

Country programme Work plan in (Ethiopia) March 2017

Total budget requested

US\$ 400,000

Beneficiaries to be assisted with the contribution

Direct beneficiaries:

- 2,374 smallholder rural women farmers and agro pastoralists, who are members of Rural Saving and Credit Cooperative Organizations (RUSACCOs) in three districts of Oromia Regional State and one district of Afar Regional State.
- 14,244 family members (2,374 HH, on average six person per household)

Indirect beneficiaries:

- 32,000 (15,000 male and 17,000 female) community members

Duration of project:

April 2017 – April 2018

1. Background Information

Ethiopia is the second-most populous country in Sub-Saharan Africa with a population of about 100 million, and population growth rate of 2.53 per cent in 2016. Situated in Eastern Africa, Ethiopia is bordered by Kenya, Somalia, Eritrea, Sudan, South Sudan and Djibouti. Ethiopia is a federal state with nine regional governments, which are vested with authority for self-administration. The regions include: Afar, Amhara, Benishangul Gumuz, Gambella, Harari, Oromia, Southern Nations Nationalities and Peoples', Somali and Tigray; and two chartered cities: Addis Ababa and Dire-Dawa.

Ethiopia's real GDP increased on average by 10.8 per cent per year during 2004-2013.¹ The share of the population living below the poverty line halved between 1995 and 2010, from 60.5 per cent down to 29.6 per

¹ IMF Country Report, November 2015



cent. Discrepancies in poverty among regions have narrowed, indicating a better balance in regional development. However, despite strong economic growth, its per capita income remains one of the lowest in the world² and overall vulnerability to food price shocks has increased almost tenfold. The economy is dominated by the agriculture sector, which accounts for 46.3 per cent of the nation's GDP, 83.9 per cent of exports, and 80 per cent of the labor force³, although the government is taking steps to diversify into manufacturing, textiles, and energy generation.

Ethiopia has enormous potential for agricultural development with only about 25 per cent of its arable land cultivated and dominated by subsistence rain-fed farming along with few inputs and technology that resulted in low productivity vulnerable to food insecurity. The vast majority of farmers are also smallholders, dependent on subsistence agriculture and vulnerable to external shocks. In this sector, on average, rural women farmers perform up to 75 per cent of farm labor but they only hold 18.7 per cent of agricultural land and head 20.1 percent of rural households. Despite the recent policy initiatives to address gender disparities, evidence suggests that rural women still face individual, community, and institutional barriers to fully exercise their rights. Rural women still lack access to key resources such as land, extension services, agricultural inputs, technology, and business development services and finance thereby limiting their engagement in the value chain. These are further compounded by women's limited decision-making power within households, and low levels of formal education.

In response to the aforementioned barriers rural women faced in Ethiopia, the Rural Women Economic Empowerment Joint Programme, was designed and implemented since 2015. As a result of the various efforts put into the JP by all the participating United Nations agencies and the federal and regional level government implementing partners, the following major results have been achieved since the programme official Launch on November 14, 2015 till end of 2016:

- 1,964 rural women are able to access agriculture and nutrition related trainings and individualized and group based technical services. Particularly, with the training provided to date on household food reserve control and management and the house-to-house technical support provided by Development Agents, rural women are able to enhance their capacities on household food reserve management.
- Remarkable increase in women savings portfolio and in accessing credit services was realized. This helped the 900 rural women to multiply their assets, diversify their sources of income and fulfil educational materials for their school attending kids.
- Particularly through the general income generating activities and basic business skills trainings, the 900 rural women now have enhanced knowledge on basic financial and business management, entrepreneurship, saving and credit management and leadership concepts.
- 600 rural women are able to have a bank account with the support of the Cooperative Offices of the targeted districts with saving balances ranging from 400 Birr (17 USD) to 3,000 Birr (130 USD). 64 rural women were also able to join Ekub⁴
- The targeted rural women have started to access agricultural inputs. To date, a total of 266 quintals of grain and vegetable seeds and 500 apple seedlings have been procured and partially distributed to 166 rural women in the three programme districts of the Oromia region. In addition, the programme has also

² Africa Progress Report, 2015

³ www.ethiopia.gov.et

⁴ Ekub' is an Ethiopian traditional financial group where members would save a certain amount of money every day, week or month and the collected money will be given to a member who win the lottery and the process continues till every member gets its share



procured technologies such as water pumps, maize sheller and bee hives with its objective to enhance income diversification through women friendly technologies.

