Gender Action Plan

SAP073: Building Climate Change Resilience of Vulnerable Households in Selected Localities of Ethiopia

Ethiopia | Ministry of Finance, CRGE Facility | GCF/B.46/02/Add.01

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GREEN CLIMATE FUND

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Part II: Gender Action Plan

This Gender Action Plan (GAP) ensures that the project contributes to gender equality, women's empowerment and social inclusion by addressing gender-differentiated vulnerabilities, needs, roles, and capacities in climate-resilient water, agriculture, and livelihood systems in the targeted project areas.

The GAP is fully integrated into the overall project design and is implemented alongside the main funding proposal and its associated plans and safeguards instruments. Rather than establishing separate gender-specific arrangements, gender considerations are embedded across all project components, institutions, and implementation processes to ensure effectiveness, sustainability, and accountability.

Overall oversight and coordination of GAP implementation will be led by the Ministry of Finance, through the CRGE Facility as the Accredited Entity, in line with GCF requirements. Executing Entities and sectoral partners at federal, regional, and woreda levels will be responsible for mainstreaming gender considerations into annual work planning, procurement, stakeholder engagement, service delivery, and reporting. Existing gender institutional structures, including Women and Youth Affairs offices, will support coordination, implementation, and monitoring, complemented by designated gender focal persons at the executing institutions.

Monitoring of gender results will be conducted through the project's integrated monitoring and evaluation system, using both logframe indicators and GAP-specific indicators. Implementing partners will collect gender-disaggregated data at field level, while the Accredited Entity will consolidate and report progress to the GCF. This integrated approach enables systematic tracking of gender equality outcomes and timely corrective action throughout project implementation.

Due to limited data availability, it was not possible to set baseline for the GAP, therefore, a baseline assessment will be conducted at the beginning of the project. If the assessment warrants target revision, this required revisions will be submitted along with the first project progress report.

Activities	Indicators & Targets	Timeline	Responsibilities	Costs
Impact: Enhanced gender equality and women's empowerment in climate-resilient water, agriculture, and livelihood systems in targeted project areas				
Outcomes: **Outcome 1:** Improved access and control over water resources, agricultural inputs, and livelihood opportunities for women, FHH and other vulnerable groups **Outcome 2:** Increased participation and leadership of women and vulnerable groups in local decision-making structures, including water and irrigation user associations **Outcome 3:** Reduced time burden of women related to water collection **Outcome 4:** Strengthened institutional capacity to mainstream gender equality and social inclusion in project implementation and service delivery				
Gender baseline and community consultation				
Conduct site-specific gender baseline survey	**Indicator:** Number of gender-disaggregated baseline reports produced **Target:** Six woreda-specific baseline survey reports, disaggregated by gender, age, household headship, and physical ability, covering all GAP indicators	First half of Year 1	Project implementing team supported by women and social affairs office focal point with oversight of the CRGE facility	Part of project budget (budget line 1.2.1)
Conduct inclusive community consultation and feedback session	**Indicator 1:** Number of community wide consultation and feedback sessions held **Target:** At least once a year **Indicator 2:** Percentage of women and youth represented during consultations **Target:** At least 50% women and 30% youth participants **Indicator 3:** Number of women only consultation and feedback sessions held **Target:** At least once a year	Year 1-4	Project implementing team supported by women and social affairs office focal point with oversight of the CRGE facility	Part of project budget (budget line 1.1.4)
Component 1: Strengthened Institutional and Community Capacity for Climate Resilience				
Output 1.1 Project implementing institutions strengthened to integrate gender, social inclusion and SEAH safeguards				
Deliver Gender Equality and Social Inclusion (GESI) training on climate action and policy with focus on the GAP implementation for project team, woreda and regional experts.	**Indicator 1:** Percentage of trained experts who are women **Target:** At least 50% women participants; where women are underrepresented, all available women experts trained **Indicator 2:** Number of trainings delivered throughout the project period **Target:** At least one training per year	Year 1-4	Project implementing team supported by women and social affairs office focal point with oversight of the CRGE facility	Part of project budget (budget line 1.1.1)

