



BUILDING CLIMATE RESILIENCE FOR FOOD AND LIVELIHOODS IN THE HORN OF AFRICA (BREFOL)

Djibouti, Ethiopia, Kenya, Somalia, and South Sudan

Annex 8. Gender Analysis and Action Plan



BUILDING CLIMATE RESILIENCE FOR FOOD AND LIVELIHOODS IN THE HORN OF AFRICA (BREFOL)

GENDER ANALYSIS AND ACTION PLAN

DJIBOUTI

I. Introduction

The BREFOL Project in Djibouti is classified as *Category 2* in the Bank's Gender Marker System (GEN II), which means that the project contributes significantly through several of its outcomes and objectives to promoting gender equity and women's empowerment.

The following activities were discussed with all the technicians and experts of the project, including the Coordinator, the Monitoring and Evaluation Officer and the Gender Expert for the Ministry of Agriculture team; the Program Project Manager and the Djibouti Country Project Manager within the Bank. Each of the following activities was deemed already integrated or integrable within previously planned activities, including:

- (i) the implementation of guidelines for gender-sensitive agricultural infrastructure (within the budget line for technical manuals to be developed by the same firm),
- (ii) consultations with gender-sensitive beneficiaries (with <50% women),
- (iii) general gender training for all stakeholders, including those on the prevention of risks related to the transmission of HIV-AIDS, STDs but also the risks of gender-based violence (GBV) or sexual exploitation, harassment and abuse of power (SEAH) within the project.
- (iv) the deployment in the field of the innovative GALS (Gender Action Learning System) methodology under the supervision of IGAD and Oxfam at regional level,
- (v) the recruitment of a National Gender Expert.

The reworked table of gender activities in virtual session was shared with all participants with also a specific gender questionnaire to collect the country information required during the assessment mission, addressed to the Gender Expert, answered with the support of members of the Ministry of Agriculture and other national structures (including the Ministry of Women and Family). Finally, bilateral meetings between the Gender Experts (AfDB/Djiboutian party) and the project team were organized to finalize the project gender activity plan.

II. Gender analysis

Regarding the Africa Gender Equality Index (AGI) developed annually by the AfDB and UNECA, Djibouti is one of the three countries on the continent not to have because of the lack of too many indicators. It is therefore not possible to measure or compare the differences in Djibouti's performance vis-à-vis the continental average and other countries from this index. This presupposes a very weak consideration of gender issues in national development statistical studies, with *¹a significant lack of sex-disaggregated data.*

According to the Mo Ibrahim Index of Governance in Africa (IIAG) 2020, *at the gender level, Djibouti occupies the 52nd place out of 54 in Africa* with a Gender score of 31.8/100 and an

¹ 51 of the 54 African countries are included in this index, using data from national sources, and by imputing values for data Missing. Djibouti, Equatorial Guinea and South Sudan are not included due to their lack too much important indicators. AGI 2019, methodological report, p.25.

improvement of 2.3 points since 2010.² This indicator measures and aggregates data on (i) women's political participation and representation, for which Djibouti scores 50.08/100, (ii) equal civil liberties for women, 36.2/100, (iv) equal access to public services for women, where Djibouti scores 9.4/100, as well as (v) laws on violence against women for which no score is available, and above all, (iii) socio-economic opportunities for women, sought by this agricultural project, whose score is 31/100.

Djiboutian women have limited socio-economic opportunities compared to men. Although Djibouti is experiencing high economic growth (8.4%), unemployment is massive and affects 48.2% of the active population, particularly affecting young people and **women** (62.8% and 65.6% **unemployment rate**). In the absence of significant private sector development, 41% of the workforce work in government or public services. The State remains the country's largest employer. However, the administration recruited twice as many men from 2009 to 2017 so that the unemployment rate for men even decreased three times more (from 54.6% to 38.7%) than that of women (from 68.6% to 63.4%) between 2002 and 2017. Accumulating inequalities rooted in traditions and customs limiting their socio-economic role, women experience a low level of employability. This leads them to turn mainly to the informal sector. From 2010 to 2015, the **rate of women working in the informal sector even increased significantly (from 31.7% to 74.3%)**.

Women's entrepreneurship in Djibouti is paradoxically weak and underdeveloped

In 2014, despite a recognized dynamism of Djiboutian women, **only 16% of new companies created were created by women** (Ouloufa Abdo Ismaël, Director of ODPIC, 2018). While it was almost absent ten years ago, "**female entrepreneurship has developed little by little and today represents a force for development**". The Republic of Djibouti has set itself a target of 35% of businesses created by women by 2021 by counting on support for the formalization of existing activities and support activities for women entrepreneurs affected by unemployment and precariousness (ibid.). According to Aicha Hamadou Hamid, it is an economic lever for the entire Djiboutian population but also "**a way to fight unemployment and the marginalization of women in the labor market**", the overwhelming majority of whom work in the informal sector. Women work every day to feed their families and **are very present in the subsistence economy**, small trade, clothing, cosmetics or handicrafts. **They are penalized by the lack of funding and infrastructure**. Several issues surrounding the start-up or expansion of women-owned businesses and the identification of socio-cultural problems and barriers faced by women entrepreneurs as well as ways and means to overcome them.

Financial inclusion for farmers is very limited, particularly for women farmers. Government efforts to combat the exclusion of people from the banking system with the implementation of microfinance tools, particularly for women traders known as "charcharis", have led to a significant increase in the number of credit beneficiaries and their volume. The number of women beneficiaries of credit has increased fifteen-fold (from 800 in 2010 to 12,500 in 2015, source: MPFPF, National Gender Policy 2011-2021; Republic of Djibouti, SCAPE 2015-2019, p.17), and the volume of credits granted by FDJ (from FDJ 57 million to FDJ 500 million, ibid.). However, **agricultural activities are ineligible for credit from microfinance institutions**. The majority of women and girls continue to face many constraints that prevent them from taking advantage of Djibouti's growth potential by remaining at the stage of "income-generating" activities, which are not very sustainable, with unchanged access to other means of production.

² Source: <https://iiaq.online/data.html?meas=GEND&loc=DJ&view=overview>, Retrieved 09/22/21.

This stagnation is due to cultural factors. In rural areas, the girl prepares herself from an early age to take on household chores and take charge of the maintenance of the home. Mothers thus value the reproductive role of the woman and will sometimes prefer to prepare the little girl for the function of future mother and housewife. These factors constrain access to land, livestock or inheritance, as well as training factors. Indeed, even ***though the Family Code guarantees equal land rights for women*** and men (Article 101), ***in practice women have little access to land*** and are often even deprived of their inheritance in favour of the men in their family (AFD, 2020).

Unpaid work and burden of caregiving. Like many African countries, the weight of socio-cultural norms confers the majority of unpaid work on women. Djiboutian society is patriarchal. With regard to family education and the recognition of the common responsibility of men and women to bring up their children, the traditional perception that these responsibilities are attributed to the mother still prevails in the Republic of Djibouti. "Men leave this burden on women's shoulders. Indeed, it is rare for men to stay at home to care for children" (UN/CEDAW, 2010). Mothers thus value the reproductive role of the woman and will sometimes prefer to prepare the little girl for the function of future mother and housewife. This is especially observed ***in rural areas where the girl will be prepared from an early age to take on household chores and take charge of household maintenance***. While the Family Code Act has put an end to a large number of forms of discrimination, the persistence of patriarchal attitudes and deep-rooted and deep-rooted stereotypes concerning the roles and responsibilities of men and women in society that may discriminate against women are prevalent in Djibouti. The husband is considered the head of the family, relegating the wife to a subordinate role in decision-making concerning the family. These stereotypes still perpetuate conventional wisdom that women's role should be limited to the private sphere or, even more so, that it is up to them to look after the well-being of the home and family, even if they pursue a career. Considerable efforts have been made in the area of information and awareness-raising in urban areas. The educated couple recognizes that child-rearing is a shared responsibility of both men and women, and misconceptions about the roles of women and girls begin to evolve within educated families. On the other hand, ***Djiboutian rural society still has difficulty freeing itself from the weight of these social constructs*** (UN/CEDAW, 2010). In sum, despite notable top-down advances, pockets of conservatism encouraged by customs persist. Work on standards seems essential to change mentalities and provide a better balance in the division of labour.

Training for women contributes little to their employability. Enrolment in Djibouti's general and technical education is growing, but the proportion of girls is stagnating or decreasing, at the risk of perpetuating women's poverty. With a literacy rate that is struggling to increase (from 43.7% in 2011 to 48.2% in 2017), more women are deprived of assets in the labour market, especially ***rural women whose literacy rate is 16.2%***. This result is well below the 40 points of increase targeted for 2016. The goal of parity has ***not been achieved at the primary level, with a gender parity index that has even declined*** (from 0.98 in 2009 to 0.86 in 2017); which jeopardizes the achievement of parity at the average (0.82), secondary (0.83), technical (0.72) and higher (0.61) levels of education given the increase in gender gaps with the years of schooling. This decline in Djibouti is the result of a slow evolution in girls' enrolment (net enrolment rate (NER) from 65.7% in 2011 to 68.7% in 2017) and retention (gross enrolment rate (GER) from 68.8% in 2011 to 78.9% in 2017). The construction of gender-sensitive infrastructure and school canteens has had tangible effects on the retention of rural girls (GER from 21.9% in 2011 to 58.7% in 2017) but has still failed to significantly influence girls' ***dropouts***. ***The main reason for girls dropping out and dropping out of school is related to marriage*** or the need to go to work for the family.

In the agricultural sector, ***smallholder farms run by women face a productivity gap of 20-30% compared to their male counterparts***. In a context of resource scarcity, a third of women own land/farms and women herders own a quarter of the livestock (small ruminants). The effects of climate change are worsening the situation of women, even destroying their means of production and livelihood. Agriculture in Djibouti is limited to very small areas, due to the lack of water for irrigation, and is almost exclusively for self-consumption.

Djibouti also faces challenges in accelerating nutrition and food security. From 2010 to 2013, stunting stagnated at 29.7% and acute malnutrition decreased from 10.9% to 17.8% among children aged 0-5 years. Given the current health system, 8.98% of the Djiboutian population over 55 years of age is in a fragile situation according to the World Bank. The wasting of women (extreme thinness) of childbearing age remains high. Inadequate nutritional practices are the causes with micronutrient deficiencies. Women's lower access to knowledge, assets and power within the household is a barrier to seeking care. Thus, universal coverage of health services remains a challenge, penalizing ***poor and rural women*** in particular. Despite increased mobilization of public resources to improve the population's care in terms of access to health care, ***health inequalities persist***, and many challenges remain to consolidate gains and continue to expand access to care for populations, particularly in rural and disadvantaged urban areas. The maternal mortality rate is very high, at 383 deaths per 100,000 live births (PSDs), a figure almost five times higher than the regional average (78/100,000) (World Bank, 2013). Gender gaps also exist to the detriment of boys who experience more stunting (32% vs. 27% for girls), more acute malnutrition (19% vs. 16%), and greater health vulnerability. According to UNAIDS data, in Djibouti, in 2019, there were ***36,800 adults living with HIV (among them 56% women and 44% men over 15 years old)*** and between 500 and about 1,000 children (UNAIDS). This prevalence among adults aged 15 to 49 years would be 0.8% with a downward trend. In terms of family planning and protection against sexually transmitted diseases (STDs), the country missed PNG's target of a five-point increase target for 2016 with 17% of unmet needs.⁴

According to a study by another bank project in the Dikhil and Ali Sabieh area (INSUCO, ESIA, 2019), the population (men and women) knows that the HIV/AIDS virus exists but does not necessarily know the transmission channels, prevention mechanisms, or even their own HIV status. In rural areas, 56% of non-single women reported knowledge of AIDS (up from 66% in 2002), but ***85% of women with knowledge of AIDS did not know that not using condoms was a risk of transmission***.

The Covid-19 situation is exacerbating gaps in access to health to the detriment of the elderly and women. Indeed, ***Djibouti has the highest Covid-19 prevalence rate in East Africa***, recording 1,300 cases of Covid-19 per million inhabitants as of April 28, 2020, according to the African Union's Center for Disease Control and Prevention (CDC). At the level of the project area, with regard to health infrastructure, the feasibility study of this project mentioned the absence of a hospital structure ⁵in Defaineitou, and the request for the installation of a dispensary was made during the consultations of the populations.

13% of female-headed households do not have access to water compared to 10% of their male counterparts and 8% of female-headed households use traditional wells to fetch water.), and

³ UNAIDS, Djibouti, <https://www.unaids.org/fr/regionscountries/countries/djibouti>, consulté on 30/01/21.

⁴ Report on the national response to the HIV/AIDS epidemic, 2014; Country factsheets, HIV/AIDS Estimates, 2017.

⁵ Source: Le Monde, April 29, 2020, Covid 19 : [U.S. military isolates base in Djibouti, lemonde.fr](https://www.lemonde.fr)

the use of improved toilets for which the significant inequalities between urban and rural households are based. ***Only 19% of rural households have access to improved toilets compared to 85% for urban households.*** Depending on the gender of female heads of household, there is a four-point difference, to the detriment of those headed by women).

Moreover, it should be emphasized that Djibouti has the specificity of the existence of a ***very vulnerable population, the nomads, in a situation of extreme vulnerability.*** In 2014, more than 98% of nomadic households belonged to the two poorest quintiles of the population, and nomads accounted for the largest percentage of food insecure households. Since 2010, massive displacements of nomads have been grouped at sites in the north of the country, including Ali Sabieh. These populations, who have lost all their livestock, are entirely assisted by aid programs from the WFP, the State or donations from philanthropists in the Gulf countries. 42% are severely food insecure and 32% moderately food insecure (AGVSAN, 2014, WFP).

Climate change leads nomads to a frantic search for pastures for their livestock and a concentration of livestock on watered parts of the country, resulting in overconsumption of pastures with its corollary, the destruction of soil. The decrease in grazing areas leads nomadic populations to sell or see the death of part of their livestock, animal capital constituting their main source of income.

The digital divide hits rural women hardest. In terms of access to information and communication technologies (ICTs), strong inequalities prevail to the detriment of female-headed households and between rural and urban households. Inequalities emerge to the detriment of female-headed households for access to the Internet (20% vs. 25% for those with a man at the head), mobile phones (67% vs. 78%), and at least one means of information and communication technologies (68% vs. 79%). Despite the 2014 "Zero Women Without Telephone" campaign in rural areas, the digital divide remains characterised by inequalities related to gender and/or place of residence. Only 2% of rural households headed by women have access to the internet (2% compared to 25% of similar urban households), 20% to a mobile phone (compared to 80%) and 22% to at least one medium NICT (compared to 80% of urban households headed by women).

The provision of inclusive financial services is expanding in Africa to help women smallholder farmers overcome some of the constraints mentioned, with insurance, for example, to de-risk agricultural financing for women farmers or yield insurance pooling agricultural loans to reassure banks and encourage them to support small farms. Africa is the continent most vulnerable to climate change and is already prone to a wide variety of natural disasters and women in particular do not have collateral for loans. The African Development Bank (and several foundations) is encouraging investment in digital financial inclusion in Africa. This requires investments in digital infrastructure, policy and regulation, digital products (SMS providing agricultural advice), innovation and capacity building with a gender-centric approach.

III. Gender Analysis within the context of BREFOL Djibouti

The objective of the Programme is to contribute to the improvement of living conditions, including for women and youth, food and nutrition security, increased resilience, and peace and security in the Horn of Africa.

The watersheds selected in the project area are located in the regions of:

- Ali Sabieh: Assamo & Ali-Addé & Holl-Holl & Oboley & Daasbiyo, 513 km²

6500 inhabitants,

- Dikhil : Hanlé & As-Eyla & Harou & Mouloud & Arwo, 1060.8 km², 3500 inhabitants,
- Weima : Assa-Gaila, Adoyla, Guirror, Gaoura, Defaynatou, Ripta ; Randa, Bankoualé, Terdo, Debné, Daimoli, 1949 km², 1500 habitants,
- Tadjourah, 1949 km², 1500 inhabitants,
- Djibouti-city Ambouli Zone (population not specified),
- And Arta: Damerjog, Douda, Attar, 850 km², 950 inhabitants.

This corresponds to a total of 25 localities and a total population of more than 12,400 beneficiaries, including about 6225 women, not counting the nomadic, migrant or refugee population who can also carry out subsistence or cash agricultural activities.

