden of care work that falls upon them;
- Low self-esteem and inadequate leadership skills and experience as a result of the above factors.

151. In light of the above constrains which were also identified in the target areas through discussion with women, the project intends to support women's and women's leaders to increase their awareness about their rights, their presence in the decision making process of CBO and ability to exercise their rights and express their opinion/voice. Specifically, the project will set quotas to ensure a minimum representation of women in decision making and representation positions.

152. In line with available data it is confirmed that women are 30% representative in PUUs. The same strategy for quotas is also applied by the CASP gender strategy to have women as 30% representatives in Village Organisations (VOs). CASP + will apply quotas for women as decision makers in key committees such as Pasture Users Unions / Groups (PUUs, PUGs), Forest Management Groups (FMG) and Village Organisations (VOs).

153. Women participation as registered in the IFAD funded Livestock and Pasture Development Project II (LPDPII) is 30% women in the PUU board. Similar findings emerged from Focus Group Discussion (FGDs) held with women groups during Concept Note and Project Design (October 2020 and April 2021 respectively) where women interviewed (some of them members and representatives of PUUs) confirmed the 30% presence of women as board representatives and recognized the need to receive leadership trainings. Key notes from the consultation are available in the stakeholder consultation report . In order to create an enabling environment for women and ensure they can perform have an active role, the following activities are planned:

154. Raise the awareness of women and men leaders and members of CBOs (i.e. VOs and PUUs) on the manifestations of gender bias (against women) and on the effects of discrimination against women on the personal and interpersonal growth of its leaders and members, as well as on the organizational development of the organisation. The activity will be part of gender awareness session taking place in all targeted districts (1 day workshop).

155. The awareness session will also include briefing on women's legal status (equality of rights) and legislation about women in representation and key position as outlined by the national gender strategy. Other gender sensitive topics will be touched with particular attention to women and climate change as well as women's access to land (among others).

156. Trainings for women leaders, targeting 6 women per village, for a total of 2,400 women across the 400 targeted villages. The objective is preparing women members of community organizations to be leaders and change agents in their organizations. They will be provided with sensitization on topics including gender relations, self-awareness, leadership and accountability, negotiation and conflict management, advocacy and lobbying, effective communication. The training will specifically include abut 4 modules: Effective and gender-responsive leadership and comunication; group management; coping with challenges/conflict resolution strategy; and personal development.

157. The module on "Personal Development," provides the trainees with tools for self-analysis, reflection and development. This module is seen to be critical because the enhancement of the skills of women can only be translated into their more effective participation in leadership structures if they know how to constantly check themselves for deep-seated internalization of gender stereotypes, as well as to sustainably develop their self-esteem and confidence for leadership.

158. The training is planned to take place during year 1 with refresh training every year conducted by community facilitators. A specialised service provider also conducting the mobilisation activity will be in charge to conduct the training in the 21 districts covering 400 villages. ToR and tasks are described in the PIM.

Men and women needs and priorities captured by participatory processes under CASP+

159. Men and women in the target areas have different needs and priorities and this depends on their livelihood, age and also socio-economic status. Desk review analisis shows the following gender differences and links to climate change vulnerability:

	Women	Men	Link to climate change vulnerability
Role	Produce household-oriented crops and livestock products	Produce market-oriented crops and livestock products	Both crops and livestock are affected by climate change, and this has profound consequences for household food security. Men often claim safer/more fertile land for growing market-oriented crops, leaving women to grow household-oriented crops.
	Are responsible for food storage and preparation	Are responsible for selling valuable produce and livestock	In addition to the challenges described above, climate change has implications for food preparation and storage (in terms of water for food preparation and the vulnerability of food stores to extreme events). Harvests may be reduced or even wiped out by floods or droughts.
Resource	Have lower incomes and are more likely to be economically dependent	Have higher incomes and are more likely to own land	Men typically have more money and other assets than women. Men's savings provide a "buffer" during tough times and, along with other assets, make it easier for them to invest in alternative livelihoods.

		and other assets	
	Have less access to education and information	Have more access to education and information	Managing climate-related risks to agricultural production requires new information, skills and technologies, such as seasonal forecasts, risk analysis and water-saving agricultural practices. Men are more likely to have access to these resources and the power to use them and are therefore, better equipped to adapt.
Power	Have less power over family finances and other assets	Have more power over family finances and other assets	Without the power to decide on family resources and finances, women's ability to manage risks by, for example, diversifying crops, storing food or seeds or putting money into savings, is limited.
	Have limited engagement in community politics	Have greater involvement/ decision-making power in community politics	Men are likely to have more influence over local governance-promoting policies and programmes that may not support women's rights and priorities.
	Face many cultural restrictions/limited mobility	Face few cultural restrictions/ limited mobility	Mobility is a key factor in accessing information and services.