	Indicator 3: sectoral representation **Target:** At least relevant experts from Agriculture, Irrigation, Water and Women and Social Affairs offices and all project implementing teams included			
Provide SEAH prevention, safe reporting and survivor-centred response training to project workers, contractors, consultants, grievance focal points, safeguards focal points, gender focal points and relevant implementing staff.	**Indicator 1:** Number of relevant personnel trained on SEAH prevention, confidentiality, safe reporting, survivor-centred response and referral procedures. **Target:** All designated grievance, safeguards, gender and community-facing focal persons trained before handling complaints or participating in field-level engagement. **Indicator 2:** Refresher SEAH training delivered. **Target:** Refresher sessions provided periodically during implementation.	At project inception and periodically during implementation.	CRGE Facility Gender Expert; MoF/CRGE Facility safeguards team; Executing Entities; regional and woreda implementation structures; grievance focal points.	Part of project budget, budget lines 1.1.1 and 1.1.2.
Strengthen the project GRM to include confidential, accessible, anonymous, gender-responsive and survivor-centred procedures for SEAH-related complaints, including complaints from community members and project-related workers.	**Indicator 1:** SEAH-sensitive grievance procedures operational. **Target:** SEAH-sensitive GRM procedures established and communicated in all target woredas. **Indicator 2:** Trained focal persons designated. **Target:** At least one trained grievance/safeguards/gender focal person available for SEAH-sensitive reporting and referral in each target woreda. **Indicator 3:** Confidential reporting channels functioning. **Target:** Confidential and anonymous reporting options available and communicated to communities in local languages and accessible formats.	Established at project start and maintained throughout implementation.	MoF/CRGE Facility; grievance focal points; safeguards focal points; gender focal points; Executing Entities; regional and woreda implementation structures.	Part of project budget, budget lines 1.1.3 and 1.1.2.
Map service providers and maintain referral pathways for medical, psychosocial, legal, protection, social welfare and reintegration support services relevant to SEAH survivors.	**Indicator 1:** Service provider mapping completed. **Target:** Referral pathways mapped in all target woredas during inception. **Indicator 2:** Referral directory available and periodically updated. **Target:** Updated referral information maintained during implementation.	At project inception and updated as needed during implementation.	MoF/CRGE Facility; CRGE Facility Gender Expert; Executing Entities; relevant local institutions; gender, safeguards and grievance focal points.	Part of project budget, budget lines 1.1.2 and 1.1.3.

	Indicator 3: Focal persons informed of referral pathways. **Target:** Trained focal persons able to facilitate safe, confidential and consent-based referrals where required.			
Integrate Codes of Conduct and SEAH-related clauses into procurement documents, contracts, consultant arrangements, worker engagement procedures and community-facing implementation arrangements.	**Indicator 1:** Codes of Conduct and SEAH clauses included in relevant procurement and contractual documents. **Target:** SEAH-related Code of Conduct requirements included in all relevant procurement and contractual arrangements before field activities begin. **Indicator 2:** Contractors, consultants, workers and service providers oriented on SEAH-related conduct obligations. **Target:** All relevant service providers oriented before commencing community-facing activities. **Indicator 3:** Compliance monitored. **Target:** SEAH-related conduct compliance included in safeguards monitoring reports.	During procurement and before commencement of field activities; monitored throughout implementation.	MoF/CRGE Facility; lead procuring entities; Executing Entities; safeguards focal points; gender focal points.	Part of project budget, budget line 1.1.2.
Monitor GAP implementation, including SEAH-related actions, through project progress reporting, ESAP implementation monitoring, safeguards follow-up, grievance monitoring and gender reporting.	**Indicator 1:** GAP and SEAH indicators included in project monitoring. **Target:** GAP and SEAH actions monitored periodically throughout implementation. **Indicator 2:** Implementation gaps identified and addressed. **Target:** Corrective actions documented where gaps are identified. **Indicator 3:** SEAH reporting remains anonymized and confidential. **Target:** No personally identifiable survivor information included in routine project reporting.	Quarterly / periodically throughout implementation.	MoF/CRGE Facility; CRGE Facility Gender Expert; Executing Entities; gender, safeguards and grievance focal points.	Part of project budget, budget line 1.1.2.
Output 1.2 Inclusive climate-smart agriculture and integrated land-water-forest plans developed				
Develop or update Climate-smart agriculture and integrated land–water–forest management plans through inclusive consultation	**Indicator 1:** Percentage of women consulted during plan development **Target:** At least 50%, including FHH representatives **Indicator 2:** Percentage of consulted women	Year 1	Project implementing team supported by women and social affairs, agriculture, water and forestry offices focal points with oversight of the CRGE facility	Part of project budget (budget line 1.2.5)