Data from a survey conducted by INSUCO (ESIA, 2019) highlight the following facts for some localities concerned by this project:

- the unemployment situation is greatly exacerbated with **75% of people of working age unemployed** in the Ali Sabieh region, and 77% in the Arta region.⁶
- this situation **particularly affects women (70% of women)** while 58% of men are in this situation.⁷

The needs expressed during the feasibility study of women farmers residing in the project area to improve their productivity were as follows:

- ✓ The need to reduce dependence on fuel to power the well engine (wish to have solar panels to power these engines).
- ✓ Have agricultural gardens (although very active in their community, women have less than 50% of agricultural gardens).
- ✓ The construction of wells.
- ✓ The granting of pesticides for plants.
- ✓ The construction of protection against the wadi of water in case of rain
- ✓ The construction of hydraulic structures, water reservoirs, and micro-dams.
- ✓ Logistical means (cars to transport their crops to markets).

IV. Actions taken by the Government

At the level of Djibouti's legal, institutional and political framework, significant institutional progress in favor of gender equality can be noted on the part of the Djiboutian government with the inclusion of the right to gender equality in the national constitution, the ratification of international protocols on the promotion of gender equality, as well as the updating of a national gender policy (PNG) for the period 2011-2021. Progress on gender equality and the empowerment of women and girls is manifested in the prohibition of early marriage, forced marriage, repudiation and against moral and sexual harassment, although pockets of conservatism encouraged by customs persist.

However, national, political and budgetary instruments to implement these provisions remain insufficient (i.e. although recognized as a crime, violence against women, including female genital mutilation (FGM), is significant). This is important to note given that in any project, the influx of external male labour represents a major impact with the increase in GBV and

⁶ These data are taken from EDESIC 2015AndDjiboutian Research on Employment, the Informal Sector and Consumption and the Djiboutian Household Survey ; of theEDAM 2017, Household Survey, and were collected as part of the ESIA, Environmental and Social Impact Assessment (ESIA) of the project.

⁷ Source: Survey conducted by INSUCO in 2019 as part of the ESIA.

exploitative sexual relations (women and girls, especially migrants, finding themselves forced into prostitution).

With regard to the economic opportunities of Djiboutian women, at the initiative of the^{1st} Lady of the Republic of Djibouti, UNFD and ODPIC (Djiboutian Office of Industrial and Commercial Property), *a plan to promote women's entrepreneurship* has been launched.

Many initiatives were then born, such as the Centre for Leadership and Entrepreneurship (CLE), inaugurated in 2019, set up in partnership with the Ministry of Women and Family, which offers women entrepreneurs support in the process of setting up projects, developing business plans but also seeking funding. This incubation center also offers young people (men and women) an equipped and free space for a period of one year for the creation and experimentation of start-ups; Also, the Club des Jeunes Entrepreneurs Djiboutiens (CJED) offers a space for the exchange of experience of women entrepreneurs and women wishing to undertake, provides assistance in the form of support to strengthen the entrepreneurial skills of learners, promotes the coordination of institutions in charge of women's economic empowerment and offers expertise for the evaluation of applications of project leaders during competitions organized by the institutions in charge of promoting entrepreneurship. Finally, the Women Like Djibouti antenna, supported by ODPIC, supports women working in the informal sector to formalize their activities.

The "Djibouti Vision 2035" focuses on renewable energies for the modernization of rural areas and the Djiboutian State has undertaken a vast energy infrastructure program with a view to improving the living conditions of the population. However, large-scale capital-intensive infrastructure projects and other initiatives that create jobs or promote technical training have so far benefited women little. This project, which aims to target women and youth, has the potential to be a game changer.

The vision of "**Djibouti 2035**" aims for a situation where "**35%** of women are economically independent".

V. Project logical framework and gender-sensitive indicators

Instead of a logical framework (proposed at the regional programme level), a table presenting the project components was proposed to the project team with the general gender-sensitive project indicators:

	<i>Project Appraisal Report Objective</i>
RESULT 2: Increase revenues from agro-sylvo-pastoral value chains	
<i>RESULT INDICATOR: Increase in annual per capita income (M/F)</i>	<i>+30% (M/F) to be precisely defined in the baseline study</i>
<i>RESULT INDICATOR: Creation of additional jobs for youth</i>	<i>+500 jobs (30% of which are women)</i>
RESULT 3: Strengthen the adaptive capacity of populations to better prepare for and manage climate change risks and variations.	
<i>RESULT INDICATOR: Increased access to safe land for youth and women.</i>	<i>2000 (of which 50% of women)</i>
RESULTS STATEMENT 1: Strengthen the resilience of drought-prone areas and pastoral and agro-sylvo-pastoral production systems to climate change.	

RESULT INDICATOR 1.1: Construction or rehabilitation of climate-resilient and gender-sensitive infrastructure.	
RESULT INDICATOR 1.1.1 - Gender-sensitive agricultural and pastoral infrastructure / Irrigation land developed of which % intended for groups of women and youth farmers. 8	35/280ha (of which atleast 30% for women and youth)
RESULT INDICATOR 1.1.2- Managed pastoral land	45 /2000 ha
RESULT INDICATOR 1.1.3 - Alternative economic diversification infrastructure activities for women.	175 (40%)
RESULT INDICATOR 1.2: Sustainable agro-pastoral land management.	
RESULT INDICATORS 1.2.3: Secure land area for youth, women and vulnerable groups.	To be defined in the baseline study <(50%)
RESULT INDICATOR 1.3.1- Access of farmers and pastoralists to innovative technologies and practices	1000 (including atleast 30% women and youth)
I RESULTS STATEMENT 2: Supporting agribusiness development	
RESULT INDICATOR 2.2: Inclusive entrepreneurship development	
RESULT INDICATOR 2.2.1- Creation or strengthening of cooperatives and SMEs in agro-pastoral value chains, including SMEs and SMIs and youth-led SMEs (under 35 years of age).	50 (35%)
RESULT INDICATOR 2.2.2 - Access to innovative finance for cooperatives, vulnerable groups, SMEs and youth-led SMEs.	50 (35%)
RESULT STATEMENT 3: Strengthening capacity to adapt to climate change	
RESULT INDICATOR 3. 3.2- Development of tools and reports/Number of stakeholders trained (M/F)	10 / <50% women beyond those trained
OUTCOME STATEMENT 4: Project Coordination and Management	
Recruitment of a full-time Gender Expert within the project team	1
Implementation of gender action plan (% disbursement)	100%

VI. BREFOL Djibouti Gender Action Plan

The Bank's Gender Strategy focuses on improving access to finance and technical assistance, strengthening technical skills, building gender-sensitive infrastructure, and key external partnerships of the Gender Strategy 2021-2025. Bank management and the operations team demand that gender-specific challenges be taken into account in any Bank-financed project.

In order to address some of the gender gap issues raised in the gender analysis of this project, and in line with the ongoing efforts of the Government of Djibouti to improve gender equality and equity, it is recommended that the project include the following gender interventions to ensure that women and men benefit equitably from the project:

- promotion of financial inclusion and microfinance instruments for rural women,
- verbal, numerical and functional literacy
- support for the structuring of women's agro-pastoral cooperatives and the collective acquisition of land and livestock in field schools,
- extension and access to ICTs and renewable energy programmes targeting rural women,
- gender-sensitive agricultural infrastructure,
- extension of gender-sensitive agricultural and energy technologies,
- inclusion of gender analysis in all project studies with sex-disaggregated data collection and targeted recommendations,
- specific awareness-raising against gender-based violence.

⁸ A gender-responsive infrastructure will systematically include: consultations with the most vulnerable (ensuring disadvantaged voices are taken into account in design, planning and management, UN Women).

Details of the approved activities of the Gender Action Plan, as well as their implementation costs, are shown in the table below.

PROJECT TITLE	Building Climate Resilience for Food and Livelihoods in the Horn of Africa (BREFOL) <i>Objective: To contribute to the improvement of living conditions, and food and nutrition security in the Horn of Africa</i>					
CATEGORY SMG (GMS)	GEN II					
Components	Activities	Budget in USD	Target(s)	Indicator	Responsible(s)	Timeline
Component 1. Strengthening Pastoral and Agropastoral Production Systems' Resilience to Climate Change	Consult communities, especially on infrastructure design, groups of women (50%) and men (50%).	Project (to be done by national gender expert)	50% women, 50% young people. (nb. to be determined from the baseline study).	Nb. of women, nb. of young people who were consulted	ERAP / Technical partners (Dir. Agriculture) / local elected officials / Gender and Community Development Expert	Year 1
	Produce a manual/guide with guidelines for the implementation of <i>gender-sensitive agricultural infrastructure</i> (manual that will be required in the deliverables of the infrastructure technical studies).	Project (to be done by national gender expert)	1 Guide available to project engineers to build gender-sensitive infrastructure	Availability of a guide/Community satisfaction (men/women)	ERAP / Gender and Community Development Expert	Years 1-2
Component 1. Strengthening Pastoral and Agropastoral Production Systems' Resilience to Climate Change	Realize agricultural infrastructures taking into account the gender dimension: wells, hygiene (improved toilets), security, lighting, and including small agricultural technologies (e.g. pick-up, solar panels, solar pumps, pesticides, protection against water wadis, flour grinders, home irrigation, chicken coops, community markets) and gardens (6 minimum) for women (<35% minimum of the proposed infrastructure budget).	Project (to be done by national gender expert)	100% gender-sensitive infrastructure 30% women-specific infrastructure 1 women's agricultural garden per watershed	Proportion of gender-sensitive infrastructure. Share of infrastructure budget dedicated to agricultural and garden technologies for women	ERAP / Gender and Community Development Expert / Gender Focal Points (PFG)	Year 2-6

	Acquisition of 1000 hens, equipment and food and veterinary products for one year, exclusively reserved for women farmers (100% women) and with 100% female management.	112 536	Number of women or groups of women to be defined in the baseline study	Nb. of women benefiting from poultry houses	ERAP / Gender and Community Development Expert	Year 1-2
	Community agroforestry (50% women and youth)	Project (to be managed by national gender expert)	120	Nb. of hectares	ERAP / Gender and Community Development Expert	Year 1-3
	Develop health and safety measures that take into account the needs of women.	Project (to be managed by national gender expert)	100% of women's groups satisfied.	Share of women's groups satisfied.	ERAP / Business / Gender and Community Development Expert	Year 1-2
	Train the women beneficiaries of the project in leadership and public speaking following an agreement signed with the Regional Directorates (at the beginning of the project and then spread over the duration of the project once a month).	Project (to be managed by national gender expert)	70% of women beneficiaries of the project	Number of women trained in leadership and speaking (baseline study)	Ministry of Health, Community Relays / Gender and Community Development Expert	Years 2-6
Component 2. Supporting the Development of Agribusinesses	Support farmers in financial inclusion (<50% women) in the localities of Tadjourah (6), Ali Sabieh (3), Dikhil (2), Djibouti-city (Ambouli) (50 people per locality, per year, 1st registered). Establish an agreement with the Ministry of Education for the free use of classrooms.	3 718	2400 people trained among the beneficiaries of the project, including at least 1200 women	Nb. of training and nb. of persons benefiting from this specific training	ERAP / Ministry of Education / UNFD / PFG localities - regions	Years 1-6

	<p>Carry out a gender analysis on the acquisition of land rights with specific recommendations for actions and budgeted, integrated into the baseline study (TDRs with budget extension + \$ 20,000).</p> <p>NB: a questionnaire submitted to the project team includes a series of questions for which data are missing but will need to be integrated into the baseline study as well as this extension focused on land issues (see part 4 of Annex B13).</p>	20 000	1 roadmap to support farmers in acquiring their AOS1 list of actions proposed, budgeted and validated for a phase 2	Availability of a roadmap to support farmers in acquiring their land cover certificates (AOS) with validated and budgeted actions for a phase 2 (or additional funding)	PIU / Prefectures / Gender focal points / Local development and gender expert / Ministry of the Interior	Years 1-2
	<p>Establish partnerships with the engineering university, business schools and vocational technical high schools on trade, energy to create opportunities for collaboration and business with the project farmers (role of the Gender Expert and the Project Coordinator).</p>	-	4 training institutes associated with the project / Partnership agreements	Nb. of training structures involved in the project (school support projects, volunteering and business case studies)	PIU (Coordinator)/ Gender and Community Development Expert / Ministry of Education	Years 1-7
	<p>Carry out a particular activity with the communities/cooperatives benefiting from the project for a simplified procedure (e.g. sending requests by email and possibility of representation) with the Prefectures in partnership with the PFGs of the Capitals for the formulation of requests and obtaining certificates of agricultural occupation of the sub-projects (role of the Gender Expert and the PFG).</p>	-	1 Prefectural agreement for a simplified procedure (email or document)	Existence of a facilitated procedure to set up this approach for the project	Gender and Community Development Expert / ERAP / Prefectures	Year 2-4

Component 2. Supporting the Development of Agribusinesses	Organize extension sessions on women's and men's land rights (access to rights of use and ownership of reclaimed land to ensure sustainability after the project) at the start of the project, with a view to supporting the most vulnerable (20%) and cooperatives (100%) in the acquisition of land rights (certificates of agricultural occupation).	Project (to be managed by national gender expert)	Situation at the end of the project +20% land held by men and women.	Baseline % land owned by men/women.	Project trainers (agents) / Gender focal points (PFG) localities and capitals / Gender expert and Dvp. Co.	Years 1-6
	Establish an agreement with the Ministry of the Interior for the acquisition of national identity documents for refugees, immigrants and stateless persons working on arable land.	(to be managed by national gender expert)	1 Convention is implemented during the project	Existence of a convention	ERAP / Ministry of Interior / ONARS / IOM / National Expert on Gender and Community Development	Year 1-2
	Deliver entrepreneurship training to business plan and SME development (<40% women).	Project (to be managed by national gender expert)	40% women entrepreneurs, 40% women-led businesses among the beneficiaries of the project	Proportion of women entrepreneurs and women-led businesses among beneficiaries	Project trainers / PFG localities and capitals / Gender and Community Development expert	Year 2
Component 2. Supporting the Development of Agribusinesses	Develop community sub-projects to provide access to innovative technologies to improve the yield of agropastoral activities, e.g. renewable energy (solar home systems' kits, pumping), improved cooking stoves. Based on demand (but at least <35% women).	Project (to be managed by national gender expert)	35% of sub-projects managed by women 50% of sub-projects for the benefit of women supported	Proportion of projects developed and led by women supported by the project Proportion of sub-projects for the benefit of women (expressed needs: i.e. solar panels, etc.) Number of women including women in female headed households and youth accessing clean, reliable and affordable solar home systems through	ERAP / Project Trainers / Gender and Community Development Expert	Years 2-5

				the PAYGo system of pay to own		
	Establishment of a gender-sensitive financing mechanism adapted to the needs of small farmers, fishermen and SMEs (Guarantee Fund) (35% women) Promote access to micro-credits, particularly through GEAs (Entry and Affinity Groups) and other women's caisse initiatives (CTEC, etc.).	Project (to be managed by national gender expert)	35% of the budget for women entrepreneurs - entrepreneurs; or £90,000 minimum.	Percentage of bank guarantee/micro-credit facility budget for women entrepreneurs or women-led businesses	ERAP / Gender and Community Development Expert	Year 2
	Policy dialogue with banking institutions: inclusion of rural women, LoC, support for the formalization of jobs in the sector.	Project	1 high-level workshop with recommendations	Nb. of workshops on financial inclusion and access to land rights for farmers in Djibouti	ERAP / Gender and Community Development Expert	Years 1-4
Component 2. Supporting the Development of Agribusinesses	Study on business opportunities in the agricultural value chain for domestic and cross-border trade, including a chapter on women's trade and recommendations for policy dialogue.	Project (to be done by national gender expert)	1 study on gender-responsive business opportunities	Existence of a study on business opportunities, cross-border trade	ERAP / Gender and Community Development Expert	Years 1-2
	Establish partnerships with the engineering university, business schools and vocational technical high schools on trade, energy to create opportunities for collaboration and business with the project farmers (role of the Gender Expert and the Project Coordinator).	(to be done by national gender expert)	4 training institutes associated with the project / Partnership agreements	Nb. of training structures involved in the project (support projects, volunteering and business case studies)	PIU (Coordinator)/ Gender and Community Development Expert / Ministry of Education	Years 2-5