160. The activities proposed by CASP+ are relevant to both men and women, including from different socio-economic categories and vulnerable groups. Stakeholder engagement process has taken place and both men and women express their concern in relation to climate change and proposed solutions. In some cases, men and women shared the same view, while in other cases they expressed different opinions (major details can be found in the stakeholder report).

161. This has taken place during project design mission and reflected into the proposed activities. Furthermore, in order to comprehensively capture men and women's needs and priorities for investments, the project will undertake a diagnostic study in the 21 targeted districts. The analysis will integrate gender considerations.

162. Technical assistance (TA) to conduct gender analysis in the target area has been planned. This will be done in close coordination with the overall diagnostic process. Findings will support the identification of women's needs, potential priorities and opportunities to inform the development of CsCAPs and also the sectors for CIGs development. The findings from the study will then be discussed and validated by women's groups from targeted communities.

163. During the mobilisation and consultation process (community level) separate consultations with women will take place: women will be informed about the opportunities of the project, including acting as representatives in VOs, PUUs, and validate the findings from the diagnostic. They will be encouraged to develop clear ideas of their priorities for what concerns public (CsCAP) and private (CIGs) investments.

164. The outcome of the consultation is to ensure that women's needs and priorities are identified and that during the community prioritisation process for public and private investments, they are participating (at least 50% of workshops participants) and able to clearly express their view. Training to women's representatives will be provided by the facilitators to ensure that women's take action to ensure that their priorities are integrated into the CsCAPs and for CIGs. The ToR of community facilitators will reflect these tasks.

CASP+ Gender strategy

165. The gender strategy of CASP+ is informed by the Gender Assessment and recognizes that rural women in Tajikitan play a key role in the natural resource management, and that they have a high stake in both climate change adaptation and mitigation measures.

166. By promoting positive shifts in the natural resource management, CASP+ will provide a major contribution to mainstream gender empowerment, increased access to agriculture and non-agriculture services promoted by the project on an equal basis. Activities will contribute to: (i) increase gender awareness and dissemination of knowledge; (ii) increase women's decision-making and access to common resources and (iii) increase women's resilience, economic and social empowerment through access to knowledge, services, capital and markets".

It also reflects the understanding that women's equal participation and as active actors and agents of change in the project needs to be facilitated through a set of specific measures, including those, related to leadership and decision-making skills. The gender strategy therefore aims to use every possible opportunity in the project actions to advance towards gender equality and women's rights.

167. Underlying principles and key features of the gender strategy are as follows:

- Women will equally participate in the project implementation at all levels and benefit from its opportunities. A minimum of women's quotas will be set for specific activities.
- The project, through the inclusive participation of stakeholders will support the strengthening of gender mainstreaming in the policy dialogue. Gender and climate change study will be prepared and finding disseminated through gender workshops at national level involving key stakeholders engaged in policy formulation.
- Women's informed engagement in decision making processes on related matters (e.g. livelihood adaptation, natural resource management) – both at community and household levels – will be facilitated;
- Opportunities for women's social and economic empowerment, as well as their leadership and decision-making opportunities, will be identified and supported. The project will target women and women head of households to participate at decision-making level in the executive committees of Pasture Users Unions (PUUs), Village Organisations (VOs) and Forest management groups (FMG).
- needs for women's capacity enhancement on relevant topics will be addressed and acted upon, and all trainings will take gender issues into consideration in the modules, selection of participants, communication and mobilization channels, selection of venues and logistical issues.

- all project stakeholders will be sensitized and trained on the importance of gender mainstreaming under the project and of specific GAP actions;
- gender equality and mainstreaming are adequately introduced to the target communities, project staff and other stakeholders; all communication materials and project messages address gender aspects and use gender-sensitive languages;
- staff in the project unit will include a qualified personnel (Gender and Social Development Specialist) who oversees gender mainstreaming in the project and GAP implementation;
- Activities will conducted in close coordination with the committees of women and family affairs. This will enhance impact and avoid duplication of efforts.
- knowledge management of the project mainstreams gender, and the project will monitor and evaluate gender-differentiated outputs and outcomes through sex-disaggregated M&E indicators and other tools . Gender impact assessment will also be conducted.