- As a result of the specific gender awareness creation campaigns, 499 rural women in Oromia region are reported to have participated in household decision-making involving the sale of assets like cattle and rental of land.
- The individual level leadership trainings, exposure visits, Community Conversations and awareness creation campaigns have also helped to raise awareness of 3,104 community members on gender issues.
- A functioning and enabling National Network for Gender Equality in Agriculture dedicated to creating gender responsive agricultural sector policies, strategies and programmes was created and popularized.
- Data collection, quantitative analysis and calculation of the Women Empowerment in Agriculture Index were conducted on beneficiaries in Oromia as part of the Impact Assessment exercise supported by IFPRI.
- Finally, with the JP's support, a Gender Equality Strategy for the Agricultural Sector was developed. For the way forward, the JP will provide support to popularize the strategy once it is endorsed by the Ministry of Agriculture and Natural Resources by the end of March 30 2017.

2. Project area and target groups

⁵Out of nine regions and two city administrations in Ethiopia, the RWEE JP has targeted women and households in two regions: Oromia regional state with highest population in the country and Afar regional state, which is among the four emerging regions in the country. For the first implementation phase (2015-2016), the JP has been implemented in 8 Kebeles/villages of the four districts⁶ of Oromia and Afar regions. Now given the limited budget available, the same project areas and targeted groups will continue to be the focus of the JP in the year 2017.

Since 2015 to date, the RWEE JP has been able to address 2,374 rural women in the four districts of Afar and Oromia regions. Following is a summary of individual, community and institutional level direct and indirect benefices targeted for 2017:

At the individual level:

- In total 2,374 smallholder rural women farmers and agro pastoralists and their family members, who are estimated to be 14,244 (2,374 HH, on average six person per household), are targeted.

At the community level:

- 32,000 community members (15,000 females and 17,000 male) and relevant institutions like women associations, clan leaders, community and faith-based organizations and traditional institutions like Gada system.

At the institutional level:

- 10 women RUSACCOs (6 in Oromia and 4 in Afar regional state) and 26 government institutions, Farmers and Pastoral Training Centers and Functional Network for Gender Equality in Agriculture.

3. Description of activities by component

⁵ Gada is a traditional system of governance used by the Oromo people in Ethiopia developed from knowledge gained by community experience over generations

⁶ The four targeted districts are Adamitulu, Yayagulele, and Dodola in Oromia Region and Dubti district in Afar region.



Food and Agriculture Organization
of the United Nations



Activity Description (please specify which outcome/output of the global programme document)	Place of implementation	Number of beneficiaries (women/men)	Activity cost In USD	Lead Agency
Outcome 1: Rural women improve their food security and nutrition				
Output 1.1: Rural women's access and control management over local food household reserves increased				
Activity 1.1.1 Providing training for beneficiaries and their spouses on control and management of local household food reserves and post-harvest management	Afar and Oromia Regional States	2,374 rural women	10,000	FAO
Activity 1.1.2 Introducing innovative post-harvest technologies at household level or cooperative level	Afar and Oromia Regional States	2,374 rural women	40,000	FAO
OUTPUT 1.2: Rural women's and their household's nutritional status improved				
Activity 1.2.1 Introducing agricultural innovations: small-scale fodder, vegetable and crop production innovations to increase productivity and production	Afar and Oromia Regional States	2,374 rural women	30,014	FAO
Activity 1.2.2 Training for targeted women on cropping, small-scale irrigation practices and rearing practices	Afar and Oromia Regional States	2,374 rural women	5,000	FAO
Activity 1.2.3 Capacity development and training of DAs, kebele development community members and district experts on good nutrition practices including dietary diversity and complementary food preparation and demonstration.	Afar and Oromia Regional States	60(15 Women and 45 Men) Extension worker/ Development agents (DAs), district experts and kebele development committee members	10,000	FAO
Outcome 2: Rural women increase their income to sustain their livelihoods				
Output 2.1: Women's increased capacity to produce goods with diversified access to local markets				
Activity 2.1.1 Creating market linkage for targeted women through bazars, exhibitions, national conferences,	Afar and Oromia Regional	800 Rural women	11,906.54	UN Women