Component 3. Strengthening Agropastoral Communities' Capacity to Adapt to Climate Change	Training of trainer(s) (12) or refresher on climate-smart agricultural practices (CFS) and nutrition, ensuring that 50% of women are trained (2 more women).	Project (to be managed by national gender expert)	14 Ministry of Agriculture officers trained or refreshed in CSA and nutrition (including 12 who will be trainers)	Number of community workers trained or upgraded	MORE	Year 1
	Training in CSA for women's farmers' groups (50% women or women's groups) throughout the project.	Project (to be managed by national gender expert)	50% women among the beneficiaries of the project (baseline)	Number of project beneficiaries trained, including 50% women 70% of project beneficiaries	Project Trainers / ERAP	Year 2-6
Component 4. Project coordination and management	Recruit a national expert in gender and community development through competitive recruitment for the ERAP full-time, bilingual in English: (i) responsible for the implementation of the PAG and its integration into the final logical framework of the project, (ii) training of the project team and gender stakeholders, (iii) organization of trainings, (iv) relationship with external partners (administrations: Prefectures, Ministries, military camps; design office, companies, NGOs, National Union of Djiboutian Women (UNFD), (v) coordination of PFGs of capitals and localities, (vi) supervision in the field, (vii) participation in the complaints management committee, COPIL and COTECH of the project, (viii) periodic reports on gender to the Coordinator, drafting of the gender part of the AfDB's periodic reports, (ix) Gender and CSO Focal Point at the AfDB on the project.	420 000	1 competent national gender and community development expert recruited throughout the duration of the project	An experienced and bilingual national gender and community development expert in English	MORE	Year 1 - 7

	Train the 12 trainers of the project (30% women) on the theme of female leadership and gender (including gender-based violence (GBV), female genital mutilation, FMG), women's economic empowerment, sexual exploitation and abuse, through the National Union of Djiboutian Women (UNFD), as well as the 4 Deputy Directors.	17 310	12 trained agents including at least 4 women	Number of trainers trained, including at least 30% women	MFF / UNFD / Gender and Community Development Expert	Years 1-2
	Training Awareness/mobilization of populations (50% women) and all project stakeholders (companies, external workers, ministries, traditional leaders) on gender and women's empowerment.	Project (to be managed by national gender expert)	According to the baseline study	Number of persons (M/F) and stakeholders trained	ERAP / Business / Gender and Community Development Expert	Year 2-4
	Further train the entire project team in gender (gender mainstreaming within agricultural projects, in climate resilience) and present PAG activities to the entire team at the start of the project. (3 half days).	-	MORE (100%)	Number of project employees with more in-depth gender training	Gender and Community Development Expert	Year 1
Component 4. Project coordination and management	Designate a full-time Gender Focal Point per locality (12) (50% women) to play a role of facilitator and close follow-up : (i) financial inclusion courses (opening of bank accounts), (ii) coordination (with trainers, the Prefecture, the Gender Expert), (iii) establishment of the list of people in need of CNI, certificates of agricultural occupation, people to register for training, etc., (iv) report on the activities of his locality to the PFG of the Capital, (v) followed trainings to become a trainer, (vi) writing a monthly report, (vii) training and training groups in the GALS methodology.	Project (to be managed by national gender expert)	12 Gender and community development focal points within localities including at least 6 women	Existence of a gender focal point (PFG) per locality, 50% of whom are women.	ERAP / Prefectures / Gender Focal Points / Gender and Community Development Expert / UNFD	Year 1

	Designate a Gender Focal Point per Region (4) part-time in the Sub-Directorate of each capital (Dikhil, Ali Sabieh, Tadjourah, Djibouti-city of the 6 watersheds) whose mission will be to: (i) report to the Gender Expert, (ii) facilitate travel and coordination with the prefectures, (iii) follow, support the activities of the localities, (iv) make supervision - monitoring of the field, (v) write a bi-monthly report to the Ministry of Agriculture (Gender Expert), (vi) train and groups in the GALS methodology.	Project	4 Focal points of the kind of capitals	Nb. of PFG by Capital	Gender and community development expert / Associations, local NGOs	Year 1
	Training of trainers on the Oxfam GALS methodology (Gender Action Learning System) by IGAD (6 people, 1 Ministry representative, 5 days). Necessary to include the Gender Expert (as well as the 4PFG of the capitals and the Project Coordinator).	IGAD	7 people trained including 3 women minimum	Number of people trained to be SALG trainers	IGAD / ERAP	Years 1-2
	Train gender focal points in localities (12) and regions (4) in the GALS methodology with tools translated into French and deployed in local languages (Somali, Afar) to be able to assist GALS trainers (by the Gender Expert).	14 338	12 Gender focal points of localities formed	Nb. of gender focal points of localities formed	Gender and Community Development Expert / UNFD	Years 1-2
	Train 30 people (15 couples) in local language per locality in the GALS methodology for 2 years (8 days of training in total), i.e. 360 people.	34 560	360 people trained, including at least 180 women	Nb. of persons trained at the GALS	PFG of the Capitals (trained) and Gender and Community Development Expert	

Component 4. Project coordination and management	Actively participate in the complaints management mechanism to ensure the representation of women (50%), monitoring of firms/companies in charge of the work, company.	PGES	100% of cases resolved	Number of cases referred to the Complaints Management Committee	Gender and Community Development Expert	Years 1-7
	Study of the baseline situation with sex-disaggregated indicators and a detailed gender analysis on the project area - collection and monitoring of sex-disaggregated indicators throughout the project with the Monitoring and Evaluation Expert	Project (50,000)	1 complete baseline taking full account of gender aspects and indicators	Existence of a gender-sensitive baseline and ToRs including this aspect	ERAP / Monitoring Evaluation Expert / Design Office / Gender and Community Development Expert / PFG	6 Months after inception
	Training/prevention workshops on GBV, FGM, GBV/SEAH, hygiene, HIV-AIDS with support from reference institutions on the issue and the signing of a Charter of Commitment at the start of the project by the Ministry of Women and Family (MFF) and partners. Additional sessions by the Gender Expert as needed	56 268	70% of the beneficiaries of the project (to be defined reference study) including 50% of women	Number of people who participated in the training workshops (<70% of project beneficiaries, <50% women).	MFF / Ministry of Justice / Police / Gender and Community Development Expert	Years 2-3
	Organization of exchange workshops, and national and international communication on the good practices of the project in terms of gender mainstreaming, participation in the sharing of lessons learned between the countries of the program (photos, videos, social networks, articles, interview, workshop, etc.).	5 000	2 virtual exchange workshops on gender8 communication objects on Djibouti's PAG	Nb. of virtual gender exchange workshopsNb. communication objects on the implementation of Djibouti's PAG	Gender and National Community Development Expert / IGAD	Years 3-6
	Integration of gender sensitivity into the procurement plan	Project (to be managed by national gender expert)	100% of PAG budget disbursed	Percentage of PAG disbursement	MORE / BAD	Year 1

TOTAL		733 720				
--------------	--	----------------	--	--	--	--

In the event of additional funding or budgetary reserves during project implementation, the following activities are desirable:

- Support for the acquisition of land documents at the Prefecture, coverage of logistical costs (travel to prefectures or sub-prefectures: capitals and very remote localities).
- Verbal, digital, functional and digital literacy (min. 50% women) in the localities of Tadjourah (6), Ali Sabieh (3), Dikhil (2), Djibouti-city (Ambouli) following an agreement with the Ministry of Education (for the free use of classrooms).
- Training of gender focal points (trainers) of localities in training in verbal, digital, functional and digital literacy (12) by UNFD
- Extension of the tasks of the Gender Focal Points of the localities (50% women) to also deliver digital and functional literacy courses and establish the list of people in need of CNI and certificates of agricultural occupation.
- Strengthening of the early warning system with the establishment of a network of field assessors of climate vulnerability equipped (50% women/men) and the representation of women on the Committee set up by the Ministry of the Interior.
- Participatory governance within Climate Smart Villages (CSV) (planned for phase 2) by strengthening the participation of women and youth (50%).
- Equipment for home irrigation ("home water-pumps") and renewable energy solutions (solar panels) to intensify agricultural production and/or lighten women's domestic burden.
- Strategy for the inclusion of vulnerable populations (migrants, nomads) among the beneficiaries of the project with measures to combat their food insecurity,
- Specific support for women's entrepreneurship, for example with the establishment of an incubator in national priority agricultural value chains with comprehensive entrepreneurial and technical training in these sectors.

ETHIOPIA

Context

Ethiopia is a low-income country with a population of 112,078, 730 of which 50% are women according to the World Bank Data for the country. It is interesting to note that the country has made some tremendous progress towards actions to gender equality. According to the global Gender Gap Index of 2020 by the World Economic Forum, Ethiopia ranks 82nd in the 2020 rankings showing that it has closed 70.5% of its gender gap to date. Ethiopia has also achieved 16th position globally in political empowerment with about almost half (47.6%) of its ministers being women and 38.8% of parliament seats occupied by women⁹. It has also operationalized various policy and legal instruments designed to promote gender equality for example mainstreaming gender within the key national development plans such as the Growth and Transformation Plan I and II (GTP); instituting gender budgeting, increased political participation by women with a cabinet of 50% women and increased representation of women at regional and councils but though lower at federal level; registration of considerable improvements in reproductive health and some moderate strides for women's land rights with about 40% of women owning land and 25% owning through joint land certification for women in male headed households. Despite these remarkable results women are still marginalized in the fields of health services, education, labour market¹⁰ and economic participation and realization of their full potential. For example, Ethiopian women are worse off in agricultural productivity, business revenues and hourly wages than men due to differential access to productive resources like credit, inputs, education, and assets¹¹.

Specific Gender Gaps have resulted in challenges and barriers to women's economic empowerment and achievement of gender equality in Ethiopia. These include: Limited access to basic services like education Gender Parity Index (GPI) is low in secondary and tertiary levels. Females are less likely to complete Grade 8 (59.7percent against 64.4percent for male) and continue with secondary schooling compared to their male counterparts and more likely to perform poorly than boys on grade 10 examination. Apparently, there are fewer females enrolled in higher institutions of learning compared to males in undergraduate (34percent) and postgraduate (18percent) levels. Mean years of schooling for females is just 1.6, less than half of the already low mean years of schooling for males, at 3.7 years.

Low BMI among women in the reproductive age: Around 22.3 percent of women in the reproductive age (15-49 years) are underweight (18.5 >BMI) because of inadequate energy intake and/or diseases. The highest proportion of underweight in women is observed in Afar (39.1 percent), followed by Tigray (34 percent), Gambella (31.8) and Somali (31.2 percent). On the other hand, the prevalence of overweight and obesity among non-pregnant women of reproductive age (15-49) stands at 29.4 percent in Addis Ababa, while about one-in-five women in Dire Dawa and Harar are overweight or obese¹² (WFP).

⁹ World Economic Forum (2020). The Global Gender Gap Index 2020

¹⁰ World Bank (2019). Ethiopia Country Diagnostic Note

¹¹ IGAD (2018). Gender Analysis of the IGAD Drought Disaster Resilience and Sustainable Initiative and Regional Programming Paper (RPP), Volume I.

¹² WFP (2019), Comprehensive Food Security and Vulnerability Analysis (CFSVA)

Harmful traditional practices – FGM and Early Marriages: Around 65 percent of Ethiopian women aged 15-49 are victims of FGM. Somali and afar regional states have the highest FGM rates with 99 percent of women aged 15-49 having been circumcised. The FGM prevalence has decreased from 74 percent in 2005 with a notable decline among younger women (aged 15-19) which currently stood at 47 percent in 2016, showing a 24 percent decline over ten years¹³. Women in rural areas are more likely to be circumcised than their urban counterparts (68 percent and 54 percent respectively). Early marriage is a common practice in Ethiopia, particularly in some parts of the country, impacting on the school attendance of girls. The median age at first marriage for women is one of the lowest on the continent: 17.1 years. Among women aged 30–34, 27.3 percent had married by age 15.69¹⁴. More than 58 percent of girls between the ages of 15 and 19 give birth sometimes causing physical damages (HDR Ethiopia). A USAID study found that an estimated 36,000 to 39,000 women in Ethiopia live with obstetric fistula, and over 3,000 additional new cases occur each year¹⁵.

Gender Based Violence: More than one-third of ever-married women reported that they have experienced physical, emotional, or sexual violence from their husband or partner at some point in time. As per the 2016 DHS, almost 1 in 4 women reported experience of emotional violence and physical violence from a husband or partner. Experience of physical, emotional, or sexual violence is higher among older women 40-49 (38 percent), formerly married women (45 percent), those living in rural areas (36 percent vs 11 percent for urban). Comparably women in Oromia (39 percent), Harari (38 percent), and Amhara (37percent) had higher proportion of women experiencing domestic violence. Experience of spousal violence decreases with increasing educational level and household wealth. Women from the richest quintile are least likely to report ever experiencing sexual violence (4.5percent), while 12.3percent of women in the poorest quintile report having experienced it ¹⁶. The new Civil Servants Proclamation No. 1064/2017 addressed sexual harassment in the workplace prescribing serious disciplinary measures.

Barriers to economic participation – limited access to productive resources: Women fare worse off in agricultural productivity, business revenues, and hourly wages than men due largely to differential access to productive resources like credit, assets, inputs, and education. Women's low access to formal credit is partly linked to their limited ownership/control of physical assets that serve as collateral. Women experience lower returns on investments due to structural issues that perpetuate the broader social norms, market failures, and institutional constraints. The Government has prioritized increasing women's access to agriculture extension services. The Women Development and Change Package highlights a set of agricultural extension services from which women may benefit. The Growth and Transformation Plan II (GTP II) also has set the target of increasing the percentage of rural women farmers who are benefiting from extension services to 30 percent. It was reported that in 2019 around 2.8 million women 2,792,600 (32percent female headed) women farmers were reached through the agricultural extension services. Though women make up more than 40 percent of the agricultural labor force and head approximately 25 percent of all farming households, they have less access to land and other factors of production than men. On average male-headed households own 2.2 hectares of land compared to 1.7 hectares for female-

¹³ FDRE (2019), Fifth National Report on Progress made in the Implementation of the Beijing Declaration and Platform for Action

¹⁴ World Bank (2019), Ethiopia Gender Diagnostic Report .

¹⁵ Ethiopia Fistula foundation.

¹⁶ Central Statistical Agency (2016), Ethiopia Demographic and Health Survey.

headed households.¹⁷ Compared to male farm managers, female farm managers control smaller plots of land, cultivate fewer crops, use fewer inputs, and are less likely to access extension programs and formal credit. Use of inputs tend to involve cash investment and mobility that cash-constrained and homestead bound women may ill afford. Thus, productivity for female farm-managers is 23percent lower than their male counterparts¹⁸.

Disproportional overrepresented of women in informal sector as workers: According to estimates made using 2015/16 HICES data, at least 52.6percent of women and 47.5percent of men in the major towns are self-employed¹⁹. It is also estimated that 36 percent of women's work in the informal sector²⁰. In this category, women account for about half of the operators in the wholesale and retail subsector. As informal workers, women face challenges including a lack of working premises and shortage of working capital.

Women's underrepresentation and undervaluation in the labour market: As reported in the AfDB Africa Gender Index, female labour force participation rate was 74.3 (86.6 for male) in 2018²¹. Unemployed female youth in Ethiopia outnumber unemployed male youth, at 30percent and 19percent respectively²². In urban areas female unemployment rate (26.4 percent) is more than double as compared to male (12.2).²³ There are also significant gender gaps in wages received. Males receive 50percent more on average than women. Females earn 69 percent of what males earn in the whole economy and 63 percent in industry sector. In manufacturing, even after accounting for education and experience, men earn 23 percent more on average²⁴.

Under representation of women in High skill jobs and in managerial positions:

Close to 60 percent of the female production workers are unskilled (as opposed to 28 percent for males). The proportion of females who work as production managers or department heads is less than 4 percent, whereas that for males is about 13 percent. Women make up only 20 percent of science and engineering professionals, 21 percent of business services agents, and 30 percent of information and communication technologies (ICT) technicians²⁵. Women's share of highly qualified professions, senior positions and management is estimated at 30percent²⁶

Impact of COVID 19 on women and girls: Ethiopian women, like elsewhere, are vulnerable to infection due to their productive roles as first line health workers, health facility service staff (e.g., cleaners, laundry) and reproductive roles (as primary care providers). Overwhelmed health services may also hamper women's access to reproductive health, especially crucial pre-natal services, and access to family planning, exacerbating the already high level of maternal deaths in the country. With the slowing down of economic activities, more Ethiopian women will be particularly vulnerable as many of them depend on subsistence employment and the hardest hit self-employment sector, which is characterized by informal business. Increased household stress

¹⁷ World Bank (2019), Ethiopia Gender Diagnostic Report .