Preventing increased risks of SEAH and GBV

The engagement of women in project's activities and their acquisition of new skills may upset the current gender balance and provoke SEAH, or even GBV. For prevention of SEAH and GBV, the project staff will train project-related personnel on the subject and sensitizes and mobilizes village heads/chiefs and relevant committees for community-driven support measures. The gender and social inclusion specialist will also be focal point for advice on SEAH related matters and monitor proper implementation of any activity/mitigation measure as required.

To minimize any possible risks the project will consider the following options during implementation:

- Increase local organizations engagement to work with local leaders and male household's members and promote campaign for sensitization on gender equality and against gender biases and GBV.
- Conducting gender-sensitive and participatory consultations while finalizing and designing the various sub-programme activities. These have to include safe spaces/ women-only focus groups to encourage women's meaningful participation in consultations.
- Sensitize the IP as to the importance of addressing SEAH in the programme, and the mechanisms that will be implemented.
- Work with local government or authorities to sensitize community members on SEAH safeguarding;
- Identify male champions where applicable to act as allies on SEAH safeguarding;
- Provide SEAH training to project stakeholders and communities.
- Provide in the community on SEAH risks, how to report them and the services available including SEAH GRM.

168. The Project Grievance Redress Mechanism (GRM) will be strengthened so that SEAH and GBV related grievances are adequately managed in inclusive, survivor-centred and gender-responsive ways. Affected women and men will be able to file complaints and grievances against the project. IFAD and

project executing entities (EEs) will inform communities about the GRM through culturally appropriate mechanisms, ensuring information on the mechanisms at all three levels is communicated. Principles to be followed during the complaint resolution process include among others: impartiality, respect for human rights, equality, transparency, honesty, and mutual respect.

169. Affected women and men can make a complaint or appeal on any and all aspects of sub-activities' design and implementation. A complaint and grievance feedback form, as well as a pamphlet explaining the mechanism, will be developed under the project and distributed to all project communities for their use. Complaints and grievances can be filed orally, or in writing (digitally or via post) in a culturally appropriate manner.
170. Project beneficiaries will be clearly informed of the complaint and appeal channels (as described above) in community meetings and via other forms of communication that are convenient to them (including local languages where suitable). Women's organizations and networks in the project area will be informed of the project and GRM, and information on the GRM provided to ensure they are able to serve as key resource persons. Detailed information on the project's GRM is provided in appendix 4 of Annex 6 (SECAP) to the Funding Proposal.
171. The gender and social inclusion specialist will be part of stakeholder and community consultation throughout implementation, undertake regular consultations with women, youth, persons with disabilities and other vulnerable groups. All groups will be reminded of the GRMs and made aware of the SEAH services available in the project/program area, which can be accessed even if a survivor does not wish to make a complaint to the project/program's GRM.
172. The specialist will among others check mitigation measures are consistently being implemented, e.g., undertake spot checks to see if contracts include clauses, use basic records to track whether SEAH training is being delivered, check reporting mechanisms are functioning, use monitoring visits to check whether awareness-raising materials are clearly visible and awareness-raising exercises are being delivered and engaged with.

Promoting Gender awareness:

173. The gender assessment presents key areas where intra-household dynamics determined by socio-cultural aspects and gender norms limit women agency, knowledge, participation and decision-making. All areas presented in the Gender Assessment where women have limited access and participation reflect the presence of cultural gender norms and patriarchal attitude where gender stereotype determine the role of women. To address specifically these socio-cultural issues and negative gender norms the project propose gender awareness activities at all levels.
174. At community level the project will engage with male community members, men leaders and members of CBOs (i.e. VOs and PUUs) on the manifestations of gender bias (against women), GBV, and on the effects of discrimination against women on the personal and interpersonal growth of its leaders and members, as well as on the organizational development of the organization. The activity will be part of gender awareness session taking place in all targeted village. The awareness session will also include briefing on women's legal status (equality of rights) and legislation about women in representation and key position as outlined by the

national gender strategy as well as women's land rights among others. The sessions will also be an opportunity to conduct conversations and awareness on key topics including e.g. imbalance and unpaid care responsibilities within families; women's leadership role in the Hhs and decision making.

175. At jamoat, district and national level, the project will organize gender related sensitization events/sessions for institutions and local leaders to create awareness on gender with a specific focus on the role of women in rural developmentThe activity is a continuous activity through the implementation of the project. This is now reflected in the GAP. Activities will be conducted in coordination with the Committees of Women and family affairs and in line with existing work they conduct.

CASP+ Social inclusion strategy for vulnerable groups

176. Gender assessment and stakeholder consultations informed that certain groups in the rural community are socially disadvantaged, particularly poor families, women-headed households and youth, due to their weak social and economic standings.