networking with companies and rewarding best performing women	States			
Output 2.3 Rural women have increased their knowledge and incorporated acquired skills on business management and sustainable agriculture techniques				
<i>Activity 2.3.1</i> Provide basic business, marketing, life and entrepreneurship skills training, business development services and financial and functional literacy.	Afar and Oromia Regional States	600 rural women	11,000	UN Women
		1000 rural women	20,000	WFP
<i>Activity 2.3.2</i> Strengthening targeted model existing Farmers/Pastoral Training Centers (F/PTCs) in the four districts of Oromia and Afar Regions.	Afar and Oromia Regional States	4 FTCs	41,048.56	WFP
Output 2.4 Rural women increased access to productive resources (land, agricultural inputs and time saving technologies)				
<i>Activity 2.4.1</i> Provide women with time and labor saving equipment and skill development services based on the feasibility study findings.	Afar and Oromia Regional States	400 rural women	57,626.17	UN Women
<i>Activity 2.4.2</i> Provide training to the key experts and institutions and women groups (cooperatives) leaders to develop action plans for better implementation of the land certification programme and then familiarize women and follow up with them to enable to them benefit from the on-going joint land certification programme and land related opportunities in the target areas.	Afar and Oromia Regional States	50 Experts (15 Women and 35 Men)	3,240	UN Women
Outcome 3: Rural women strengthen their voice in decisions that affect their lives				
Output 3.1 Rural women confidence and leadership skills built to fully participate in family matters, rural institutions, cooperatives and unions				
<i>Activity 3.1.1</i> Training on leadership and management to strengthen rural women's self-confidence and capacity to take on leadership roles in rural institution, communities and other cooperatives rather than Women led Rural Saving and Credit Cooperative Organization.	Afar and Oromia Regional States	200 rural women	7,000	UN Women
<i>Activity 3.1.2</i> Community Conversation manual binding, printing and translation in the two working languages Conduct community conversations facilitators refresher training by consultants	Afar and Oromia Regional States	32,000 community members (15,000 males)	15,000	WFP



		and 17,000 female)		
Outcome 4: Gender responsive policy and institutional environment for women's economic empowerment				
Output 4.1. Agriculture key stakeholders, including relevant government bodies, capacity enhanced to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting				
Activity 4.1.1 Capacity building for Federal government structures (Ministry of Women and Children Affairs, Ministry of Agriculture and Natural Resources and Federal Urban Job Creation and Food Security Agency) for gender responsive planning, guideline development and budgeting	Federal	3 institutions	6,707.29	UN Women
Activity 4.1.2 Develop policy briefs using data collected through IFPRI supported impact evaluation tool (WEAI Index)	Federal	Regional Participating Sector Bureaus in Afar and Oromia Region	11,795	FAO
Programme Coordination and Monitoring and Knowledge Management				
Regular review meetings at regional levels			10,000	WFP
Government staff technical support and joint monitoring		4 district level participating sector offices	16,101	WFP
Regular review meetings at federal levels	Afar and Oromia Regional States	6 sectors	8,760	UN Women
Monitoring of programme implementation including general operating cost	Afar and Oromia Regional States	Regional Participating Sector Bureaus in Afar and Oromia Region	5,340.53	FAO
			10,000	WFP
			3,292.71	UN Women
Programme coordination, knowledge management and communication			40,000	UN Women ⁷

⁷ Contributed by all participating agencies



Food and Agriculture Organization of the United Nations



Investing in rural people

6



4. Implementation approach

The premise of the RWEE JP is to support rural women as the right-holders, specifically to increase their income and sustain their livelihoods. Hence, the JP will continue to implement the selected activities for 2017 within this rights-based framework by addressing the individual, community, and institutional/policy barriers to women's economic empowerment.