¹⁸ GIZ (2019), Employment and Labour Market Analysis (ELMA) in Ethiopia.

¹⁹ AfDB (2020), Growth, Inequality and Poverty Reduction and Job Creation in Ethiopia.

²⁰ UNDP (2018), A Study On Women Manufacturing In Ethiopia.

²¹ AfDB (2019), Africa Gender Index

²² FDRE (2020), Ten Year Perspective Development Plan (2021 – 2030).

²³ Ethiopian Central Statistical Agency (2018), The 2018 urban employment unemployment survey.

²⁴ UNDP(2018), ETHIOPIA | National Human Development Report.

²⁵ UNDP(2018), ETHIOPIA | National Human Development Report.

²⁶ GIZ (2019), Employment and Labour Market Analysis (ELMA) in Ethiopia.

over economic shocks, prolonged periods of coexistence in (small) living quarters, and reduced access to critical protection services and support networks during this pandemic could exacerbate cases of intimate partner violence in the country. In the absence of a vigorous back-to-school campaign, girls' school dropout is also expected to rise from the current 17.3 percent (elementary level). The need for family members to consistently wash their hands to protect themselves from infection, and keep homes and other establishments clean adds a new dimension to the water collection burden of women.

Lessons learned from Phase I (DRSLP I and DRSLP II)²⁷ of the project, data collected through key informant interviews, consultations with gender focal points in the relevant Ministry of Agriculture, and non-governmental organizations during the feasibility study period for this project in selected project regions indicate that pastoral and agro-pastoral women in Ethiopia are doubly marginalized; by virtue of their gender and through their migratory lifestyle making access to services difficult. A bigger percentage of the population is found in the rural areas with women providing most of the manual labour in agro pastoral communities. For example, while men migrate from one place to another with livestock, women and girls are left at home to take care of families during prolonged periods of drought and with very limited resources to support their families. Due to their socio-cultural gender norms, they are forced to walk for long distances in search of water, fuel wood, and grass for construction of houses. This activity pattern puts an extra constraint on their time budgets and reduces the amount of time available daily to engage in small income earning businesses (IGAD, 2016).

Gender disaggregated information on roles and access to assets and productive inputs by men and women remains scant making analysis and targeting difficult. However, consultations and research indicate that pastoral women face considerable barriers in accessing land and credit. Where land is owned by female heads of households, the parcels of land are much smaller than those jointly owned by women and men in male headed households. At the community and household level, patrilineal system of land ownership and inheritance based on customary laws and practices override the established laws, institutions and legal frameworks on land ownership such that preference is always given to sons versus daughters. Women in agro pastoral communities also have no access to credit in formal microfinance institutions and rely on traditional saving schemes to operate small businesses that are not economically viable. They are also often excluded from vital information for market and value chains and are not able to access information related to climate change resilient agricultural practices due to their low literacy levels and limited participation in decision making in community level institutions. This in turn raises their vulnerabilities to shocks related to climate change compared to men. (IGAD, 2015; UN Women, 2014)

The major beneficiaries of the proposed program will be pastoral and agro pastoral communities with 30% to 50% being women based on government commitment and number of women reached, and their local institutions in 30 districts across 4 administrative regions in Ethiopia. The primary beneficiaries of the proposed project interventions are expected to number about 2,267,736 million people (about 441,194 households). These beneficiaries will be selected individuals, households

²⁷ AfDB (2014). Drought Resilience and Sustainable Livelihoods Program in the Horn of Africa – Project II (DRSLP II). Ethiopia Appraisal Report.

(male headed and female headed households), and communities residing in agro pastoral areas in four Lowlands regions. They include pure pastoralists (camel, cattle, sheep, and goat owners) and agro-pastoralists in the targeted rangelands; those opting out of pastoralism and/or interested in taking up alternative forms of livelihood; and the populations in the selected woredas and kebeles.

Specifically, this project targets to build climate resilience for food and livelihoods among agropastoral communities and mainstream gender along the project components, thereby reducing the gender gap, achieving economic empowerment and gender equality. One of the main project outcomes is to increase income from agro pastoral value chains with increased per capita income among women beneficiaries and creation of jobs for women and youth. Additionally, the project targets to increase access to productive resources for youth and women like land, innovative and digital financial services tailored to meet the needs of the two marginalized groups, biofortified foods to women (in male headed and female headed households) and men within their households, participation in sustainable management of agro pastoral lands, and development of agribusinesses and agro pastoral value chains for women led and youth led cooperatives. Furthermore, the project will also strengthen women's decision-making role in the household and their community and their representation in the membership and leadership of grassroots institutions and organizations.

Therefore, the current project aims to mainstream gender in all components as well as address specific issues through targeted activities as outlined in the GAP. The project seeks to empower women both within the project areas and in program implementation and aims to achieve 30% to 50% of those benefiting to be women. It will encourage committees to include a 30% quota for women in management and training activities in line with GoE regulations. The GAP activities are supposed to address the persistent challenges and barriers that continue to negatively affect women to close the gender gap and achieve economic empowerment for women and youth. A gender expert within the PIU will ensure that the project is implemented in a way that addresses the gender issues among agro pastoral communities. Continuous monitoring and evaluation will be carried in a timely manner throughout the project period with gender mainstreamed indicators of change as outlined in the project log frame.

Identification of specific gender-based risks and mitigation measures to address identified gender gaps, inequalities, or discriminatory practices in the regions targeted for program implementation in Ethiopia.

- 1) Project activities that are dominated by men for example in design of infrastructure like boreholes, roads and rehabilitation of such structures can tend to limit the participation of women due to socio norms. This will be minimized through training of women in public speaking and making sure that at least 30% of representation in these forums are women with again equal representation in leadership positions.
- 2) that the project will ensure that women are not underrepresented in all forums across the project components (water committees, sustainable management of agro pastoral lands, climate smart villages with demonstration sites, access to digital technology on climate resilience practices and services etc.) with at least 30% representation. Also engaging with norms will involve transforming the mind-sets of both men and women and their traditional and customary leaders especially through gender transformative activities like community

dialogues. In addition, the GALS Approach and methodology should be implemented in all regions covered by the project. If it is not possible, then organized tours to the region where such methodology has been implemented should be arranged for other community members to learn. In cases where norms persist and hinder women's participation in the presence of men, then women only groups should be encouraged so that women can share their views on their needs, concerns, and interests with respect to implementation and management of the project activities so that they are not disadvantaged.

- 3) Markets for agro pastoral value chains especially livestock can have the tendency to be dominated by men and thus reduce the bargaining power of women with respect to prices of livestock and other agro pastoral value chain products. These challenges can be addressed through capacity building in public speaking for women, having digital platforms packaged and simplified to meet the market needs of women especially providing weekly market price targets on agro pastoral value chain products across the project regions.
- 4) Other challenges related to this project could arise due to time poverty constraints based on women's heavy workload. Alternative technologies like renewable energy – solar and biogas systems will be made available to women to reduce their time poverty constraints imposed on them by their productive and reproductive roles. Access to household water will be enhanced through provision of boreholes within short distances of homesteads and villages so that women spend less time travelling to fetch water. For water, adequacy during the dry season and accessibility through shorter distance travelled should be tackled as priorities. Women will have have quotas (at least 30% participation) in reseedling programs and in land rehabilitation programmes
- 5) Women have low literacy levels and therefore could face challenges in understanding livestock and crop production technologies in agro pastoral value chains. The project should support simplified and packaged crop production technologies and extension service training manuals and modules targeting low literacy levels of women to enhance food production and nutrition. Such modules and technology manuals should be packaged in the local languages to meet the needs of women. Training should be conducted near villages and homesteads where women are comfortable to avoid the fear of traveling for long distances away from their homesteads based on socio cultural gender norms which limit women's mobility to faraway places without permission from the male heads of households and due to their heavy workload. Training periods of time and dates of training should be agreed upon based on consultations between women and education extension service providers.
- 6) Based on intrahousehold control of specific value chains by men and control of income from such value chains due to social cultural gender norms based on patrilineal systems in the agro pastoral communities, it is advisable to invest in women only value chains targeting women to make sure that women have the opportunity to earn income from value chains that have no value to men based on gender norms and traditions. Such value chains include poultry, goat and sheep fattening commonly termed as small stock value chains. Studies have shown that when a certain value chain becomes profitable, there is the possibility of control by men. Therefore, the project implementers at the community level

should put in place safeguards to ensure that markets, and market prices and products from women only value chains are not taken over by men. Such safeguards can include women organising into cooperatives for poultry, sheep and goat keeping and marketing their products as a group and thereafter sharing the income. Processing plants for produce from women only value chains are more secure from male dominance if they are operated as women only cooperatives for economic empowerment of women

- 7) Women are not homogeneous, and care must be taken not to assume that the interests, needs and concerns of women are the same. Such an assumption could result in biases in identification and participation of women beneficiaries in the project activities. There are women from male headed households and female headed households and younger women. Women from female headed households like widows and single mothers should be involved in all project activities targeting women using a quota system of representation to make sure that all groups and categories of women benefit equally from the project activities through representation at all planned activities across the project components.
- 8) Harmful traditional and customary practices can result in low participation of women in the project. Community mobilization to create awareness against such practices should be encouraged through gender transformative action plans for example through community wide campaigns against female genital mutilation and early marriages, reproductive health awareness and use of capacity building materials simplified and packaged to target different local community groups on behaviour change and use of gender sensitive and diversified behaviour change communication strategies to promote women and girls empowerment.
- 9) There could be gender biased implementation of project components by field staff if they are not trained on gender mainstreaming into the project cycle activities. The gender expert in the PIU gender expert and coordinator should build the capacity of field staff and gender focal points at the local level so that gender is mainstreamed into the project activities to achieve empowerment for women and close in the gender gaps identified in agro pastoral communities.

PROJECT TITLE	Resilience Building for Food and Nutrition Security (BREFOL) Programme in the Horn of Africa (HOA) <i>Objective: To contribute to the improvement of living conditions and food and nutrition security in the Horn of Africa</i>					
CATEGORY SMG (GMS)	GEN II					
Components	Activities	Budget in USD	Target(s)	Indicator	Responsible(s)	Timeline
Component 1. Strengthening the resilience of drought-prone areas and pastoral and agro pastoral production systems to climate change	Community consultations including women/men groups during design and site identification for infrastructure development activities	50,000	50	# of community consultations for development of infrastructure Community stakeholder consultation plan developed	Ministry of Agriculture/Ministry of Women and Social Affairs/ PIU	Ongoing
	Leadership training for women including public speaking training to participate fully in the Climate Change adaptation planning and range land management.	10,000	500	# of women trained	Ministry of Agriculture/Ministry of Women and Social Affairs/ PIU	
	Facilitated dialogues with women/community groups during site identification for sustainable range land rehabilitation.	20,000	20	# of dialogues with community groups on sustainable range management	Ministry of Agriculture/Ministry of Women and Social Affairs/ PIU Gender Expert in PIU	Year 2
	Payam Land Council, Land Committees, and clan leaders land management training with representations of at least 30% women	50,000	20	# of training sessions with PAYAMs # of women who participate in land management committees	Ministry of Agriculture/Ministry of Women and Social Affairs/ PIU	Year 2
	Replicate the Farm Africa gender inclusive bylaws in woredas to increase women's participation in conservation efforts , range land management, agroforestry and decision making.	100,000	20	# of woredas that adopt bylaws to accelerate women's participation in conservation efforts, range land management and decision making	Gender Expert in PIUs	Year 2-4
	Participation of youth and women groups in the sustainable land	Project budget (100,000)	50,000	# of women and youth who participate	PIU	Ongoing

	management practices in agro pastoral lands/			sustainable land management		
	Development of water infrastructure	9,299.4	200 5000	Number of water infrastructure developed to bring water close to communities # of households who have access to water sources closer to their homes	PIU	Ongoing
Inclusive Entrepreneurship Developed	Tailor made Business Development Services for women with low literacy levels	20,000	500	# of women trained	PIU	Year 2-6
	Dialogue between traditional leaders and district gender units to guarantee women's access to land resources beyond the project	20,000	20	# of communities where traditional leaders facilitate women's access to land	PIU Gender Expert	Year 2-6
	Gender analysis of selected value chains and identification of entry points for women's participation.	30,000	3	Gender Analyses reports	PIU	Year 1-2
	Facilitating the organisation of women farmers into cooperatives and supporting them to achieve some level of formalisation to benefit from financing. Capacity building on cooperative education: bylaws, leadership, management, and maintenance	50,000	5000	#of women who are registered members of cooperatives # of cooperatives trained on governance and Agri business	PIU Gender Expert	Year 2-4
	Provision of renewable energy solutions inputs and finance (energy saving cookers/solar panels for women and female-headed households)	500,000	500	# of women who adopt use of renewable energy solutions	PIU	Year 3-4

	Building capacity for women to access resources related to renewable energy at the group/cooperative level –	20,000	150	# of women who access finance for renewable energy technologies		Year 3-4
	Training and support for women to access bio digester units and solar systems	20,000	200	# of women trained	PIU. Gender Expert	Year 3-4
Gender Responsive Adaptive Capacity to Climate Change	Training of pastoralists and smallholder farmers on the use of climate-informed agro-advisory services (at least 30 % target are women)	Project budget (100,000)		# pastoralists using climate informed agro advisory services (at least 30% women)	PIU	Year 2-4
	Network of climate vulnerability assessors equipped with early-warning systems targeting women	Project budget		# of women who use early warning technologies	PIU	Year 1-2
Gender Responsive Project Coordination	Recruitment of a Gender Expert in PIU for an effective and efficient coordination of the GAP	420,000	1	Gender Expert recruited	PIU	6 Months
	Gender assessment of the project to obtain baseline data and inform project implementation	50,000	1	Gender assessment Report Updated gender Action Plan	PIU Gender Expert	6 Months after inception
	Capacity building on Gender mainstreaming of key stakeholders including on GBV/SEAH prevention	20,000	500	# of stakeholders trained	Contractors	Year 2-7
	Production of Gender Knowledge products Collection of gender disaggregated data for Monitoring, Evaluation and Learning	10,000	3	# number of reports produced	Gender Expert	Year 2-7
	Facilitation of gender transformative forums for men and women: Sub-national Gender Action Learning Systems (GALS) Approach and methodology targeting women/men/traditional leaders across all the target locations	100,000	10	# of training sessions on the GALSS approach	PIU Gender Expert	Year 2-6

TOTAL		1,699,299. 4				

KENYA

Context

Kenya is a developing country whose development efforts are increasingly being hampered by the adverse impacts of climate change such as droughts and floods, which have increased in both frequency and intensity over the past decades. These impacts are felt across all sectors including agriculture, health, energy, transport, and water. Kenya's National Climate Change Action Plan (2018-2022) identified major climate hazards in Kenya, including the increasing frequency and intensity of extreme climate events, heat waves, droughts, floods, and landslides. The arid and semi-arid regions of Kenya have endured three severe droughts in the last decade (2010-2011, 2016-2017 and 2020-2022). The 2020-2022 drought was reported as the most severe and longest with widespread livelihood losses and massive displacement of populations.

In economic terms, each drought reduces the Gross Domestic Product by an average of 3.3 percent with the average annual cost of the damage estimated at \$ US 1.25 billion for drought alone. This has led to loss of lives, diminished livelihoods, reduced crop and livestock production, and damaged infrastructure, among other adverse impacts. Over the past 20 years, Kenya's population has doubled. Although Kenya has sustained population growth, it has both high birth and infant mortality rates. There has been a marked improvement in life expectancy, particularly in recent years. This is consistent with Africa overall. The United Nations estimated the Kenyan population to be at 54 million (51% women, 49% men) as at July 2022. Most of the population is mainly rural and relies on climate vulnerable nature-based resources.

Gender and Climate Change

Gender, together with other aspects of identity, shapes the lives, opportunities, and experiences of people across the globe. It also influences vulnerability to climate impacts. Despite growing recognition of the differential vulnerabilities as well as the unique experiences and skills women and men bring to development and environmental sustainability efforts, women still have less economic, political, and legal capabilities. Consequently, they are more exposed to and less able to cope with the adverse effects of climate change. Equally true is the reality of women as powerful agents of change, who despite structural and sociocultural barriers are making significant contributions to sustainable development.