177. The project therefore incorporates special actions to ensure their participation in the project. It is expected that youth will be 30% participants in key consultative workshops for public and private investments; they will be 20% participants in FFs and actively participating in CIGs (40%).

178. Youth (14-30) are largely unemployed, underemployed, and underpaid, and they rank among the working poor. The level of youth unemployment (working age 15-24) is 20.9% (WB, 2020)[73]. According to the WB (2017) study on addressing challenges to create more and better jobs in Tajikistan, only 43 percent of Tajikistan's total working age population are in the labor force. The majority of those working are in low quality jobs in the informal sector. Moreover, too many jobs in Tajikistan are seasonal or temporary, and their share has increased over time. Women and youth are the least represented in the labor force. Inactive youth, i.e. those who are neither employed nor in school, represent 40 percent of the total youth population, which is high by international standards. While youth are more likely than adults to work in private sector wage jobs, almost one third of employed young people are in unpaid (informal) jobs, compared to 15 percent of adults[74].

179. For youth, in addition to ensuring their equal access to project information and benefits, particular attention will be paid to promote their engagement in business opportunities in the project supported value chains by proactively including them in business related capacity building activities. It is expected that youth will be 40% participants in CIGs. It is also expected that 25% of common interest groups will be youth-led. Furthermore, ranking criteria for evaluation of grant proposal include priority for youth.

180. Workshops bringing together different parties in the Value Chain will be provided where they will have an opportunity to engage and share information with each other and discuss specific problems within the value chain. This will be done as part of PPP approach and the programme will ensure that this social category

[73] World Bank, 2020: https://data.worldbank.org/indicator/SL.UEM.1524.ZS?locations=TJ
[74] Tajikistan: Addressing Challenges to Create More and Better Jobs, WB 2017 available at https://www.worldbank.org/en/country/tajikistan/publication/tajikistan-addressing-challenges-to-create-more-and-better-jobs

(youth and also returning migrants) will be included in any platform/consultation held. In line with activities and programme conducted by the Ministry of Youth and Sport, the programme will also explore coordination with activities and initiatives undertaken at district and village level such as: Young farmers' schools, Young entrepreneurs club and related national competition for innovative ideas. To support youth mobilisation and information the programme will rely on support from existing youth unions and youth committees (districts and village levels) formed and organized under the Ministry of Youth and Sport[75].

181. Women headed households: about 40% of all extreme poor registered in rural and township jamoats in 2015 are women. Of the 30,404 extremely poor households listed in the same table, 11,013 were headed by women, which translates into a 36.2 % share of female-headed households (FHHs) among all extreme poor households. (UNDP, 2016). since they are a vulnerable category and extremely poor, women headed households are expected to be 20% members of FFS and 20% in CIGs. Furthermore, the grant financing schemes include priority for poor households and women headed households. In order to mobilise poor women and very poor households, the project will work in close collaboration with Ministry of Health and Social Protection.

182. Persons with Disabilities (PWD): The programme will make extra effort to include PWDs (with focus on women with disability) in its activities through: (i) assessment on activities where PWD can be included; (ii) special awareness sessions at community level to ensure inclusion of PWD in selected activities (ii) (iii) special trainings to support self-employed PWD in Income Generating Activities (IGAs) they can perform. The programme will work in coordination with Community Based Organisations (CBOs) already supporting the work of the Social Protection Units (Ministry of Health and Social Protection) to mobilise and engage with PWDs[76].

183. Targeting: Similar to the gender strategy above, the project will raise awareness among stakeholders on the risks of potential exclusion of the disadvantaged groups and importance of inclusive approach, and ensure their informed participation through a set of specific actions.

184. Selection will be conducted in a series of steps as follows: (i) mobilisation campaign to present the programme; (ii) wealth ranking exercise conducted by the Community facilitators (CF) including support from local CBOs, given their knowledge of poorest and disadvantaged households, especially recipients of social aid, pensions and also PWD; (iii) involvements of the local community leaders/committee to validate the proposed beneficiaries and avoid risk of elite capture; (iv) verification by programme staff through physical visits to the households and checking the community validation process (minutes of meetings and other documentation provided to ensure process is transparent and records are duly kept as part of M&E requirements including the way potential complaints are addressed during the process).

185. A participatory wealth ranking exercise will be conducted at community level to identify the poorest and the better off, following the example of the LPDPII where such exercise was conducted by Aga Khan Foundation (AKF)[77] and details for implementation are reported in the LPDP II Programme Implementation Manual

[75] Consultation with representatives was held during CN design remote mission.
[76] Consultation with representatives from Social Protection Unit of Ministry of Health and Social protection during the design confirmed validity of proposed interventions.
[77] Consultation with AKF representative and LPDP gender focal point during the design mission on the validity of the proposed methodology and lesson learned.