At individual level, the activities will be implemented to further strengthen the efforts made to create access to rural women on technical skills and leadership trainings, functional adult literacy programmes, market and agricultural related information. The JP will also channel its resource to strengthen the efforts started to create access to productive assets specifically land, technologies, and innovative agricultural inputs.

Improving the economic status of rural women also rests in part on changing the norms and attitudes of the entire community, including husbands, fathers, and adolescent boys towards gender equality and women's rights. Thus, at community level, the JP will continue its effort to bring the community on board, in particular male relatives, to bridge gender inequalities and address the deep-rooted discriminatory practices that are assumed normal. To this end, the JP will strengthen and scale up the activities planned to build community capacities and change their norms and attitudes, through target-specific and community-based social mobilizations approaches that include community conversations.

The JP is also based on the principle that gender-based inequalities need to be addressed by enhancing women's leadership ability and self-esteem to assert their rights. Hence, activities that ensure better social and economic standing of rural women by strengthening the women's voices within their families, communities and rural institutions will be implemented. Specifically, cooperatives, micro-cooperatives and unions will continue to be the focus of the JP to expand membership and management positions to rural women, while building their leadership and management skills to fully engage them in cooperative running.

Though the JP's approach primarily focuses on enhancing the capacity of the right-holder, as part of its institutional interventions, it will continue to address the capacity limitation of relevant sectors to deliver better for women. Particularly, the JP will work to tackle the capacity building needs of women cooperatives and Farmers'/Pastoral Training Centres in the targeted Oromia and Afar regions. The JP will also continue to work on federal level policies and programmes to promote rural women's agencies and voices and to ensure the policies and guidelines to recognize gender inequalities and design specific products to benefit them. The JP also seeks for community policy change and strengthens national institutions and agriculture policies to help rural women contribute to and benefit from the country's fast-paced growth and development.

The United Nations agencies (UN Women, FAO and WFP) will continue to support the JP with their proven track records and comparative advantages in supporting programmes which empowered women in Ethiopia. Though its involvement is limited, IFAD will also participate in providing demand-based technical support to the JP.

Moreover, as the results consider partnerships between government agencies, the federal, regional, and district level relevant sector offices will continue to engage in the implementation of the JP. Specifically, the Ministry of Women and Children Affairs, Ministry of Agriculture and Natural Resources, Ministry of Livestock



and Fisheries and their respective regional structures in Oromia and Afar regions will participate in the direct implementation of the JP. The regional and district Cooperative Promotion Agencies, Bureaus of Education, the targeted 10 RUSACCO, Women Associations and CSOs will also continue to be engaged as partners of the JP.

As part of the government coordination body, the Ministry of Finance and Economic Cooperation and its regional and district structures are responsible to ensure timely reporting of the JP based on the procedures stated in the Programme Implementation Manual for United Nations funded programmes in Ethiopia. Thus, their engagement will be significant to ensure the smooth programme coordination, monitoring and evaluation activities of the JP.

5. Justification for the intervention

Since the commencement of the RWEE JP, interventions that facilitate the rural women to access finance and skills trainings on agriculture, nutrition and business were conducted. In addition, activities that paved a good foundation to fully address community and institutional barriers to rural women's economic empowerment were implemented.

The following are technical and programme related lessons learned while implementing those activities and managing challenges:

- The critical contribution of investment on skills and know-how of rural women to create sustainable livelihood;
- The significance of creating exposures and experience sharing visits for rural women in inspiring rural women to strive for improved lives;
- The importance of creating ownership of all partners for the JP to accelerate the implementation of activities;
- Importance of creating functional governance and coordination mechanisms to bring different actors to jointly deliver/provide services for women;
- Importance of regular monitoring to effectively track progress of the JP and become accountable to donors by regularly reporting on achievements/results and;
- The potential of applying integral individual, community and institutional level interventions and multi-sectoral approach to bring holistic change in the lives of rural women;
- The importance of analysing the different operational modalities of participating United Nations agencies versus existing political and social contexts of implementing countries while designing a JP.