	reporting that plans reflect their needs **Target:** At least 80%			
Component 2: Improved Access to Climate-Resilient Water and Irrigation Services				
Output 2.1 Improved access to potable water and inclusive water governance				
Climate-resilient water infrastructure: retrofit rural springs with solar-powered pumping system	**Indicator 1:** Percentage of women and youth who received operation and maintenance training **Target:** At least 50% of trainees are women and youth **Indicator 2:** Percentage of women reporting improved access to potable water and reduced time burden by end of project **Target:** At least 90% of women and FHH beneficiaries	Year 1-4	Project implementing team supported by women and social affairs and water offices focal points with oversight of the CRGE facility	Part of project budget (budget line 2.1.5)
Form or strengthen irrigation water users association (IWUAs) with inclusive membership and leadership structures	**Indicator 1:** Percentage of women and other vulnerable groups among IWUA members **Target:** At least 50% women (including FHH) and 10% other vulnerable groups **Indicator 2:** Percentage of leadership position held by women and other vulnerable groups **Target:** At least 40% women and 10% other vulnerable groups **Indicator 3:** IWUA bylaws reflect inclusion target **Target:** Gender targets explicitly stated **Indicator 4:** Number of gender-disaggregated capacity needs assessment conducted for all project components **Target:** Six woreda-specific assessment reports, disaggregated by gender and age **Indicator 5:** Number of capacity strengthening sessions provided **Target:** At least one training per year based on needs assessment	Year 1-4	Project implementing team supported by women and social affairs, water and irrigation offices focal points with oversight of the CRGE facility	Part of project budget (budget line 2.2.5)
Output 2.2 Improved water access for irrigation and livestock use				

Establish solar powered small-scale irrigation schemes	**Indicator 1:** Percentage of trained participants who are women and vulnerable groups **Target:** at least 50% (women, FHH, youth and PWD) **Indicator 2:** Percentage of enterprise-based beneficiaries who are women and youth-led enterprises **Target:** at least 50% of the benefiting enterprises **Indicator 3:** Percentage of beneficiaries reporting improved irrigation access and production **Target:** at least 80% of which at least 40% are women	Year 1-4	Project implementing team supported by women and social affairs and irrigation offices focal points with oversight of the CRGE facility	Part of project budget (budget line 2.2.5)
Component 3: Enhanced Adaptive Agricultural and Land Management Practices				
Output 3.1 Provide gender-responsive CSA training and inputs				
Provide trainings and inputs to farmers	**Indicator 1:** Number and percentage of women farmers trained in climate-smart agriculture, disaggregated by FHH, youth, and disability status. **Target:** At least 50% of all CSA trainees are women, with priority given to FHHs, young and disabled women. **Indicator 2:** Percentage of training sessions designed and delivered using gender-responsive approaches (timing, location, facilitation). **Target:** 100% of trainings apply gender-responsive delivery modalities. **Indicator 3:** Percentage of women trainees who adopt at least two CSA practices within two agricultural season. **Target:** ≥60% of women trainees **Indicator 4:** Percentage of women and FHH beneficiaries receiving CSA inputs and extension services. **Target:** ≥70% of women and FHH beneficiaries report receiving and using of CSA inputs and extension services	Year 1-3	Project implementing team supported by women and social affairs and agriculture offices focal points with oversight of the CRGE facility	Part of project budget (budget line 1.2.2)

Output 3.2 Women and vulnerable groups equitably participate in and benefit from integrated watershed management				
Establish or strengthen watershed management groups	**Indicator 1:** Percentage of watershed management group members who are women, disaggregated by FHH status. **Target:** At least 50% of watershed management group members are women, including women from FHHs. **Indicator 2:** Percentage of leadership and decision-making positions within watershed groups held by women including FHH representatives and youth. **Target:** At least 40% of leadership positions within watershed groups held by women and 10% by youth by Year 3. **Indicator 3:** Number of women and FHHs who report meaningful participation in watershed planning, implementation, and monitoring processes. **Target:** ≥60% of women and FHH members report meaningful participation in decision-making processes.	Year 1-3	Project implementing team supported by women and social affairs, NRM offices focal points with oversight of the CRGE facility	Part of project budget (budget line 1.2.2)
Component 4: Strengthened Climate-Resilient Livelihoods and Financial Inclusion				
Output 4.1 Women, youth, and persons with disabilities achieve improved and resilient livelihoods				
Support gender-responsive income-generating activities	**Indicator 1:** Number and percentage of women beneficiaries supported with complete climate-resilient IGA support package (training + start-up inputs + market linkage). **Target:** At least 2,000 women and 50% of total IGA beneficiaries (disaggregated by age, disability and FHH) **Indicator 2:** Percentage of women beneficiaries reporting increased and more stable income **Target:** At least 65% of women beneficiaries report increased and more stable income by end of project	Year 1-3	Project implementing team supported by women and social affairs, agriculture and cooperative offices focal points with oversight of the CRGE facility	Part of project budget (budget lines 4.1.3-4.1.9)

Provide needs-based training	**Indicator 1:** Number of livelihood and financial literacy capacity needs assessment produced, disaggregated by gender, FHH, age and disability. **Target:** Six woreda-specific needs assessment produced **Indicator 2:** Percentage of women, youth and people with disability who received training based on assessment outcome **Target:** At least 50% women (including FHH) and 30% youth; people with disability will be prioritised	Year 1-3	Project implementing team supported by women and social affairs, agriculture and cooperative offices focal points with oversight of the CRGE facility	Part of project budget (budget lines 4.1.1, 4.1.8 and 4.1.9)