(PIM). The programme will promote services in line with needs of all target groups. Some activities will be of interest for the community as a whole: i.e. Climate Sensitive Community Action Plan (CsCAPs) for productive and social infrastructures/adaptation and mitigation activities and therefore all members will be mobilised through Village Organisations (VOs), PUUs, WUAs and Women Groups (WG). Targeted activities will be designed for specific groups, especially the poorest and vulnerable ones. Poor and poorest households will be identified and selected through the wealth ranking exercise (which requires validation from the community to avoid elite capture and keep tracking of process transparency) and key criteria related to poverty and vulnerability set for their participation in Farmers Field Schools (FFS) and Common Interests Groups (CIGs). It is expected that WHHs will be 20% of FFS and CIGs respectively. Furthermore, women from vulnerable households will be given priority for grant financing.

186. The project manager will take the full responsibility to ensure gender mainstreaming and social inclusion of the project. All members of the project team will be held accountable for gender mainstreaming and social inclusion, and will be technically assisted by the Gender and Social Development Specialist (part of the PMU).

Target Group	**Key Characteristics**	**Major Challenge**	**Opportunities under CASP+**
Poor households (including Women and WHHs) **26.3** Poverty national level (10% extreme poverty). **20%** WHHs total national population	• Households below poverty line • Subsistence farmers with household plots ('kitchen gardens' of about 0.2 ha) and a small number of animals (1-2 cattle, 5-10 small ruminants) • Work as labourers on others' farm • WHHs, including those headed by 'abandoned wives' • Women and WHHs ranking among the poorest (40% of those registered among poorest are women). • Receiving assistance from National Aid schemes	• Food insecurity and malnutrition • Low production/productivity due to negative effects of CC. • Decrease of income due to a drop of remittance • Lack of productive infrastructures/connectivity to market • Women lack representation in decision-making bodies.	• Empowerment through participation in VOs/PUUs/FMGs and its CsCAP process. • Improved well-being through access to community (social and productive) infrastructure • Opportunities for cash income through income generation activities, particularly for WHHs through participation in FFs and CIGs (50% women and 20% WHHs) • Leadership training and representation for women in key committees of CBOs • Access to matching grants
Transitory Poor HHs (subsistence and semi-subsistence farmers	• Smallholder farmers with access to land beyond household plots through leasing arrangements (about 1 ha)	• Low farm productivity due to lack of access to mechanized power, irrigation, seeds and other inputs	In addition to the above: • Increased productivity and farm efficiency from productive infrastructure and farm mechanization (CSCAPs)

producing surplus)	• Vulnerable to fall back into poverty • In possession of about 5 cattle and 15-20 small ruminants, that graze on community pasture land • Family *dekhan* farms with similar size of productive resources (land and livestock) • Work as labourers on others' farm • No assistance from national aid schemes (full productive capacity)	and marketing opportunities • Vulnerable to climate and price shocks • Decrease of income due to a drop of remittances	• Higher cash income through participation in CIGs and linkages with Private Sector • Higher production capacity through FFs. • Access to matching grants
Unemployed and underemployed rural youth	• No agricultural land or livestock • Assist parents' or relatives' farming • Some with relatively good level of education	• Difficult entry to farming due to lack of access to land • Sharp decrease in migration opportunities • Lack of knowledge related to farming as a business/agribusiness opportunities along VCs	• Empowerment and learning of leadership and organizational management through participation in VO/PUUs and its CsCAP process. • Access to business development services /enterprise development training • Inclusion into dialogue/consultation Knowledge sharing at community level and with actors from Private Sector • Priority in accessing Matching grants
People with Disability (PWD)	• Ranking among the poorest • Rely exclusively on income from social pension (very low) • Social stigma and marginalisation • Women faced double marginalisation/discrimination	• Difficulties in identification of suitable jobs, • negative attitudes and lack of education and skills	• Assessment of activities for PWD awareness sessions targeting communities to ensure inclusion of PWD in identified training (IGA) • Special trainings to support self-employed PWD along activities they can perform. • Access to matching grants.

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Part II: Gender Action Plan

The Gender Action Plan has been developed in alignment with national policies and strategies to promote gender equality: The National Strategy on Enhancing the Role of Women in the Republic of Tajikistan for 2011–2020 as well as the National Development Strategy of the Republic of Tajikistan for the period until 2030. Both strategies include key actions and recommendations to address the negative impact of climate change on women. Furthermore, the GAP aligns with gender specific recommendations as reported in the third National Communications of the Republic of Tajikistan on the UN Framework Convention on Climate Change (UNFCCC, 2014) and the Sixth National Report on the Convention of Biological Diversity (CBD, 2019).