Hence, to strengthen the efforts exerted so far and in turn create drastic changes in the lives of the targeted women, activities which will significantly contribute to this end are prioritized by considering the following justifications:

- The JP intends to move the targeted women, who are already established and striving to change their lives, beyond subsistence production and into higher-value and market-oriented production. The technical trainings coupled with creating access to yield enhancing innovative inputs and gender-sensitive technologies are selected to further intensify efforts already started in the JP. Besides, addressing factors affecting female nutrition also remain the priority considering the amount of time and



additional interventions needed to fully improve the nutrition status of targeted rural women and their families.

- The rural women who have been addressed with the JP's interventions are now able to access skills trainings and finance. As a result, they are now able to diversify their source of income and engage in profitable income generating activities. And yet, to build upon these achievements and create viable and sustainable livelihoods, interventions that will ensure the rural women access to and control over productive assets, market linkage, business development, and integrated functional adult literacy services should be implemented.
- The capacity, resources and efficiency of the national gender institutions and other different government structures including the law enforcement agencies have not yet been adequately enhanced to enable them to provide gender-responsive services. Hence, activities that will strengthen the capacity of targeted government institutions and in turn ensure sustainable results will continue to be part of the JP.
- The challenge pertaining to women's participation, control and benefits are complex and are related to deeply rooted discriminatory practices that are assumed to be normal or tolerated. Changing such mind sets is not possible without systematic and sustained conversation in the community for a group of community members over a period of time. Thus, consecutive community conversation and awareness creation activities are selected to continue so that the JP would cause actions that transform prevailing discriminatory practices and replaces them with new and transformed practices that contribute towards achieving women's strategic needs.
- Finally, informed by women's voices for changes on the ground, and considering the need for additional interventions, the JP will also continue its efforts to create gender-responsive agricultural sector.

6. Sustainability

The sustainability of the JP is grounded on the following strategies:

- Investing in agriculture sector gender-sensitive policy investment and strategic frameworks by providing capacity building for agriculture key stakeholders on gender analysis and gender mainstreaming tools throughout the planning, budgeting and monitoring stages. The government of Ethiopia has demonstrated commitment in supporting the creation of appropriate policy conditions that once in place will make the investment of the different components of the JP work and in turn to ensure the sustainability of the expected results.
- As the JP's intervention continues to take hold, rapid benefits from improving women's access and control over assets and providing agricultural services accrue to help increase the sector's productivity and competitiveness, and inclusive economic growth in the targeted rural area. Service provision and capacity building interventions which are analysed in the context of the policy level work under Outcome 4 will lower down at community and individual level for sustainability of the interventions. So far, the recognized institutional and individual level limited gender orientation of the agriculture sector service providers (farmers/ pastoral training centres non-traditional /agricultural cooperatives and actors in these institutions (development agents and extension workers) is planned to be addressed at the grass root level. Accordingly, capacity development interventions which aimed at creating gender responsive farmers training centres, development agents and agricultural extension workers is made part of the JP's plan in this year. Moreover, the JP will facilitate the establishment and capacity building of women non-



traditional /agricultural cooperatives coupled with provision of productive technologies so that the targeted women can sustainability engage in the agricultural values chain.

- Capacity development for sustainable development in three fronts: individual, community and institutional capabilities.

At Individual level:

- ✓ The targeted rural women capacity on crop production, nutritional habits, food storage, entrepreneurship skills and sustainable agriculture techniques, as well as, management and leadership skills and awareness on existing legal frameworks on family law, land proclamations and other economic rights will be built. In the planning period, additional refreshment trainings on household food reserve and management and specific technical trainings on agricultural techniques and specific agricultural IGAS will also be provided so that the targeted women can consistently apply the knowledge during and after the programme period;
- ✓ The targeted rural women will have access to financial services/revolving fund through their RUSACCOs and selected rural women will also be supported to establish agricultural cooperatives so that they can get legal be registered and engage in agribusiness/agricultural value chains. Being a member of the agricultural cooperatives, the women will also be in a position to access incentives from government to sustainability conduct their business activities as government already has the plan to strengthen such cooperatives as a means to implement its economic development plans;
- ✓ The targeted rural women will have access to innovative agricultural inputs, productive time and labour saving technologies and land so that they can continuously use these assets to increase their productions, add value to their agricultural products and engage in sustainable income generating activities;

At community level:

- ✓ Community capacity to get acquainted and protect women's and girls' 'rights using the successful change behaviour methodology "community conversations and gender awareness campaigns" that has proven to be easily owned and taken up by communities once development assistance programmes withdraw from a targeted area will be implemented. This intervention is believed to create a critical mass to challenge the deep rooted gender attitude and understanding of the community and create a support system both at household and community level for the women to sustainability engage in life changing activities at all level.