In Kenya, patriarchal norms that assign gender roles place responsibility for household reproduction in women and girls. As primary caregivers they are charged with securing water, food, and fuel for cooking and heating while also being responsible for taking care of household members including children, the elderly, and disabled. In addition to reproduction activities, women also actively engage in livelihood production, undertaking the bulk of agricultural work and contributing to productivity for consumption and for sale. Nonetheless, women earn only a fraction of the income generated and own a nominal percentage of assets. Barriers to information, technologies, and financial services coupled with limits to women's full participation in household decision-making, markets and formal institutions contribute to these unequal outcomes between men and women. Despite women's participation and contribution to the economy, their work is under-rated, and women and girls' work is often unpaid, underpaid, or invisible. The majority of

women work in the informal sector, with only 34 percent working in the formal sector. For those that do work in the formal labour market they generally earn less than men; for every KSh100 earned by a man, a Kenyan woman only earns KSh 62.5. This wage gap cumulatively translates to different outcomes for both men and women, economically, politically, socially and culturally. Poverty is prevalent among low-income earning women, rural communities, and the urban poor, concentrated in increasing urban settlements. 30.2 per cent of female headed households are poor compared to 26 per cent of their male counterparts.

Women's dependence on natural resources for both reproductive and productive activities underscore their vulnerability in the face of increased climatic uncertainty. Yet, this same dependence also makes them critical stakeholders in adaptation and mitigation efforts. Therefore, implementation towards Kenya's NDC as well as efforts towards low carbon and climate resilient development requires inclusive and gender responsive approaches that address the factors that maintain inequalities, constrain women's opportunities, and limit their ability to plan and adapt to climate change.

Climate change risks lead to the loss of livelihood opportunities and caused considerable stress for men and boys. This is because of the socially ascribed role of men as the providers for the household. These have led to psycho-social illness and low self-esteem among men, while families are dislocated, and new gender roles emerge. Men are more likely than women to be affected by parasitic and infectious diseases during droughts and famines because they engage more in outdoor activities during severe weather events. However, women are more vulnerable to injury and fatality in climate change-induced hazards, such as flooding. This is because women have fewer opportunities to learn life skills such as swimming and tree climbing which are required in the event of severe flooding. Climate change affects the youth in diverse ways without any notable variations. During extreme weather events, youth experience unemployment, and some engage in substance abuse, suffer depression, and drop out of school. In addition, some of the female youth suffer from unwanted pregnancies and early marriages. In other cases, the youth engage in illegal activities such as drug addiction, robbery and join terrorist groups.

A quick overview of the context in the priority sectors of water, agriculture and energy highlights the following realities:

Water: Climate change is leading to a reduction in water resources which makes the management of this critical resource more difficult, affecting energy production and agricultural systems and increasing the likelihood of conflict. Currently, clean water coverage in Kenya stands at 60 percent leaving approximately 40 percent of Kenyans without access to clean and safe drinking water. iv In times of water scarcity, such as during droughts, it is women and girls who must travel long distances in search of water, with the result that they have less time for other activities including critical ones such as education and/or paid work. Prolonged drought leads to migration by pastoralist communities in search of pasture and water. They sometimes establish new settlements near other communities dependent on the same water source, which often lead to tensions and violent conflicts with unemployed youth becoming involved in different types of violent behavior, including livestock raiding. Additionally, because of strained livelihoods, intra-household relationships are strained, leading to tensions and gender-based violence (GBV).

Agriculture: Gender norms that dictate roles in agricultural underpin the disparities that men and women face in production systems. Women have less access to the means of production including land, finance, inputs, modern technologies, extension services, and marketing facilities while also having less say in decision making. Land title deeds are an important form of collateral for accessing agricultural credit, and hence the low rates of women's ownership of land in Kenya hampers their ability to obtain loans from financial institutions. These barriers will further constrain women's ability to adapt to climate change, with the result of an increased gender gap in agriculture coupled with more threats to families' food security. More needs to be done to ensure women's ownership of factors of production with land being key.

Energy: In Kenya, the energy sector plays an important role as the infrastructure enabler for sustained economic growth, development, and poverty. Access to modern energy is an enabler for women's empowerment as it plays a key role in meeting practical gender needs of women such as cooking, food processing and water hauling as well as strategic gender needs like street lighting for safety and power for enterprise development. While access to energy services would not necessarily guarantee gender equality, it increases efficiencies around household tasks such as cooking and allows time for education and other productive activities. Across all sectors, the impacts of climate change are often compounded for older women, women with a disability or for those with responsibility for other disabled or sick family members. Indigenous minorities lacking influence and access to decision-making are highly likely to face barriers to accessing solutions.

Key barriers to integrating gender considerations into climate compatible development include existing gender inequalities, patriarchal culture, and asymmetrical power structures. These need to be reflected in strategies and interventions. It is important to also underline that gender is not just about women and that a narrow focus on women in climate change adaptation results in narrow interpretation of complex contexts and this leads to shortsighted policies and interventions.

Policy, Legal and Institutional Framework

The Government of Kenya has recognized the need for equal and full participation of women and men at all levels of national development. The Government is committed to empowering women, reducing gender inequality, and eliminating all forms of discrimination. The Vision 2030 highlights progress made on gender equality and the commitments for ensuring compliance with international and regional obligations on gender equality and women's empowerment. The National Gender Policy 2011 and the Strategic Plan of the National Gender and Equality Commission (2019-2024) were designed to provide a framework for improving gender equality. Policies such as the Article 27 (8) of the 2010 constitution of the Republic of Kenya requires progressive realisation of the enforcement of the two-thirds gender rule and requires this to be implemented during general elections. In addition, Article 27 (6) provides for strong affirmative action, aimed at ensuring full realisation of gender equality.

The Government of Kenya has responded to the challenge of climate change by enacting and assenting to various policy, legislation, and strategies at the national and international levels. The link between gender and climate was first recognized at the global level in 2001 with the United Nations Framework Convention on Climate Change (UNFCCC) formally addressing representation and participation of women. At continental level, the African Union (AU) is

committed to addressing climate change issues with a gender perspective. Kenya has sought to operationalize AU commitments by integrating a gendered lens in their respective climate change policies, strategies and action plans as well as green growth and low carbon strategies.

Kenya's Climate Change Act of 2016 establishes institutions at national, sectoral and subnational levels to address climate change challenges. These include the National Climate Change Council, the Climate Change Directorate and the Climate Change Fund. Kenya has had a gender policy since the year 2000. It provides a framework for stakeholders to address the gender inequalities in a cross-cutting manner. The State Department for Gender in the Ministry of Public Service, Youth and Gender Affairs develops relevant policies and coordinates the mainstreaming of gender and women's empowerment in government departments and agencies at national and subnational levels. Additionally, the National Gender and Equality Commission (NGEC) coordinates, audits, monitors, facilitates and advises both state and non-state actors on gender equality and freedom from discrimination. NGEC hosts the secretariat of the African Working Group on Gender and Climate Change. The sectoral institutions include the Climate Change Units and Gender Focal Points in all Ministries, Departments and Agencies.

Kenya has done well to ensure robust climate change policies and legislative frameworks; however, gender disparities persist largely due to the slow implementation processes. This can be attributed to gaps in the laws, delayed enactment of gender-related legislation, ignorance of existing legislations, gaps in some of the policies and laws, inadequate accountability by citizens and duty bearers.

The Rationale for Gender Activities in BREFOL Kenya Project

The project will cover the six counties that were part of DRSLP-1 and Garissa county. The Gender Report stemming out of DRSLP-1 indicates that means of productions remain dominated by men in all six counties covered in the first phase, a situation dictated by patriarchal traditions. Labour, land and equipment, were controlled by adult and elderly males. The latter also determined how resources were allocated and used at household and communal levels.

The communities are traditionally pastoralist with livestock being the main source of livelihood. Livestock production activities (herding, watering, securing livestock, treatment, slaughtering, and sale) were dominated by men. In Samburu and Marsabit counties did women and girls participate in herding. The seasonal migration of men in search of pasture and water for livestock activities and to attend market days meant their reduced availability for farming activities during these periods. Women had full control in milking and selling milk as well as in chicken rearing, sale of eggs and sale of chicken. Key challenges to livestock production as a livelihood were: lack of water; diseases; low levels of value addition; decreasing pasture space; insecurity; limited access to credit; infiltration of livestock trade by brokers; and price fluctuations. In Samburu, a man could assign some livestock to his wives to sustain their households. However, the wives had no authority to dispose of the stock and must consult their husbands before doing so. In Baringo County, there were cases of single women and widows owning dairy cattle and married women owning goats and sheep but the latter needed to consult their husbands if they wished to dispose of the livestock. Although ownership and control of livestock mainly lay with men, all family members benefited from and accessed livestock products. However, income from livestock was under men's management.

Though crop farming is new to these communities, it is now the second main source of livelihoods. Communities do not have the capacity yet to adopt advanced crop farming technologies. In crop farming, land preparation is dominated by men while the sorting of the produce is exclusively done by women. Planting, weeding, harvesting, storage and transport of produce to the market was done by both men and women and the distribution of labour varied by county and by crop. There was a shared control on crops and related income but women largely controlled benefits related to subsistence farming activities. In crop farming, key challenges were lack of water, poor access to extension services, and low levels of value addition.

Women bore the burden of reproductive activities (fetching water, cooking, fetching firewood, cleaning houses, laundry; and care for children, sick and elderly). These activities were conducted daily and manually. Most of these activities were done in the domestic sphere and, as a result, limited women's exposure. Men, on the other hand, were in charge of activities viewed as technical.

A majority of respondents (85%) across the six counties reported being married. Household data confirmed that polygamy was common and in Samburu County practiced almost as much as monogamy. In all six counties, the man was the head of the household and the main decision maker on family assets and community matters. The wife was the daily manager of food and other family resources. In the absence of the man, the first son took over decision making if he had attained maturity age. In the case of polygamous relationships, the first wife shared responsibilities with her co-wives and alternated in herding, child care and other duties. Her first son was the senior son regardless of his chronological age relative to sons of other wives.

In all six counties, there was male dominance in community management activities such as gathering intelligence about community security and welfare; dispute resolution (land, domestic feuds, resources, theft etc); disciplining young men; carrying out religious activities and ceremonies, organising initiation ceremonies; and blessing warriors. Contemporary leadership was male-dominated and allowed women representation solely to abide by the constitutional gender rule. Only in Samburu and Marsabit counties were things different with female chiefs who were given respect due to their positions.

Rites of passage such as circumcision for boys and female genital mutilation (FGM) for girls were still practiced in some counties. Circumcision across the other counties was carried out during periodic ceremonies associated with good harvests. FGM continues to have disastrous effect on girls' and women's health. Early marriage was responsible for the high dropout for girls in most of the communities.

The issue of land ownership and acquisition remains key to any intervention aimed at building resilience. Study findings indicated that individual ownership of land across the six counties was common, exception in Samburu County where land was owned through group ranches. Where land titling was available, men are the ones registered as land owners. Though land was accessed and used by all the community members, women were unable to use such land as collateral for development loan. Pasture could be accessed by all but control was exercised by men in the community. Similar for water resources which could be accessed by everyone in the community,

but Water Resources Users Associations (WRUAs) were dominated by men. The considerable workload of women in both productive and reproductive activities restricted their availability to participate and conduct WRUA activities.

Female-headed households faced more constraints than male-headed households. Such constraints included: lack of traditional physical protection provided by men; higher levels of poverty; lower incomes due to reliance on one breadwinner; inadequate resources due to patriarchal ownership and inheritance patterns; and high workload. Fewer children from such households went to school and quite a number became labourers to earn a livelihood for the family. One advantage of female-headed households was cited as more economical use of resources.

Various institutions operate in the counties covered by the DRSLP. They include co-operative societies, government institutions, NGOs, faith-based organisations, and community-based organisations and self-help groups. Information from the cooperatives indicated low levels of attention to gender differentials. This was largely because they were voluntary organisations by nature and furthered the interests of their members without necessarily encouraging any particular sex to join. Membership is dictated by the ability to fulfil membership conditions such as payment of registration fees, regular contribution of shares, involvement in a specific productive activity, production capacity and ability to repay loans. Other information indicated that women were constrained by lack of capital and ignorance regarding sources of credit due to lower levels of education and exposure.

Recommendations

- 10) DSRLP project activities that depend on men's inputs need to be synchronised with seasons when they are not migrating. In parallel, the capacity of women to engage in activities dominated by men should be built.
- 11) Deliberate strategies should be developed to include women in all committees related to the project, including community management activities on decision making, conflict management and land management. Strong reference should be made to the constitutional edict on inclusion through the two-thirds gender rule. Traditional and contemporary leaders should be mobilised to facilitate such dialogues and lead the desired changes. Where necessary, the project should rely on separate spaces for women to ensure that women articulate their views on community management issues.
- 12) Livestock investment should be spent on value chains benefitting both men and women equitably. Key challenges should be addressed, including: water, pasture, insecurity, diseases and marketing. For water, adequacy during the dry season and accessibility through shorter distance travelled should be tackled as priorities.
- 13) With the growing interest in crop farming as an alternative livelihood, the project should support simple crop production technologies that would enhance food production and security. More complex technologies should be introduced at a later stage when acceptance and capacity of beneficiaries have been secured. Crop farming activities have shown great potential in the gender balancing of responsibilities.
- 14) Invest in value chains that benefit women. Poultry rearing is the domain of women. Commercial poultry rearing should be prioritized as an income generating activity for women with safeguards in place to ensure that the trade is not hijacked by men once it

becomes lucrative. Processing of dairy products can also be envisaged as an investment that will benefit women.

- 15) Move away from the assumption that heads of households are men. With polygamy commonly practiced, assuming so would be counter-productive and omit women who are *de facto* heads of their individual households. This would also ensure that households headed by widows and single mothers are reached.
- 16) Support advocacy work to recognise girls' and women's right to inherit family property and the succession rights of widows.
- 17) Run awareness campaigns on the elimination of FGM, early marriages, discriminatory dietary practices that negatively impact the development of girls and initiation practices that negatively impact boys' education.
- 18) Maximise the use of all structures created under the project as entry points for advocating gender equality and mobilising the community for gender training. For instance, using a facility for the distribution of educational and behaviour change materials on gender; to campaign against domestic violence and girls' education; and to dialogue and promote women's and girls' rights.
- 19) The WRUAs should adhere to the two-thirds gender rule in their leadership and include women in positions of authority, not just as treasurers. Ideally, equal representation of men and women is preferred to ensure that both perspectives are considered, including the inputs of women when setting user fees. Ensure the WRUAs are not dominated by men by discontinuing the practice of registering men as the household heads and instead registering the adult that manages water within the household.
- 20) Train field staff on gender mainstreaming in the project cycle. In addition, farmers and elders need to receive targeted training on gender issues, the roles they play in preserving the status quo, on how to create change as well as on the key constitutional and legal provisions on gender equality.