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 the country 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) provide 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.

The GAP focusses on women's visibility and agency as farmers 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, CASP+ 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 supporting activities targeted specifically at women (i.e. leadership trainings to increase women leadership skill in decision making).

Under Component 1 the project will increased gender awareness and dissemination of knowledge; under Component 2 CASP + will increase women's decision-making and access to common resources and activities in C3 will increase women's resilience, economic and social empowerment through access to knowledge, services, capital and markets.

The project is designed to deal with the specific issues that women face with respect to their roles and responsibilities at the farm level in their role on the homestead plots, backyard poultry, livestock feeding, kitchen gardening, etc as well as at community level as decision makers. The project caters to both these roles by ensuring that women are key participants in the decision regarding the Climate Sensitive Community Action Plans (public investment at community level) as well as private investments from livelihood diversification and improvements through their inclusion in the Farmer Field Schools and Common Interest Groups (CIGs). In addition, the project recognizes 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, participation in FFS, CIGs.

Allocated budget for activities directly supporting women under the Gender Action Plan account for USD 5,1 millions.

Project impact:
The ***overall goal*** of the project is to ***contribute to the country's shift towards low emission sustainable development pathways and climate-adaptive agricultural production practices.*** The *specific objective* of the project is to increase public sector coordination and technical capacity for building climate resilience at the national level and enhance capacity at the district and village level for climate adaptive planning and mitigating the impact of climate change and building more effective links with the private sector to help address climate risks by improving integration with markets.

Contribution to women's empowerment agenda: While promoting positive shifts in the natural resource management, CASP+ presents a major opportunity to mainstream gender empower women to access to agriculture and non-agriculture services promoted by the project on an equal basis. Activities will contribute to increased gender awareness and dissemination of knowledge; increase women's decision-making and access to common resources and increase women's resilience, economic and social empowerment through access to knowledge, services, capital and markets.

Component 1. Strengthening enabling conditions for transformative climate adaptive natural resources management

Outcome 1 (Component 1): Strengthened institutional and regulatory systems for climate-responsive planning and development.

Output 1.1: Capacities of relevant national institutions for climate-resilient natural

Output 1.2: Enabling environment for climate adaptive, inclusive and integrated management of pasture, forestry and livestock resources is enhanced

Activities	Indicators and Targets	Timeline	Responsibilities	Budget	Gender sensitive based on women participation
Gender activity (Sub-activity 1.1.4.1) Develop gender modules to be integrated into the CC curricula developed by the project for schools and specialized universities.	Number of gender modules prepared as part of curricula development. Target: 1 Baseline 0	By end of year 1	Entity responsible to develop the curricula	$ 5,000	12% budget gender sensitive
Gender activity (Sub-activity 1.1.4.2) Provide scholarships for male and female youth in training curricula on climate-resilient natural resources management.	Number of scholarships granted to female students Target: 15 (or 50% of 30) Baseline 0	By end of project	University	$ 360,000	50% of the budget for activity 1.1.2.2. is gender sensitive
Gender activity (sub activities 1.2.1.1) Recruit gender expert for (i) stocktaking tasks (policy review and analysis) and (ii) field work to contribute to the diagnostic assessment (gender and CC).	Number of gender studies: gender and climate change for policy briefs and diagnostic study Target: 1 Baseline 0	By end of year 1	PMU[78]	$ 27,000	100% budget gender sensitive
Gender activity (sub-activity 1.2.1.3 and 1.2.1.5) Thematic workshops on gender and climate change at national level for policy makers (through dissemination of findings from gender study, diagnostic , assessment)	Number of thematic workshops on gender and climate change are organized. Target: 7	By end of project	Executing Entity, led by: Gender expert PMU	$ 10,500	100% budget gender sensitive

[78] The MOA is an executing entity via the State Enterprise Project Management Unit (PMU).