At institutional level

- ✓ Capacity building activities for financial and non-financial service providers' in agriculture, education and other sectors will be built to tailor their products to women needs and to deliver for women;
- ✓ Technical support to RUSACCOS and selected Farmers and Pastoral training centres, women associations will be provided for the improvement of existing and development of new gender-sensitive financial and non-financial products for the targeted and other women in the targeted districts of both Afar and Oromia Regions.
- Finally, communities and institutions have been actively involved in the planning and implementation of the JP's components, which will help to ensure ownership and the relevance of the interventions to the specific context.



Potential Risks and Mitigation plan of the JP

The following potential risks are also identified to proactively manage their effects on the JP:

- Deep-rooted cultural and social practices that discourage women's participation, leadership and decision making is a risk that is identified as potentially hampering the achievement of JP results towards empowering rural women. As a mitigation strategy, tailor-made, well-articulated messages will be developed and delivered to each target region through public education, media outreach, lobbying and advocacy by women associations and community conversation. Men and boys will be especially sensitized using the "community conversation" methodology. Cultural and faith based leaders will be particularly targeted as change agents.
- Staff turnover: In order to mitigate the damage, the JP will build the capacity of staff and local institutions. For this purpose, the programme will ensure that specific institutional mechanisms tools and guidelines are developed, adopted and utilized for the sustainability of results in the case that trained individuals/staffs leave the institutions.
- Delays in implementation: Emerging government priorities competing with the ongoing programmes within regions is a risk that could lead to delays in implementation of the JP. The mitigation strategy that has been identified is assigning focal person for the JP to ensure that implementing partners are supported to develop detailed annual work plans to expedite programme delivery.
- Delays in project implementation due to possible postponements in fund flow calendar: the JP will use the best alternative among the options of financial regulation that could shorten long processes. The JP will also revise the annual work plan every six months and adjust it in light of possible fund delays.



Food and Agriculture Organization
of the United Nations



11



A handwritten signature or mark at the bottom center of the page.

7. Budget

PROGRAMME BUDGET (\$3,208,827.26) Requested at this time (USD 400,000.00)					
CATEGORY	FAO	UN WOMEN	WFP	IFAD	TOTAL
1. Staff and Other Personnel Cost		40,000.00		0	40,000.0
2. Supplies, Commodities, Materials	86,809.00	0		0	86,809.0
3. Equipment, Vehicles and Furniture including Depreciation		0		0	0.0
4. Contractual Services	5,000.00	3,000.00	15,000.00	0	23,000.0
5. Travel	5,000.00	5,000.00	5,549.56	0	15,549.6
6. Transfers and Grants Counterparts	10,000.00	98,240.00	81,600.00	0	189,840.0
7. General Operating and Other Direct Costs	5,340.53	3,292.71	10,000.00	0	18,633.2
Total Programme Costs	112,149.53	149,532.71	112,149.56		373,831.8
8. Indirect Support Costs (cannot exceed 7%)	7,850.47	10,467.29	7,850.47	0	26,168.20
TOTAL	120,000.00	160,000.00	120,000.03	0	400,000.0