BREFOL KENYA GENDER ACTION PLAN/ GENDER ACTIVITIES FOR IMPLEMENTATION IN KENYA

PROJECT TITLE	Building Climate Resilience for Food and Livelihoods in the Horn of Africa (BREFOL) <i>Objective: To contribute to the improvement of living conditions and food and nutrition security in the Horn of Africa</i>					
CATEGORY (GMS)	GMS II					
COMPONENT	ACTIVITIES	BUDGET IN USD	TARGET	INDICATOR	RESPONSIBLE (S)	TIME LINE
Component 1: Strengthening Pastoral and Agropastoral Production Systems' Resilience to Climate Change	Ensure a minimum of 1/3 representation from each gender in all committees (community land management, conservation, etc.) and community consultations	Project (100,000)	30% women, 50% young people. (no tbc @ baseline study).	# of women # of young people who were consulted	PIU/ MoALF&C	Year 1
	Leadership training for women including public speaking training to boost participation in Climate Change Adaptation Plans and other processes	10,000	70% of women beneficiaries of the project	# of women trained in leadership and speaking (no tbc @ baseline study)	PIU/ MoALF&C	Year 1-2
	Facilitation of gender transformative forums for men and women - Gender Action Learning Systems (GALS) Approach and Methodology targeting women/men/traditional leaders (5 per county) across targeted counties (these trainings to be facilitated by GALS champions trained by IGAD)	50,000	35 Local leaders in all 7 counties trained in GALS	#of local leaders trained per county, of which women	IGAD	Year 2-4
	Documentation of best practices on Gender responsive Land Use	IGAD (part of Gender expert TORs)	1 best practice on gender responsive land use produced	Existence of documentation (video or print medium)	IGAD /Ministry of Public Service and Gender/NGEC	Year 3-5
Component 2: Supporting the Development of Agribusinesses	Support Agri-business Officers in providing training on business development, financial inclusion and digital literacy (+ functional literacy for women)	10,000	Training of trainer(s) (14) or refresher on climate-smart business development, financial inclusion & digital literacy 30% trainees are women	14 Ministry of Agriculture officers trained to be trainers or refreshed in agribusiness	PIU/ MoALF&C/ Gender Officer	Year 2
	Policy dialogues on land access (leasing and ownership for sustainability after the project; strengthening local districts' gender	20,000	1 county level	# of policy dialogues held	PIU/ MoALF&C/ Gender Officer +	Years 2-4

	unit and negotiating/lobbying traditional leaders depending on context)		policy dialogue		State Department of Gender + NGE	
	Study to improve gender responsiveness of poultry and dairy value chains where women are heavily involved (e.g. mechanization; information; negotiation skills; business plan; how to commercialise)	10000	1 study on improvement of gender responsiveness of value chains	Existence of a study on gender responsiveness of value chains	PIU/ MoALF&C/ Gender Officer + State Department of Gender	Years 2-3
	Partnerships with agronomy, engineers, business schools to implement best practices.	10,000	At least 3 partnerships established	No. of functional partnerships	PIU/ MoALF&C/ Gender Officer+ Min of Education	Years 2-6
	Eligibility criteria for agri-business start-ups acknowledge differences in young men and women's profiles	Project Budget (done by the PMU)	Inclusive eligibility criteria developed and applied	Existence of inclusive criteria; No. of youth and women owned businesses benefiting	PIU/ MoALF&C/ Gender Officer + NGE	Years 2-3
Component 3: Strengthening Agropastoral Communities' Capacity to Adapt to Climate Change	ToT for climate-smart agriculture practices and nutrition by/for women (30 participants)	10000	30 trainees trained	# of women and men trained	PIU/ MoALF&C/ Gender Officer	Year 2
	Climate-smart agriculture training to women groups of farmers throughout the project	Project (done by the national gender expert)	30 % women among the beneficiaries of the project (# tbc @ baseline)	# of women groups trained	PIU/ MoALF&C/ Gender Officer	Year 2-3
	Capacity building of beneficiaries on local natural resource management and sensitization on GBV	40,000	4 Community user committees (land, water, forest) per target county	# of persons (M/F) and stakeholders trained	PIU/ MoALF&C/ MoI	Year 2-4
Component 4: Project Coordination and Management	Gender Expert in PIU for an effective and efficient coordination of the GAP and gender mainstreaming in the project	420,000	1 gender expert (local)	1 gender expert recruited and working	PIU/MoALF	6 Months
	Gender-sensitive procurement plan	Project (done by the national gender expert)	Project guidelines on gender sensitive procurement	Existence and application of gender sensitive project procurement guidelines and	Gender Expert/PIU/ MoALF	Year 1

	Capacity building of staff and beneficiaries on gender mainstreaming and cross-cutting issues	10,000	100% of PIU 70% of beneficiaries	# of PIU staff, No. of beneficiaries' capacities built	PIU/ MoALF&C	Year 1-2
	Gender assessment of the project to obtain baseline data and inform project implementation	50,000	1 assessment	Gender Assessment report; Updated GAP	PIU/Gender Expert/MoALF	6 Months after inception
	Capacity building on Gender mainstreaming of key stakeholders including on GBV/SEAH prevention	20,000	At least 1 training every quarter	# of stakeholders trained	Contractor/Gender Expert/PIU/MoALF	Year 2- 6
	Learning and sharing good practices and lessons among the countries/in the continent/internationally)	10,000	2 virtual exchange workshops on gender communication	# of exchange workshops	Gender Expert/Communications Lead/PIU/MoALF	Years 3 and 6
Total		770,000				

SOMALIA

I. Introduction

The project is assigned a Category II on the Bank's Gender Marker System as the project will improve women's economic empowerment through specific targeting within the project activities. Interventions to address GBV will also ensure that prevention measures are in place to support community women from any risk associated with project activities. Indicators related to the outputs are sex-disaggregated or gender-relevant.

II. Gender Analysis

According to the 2019 country gender profile for Somalia by AfDB and UN Women, the Federal Government of Somalia has made commitments and efforts in realizing gender rights and inclusion as well as empowerment of women through participation in decision making highlighting the roles for peace building and rebuilding of Somalia. Information gathered from previous key informant interviews with gender and human rights advisor, office of the president in the FGS and reported in literature indicates that: three key country frameworks have been drafted that provide strong platforms for promoting gender equality and development, with support from international partners. At the state level, the Provisional Constitution (2012) has included important new gender provisions and an 'ambitious' articulation and protection of citizen rights. Notably, in 2013, a Draft Constitution Technical Review Committee was established, with two lawyers, including one woman. Meanwhile, the international community's Compact for Somalia under the 'New Deal Framework' (2013) and the New Partnership for Somalia (NPS) have mainstreamed and prioritized gender commitments, with a specific focus on addressing gender disparities across sectors. Finally, the National Development Plan (NDP) (2017-2019) articulated a national framework for country development, with a notable alignment to the Sustainable Development Goals (SDGs) and goals to promote gender equality, in particular SDG 5: Gender Equality as a 'platform for all other sustainable development goals.

Additionally, government ministries and focal points in gender have also been established and appointed respectively, for example, the Ministry for Women and Human Rights Development (MWHRD) was established to better support gender and rights development in Somalia. Based on this institutional and policy frameworks and leadership from the focal points, ministries have now developed (or are developing) their own gender policies and gender budgeting guidelines. The development of relevant monitoring frameworks and the tracking of gender budgeting across ministries remain key outstanding areas of action for the MWHRD .

National Gender Policies

The draft National Gender Policy of 2015 provides an overall assessment and guidance on gender sensitive and inclusive programming in the areas of economic empowerment, education, health, governance and political participation with various cited ‘indicators’, or gender achievements outlined to facilitate the monitoring and evaluation of this policy (MWHRD, 2015). As key national reference and guidance platforms for the promotion of gender equality and inclusion, National Gender Policies (NGPs) have been formulated in each of the three regions (Somaliland, Puntland, and Somalia), most recently at FGS level. These have been well received by civil society and women’s groups. Unfortunately, apart from the support of gender activists, public impacts of these gender policies are limited, with little knowledge or awareness of their existence among many social groups. The implications of such limited public awareness and involvement by the FGS, is that gender rights and equality have thus remained critical issues in the uncertain context of Somalia, with low human development indicators, instability, and climate change.

Gender Gaps in Somalia

The Federal Government of Somalia (FGS) is committed to advance gender equality and women’s empowerment. The Provisional Federal Constitution stresses women’s equality with men and emphasizes women’s effective participation in all spheres of life, including public offices and in decision-making. In 2016, the FGS adopted a National Gender Policy with the aim to further gender mainstreaming in its peace and state-building processes.

Women in Somalia experience higher unemployment rates than men: 74% for women and 61% for men. Despite the Somali private sector being dominated by micro, small and medium enterprises of which women are the main drivers, women have limited access to credit, technology, and information. Access to services such as health care and education, by women and girls is disproportionately low. Somalia’s maternal mortality rate is the highest in the world, at 1,600 per 100,000 live births. Literacy levels are low; only 26% of women can read and write compared to 36% for men. Wo

Somalia remains one of the most unequal countries with the Gender Index standing at 0.776(1 – complete inequality) placing Somalia at the fourth-highest position globally. Climate Change has exacerbated gender inequality in Somalia, with women and children affected more by climate change effects due to lack of access and control of critical resources, biased labour division and absence from decision making processes from household to the National level. On the other hand, women and youth can act as agents of change and play a key role in supporting the transition towards low emissions and climate resilient development in Somalia. There are critical gender issues across sectors and hence the promotion of gender equality is critical for effective climate adaptation and mitigation in Somalia.

Barriers to Achievement of Women’s Empowerment and Gender Equality in Somalia

The Somali culture is considered socially conservative for women, with women's lives historically restricted to the private sphere, leading to their constrained role in decision-making, and limited access to assets and productive resources in their communities. Yet, women have contributed significantly to peace building efforts in recent years, forging new public roles. New trends are also now visible in the political, social, and economic domains.

Women are 'absent in leadership', particularly in Somaliland, and a gap does exist in 'mentors and role models' in (formal) institutions and in society that discourages women to participate in public leadership spheres. In all regions, National Gender Policies have not been publicly discussed or disseminated. With limited government capacities and allocated budgets, there is also a lack of practical action in working towards gender targets with low public awareness and support available for women (and minority groups) as there are few national campaigns and limited government outreach.

Social cultural gender norms, traditions and religious interpretation are still highlighted as the major barriers in working towards gender equality and rights development. Particularly, religious, and traditional clan leaders may challenge the smooth implementation of gender laws and policies in fostering conservative narratives. Furthermore, parliament and decision-making institutions within the FGS remain male-dominated with gender/women's oversights in progressive laws and policies.

Violence against women and girls cuts across all aspects of women's lives and remains deeply rooted in the local culture and traditions according to a report by UNDP 2014. In the transition from a predominantly nomadic and pastoralist society, traditional structures and customary laws have been strained, with varying effects on women and girls. Gender relations and roles have evolved and shifted, particularly with war and displacement over the past three decades resulting in women's increasing household responsibilities as family breadwinners, and large numbers of female-headed households living as IDPs (with men killed in conflict, absent, or working as migrants). As highlighted by a Rift Valley Institute discussion forum, while Somali women have often suffered disproportionately from the civil war and gender-based violence, the conflict has also ushered in new opportunities for them to assert themselves socially and politically.

Traditional Gender Roles and Responsibilities in Somalia

Somali society is strongly patriarchal, with clearly delineated roles and responsibilities of men, women, boys, and girls. The traditional gender roles and responsibilities of Somali men, women, girls, and boys highlight the impact of war and poverty (particularly because of increasing rural livelihood pressures). Men are traditionally the protectors of family security, primary breadwinners, and the central decision makers in both public and private settings. Men also control household expenditures, and their place is outside the home.

On the other side, women are homemakers and are responsible for bearing and raising children, food production and all domestic tasks. Women face land pressures – land alienation, degraded resources, and vulnerability to drought. Conditions are even worse for women and girls from female headed households who experience heightened challenges due to limited or no access to productive resources and assets compared to women in male headed households (Muse and Gardner, 2013). The bias manifests itself in terms of family investment in girls' skills (e.g., education), with a preference for boys to be educated; and women's low access to formal employment, with positions and status reserved for men (EU, 2013).

III. Project Intervention Regions and Constraints resulting from Gender Relations in Agro Pastoral Communities

The project will be implemented in priority locations in six Regional States in Somalia: Somaliland, Puntland, Galmudug, Hirshabelle, Southwest, and Jubbaland. The selection of intervention locations was based on the following principles: (i) Focusing on agro-pastoral investments, (ii) Promoting community-managed infrastructures, (iii) Prioritizing cross border clusters (iv) Continuity of intervention districts to facilitate project implementation and supervision (v) Ensuring synergies with ongoing interventions in each Region and alignment with the HOAI economic corridors and IGAD Cluster Approach, (vi) Alignment with country policies and strategies, and (v) Building on the progress made with DRSLP II implementation and leveraging lessons learnt. The project is targeting a total of 500,000 people out of which 50% of the beneficiaries should be women from male headed and female headed households.

Gender relations among agro pastoral communities are varied. Review of gender relevant literature for Somalia and consultation with the relevant implementing Ministry of Livestock, Forestry and Range highlights the important role played by women as small-scale business owners in agro pastoral communities and in livelihood diversification as a strategy to cope with ongoing climate change risks and shocks. While men migrate with livestock in search of scarce resources and others leave for the bigger cities in search of paid employment, women are left home to attend to the families and households, ensure that their household are food and nutrition secure and generate income for varied household needs. It is therefore inevitable for women not to engage in diversified income earning activities to support their families. With these multiple roles at hand, women and girls are constrained by high labour intensity burdens on their activity time budgets resulting in time poverty constraints, childcare barrier due to the amount of time spent raising babies and small children, harmful social cultural practices like gender-based violence, female genital mutilation, and early marriages. In addition, women are also faced with bigger challenges hindering their participation in the economic sphere due to limited or no access to and control over productive resources like financial services, land, information on entrepreneurial activities, climate smart resilient agricultural practices and technology to cope with the recurring climate change risks due to drought.

IV. Program's Contribution to Gender Equality

The Program is categorized GEN II according to the Bank's Gender Marker System where the gender assessment has identified four key entry points to enhance livelihood diversification thereby resulting in socio-economic benefits for women (in male and female headed households) and youth through: (i) design and implementation of gender sensitive infrastructure and services for example installation of boreholes and use of solar systems and biodigesters to reduce labour intensity burden on women, child care barrier and time poverty constraints; (ii) development of agribusiness value chains as strategies for livelihood diversification targeting both women and youth and access to productive resources like financial services, entrepreneurship training, markets and market linkages and climate smart agricultural practices through their cooperatives and groups; (iii) transformation of socio cultural gender norms through GALS Approach and Methodology to support women's role in decision making and leadership in their agro pastoral communities; and (iv) and recruitment of a Gender Expert in the PIU to ensure gender mainstreaming of the GAP activities along the program components and strengthening the capacity of key stakeholders in the implementing FGS ministries to address the gender issues during the project implementation, monitoring and evaluation periods. Additionally, the gender expert will also build the capacity of PIU and regional implementing staff and focal points on

issues around gender mainstreaming to close the gender gaps identified resulting in empowerment of women and achievement of gender equality. By the end of the project, there should be targeted achievement of 30% - 50% participation by women depending on the country's commitment and number of women reached in this project with increased income for women and economic empowerment due to increase in per capita income among women compared to men. There will be collection of sex disaggregated data to monitor progress and the logframe has clear gender mainstreamed indicators of change related to the above activities to achieve the desired outcomes. The Gender Action Plan activities and budget below are designed to address the gender inequalities and accelerate opportunities for women and youth in agro pastoral communities in Somalia.

Identification of specific gender-based possible risks and mitigation measures in Somalia during the implementation of the program

- Project activities that are dominated by men, for example in design of infrastructure like boreholes, roads and rehabilitation of such structures, can tend to limit the participation of women due to socio norms. This will be minimized through training of women in leadership and ensuring that 30% of representation in these forums are women with again equal representation in leadership positions
- Efforts should be made to make sure that women are not underrepresented in all forums across the project components (water committees, sustainable management of agro pastoral lands, climate smart villages with demonstration sites, access to digital technology on climate resilience practices and services etc) with at least 30% representation. Engaging with norms will involve transforming the mindsets of both men and women and their traditional and customary leaders through gender transformative activities like community dialogues. To this effect, the GALS Approach and methodology should be implemented in all regions covered by the project. If it is not possible, then organized tours to the region where such methodology has been implemented should be arranged for other community members to learn. In cases where norms persist and hinder women's participation in the presence of men, then women cooperatives should be encouraged so that women can share their views on their needs, concerns, and interests with respect to implementation and management of the project activities so that they are not disadvantaged.
- Markets for agro pastoral value chains especially livestock tend to be dominated by men and thus reduce the bargaining power of women with respect to prices of livestock and other agro pastoral value chain products. These challenges can be addressed through capacity building in leadership for women, having digital platforms packaged and simplified to meet the market needs of women especially providing weekly market price targets on agro pastoral value chain products across the project regions.
- Other challenges related to this project could arise due to time poverty constraints based on women's heavy workload. Care should be taken to make sure alternative technologies like renewable energy – solar and biodigester systems are available to women to reduce their time poverty constraints imposed on them by their productive and reproductive roles. Boreholes should also be located within short distances of homesteads and villages so that women spend less time travelling to fetch water. For water, adequacy during the dry season and accessibility through shorter distance travelled should be tackled as priorities. Women should have quotas (at least 30% participation) in reseedling programs and in land rehabilitation programmes.