to ensure CC policies/ legal frameworks consider gender-specific recommendations.	Baseline 0				
Gender activity (sub-activity: 1.2.1.5) Publication: Gender and Climate Change in Tajikistan	Number of Publication Target 1 Baseline 0	By end of project	Gender expert PMU	$ 2,000	100% budget gender sensitive
Subtotal Gender Component 1				$ 404,500	
Component 2: Investments in community capacity for adaption and resilience to climate change **Outcome2: Increased CO2e sequestration through improved pasture, forests and livestock management** **Outcome 3 (Component 2): Improved management of land or forest areas contributing to emissions reductions**					
Output 2.1: Climate-sensitive Community Action Plans (CsCAP)					
Output 2.2: CsCAPs executed by local institutions in timely and effective manner					
Activities	**Indicators and Targets**	**Timeline**	**Responsibilities**	**Budget**	**Gender sensitive based on women participation**
Gender activity (sub-activity 2.1.1.1) Develop gender-sensitive communication materials including key message on GBV and SEAH.	Number of communication (campaign) materials that contain gender analysis and gender-sensitive messages are developed. Target: 1 Baseline 0	By end of Year 1	Executive entity	$ 300	3% of budget for activity 2.1.1.1 (communication pack) is gender sensitive
Gender Activity (sub-activity 2.1.2.1, 2.1.2.3,2.1.2.4, 2.1.2.5 and 2.1.2.6) Gender- awareness trainings for local institutions, community members, including women's groups as part of VOs, PUUs, PUAs, PC, FUG establishment. Training include section on GBV and SEHA (e.g SEAH safeguarding; SEAH sensitization campaigns/trainings to the targeted communities).	Number of gender inclusive consultation and GBV/SEAH trainings Target: 400 Baseline 0	By end of Year 1 with refresh training sessions conducted 2 times a year until Y7	Community Facilitators Gender Expert In collaboration with focal point/local representatives of the Women's committees	$ 253,950	30% budget for formation of key institutions including training/workshops activities under: 2.1.2.1; 2.1..2.3;2.1.2.4 and 2.1.2.5 are gender sensitive
Gender Activity (sub-activity 2.1.2.1, 2.1.2.3,2.1.2.4 , 2.1.2.5 and 2.1.2.6.) Promotion of women membership and leadership in relevant local institutions (VO, PUUs, PUAs, PC, FUG,CIG).	Percentage of women in leadership position (board of committees)	By end of Year 1 with refresh trainings conducted two times a year every year until	Community Facilitators Gender Expert		

	Target: 30% Baseline 0	Y5			
Gender Activity (Sub-activity 2.1.3.1) Organize separate consultations (meetings) with women in target households for their input in the design of CcCAPs and identification of their priorities (public and private investments). Meeting should also be inclusive of young women and women with disability.	Number and percentage CsCAPs designed in consultation with women. Target: 400 CcASP Baseline 0	By end of Year 1	Community Facilitators Gender Expert In collaboration with focal point/local representatives of the Women's committees	$ 320,000	50% budget for Sub-Activity 2.1.3.1: CsCAP planning and design is gender sensitive
Gender Activity (sub-activity 2.2.1) Promote women's representation and voice as decision-makers through their inclusion in development and validation of CcCAPs Pasture, infrastructure and Forest Management).	Percentage of women from VOs participating in validation/prioritization workshops in the region (21 districts) Target: Women comprise a minimum of 30 percent of workshop participants to validate investment plans and youth 30% (the above categories shall be inclusive of PwD). Number of Investments plans validated by women representative. 400 Quality of women's participation in the validation workshop Target: Most women felt comfortable and confident expressing their views and endorse the plan.	By end of year 1	Community Facilitators Gender Expert In collaboration with focal point/local representatives of the Women's committees		
Gender Activity (sub-activity 2.2.1.1.) Promotion of women to access pasture through implementation of PMP .	Number of women accessing improved pasture land under PM plans. Target 30% women	By end of Y3 until Y7	Executing entity	$ 157,500	30% budget gender sensitive (activity 2.2.1.1)

