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# Gender Assessment

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**FP042: Irrigation development and adaptation of irrigated agriculture to climate change in semi-arid Morocco**

Morocco | AFD | B.16/02



GREEN  
CLIMATE  
FUND

## Gender documents for FP042

### Annex 7 : Treatment of GENDER issues

#### I. Approach to gender in the project

The principles guiding the approach to mainstreaming gender in the project are the following:

##### 1. Promoting / facilitating structural change in oases with an empowerment approach

The situation of women in the oases is the result of long lasting sociocultural characteristics which govern the functioning of these particular entities: (i) it would take more than this project to solve or tackle all the gender issues related to this situation; (ii) supporting women in achieving their goals, respecting their set of values and their interactions with other members of the society, requires to think gender rather within a process of empowerment (at community and agent level, e.g. women), than through a set of activities. The Implementing Agency, with support of a Gender Specialist within the TA team, will put together a methodology that will include in-depth diagnosis and assessment of gender issues in oases communities and the piloting of a participatory process leading to the design of an action plan (that will articulate with the other project activities, namely hydraulic).

##### 2. Supporting resilience of women / adaptation to changes induced by external dynamics

Particular attention will be given to dynamics that are identifiable, from the start, as transformational and potentially impacting the situation of women. The extension of palm tree estates and the development of a demand for skilled and unskilled labor (particularly feminine) is the main one at play in the area. While this increase in demand is an opportunity for women to have access to additional income, it also exposes them to different forms of unequal treatment (with regard to men). The project will proactively address this issue, as presented in Annex 12, by providing training (to move from unskilled to skilled labor), awareness on labor rights and support in tackling with difficulties.

##### 3. Giving equal opportunities to women within the scope of the project

Further, the community empowerment approach, by which C2 activities will be designed, will take into account gender making sure that women have the opportunity to express their needs, goals and expectations and that those are translated in the activities.

#### II. Summary of gender activities in the project (mainstreaming in all components + taking into account GCF comments)

*Excerpt from the Action Plan:*

##### **Specific objective 2.3.4: Reduce gender inequalities and improve employability**

##### ***Result 2.3.4.1: The capacities of the young project promoters are strengthened***

Oasis-based agriculture, which requires the presence of enough workers available, is sustainable only if the entire family has the capacity to live on-site. In addition, it is subject to the vagaries of the climate, although the dam already enables reducing their impacts, and increasing revenues by diversifying the activities appears to be a means to increasing sustainability during these periods.

These revenues help to ensure the daily needs of families, but also enable investing in agriculture in order to modernise it, or even to start it back up again after a difficult period.

The trades related to the sectors of tourism, the rehabilitation of the architectural heritage, events, social and cultural activities, or even handicrafts, are many of the employment opportunities generated by the importance that the inhabitants of the oasis place on their heritage.

Indeed, the region of Boudnib and the valley of Middle Guir have a strong architectural, historical, natural, cultural and handicraft heritage (Box 5Box 1). The inhabitants of the oasis are strongly attached to this heritage and defend it, expressing the need to conserve it and enhance its value.

In addition, the women have expressed, on several occasions, their willingness to communicate, to share the history of this area and of their families.

*Box 1: Presentation of some of the elements that form part of the heritage of the project area*

- ▶ **Architectural heritage**  
The architecture first of all testifies to the inventiveness of the oasis inhabitants to live in the desert: the ksour are made using mud, which is particularly adapted to climate variations, to high temperatures and winds; the *khetaras*, underground galleries excavated, enable channelling the underground water protected from evaporation until it reaches the oases.
- ▶ **Natural and historical heritage**  
Specific natural sites well-known to the oasis inhabitants, often loaded with history, represent both a potential for tourist attraction, and especially a medium of communication for telling the rich history of the area and its inhabitants. Some of the specific places regularly cited include:
  - The Aziza cave
  - The oasis of Tagoumit
  - The Sidi Ahmed Ou Belkacem mausoleum
  - The green source of Saheli
- ▶ **Cultural heritage**  
Ahiddouss music, the traditional games, the local handicraft and agricultural products, and the dances, among others, all form part of the cultural heritage of the oasis inhabitants and their diaspora that focuses on it each year, during a feast dedicated to reviving it, celebrating it.
- ▶ **The handicraft heritage**  
The rugs and the embroidery bring out the symbols and trademarks of each oasis. These activities, carried out by women and traditionally practised for domestic use, represent a heritage in terms of expertise, a source of income through the sale of these products which also have a strong sentimental value for the diaspora.

Several associations are already strongly mobilised in this sense and conduct cultural activities, or even activities to rehabilitate the ksours. They require capacity building and support to develop their activities in this direction.