Food and Agriculture Organization
of the United Nations

IFAD
Investing in rural people




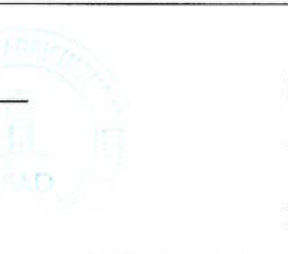
12



UN WOMEN

f

8. Names and signatures of participating UN organizations

<p><i>Yelfgne Abegaz</i> (On behalf of UN WOMEN)</p>		<p>Name: Ms. Letty Chiwara <i>for</i> Title: UN Women Representative to Ethiopia, Africa Union (AU), and Economic Commission for Africa (ECA) Date: 13/03/17</p>
<p><i>Alahou</i> (On behalf of FAO)</p>		<p>Name: Mr. Amadou Allahoury Title: FAO Representative to Ethiopia Date: 20/03/17</p>
<p><i>[Signature]</i> (On behalf of WFP)</p>		<p>Name: Mr. John Aylieff Title: WFP Ethiopia Representative and Country Director Date: 15/3/17</p>
<p><i>[Signature]</i> (On behalf of IFAD)</p>		<p>Name: Mr. Ulac Demirag <i>for</i> Title: Country Director, IFAD Date:</p>

ANNEX I: Logical framework

Please fill the below logical framework with the activities that have been funded so far, and the main milestones achieved and that you want to achieve with the current funding available

Output	Indicators/ baselines/ targets	Milestones	
		2015	2016 2017
Outcome 1 Rural women improve their food security and nutrition			
Output 1.1. Rural women access and control management over local household reserve increased.	<p>Indicator: 1.1.1 Indicator % of women with increased access and control over local food reserves</p> <p>Baseline: Oromia - Control over local reserves - 20.6%; Afar - Control over local reserve - none due to depletion of household asset</p> <p>Target by 2017: On average 50% of the targeted women</p>		<p>Though data against this indicator is not yet collected, the planned trainings towards this result were successfully provided for beneficiary women in Oromia. Additionally, equipment and inputs required to enhance the capacity of beneficiaries in this regard have been procured.</p> <p>We will collect the data while we do the quarterly monitoring activities of the JP.</p> <p>To date about 82% i.e. 1,964 Rural women (Oromia 1,496 and Afar 468) have accessed agricultural, health trainings and individualized and group based technical services under the JP.</p>
	<p>Indicator 1.1.2 % of targeted rural women/households accessing integrated agriculture services and inputs</p> <p>Baseline: Oromia - 15%; Afar-none</p> <p>Target by 2017: On average 30% of the targeted rural women</p>		
Activities:			
<ul style="list-style-type: none"> 1.1.1 Training for beneficiaries and their spouses on control and management of local household food reserves and post-harvest management. 			

<ul style="list-style-type: none"> ▪ 1.1.2 Training of trainers (TOT) for Extension worker's/Development agents (DAs), woreda experts and Kebele development committee members on control and management of local house hold food reserves, hygiene, post-harvest management and household resource planning and budgeting. ▪ 1.1.3 Introduce innovative post-harvest technologies at household level or cooperative level (to be specified based on an assessment) ▪ 1.1.4 Organize Exposure visits and experience sharing in the area that are model at post-harvest management and food reserve (areas to be identified jointly with IPs) 	<p>Output 1.2 Rural women have greater capacity to enhance and control local food security reserves and their production.</p> <p>Indicator: 1.2.1 % of targeted women leading and managing food household reserves as a result of enhanced capacity Baseline: Oromia 20.6%; Afar - None Target by 2017: On average 50% of the targeted women</p>	<p>Though data against this indicator is not yet collected, the planned trainings towards this result were successfully provided for beneficiary women in Oromia. Additionally, equipment and inputs required to enhance the capacity of beneficiaries in this regard have been procured.</p> <p>We will collect the data while we do the quarterly monitoring activities of the JP.</p> <p>25%(587 rural women in Oromia) are able to utilize improved production techniques that include row planting, gardening vegetable by using their wet land, timely weeding, ploughing three times for Teff and following proper timing of fertilizer preparation and application and preparation of feed for their cattle fattening.</p>
	<p>Indicator: 1.2.2% of targeted women utilizing improved production techniques Baseline: Oromia - 2.3%, Afar-none as pastoralist community, women perse hardly improved production techniques Target by 2017: Average 30% of the target women</p>	