	Baseline 0				
Gender Activity (sub-activity 2.2.3.2): Promotion of women to access to JFM contracts (agroforestry).	Number of women being selected for JFM Contracts Target: 20% women Baseline 0	By end of Y3 until Y7	Executing entity	$20,000	20% budget gender sensitive (activity 2.2.3.2 workshop and training)
Gender activity (sub-Activity: 2.1.2.7) Leadership trainings Organize leadership training for women representatives in PUUs/VOs/FMGs (6 women per village).	Women representatives trained in leadership skills Target: 2,400 Baseline 0	Continuous (one training Y 1 and other refresh training session until end of projects-Y7)	Specialized Service Provider/NGOs	$ 100,000	100% budget is gender sensitive
Gender and M&E activity: conduct Gender–sensitive impact assessment of Component 2 activities.	Consultations, analysis and findings of impact assessment are sex- disaggregated Target: Gender-sensitive impact assessment report C-2	By end of project	Company/ consultancy conducting Impact Assessment	Assessment (cost under project managment)	
Subtotal Gender Component 2				$ 851.750	
Component 3: Strengthening livelihoods for enhanced resilience through market based approaches **Component 3 - Outcome 4: Strengthened communities and individuals adaptive capacity and reduced exposure to climate risks**					
Output 3.1: Business partnerships between smallholder producer groups and private sector actors are established					
Output 3.2: Climate resilient livestock value chains developed					
Output 3.3: Diversifying Livelihoods for vulnerable households					
Activities	Indicators and Targets	Timeline	Responsibilities	Budget	Gender sensitive ased on women participation
Gender activity (sub activity 3.1.4) Number of women FFS facilitators trained	Number and percentage of women FFs facilitators Target: 8 (20% of 40) Baseline 0	By end of Year 1	Executive entity and FFs master trainers	$ 16,000	20 % of the budget for facilitators trainings under Sub-activity 3.1.4.1 is gender sensitive
Gender activity (Sub-activity 3.2.3.3): Formation of women FFs (customized to suit women's specific needs and preferences in terms of frequency, duration, timing, location).	Number and percentage of women-only FFS Target: 40 (or 50% of 80) total Baseline 0	By end of Year 1	Executive entity and FFs master trainers		50% of the budget for sub-activity 3.1.4.2 (roll out of FFS) is gender sensitive
Gender activity (Sub-activity 3.2.3.3) Training women and women head of households	Number and percentage of women participants in FFS	Year 3-7	Executive entity and FFs master	$ 131,300	

(WHHs) in climate smart agricultural practices through FFs. Assess impact on women	Target: 2,000 (or 50% of 4,000) of which 400 WHHs Baseline 0 Number of women and women head of households reporting increased knowledge as a result of their participation in FFS Target 1400 / 70% of 2000 Number of women and women headed of households reporting increased use of climate smart practices as a result of their participation in FFS Target: 1400 / 70% of 2000		trainers		
Gender activity (Sub-activity 3.3.1.1) Women *trained in income-generating activities or business management*	Number of women receiving trainings on production diversification Target: 7,200 (50% total beneficiaries, total 14,400) Baseline 0	Year 3-7	Responsible entity	$ 67,000	50% of the budget for subactivity 3.3.1.1. is gender sensitive
Gender activity (Sub-activity 3.3.1.3) Women receive organization of business trainings: farm as business, business planning, proposal writing.	Number of women receiving Business training Target: 55 CIGs (50% total CIG 110 targeted) Baseline 0	Year 3-7	Responsible entity	$ 47150	50% of the budget for subactivity 3.3.1.3. is gender sensitive
Gender activity (Sub-activity 3.3.1.4) Women receive trainings on climate smart resilient technologies	Number of women receiving trainings on Climate smart resilient technologies Target: 510 (or 50% of 1,020 final target CIGs) Baseline 0	Year 3-7	As above	$ 93,500	50% of the budget for sub activity 3.3.1.4. is gender sensitive
Gender activity (Sub-activity 3.3.2.4) Women access Grant Financing Opportunities (windows 1 for individuals) for livelihood diversification for vulnerable households.	Number of approved individual grants for women Target: 510 (or 50% of 1,020 final target CIGs))	Year 3-7	Responsible entity	$ 2,400.00	50% of the budget For individual grants (3.3.2.2) is gender sensitive

	Baseline 0				
Gender activity (Sub-activity 3.3.2.5) Women access Grant Financing Opportunities (windows 2 for groups) commercialization and agribusiness development.	Number of approved group grants from women-led groups. Target: 33 (or 30% of 110) Baseline 0	Year 3-7	Responsible entity	$ 990,000	30% of the budget for group grants (3.3.2.2) is gender sensitive
Gender and M&E: Gender–sensitive impact assessment of Component 3 activities conducted	Consultations, analysis and findings of impact assessment are sex- disaggregated Target: Gender-sensitive impact assessment report. C-3		Company responsible for the assessment	Assessment cost under project Management	
Subtotal Gender Component 3				**$ 3,744,950**	
Project Management					
Recruit staff responsible and accountable for mainstreaming gender in project: Gender Expert.	Gender expert recruited Target:1		PMU	**$ 84,000**	Salary Expert
To hire company to do the independent impact assessments, including gender impact assessment	Impact assessment conducted Target: 1		consultancy firm for impact assessment	Gender Impact assessment **$ 50,000**	100% budget for the gender impact assessment
Subtotal Project Management				**$ 134,000**	
Total Budget Gender sensitive				**$ 5,135,200**	

Component	**Gender Sensitive budget**
Component 1	$ 404,500
Component 2	$ 851,750
Component 3	$ 3,744,950
Project Managment	$ 134,000
Total	**$ 5,135,200**