This heritage is inseparable from the oasis-based agricultural landscape. By enhancing the value of this heritage, the oasis-based agricultural landscape is thus sustained.

#### **Activity 2.3.4.1.1: Identification of potential training modules**

The consultations made have helped to highlight the commitment to development by some sectors (see modules type in Appendix 5).

The phase of developing a shared vision of development of the area (objective 2.3.1) will enable modifying the list of key sectors.

The technical assistance team of the ORMVA must therefore identify:

- ▶ The project promoters and their projects
- ▶ The needs of the project promoters
- ▶ The most appropriate support for capacity building
- ▶ The potential partners

#### **Activity 2.3.4.1.2: Development and approval and programming of the modules**

The prior identification work will lead to practical proposals for modules on capacity building and support of the project promoters.

The material will come from the plans expressed by their project promoters, and the training will be put directly into practice in order for them to be implemented.

Liaising work will be carried out by the technical assistance team between

- ▶ the PMU in order to select the projects,
- ▶ The project promoters in order to accurately quantify the demand: the potential modules will be displayed, presented, and the interested parties will need to register to benefit from the training. Depending on the number of interested parties, some modules may be doubled and others may be eliminated.
- ▶ The partners (institutions or self-employed persons)

Thereafter, the ORMVA's technical assistance team will establish the scheduling of the modules and will have it approved by the PMU.

### **Activity 2.3.4.1.3: Signing of partnership agreements and contracting of instructors**

The partnerships with the institutions concerned, and contracts with professionals, approved verbally during the two previous phases, will be signed.

### **Activity 2.3.4.1.3: Execution & funding**

Finally, the program for capacity building and supporting young project promoters will be implemented, and the project will fund the set of modules approved by the PMU. The selected projects may be subject to co-funding within the limit of a global lump sum reserved for projects.

### ***Result 2.3.4.2: The personal and social development of women is encouraged***

The consultations have shown that women play a decisive role in maintaining oasis-based agriculture. They are the ones who carry out the daily activities of maintaining the crops and the animals, and the ones who carry out the activities related to agriculture--enhancing the value of the agricultural products, among others. They also represent a significant part of the work force for new plantations of date palm trees. Personal and social development is therefore essential for women--who are the least mobile residents--to be able to look ahead, develop life plans in the area.

Indeed, in the face of the area's rapid development, with the changes caused by the dam and its development, the arrival of investors and the consequent creation of salaried jobs outside their homes, women are expressing the need to develop their personal abilities and qualities in order to become confident in themselves, and to be able to live positively and actively amidst these changes and not suffer from them.

Moreover, residing in the oases, they wish to have access to cultural and sports activities, which also contribute to personal development. Especially since the sports and entertainment activities in general today revolve around the wadi and will therefore disappear. This concern for vitality is already reflected in their mobilisation for the benefit of young people and children to organize outings to discover the more remote oases (Tinjdad), theatre courses, or even events for enhancing the value of young local artists (providing them with a business premises and communication about a painting exhibition). In this sense, they would like to diversify the offer and enable a larger portion of women in the community to benefit from them.

The existing associations are already very active and can be project promoters.

### **Activity 2.3.4.2.1: Identification of needs**

The women are aware and were able to express the difficulties that they encounter. They have taken actions, particularly by organising into associations to overcome the difficulties, and have identified certain needs for which they require outside support.

In order to promote this personal and social development, a programme will be developed based on the actions already undertaken by the women. It will be designed in such a way that allows the women from each of these seven oases to benefit from the programme.

The ideas (listening centre, library, theatre, sport) which have already emerged during the consultations, may be expanded on following the development of the shared vision of the development of the area (objective 2.3.1).

In order to construct a coherent programme, the ORMVA's technical assistance team must identify:

- ▶ The project promoters, particularly among the women's associations,
- ▶ The specific needs of the project promoters: the facilitators will support the women in articulating their needs.

### **Activity 2.3.4.2.2: Definition of priority development actions on a personal and social level**

The technical assistance team will be in charge of the following:

- ▶ Organising discovery workshops for certain cultural and sporting activities identified
- ▶ Facilitating women's workshops to prioritise the activities which effectively correspond to the expectations
- ▶ Identifying the needs in terms of human resources--educators, facilitators, etc.--and supplies in order to organise these types of activities. Attention will be paid to already existing business premises that could be used for this purpose.
- ▶ Identifying the contact persons and relevant training so that they can ensure these activities
- ▶ Identifying the potential partners for the funding of equipment in particular
- ▶ Discussing the institutional and financial organisation in order to establish, in particular, the possible financial contribution of the beneficiaries. In addition, the possibilities of financial contributions from investors in the form of CSR (Corporate Social Responsibility) will be examined.