- Women have low literacy levels and therefore could face challenges in understanding livestock and crop production technologies in agro pastoral value chains. The project should support simplified and packaged crop production technologies and extension service training manuals and modules targeting low literacy levels of women to enhance food production and nutrition. Such modules and technology manuals should be packaged in the local languages to meet the needs of women. Training should be conducted near villages and homesteads where women are comfortable to avoid the fear of traveling for long distances away from their homesteads based on socio cultural gender norms which limit women's mobility to faraway places without permission from the male heads of households and due to their heavy workload. Training periods of time and dates of training should be agreed upon based on consultations between women and education extension service providers.
- Based on intrahousehold control of specific value chains by men and control of income from such value chains due to social cultural gender norms based on patrilineal systems in the agro pastoral communities, it is advisable to invest in value chains targeting women to make sure that women can earn income from value chains that have no value to men based on gender norms and traditions. Such value chains include poultry, goat and sheep fattening commonly termed as small stock value chains. Studies have shown that when a certain value chain becomes profitable, there is the possibility of control by men. Therefore, the project implementers at the community level should put in place safeguards to ensure that markets, and market prices and products from women only value chains are not taken over by men. Such safeguards can include women organising into cooperatives for poultry, sheep and goat keeping and marketing their products as a group and thereafter sharing the income. Processing plants for produce from women only value chains are more secure from male dominance if they are operated as women only cooperatives for economic empowerment of women.
- There could be gender biased implementation of project components by field staff if they are not trained on gender mainstreaming into the project cycle activities. The gender expert in the PIU should build the capacity of field staff and gender focal points at the local level so that gender is mainstreamed into the project activities to achieve empowerment for women and girls and to reduce or eliminate the challenges identified in agro pastoral communities in relation to food, health and nutrition insecurity.

GENDER ACTION PLAN (SPECIFIC ACTIVITIES) FOR SOMALIA

PROJECT TITLE	Building Climate Resilience for Food and Livelihoods in the Horn of Africa (BREFOL) <i>Objective: To contribute to the improvement of living conditions and food and nutrition security in the Horn of Africa</i>					
CATEGORY (GMS)	GMS II					
COMPONENT	ACTIVITIES	BUDGET IN USD	TARGET	INDICATOR	RESPONSIBLE (S)	TIME LINE
Component 1: Strengthening Pastoral and Agropastoral Production Systems' Resilience to Climate Change	Community consultations including women/men groups during design and site identification for infrastructure development	Project (done by the national gender expert)	30% women, 50% young people. (no tbc @ baseline study).	# of women # of young people who were consulted	PIU	Year 1
	Participation of youth and women groups in the sustainable land management practices in agro pastoral lands' (reseeding programs, at least 30% women participation in water committees and in leadership positions)	10,000	70% of women beneficiaries of the project	# of women trained in leadership and speaking	PIU	Year 1-2
Component 2: Supporting the Development of Agribusinesses	Livelihood diversification strategies for women and youth using alternative energy systems – solar systems and biodigesters to reduce labour intensity burden	10,000	Training of trainer(s) (14) or refresher on climate-smart business development, financial inclusion & digital literacy 30% trainees are women	14 Ministry of Agriculture officers trained to be trainers or refreshed in agribusiness	PIU/ Ministry/Gender Officer	Year 2
	Packaging of training modules (on business development services, digital and financial literacy) in Somali language to meet the low literacy levels of women in male and female-headed households	20,000	1 county level policy dialogue	# of policy dialogues held	PIU/ Ministry/Gender Officer + State Department of Gender + NGEC	Years 2-4
	Support enabling environment and TA to accelerate women's access to finance identifying local savings and credit organizations among the community members (women and youth groups) and linking them to MFIs.	20,000	1 study on improvement of gender responsiveness of value chains	Existence of a study on gender responsiveness of value chains	PIU/ Ministry/Gender Officer	Years 2-3

	Gender responsive Digital advisory services packaged to meet the needs of women low literacy	10000	At least 3 partnerships established	No. of functional partnerships	PIU/ Ministry/ Gender Officer	Years 2-6
Component 3: Strengthening Agropastoral Communities' Capacity to Adapt to Climate Change	Training to target women group farmers and women cooperatives on climate-smart agriculture and nutrition	10000	30 trainees trained	# of women and men trained	PIU/ Ministry/ Gender Officer	Year 2
	Capacity building on CSA practices and agricultural value chains that can withstand adverse climate change risks with special seed varieties (maize, millet and sorghum): fodder and food to women	Project (40,000)	30 % women among the beneficiaries of the project (# tbc @ baseline)	# of women groups trained	PIU/ Ministry/ Gender Officer	Year 2-3
	Network of climate vulnerability assessors equipped with early-warning systems with simplified manuals to target women in male and female headed households with low literacy levels	40,000	4 Community user committees (land, water, forest) per target county	# of persons (M/F) and stakeholders trained	PIU/ Ministry/ Gender Officer	Year 2-4
	Facilitation of gender transformative forums for men and women: Sub-national Gender Action Learning Systems (GALS) Approach and methodology targeting women/men/traditional leaders across all the target locations (these trainings to be facilitated by GALS champions trained by IGAD) – For each region and woreda, we could have 2 groups at minimum, comprised of 30 people (15 couples – husbands and wives)	50,000	35 Local leaders in all 7 counties trained in GALS	# of local leaders trained per county, of which women	PIU/ Ministry/ Gender Officer/IGAD	Year 2-4
Component 4: Project Coordination and Management	Gender assessment of the project to obtain baseline data and inform project implementation	50,000	1 assessment	Gender Assessment report; Updated GAP	PIU/ Ministry/ Gender Officer	6 Months after inception
	Gender Expert in PIU to implement and coordinate the GAP and gender mainstreaming in the project	420,000	1 gender expert (local)	1 gender expert recruited and working	PIU	6 Months
	Capacity building of staff and beneficiaries on gender mainstreaming and cross-cutting issues	Project	100% of PIU 70% of beneficiaries	# of PIU staff, No. of beneficiaries' capacities built	PIU	Year 1-2
	Capacity building on Gender mainstreaming of key stakeholders including on GBV/SEAH prevention	20,000	At least 1 training every quarter	# of stakeholder trained	Gender Expert/PIU	Year 2- 6

	Learning and sharing good practices and lessons among the countries/in the continent/internationally)	10,000	2 virtual exchange workshops on gender communication	# of exchange workshops	Gender Expert/PIU	Years 3 and 6
Total		710,000				

SOUTH SUDAN

PART I: GENDER ANALYSIS/ASSESSMENT

I. Gender Analysis

South Sudan is committed to supporting gender equality within its development priorities at the national and international levels, through its policies such as the National Gender Policy (NGP) (2012), South Sudan's National Women's Strategy 2016 and the National Development Policy. The GoSS through the Ministry of Gender, Child and Social welfare has developed a National Gender Policy with the objective to design efficient policy frameworks and mechanisms for women economic empowerment and gender responsive agriculture ecosystem. The National Gender Policy has identified the following strategies:

- Conduct research into gender dimensions of food security and the food-production sector including agriculture, livestock, fisheries, water transport and trade;
- Institutionalize mechanisms to address key barriers that reduce women's ability to produce and preserve sufficient food; and
- Facilitate adequate resource allocation for small-scale agriculture and better access to water, energy transport and markets.

Agriculture: Agriculture is the backbone of South Sudan's economy. Women in South Sudan turn predominantly to agriculture as a necessity to support their families rather than as a business opportunity. Evidence shows that the agriculture sector provides livelihoods for over 80% of the population living in rural areas. However, much of the rural sector activity is currently focused on low-input and low-output subsistence agriculture, instead of farming as business and production for markets and export. The vast majority of South Sudanese, especially women and youth, are non-waged employees who depend on natural resources, particularly animal husbandry or crop farming to survive. Female-headed households are a significant proportion of the rural and urban poor and face even greater challenges in securing livelihood. According to Oxfam South Sudan gender analysis report (2016)⁴², women suffer greater food insecurity due to their cultural and social roles as caregivers. This care economy/unpaid workload hinders them from involvement in productive activities.

Labour: The gendered division of labour in South Sudan is particularly marked, with women having responsibilities for searching for food, firewood and clean water; cooking; domestic chores and childcare; as well being responsible for much of the agricultural activities at the household and community levels. Similar to other African countries, their productivity is lowered by unequal access to land, access to markets, productivity inputs, limited technical and business capacity, and the need to balance between business and family/societal responsibilities. This has important consequences for women's opportunities for economic empowerment, the types and nature of employment available to them, and their vulnerability to poverty.

The regions covered by the project have different gender specificities that are analyzed within the framework of the project in order to inform adequate measures and ensure equitable participation of women and men. In the Eastern Equatoria, there were more issues of displacement, challenges

of women's land rights, cited incidences of challenges of widows and women headed households, issues of refugee and returnee rights and sexual and gender-based violence.

Land tenure: Despite the South-Sudanese Land Act (2009) and the Constitution stating women and men's equal right to property, social and customary norms, however, prioritize male land ownership and inheritance. Land owned by a married couple is often registered in the name of the male spouse (Deng, 2016). Evidence show significant gender imbalances in land ownership for the targeted regions. According to FAO's gender assessment, land ownership in Central Equatoria is 4.8% for women (compared to 90.5% for men), in Eastern Equatoria is 4.6% for women (compared to 95.4% for men). Although women constitute 80% of the agricultural workforce, ownership and management of larger scale farm tend to be male dominated. Women are under-represented in the commercial farming and overrepresented at the lower end of the informal market system. The project's targeted crops, maize, sorghum and sesame, demonstrate high potential for women empowerment with women being more represented from planting to processing and man being in charge of transportation to wholesale. These crops are also drought-resilient with high production capacity in selected states. Access to and control of lands has compounded effects on poverty alleviation through agricultural production, food security as well as maintaining sustainable peace.

Climate change: South Sudanese women and vulnerable groups such as persons with disabilities are also at greater climatic risks given that they are both more likely to be dependent on natural resources and have less access to education, decision-making spaces, resources, information, and are less likely to own land and face sharper conditions when facing climate-induced displacement. In addition, women are responsible for biomass and water collection for their homes and deforestation and droughts will increase their time burden and risks of gender-based violence when collecting from further water and forest points. Despite this, women remain considerable knowledge bearers in agriculture and natural resource management and involving them in climate-adaptive and climate-smart practices will be key in enhancing community resilience and mitigation during climatic events. The UNFCCC in fact, recognizes both climate-based gender vulnerabilities and the important role of women in climate-dependent sectors and the unique strengths they bring to climate change adaptation and mitigation. South Sudan designed a policy, the National Adaptation Programme of Actions (NAPA) to Climate Change with gender equality and eliminating food insecurity as part of guiding principles for projects.

The project aims to respond to some of the gender issues in alignment with the GoSS' continuous efforts towards addressing gender issues and improving gender equity. The project is classified as Category 2 under the Bank's Gender Marker System (GMS). The project's actions aim at fostering livelihood diversification for women and youth through agro pastoral value chains including support for alternative renewable energy systems (solar and biodigesters) to reduce their labour intensity burden and time related constraints through (i) accelerated access to gender-sensitive infrastructure. Community infrastructure will be designed in consultation with women and include gender-sensitive constructions (ii) gender-responsive land management with specific leadership training for women to participate in land management committees (iii) enhanced access to skills for agribusiness development/growth and sustainable income generation and (iv) strengthened capacity to adapt to climate change through access to climate-smart agriculture trainings, practices and tools.

II. Identification of specific gender-based risks and mitigation measures to address identified gender gaps, inequalities, or discriminatory practices in the regions targeted for program implementation in South Sudan

1. Project activities that are dominated by men for example in design of infrastructure like boreholes, roads and rehabilitation of such structures can tend to limit the participation of women due to socio norms. This will be minimized through training of women in leadership and making sure that 30% of representation in these forums are women with again equal representation in leadership positions
2. Efforts should be made to make sure that women are not underrepresented in all forums across the project components (water committees, sustainable management of agro pastoral lands, climate smart villages with demonstration sites, access to digital technology on climate resilience practices and services etc) with at least 30% representation. Also engaging with norms will involve transforming the mindsets of both men and women and their traditional and customary leaders especially through gender transformative activities like community dialogues. In addition, we encourage the GALS Approach and methodology to be implemented in all regions covered by the project. If it is not possible, then organized tours to the region where such methodology has been implemented should be arranged for other community members to learn. In cases where norms persist and hinder women's participation in the presence of men, then women only groups should be encouraged so that women can share their views on their needs, concerns, and interests with respect to implementation and management of the project activities so that they are not disadvantaged.
3. Other challenges related to this project could arise due to time poverty constraints based on women's heavy workload. Care should be taken to make sure alternative technologies like renewable energy – solar and biodigester systems are available to women to reduce their time poverty constraints imposed on them by their productive and reproductive roles. Boreholes should also be located within short distances of homesteads and villages so that women spend less time travelling to fetch water. For water, adequacy during the dry season and accessibility through shorter distance travelled should be tackled as priorities. Women should have quotas (at least 30% participation) in reseedling programs and in land rehabilitation programmes.
4. Women have low literacy levels and therefore could face challenges in understanding livestock and crop production technologies in agro pastoral value chains. The project should support simplified and packaged crop production technologies and extension service training manuals and modules targeting low literacy levels of women to enhance food production and nutrition. Such modules and technology manuals should be packaged in the local languages to meet the needs of women. Training should be conducted near villages and homesteads where women are comfortable to avoid the fear of traveling for

long distances away from their homesteads based on socio cultural gender norms which limit women's mobility to far away places without permission from the male heads of households and due to their heavy workload. Training periods of time and dates of training should be agreed upon based on consultations between women and education extension service providers.

5. Based on intrahousehold control of specific value chains by men and control of income from such value chains due to social cultural gender norms based on patrilineal systems in the agro pastoral communities, it is advisable to invest in women only value chains targeting women to make sure that women have the opportunity to earn income from value chains that have no value to men based on gender norms and traditions. Such value chains include poultry, goat and sheep fattening commonly termed as small stock value chains. Studies have shown that when a certain value chain becomes profitable, there is the possibility of control by men. Therefore, the project implementers at the community level should put in place safeguards to ensure that markets, and market prices and products from women only value chains are not taken over by men. Such safeguards can include women organising into cooperatives for poultry, sheep and goat keeping and marketing their products as a group and thereafter sharing the income. Processing plants for produce from women only value chains are more secure from male dominance if they are operated as women only cooperatives for economic empowerment of women.
6. Women are not homogeneous, and care must be taken not to assume that the interests, needs and concerns of women are the same. Such an assumption could result in biases in identification and participation of women beneficiaries in the project activities. There are women from male headed households and female headed households and younger women. Women from female headed households like widows and single mothers should be involved in all project activities targeting women using a quota system of representation to make sure that all groups and categories of women benefit equally from the project activities through representation at all planned activities across the project components.
7. Harmful traditional and customary practices can result in low participation of women in the project. Community mobilization to create awareness against such practices should be encouraged through gender transformative action plans for example through community wide campaigns against female genital mutilation and early marriages, reproductive health awareness and use of capacity building materials simplified and packaged to target different local community groups on behaviour change and use of gender sensitive and diversified behaviour change communication strategies to promote women and girls empowerment.
8. There could be gender biased implementation of project components by field staff if they are not trained on gender mainstreaming into the project cycle activities. The gender expert in the PIU gender expert and coordinator should build the capacity of field staff and gender focal points at the local level so that gender is mainstreamed into the project activities to

achieve empowerment for women and close in the gender gaps identified in agro-pastoral communities.