Annex I: List of Consulted Individuals - initial consultation

An initial consultation with expert groups and community representatives was held on 2–3 October 2023 in Adama, Ethiopia, bringing together 50 participants from federal ministries, regional governments, the CRGE Facility, and target woredas. Participants highlighted the positive impacts of the previous Adaptation Fund project, particularly improvements in water access, climate resilience, and livelihoods, with strong benefits for women and vulnerable groups. These achievements were seen as a solid foundation for the new project. Emphasis was placed on sustainability through capacity building, local ownership, and skills development. Stakeholders underscored the importance of water security, including solar-powered irrigation technologies. Improved coordination between federal and regional institutions and continued training at woreda and kebele levels were identified as critical for successful implementation.
In addition, two rounds of community level consultations were conducted in July 2024 and May 2025. These consultations were carried out at participating woreda level and led by experts from the Ministry of Finance, CRGE Facility. The consultations further informed project design and safeguards considerations. Details of the consultation process and key outcomes are documented in Annex 12 (ESAP) of the funding proposal.
The table below presents the names, gender and institutional affiliations of participants who took part in the Adama consultation workshop.

	Name	**Gender**	**Institutions**
1	Abay Husen	M	Oromia Water and Energy
2	Abebe Tamiru	M	Oromia Water and Energy
3	Addisu Bula	M	Harari Region Bureau of Agriculture
4	Addisu Negash	M	Ministry of Agriculture
5	Ahmed Gallo Ablew	M	Harari Region Bureau of Women and Youth Affairs
6	Andualem Bekele	M	Dire Dawa Bureau of Finance
7	Anga Sebani	F	Community representative from Oromia Region
8	Asaminew Teshome	M	Ethiopian Meteorology Institute
9	AsnakewYehuala	M	Finance Bureau Amhara
10	Banteamlak Wondimnew	M	Amhara Region Finance
11	Barok Kifle Meshesha	M	Ministry of Water and Energy
12	Bihonegn Semaw	M	Amhara Bureau of Women and Youth Affairs
13	Daniel Reta	M	Dire Dawa City Administration
14	Demelash Geleta	M	Oromia Bureau of Finance
15	Desalegn Tebratu	M	Environmental Protection Authority
16	Estifanos Getachew	M	Dire Dawa Water and Energy
17	Fekadu Shentema	M	Ministry of Water and Energy
18	Galma Denge	F	Oromia Region community representative
19	Gebremedhin Shumiye	M	Oromia Water and Energy
20	Habtamu Denboba	M	Environmental Protection Authority
21	Jarso Qanchow	M	Oromia Region Bureau of Water and Energy

	Name	Gender	Institutions
22	Kapital Jemal	M	Sidama Region Bureau of Water and Energy
23	Kasahun Wakoya	M	Environmental Protection Authority
24	Kedir Hussein Seid	M	Amhara Region Bureau of Agriculture
25	Leta Abate	M	Community Representative from Sidama Region
26	Makeda Wolde Hiwot	F	Disaster Risk Management Commission
27	Mihret Mohammed	F	Oromia Region, Finance
28	Misganaw Eyassu	M	Ministry of Finance
29	Moges Getahun	M	Amhara region community representative
30	Moges Sisay	M	Amhara Region Irrigation and Lowlands
31	Molla Melesse	M	Amhara Region Water and Energy
32	Nega Ashagrie	M	Environmental Protection Authority
33	Nibretu Molla	M	Amhara Region Bureau of Finance
34	Samson Emeru	M	Ministry of Agriculture
35	Seblework Mulat	F	Amhara Region Bureau of Finance
36	Semere Gebre-Wahid	M	Amhara Region Bureau of Finance
37	Senayt Zinabu	F	Amhara Region Women and Youth Affairs
38	Shita Ali	F	Community Representative from Harari Region
39	Sisay Abbibaa	M	Oromia Bureau of Finance
40	Solomon Alemu	M	Ministry of Agriculture
41	Tagay Hamza	M	Ministry of Water and Energy
42	Tefera Demesa	M	Tigray Region Bureau of Water and Energy
43	Teferi Daba	M	Oromia Region Bureau of Irrigation
44	Temesgen Abera	M	National Meteorology Agency
45	Tesfaye Lulie	M	Tigray Region Bureau of Agriculture
46	Teshale Bekasa	M	Oromia Region Water and Energy
47	Tsegaye Alemu	M	Ministry of Irrigation and Lowlands
48	Zebidar Alemneh	F	Community Representative from Amhara Region
49	Zenebe Worku	M	Ministry of Irrigation and Lowlands
50	Zewdu Dadi	M	Harari Region Bureau of Finance