These workshops will be taught by the facilitators of the project and the development of all of them will be monitored by the ORMVA's technical assistance team.

The technical assistance team will be in charge of recruiting the professional staff who will teach the discovery workshops.

Meetings will be conducted specifically between the partners identified and the technical assistance team, in order to ensure their capacity and willingness to commit to the said partnership, and to qualitatively and quantitatively describe this commitment.

#### **Activity 2.3.4.2.3: Planning and approval**

The previous activities will lead up to a social and personal development programme for women, which the ORMVA's technical assistance team will prepare and present to the PMU for its approval.

#### **Activity 2.3.4.2.4: Execution & funding**

The activities to be conducted will consist of:

- ▶ Supporting partnerships for the performance of the necessary preparatory work, and training the social and cultural facilitators and local sportsmen.
- ▶ The recruitment of three trainers of social and cultural educators. They will be in charge of facilitating social and cultural activities and sporting events for two years and, at the same time, will be responsible for training three local educators who would be able to take over after the project.
- ▶ The selection of projects to be co-funded by the project within the limit of a global lump sum reserved for projects.

The technical assistance team will also be in charge of announcing calls for applications for the volunteering positions corresponding to the social and cultural educators and sportsmen, in line with the human needs identified in relation to the activities selected with NGOs, international organisations, and the network of MRA.

The technical assistance team will be in charge of selecting and recruiting candidates.

#### **Result 2.3.4.3: *The basic services necessary for employing women are enhanced***

In order to improve the employability of women, basic services must be improved. Indeed, women are currently faced with three major obstacles relating to:

- ▶ **Mobility:** very little public transport exists to enable women to leave the oases and to go to work, particularly on the farms. The end of the flood regime caused by the project will enable facilitating access to the oases. It is relevant to strengthen this positive impact by supporting women in their mobility.
- ▶ **Their children's education:** the quality of their children's education is a major concern for these mothers who have organised to teach pre-school themselves throughout the majority of the oases, but they seek support to further improve the situation, and free up time in order to work. Indeed, the consultation workshops have highlighted the need to build daycares in order to teach pre-school in each oasis, and to review the organisation of the children's use of time in order for it to be adapted to their age. This includes the development of extracurricular activities. However, it is the women who are in charge of educating their children, and they have difficulties interacting with the teachers to make things move in this direction.
- ▶ **Their health:** the problems of access to healthcare have been identified by both men and women. On the one hand, the lack of equipment on site coupled with the lack of transport makes access to care very complicated, especially in the case of an emergency. On the other hand, the awareness of screening for certain diseases and of good nutrition and hygiene practices is lacking, although women are, once more, strongly mobilised in this direction within local associations. Indeed, some women personally organise awareness, ksar-by-ksar, and are trained to perform the minimum analyses, and provide first aid.

#### **Activity 2.3.4.3.1: Identification of needs**

The ORMVA's technical assistance team will focus, first of all, on:

- ▶ Identifying the project promoters
- ▶ Identifying the needs for capacity building and the material needs concerning the three priority axes
- ▶ Identifying the relevant training to be offered to the volunteers (educators, First Aid)
- ▶ Identifying potential partners,
  - Techniques for capacity building: for example, partnership with a hospital for training in first aid techniques,
  - Funding for equipment: the possibilities of financial contributions from investors in the form of CSR (Corporate Social Responsibility) will be examined.
- ▶ Discussing the institutional and financial organisation of the social and educational activities.

The technical assistance team will consult with the municipality, which already has a vision and a programme in this direction.

#### **Activity 2.3.4.3.2: Develop a programme of potential actions for improving basic services**

Based on the results of the previous activity, the technical assistance team will establish a programme of priority actions by presenting:

- ▶ The plan for training and support of women
- ▶ The priority actions for equipment having been the subject of a principle agreement with a partner for its funding

Meetings will be conducted specifically between the partners identified and the technical assistance team, in order to ensure their capacity and willingness to commit to the said partnership, and to qualitatively and quantitatively describe this commitment.

This programme will be presented and approved by the PMU.

#### **Activity 2.3.4.3.2: Signing partnerships**

The principle agreements between partners will be formalized by signing partnerships, between the latter and the ORMVA, as well as between the municipality and the ORMVA. The technical assistance team will be in charge of drafting contracts.

#### **Activity 2.3.4.3.3: Execution & funding**

Finally, the programme will be executed, and the project will provide the necessary technical support to partners for the equipment decided, and will fund the training planned.