PROJECT TITLE	Building Climate Resilience for Food and Livelihoods in the Horn of Africa (BREFOL) <i>Objective: To contribute to the improvement of living conditions and food and nutrition security in the Horn of Africa</i>					
CATEGORY (GMS)	GMS II					
COMPONENT	ACTIVITIES	BUDGET USD	TARGET	INDICATOR	RESPONSIBLE (S)	TIMELINE
Component 1: Strengthening Pastoral and Agropastoral Production Systems' Resilience to Climate Change	Leadership training for women to increase participation and decision making in Climate Adaptation Planning	15,000	At least 50% of women beneficiaries of the project	#of women trained in leadership and public speaking	PIU/MoA	Year 1-2
	Active participation of women (at least 30%) in community consultations in identifying lands to rehabilitate constructions in gender-sensitive manner (ie. Adequate WASH, street lighting, road safety measures etc.)	Project (to be done by national gender expert)	# in reference to baseline of Payams selected (TBC)	# of women # of young people who were consulted	PIU/MoA	Year 1-6
	Constructions include gender-sensitive infrastructure (boreholes), feeder roads connecting markets, and irrigation infrastructures.	Project (to be done by national gender expert)	100% gender-sensitive infrastructure	Proportion of gender-sensitive infrastructure	PIU	Year 2-6
	Training of 30 persons per targeted Payam (15 couples and traditional leaders) / twice a year on the Gender Action Learning Systems (GALS) methodology	50,000	# in reference to baseline of Payams selected (TBC)	# of persons trained on the GALS methodology per Payam # of traditional leaders trained per Payam	PIU/MoA/IGAD	Year 1-4
	Ensure a minimum of 1/3 representation from each gender in all committees (community land management, conservation, etc.) and community consultations	Project (to be managed by the national gender expert)	# in reference to baseline of Payams	#of M/F in all committees	PIU/MoA	Year 1-6

			selected (TBC)	#of M/F in community consultations		
	Documentation of best practices on Gender responsive Land access and use	10,000	1 best practice on gender responsive land use produced	Existence of documentation (video or print medium)	IGAD	Year 3-5
	Policy dialogues with traditional leaders and local government on land access towards development of bylaws to extend land ownership of women (towards leasing, ownership for sustainability after the project)	20,000	Three policy dialogues held and one bylaw developed.	#dialogues held	PIU/ IGAD	Year 2-4
	Training of communities for social cohesion	10,000	Biannual trainings held for social cohesion	#trainings held	PIU	Years 1-3
Component 2: Supporting the Development of Agribusinesses	Adapted business trainings (local language and low-literacy levels in business development, processing, cross-border trade) for female-headed households and women.	40,000	Quarterly trainings held	#trainings held	PIU	Years 2-3
	Gender-sensitive value chain assessment	10,000		Gender assessment report	PIU	Year 2-3
	Facilitating the organisation of women farmers into cooperatives and supporting formalisation to benefit from financing and linkages with MFIs	Project (to be managed by the national gender expert)	30 % women among the beneficiaries of the project (# tbc @ baseline)	# of women groups formalized	PIU/ MoA/MoF	Year 2-3
Component 3: Strengthening Agropastoral Communities' Capacity to Adapt to Climate Change	Climate-smart agriculture training to women groups of farmers throughout the project	Project (to be managed by the national gender expert)	70% of women among the	# of women groups trained	PIU/ MoA	Year 1-4

			beneficiaries of the project			
	Capacity building of beneficiaries on local natural resource management and sensitization on GBV/SEAH	25,000	4 Community user committees (land, water, forest) per target county	# of persons (M/F) and stakeholders trained	PIU/ MoA	Year 2-4
	ToT for climate-smart agriculture practices and nutrition by/for women (30 participants)	10,000	30 trainees trained	# of women and men trained	PIU/ MoA	Year 2
	Capacity building on CSA practices and agricultural value chains that can withstand adverse climate change risks with special seed varieties	Project (to be managed by the national gender expert)	70% of women among the beneficiaries of the project	# of women and men trained	PIU/ MoA	Year 1-4
Component 4: Project Coordination and Management	Gender assessment of the project to obtain baseline data and inform project implementation and gender action plan	50,000	1 assessment	Gender Assessment report; Updated GAP	PIU/Gender Expert/MoA	6 Months after inception
	Recruitment of gender and community development expert for an effective and efficient coordination of the GAP and gender mainstreaming in the project	420,000	1 gender expert (local)	1 gender expert recruited and working	PIU/MoA	6 Months
	Capacity building of staff and beneficiaries on gender mainstreaming and cross-cutting issues	10,000	100% of PIU 70% of beneficiaries	# of PIU staff, No. of beneficiaries' capacities built	PIU/ MoA	Year 1-2
	Capacity building on Gender mainstreaming of key stakeholders including on GBV/SEAH prevention	20,000	At least 1 training every quarter	# of stakeholder trained	Contractor/Gender Expert/PIU/MoA	Year 2- 6
	Collection of gender disaggregated data for Monitoring, Evaluation and Learning Communication on the project gender outcomes (Success/impact stories, sharing good practices and lessons learned)	Project	Gender disaggregated data in every IPR / Yearly communication on project	#M/F beneficiaries in every program component	PIU	Year 1-6

			gender outcomes	#gender programme reports		
TOTAL		690,000				

REGIONAL

Cross Cutting Gender Issues of Concern in the 6 HoA Countries (Sudan, South Sudan, Ethiopia, Kenya, Somalia, and Djibouti)

1. Although in country differences may arise among the agro sylvo pastoral communities based on ethnicity, religious orientation and other intra country and inter-ethnic specific norms and traditions, the key gender inequalities faced by women and girls in agro sylvo pastoral communities are generally similar. Limited access to, control over, ownership and decision making on productive resources and in community forums are common limiting factors to women's role in productive activities, economic empowerment, and achievement of gender equality. Other socio-cultural expectations on women place an extra burden on their activity time budgets for example caregiving and childcare, gathering of fuel wood, fodder, grass for house construction and overall reduced mobility outside the home into the community sphere. Other socio economic and political factors include low literacy levels leading low skills hence poor salaries and low levels of employment in formal jobs, poor maternal and child health care, reduced representation in political, legal and policy making institutions. This in turn affects the way women participate in livelihood diversification activities across the member states in the HoA. These inequalities have their root causes in socio-cultural gender norms, traditional practices and kinship rules and patrilineal rules that limit women's access to, control over and decision making on key productive resources and participation in socio economic and political leadership forums in the community, subnational and national institutions.

2. *Access to and Control Over Resources in Agro Sylvo Pastoral Communities:*

- Women's roles within livestock production system and the distribution of ownership of livestock is strongly related to social and cultural factors.
- Often, when the rearing of small animals becomes a more important source of family income, ownership management and control are often turned over to the man.
- Women entrepreneurs, involved in local and border trade have the challenge of limited access to marketing networks, credit, and other financial services e.g., bank loans.
- Women in cross border trade, may have challenges in quickly accessing travel documents or gender insensitive trade agreements.
- Men often own larger animals such as cattle and camels while small animals such as sheep, goats, pigs, and chicken that are reared near the house are kept by women.
- Women in livestock economy are often responsible for livestock management, processing and marketing, caregiving, feed gatherers, and milk production, but often lack decision making power and capabilities that is important for their social and economic empowerment.
- Despite this involvement, women's role in livestock production has often been underestimated.
- Women entrepreneurs, involved in local and boarder trade, also have the challenge of limited access to marketing networks, credit due to lack of collateral and technical knowledge.

- Women in cross border trade, may have challenges quickly accessing travel documents. Other factors that have negatively impacted on women cross border trade have been gender insensitive trade agreements, such the World Trade organization (WTO).

3. While women are faced with such challenges, it is worth noting that access to, control over and management of resources including hides, meat, grazing areas and feed resources empower women and lead to an overall welfare of the whole household. Furthermore, market access plays a significant role in the wellbeing of a household as it allows people to buy and sell goods and services, including household essentials; and it contributes to the diversification of livelihoods in agro sylvo pastoral communities. Market inaccessibility is, therefore, an important cause of poverty, inequality and in determining where public services are inadequately provided. The target regions in each of the 6 countries within the framework of this program are highly dependent on pastoral and agro-pastoral economy, and livestock and related products and the major markets products.

Gender Roles and Responsibilities

4. In these communities, women are responsible for milking, processing, and selling milk products, providing feed/fodder and water, caring for new-born lambs/kids and sick animals. Young girls are also involved in the grazing of goats and sheep, whereas married and young women are responsible for household activities. This means that often, women have access to these products and able to improve on the welfare of their families.

5. Typically, male tasks include herding, cutting branches for home feeding and administering modern medicines. Wool- shearing, giving traditional vaccines against sheep pox, and castration are exclusively the domain of men for socio-religious reasons. Men migrate over long distances with the livestock in search of pasture and water, women and girls remain at home with meager resources at their disposal and are expected to sustain their families, hence the need for livelihood diversification by women and youth in these communities.

Livelihoods Support and the role of Formal and Informal Institutions in Perpetuating Gender Inequalities

6. Studies show that among most of the communities living in the HoA region, pastoralism and agro pastoralism are the main sources of livelihood. A fundamental shift in strategizing pastoralist livelihoods, and especially that of women, is to recognize innovation and entrepreneurship, and not limiting activities to those of coping. Although gender relations in the pastoral communities vary widely among tribes, regions, and countries participating in the program, there are some shared realities. Not only are women time-poor with long daily household routine duties, from childrearing, preparation of the meals, collection of firewood and water for the household to livestock management, but opportunities to economic empowerment and contribution to household are not maximised due to low capacity, lack of inputs, tools and credit and financial illiteracy. However, gender inequalities are produced and reproduced through intra and extra household gender dynamics in policies, institutions (socio, political, economic, traditional, religious, and customary), and processes, both formal and informal, to reinforce these gender inequalities that are observed today in agri sylvo pastoral communities across the 6

countries. Among most communities living in the HoA region in the identified clusters to be covered in this program, pastoralism and agro pastoralism are the main sources of livelihood. Some of the key gender issues include:

- Gender inequalities in relation to livelihood support make women highly vulnerable to livelihood insecurity in times of disaster which impacts negatively on the economic and social development of the region due to underutilization of available human resources.
- Men often own and control the assets of production, including the land and the livestock. The men, therefore, often determine women's access to land which forms the basis of their livelihood such as rearing small livestock.
- Limited access to land means little collateral for obtaining credit.
- Livelihoods programmes in emergency situations can provide important opportunities to promote higher standards of gender equality in economic life, by affirming women's role as economic change agents and by promoting equal access to productive resources and to decision-making mechanisms.
- Differential access to and control of livelihood assets also means differential impact of livelihood vulnerabilities between men and women as well as on male-headed households (MHHs) versus female-headed households (FHHs).
- Men often own and control the assets of production, including land and livestock. The men, therefore, often determine women's access to land which form the basis of their source of livelihood such as rearing small livestock, and limited access to land means little collateral for obtaining credit.
- Ensuring food and feed resources, and livelihood security for poor smallholder livestock producers and processors continues to be a challenge.

7. The livelihood diversification approach can thus be used as a key tool in promoting early recovery as well as greater gender equality in the post crisis social context.

The effects of Disasters: Climate Change Risks, Droughts, Floods, War and Conflicts on Gender Dynamics and Women Empowerment

8. Previous studies in the HoA have looked at the effects of disasters on men's and women's lives in agro sylvo pastoral communities and found that:

- Women are more likely to be disproportionately affected and exposed to risks, increased loss of livelihoods, gender-based violence and even lives during and in the aftermath of disasters
- Despite the differences, the potential women have and their knowledge and experiences is overlooked and women's leadership in building resilience in communities is overlooked.
- Pre-existing gender inequalities constrain the influence and control of women and girls over decisions governing their lives as well as their access to resources of production such as finances, agricultural inputs, land, and property as well as technologies.
- Women are therefore more likely to be disproportionately affected and exposed to risks, increased loss of livelihoods, gender-based violence (GBV) and even loss of life during and in the aftermath of disasters.
- Despite the differences, the potential and leadership skills women have in building resilience in communities have been overlooked.

- Poverty and inequality shape women's and men's vulnerability to disaster and the impacts of climate change, and their capacity to cope and recover in the post-disaster period.
- Since women and men are affected differently by disaster and climate change, their different vulnerabilities and capacities must be analysed, and their gender-specific concerns and priorities addressed.
- These gender inequalities make women highly vulnerable to livelihood insecurity in times of disaster and have negative impacts on the economic and social development of the region due to underutilization of available human resources.

9. The program will cover six countries of the HoA namely Djibouti, Ethiopia, Somalia, South Sudan, Sudan, and Kenya targeting climate change affected, drought-prone, food and nutrition insecure areas and communities where pastoralism and agro-pastoralism are the main sources of livelihood. Out of the targeted beneficiaries, at least 50% should be women in both male and female headed households as well as youth. Other direct beneficiaries include the Governments of the States of the Region whose capacities will be strengthened to coordinate a regional approach to enhance enhancing drought resilience development and regional integration. The beneficiaries of the Program are the populations of the six (6) IGAD Member States found in agro sylvo pastoral cluster regions and areas.

10. The programme is expected to increase the income of agro-pastoralists through the improvement of the delivery of climate smart services ensuring food, nutrition, and health security through identified interventions along the program components. More importantly, diversification of sources of livelihood and the rehabilitation, construction, and mobilization/conservation of water resources will reduce the exposure of the population to the climate change shocks and related conflicts over natural resources like water and pastureland. Women and youth will particularly benefit from the project through targeted interventions (including income generation through livelihood diversification activities in establishment, growth, and maintenance of agro pastoral value chains, establishment of renewable energy sources like solar systems and biodigesters, climate smart agricultural practices, and simplified digital technology designed to target women to be able to respond to climate change related shocks on time) to enhance their economic and social integration/empowerment. More detailed information is provided in member country gender analysis and GAP activities.

11. The progress toward achieving this objective will be measured through i) the number of water and animal health and marketing related infrastructures developed, ii) number of women and men and livestock accessing water within a certain distance; iii) the number and adoption rate of alternative livelihoods sources with data stratified and disaggregated by gender, iv) the incremental productivity/production of livestock and main crops; v) the area of land rehabilitated and, vi) the change in the beneficiary's incomes (men and women), vii) number of personnel and beneficiaries (males and females) benefiting from capacity building programs including the gender transformative capacity building of national champions at the regional level through the Gender Action Learning Systems (GALS) Approach and Methodology. This approach and methodology as an intervention targets transformation of socio-cultural gender norms, and harmful traditional and customary practices with women as main agents of change in their communities and men as their allies to reduce gender-based inequalities in the 6 countries.

12. This program will address gender inequalities in the IGAD region in support of the ‘political will’, manifested by IGAD country ministers responsible for gender issues, who occasionally meet to advocate the engagement of women in all development initiatives in the region. The creation of an IGAD Gender and Resilience Working Group and the Gender Unit will work towards planning, coordination, monitoring and evaluation of the regional gender component and follow up supervisory roles, monitoring and evaluation in gender and socio norms research, documentation of best practices and collection of sex disaggregated data to ensure that gender mainstreaming is part of the program design, implementation, monitoring and evaluation in the 6 member countries. The main goal is to achieve women economic empowerment and gender equality and equity within the context of the program components for enhanced climate change resilience, food, nutrition, and health security among agro sylvo pastoral communities in the 6 member countries.

13. The economic and financial resources and opportunities provided by the project will be measured by sex-disaggregated indicators. In the Bank Gender Marker System (GMS), the project is then considered as a GEN II. By the end of the project period, it is expected that there will positive outcomes for example increased income for women from agro sylvo pastoral value chains with an output indicator in increased annual per capita income among women (in male and female headed households) and creation of additional jobs for women and youth. Furthermore, women should have increased access to social services and infrastructure to reduce their labour and time poverty constraints, reduce child and care giving barriers and be able to participate more in livelihood diversification activities through agribusiness development in agro sylvo pastoral value chains.

14. Gender analysis for each country, including action plan, has been presented in the respective Country Components/Reports. The Regional Gender Action Plan with the corresponding budget for the regional gender activities is provided below.

Gender Action Plan Regional Activities and Budget (*Regional Gender Activities for Implementation by IGAD and its Institutions*)

NOTE: Activities Presented here cut across the 4 components of the Project

Gender Activities	Estimated Cost USD
Regional Capacity Building for ToT (including Gender and Resilience Working Group members) on the Gender Action Learning Systems (GALS) Approach and Methodology adopted from OXFAM- Uganda Using GALS Champions from Uganda. <i>ToTs (National ToTs) to spearhead implementation of GALS activities in their respective countries</i>	200,000
Regional Gender Expert supporting national gender experts; leading regional gender action plan and producing knowledge products to capture lessons learnt.	420,000
Translation of GALS Tools into local Languages (Amharic, Arabic, French and Somali) for regional capacity building	20,000

Gender Activities	Estimated Cost USD
Regional mentorship support for National Member Country Gender Action Learning Systems ToTs	48,000
Regional Capacity Building on Gender Planning and Budgeting (Using GALS) for Member country institutions across the project components	45,000
Regional Coordination and Supervision of Gender and Social Cultural Norms Research in the Agro pastoral communities across the IGAD Region to identify barriers to women empowerment and devise appropriate initiatives	70,000
Documentation of Gender transformative best practices and knowledge management in agro pastoralists communities	52,000
Collection of gender disaggregated data with gender mainstreamed indicators of change in agro pastoral communities	60,000
Regional Cross Country Gender Learning Exchanges to countries where GALS methodology has been implemented in the agro pastoral communities	35,000
Regional monitoring and evaluation mechanism to ascertain gender compliance of the standards and tools	60,000
Cross country supervisory role by the Gender Unit including contribution to staff salary	80,000
Establishment of a coordination/strengthening of a coordination mechanism (Gender and Resilience Working Group)	30,000
Grand Total	1,120,000