	<p>Indicator: 1.2.3 Number of Spouses (family members) who started supporting women in their engagement like HH food reserve management and control activities</p> <p>Baseline: None</p> <p>Target by 2017: 50% of the targeted households</p>	<p>Now 433 spouses of the targeted women from the 2374 households targeted and addressed in the JP are reported to have been extending their support in the agricultural activities that include fencing, ploughing, weeding, harvesting and storing.</p>	
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 1.2.1 Introduce agricultural innovations: small scale fodder, vegetable and crop production innovations to increase productivity and production (beneficiaries to be selected from the trained ones based on interest and criterion to be developed) ▪ 1.2.2 Training for targeted women on cropping, small scale irrigation practices and rearing practices. ▪ 1.2.3 Capacity development and training of DAs, Kebele development community members and woreda experts on good nutrition practices including dietary diversity and complementary food preparation and demonstration and support them give them training to the targeted women. <p>Outcome 2 Rural women have increased income to secure their livelihoods</p>			
<p>Output 2.1 Women's increased capacity to produce goods with diversified access to local markets</p>	<p>Indicator: 2.1.1 Number of targeted Women getting access to diversified market opportunities (district and regional markets for their goods /services</p> <p>Baseline: Oromia – None; Afar –None</p> <p>Target by 2017: At least 1,200 of the target women (2,000) got access to diversified/better market</p>	<p>Women are still accessing the regular market. Update will be reported in the next reporting period when efforts started to pay off for this result.</p>	
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 2.1.1 Conduct Market assessment to identify and promote women friendly agricultural products with high market demand. ▪ 2.1.2 Create market linkage for targeted women through bazars, exhibition, national conference to reward best performing women and link them with potential market and networking with companies etc. 			

<p>Output 2.2 Rural women access to holistic income-generating facilities and to gender-sensitive financial and non-financial services increased</p>	<p>Indicator: 2.2.1. Percentage of targeted women in the targeted SACCOS (cooperatives) benefiting from gender-sensitive financial and non-financial services</p> <p>Baseline: Oromia- Women Benefited financial services - 38.2%; The financial services found to be gender insensitive. Afar-None</p> <p>Target by 2017: 80% of the target women</p>	<p>Out of the 2374 rural women targeted in the four districts of Afar and Oromia Region, 38% (900 Rural women in Oromia Region) accessed financial service/credit for their IGAs</p>	
	<p>Indicator: 2.2.2 Number of women engaged in profitable IGA</p> <p>Baseline: Almost all women have engaged in subsistence kind of business</p> <p>Target by 2017: 600 of the targeted women</p>	<p>Out of the 2374 rural women targeted in the four districts of Afar and Oromia Region, 38% (900 Rural women in Oromia Region) are able to be engaged in profitable IGAs though the profit margin is not yet measured</p>	
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 2.2.1 Provide Targeted Women RUSACOs with financial services (Grant) so that the members get access to loan based on individual business plan and give technical support to women for more saving and better benefit from their RUSACOS ▪ 2.2.2 Awareness creation / sensitization, guidance for high level officials and community, women cooperative leaders and community facilitators on revolving fund management including revision translation of relevant guidelines in to local languages. ▪ 2.2.3 Conduct gap analysis study as a basis to avail technical support to women on revolving fund management. ▪ 2.2.4 Capacity building training for RUSACCO and PASACCOs; for the improvement of existing and development of new gender sensitive financial products ▪ 2.2.5 Facilitate one experience sharing visit for RUSACCOs on revolving fund management. 			

<p>Output 2.3 Rural women access to holistic income-generating facilities and to gender-sensitive financial and non-financial services increased</p>	<p>Indicator: 2.3.1 % of target women with increased capacity on basic business management skills, functional literacy and entrepreneurship in accessing to BDS services</p> <p>Baseline: Oromia- Those who received Entrepreneurship and business skills Trainings:13.1% Received BDS (counseling, coaching, cooperative formation etc.): 14% Received Functional Adult literacy:10.4% Afar- only 3.4% received training on Entrepreneurship and business skills</p> <p>Target by 2017: 75% of targeted women to have improved capacity on business and entrepreneurship ;30% of the target women to have participate in functional adult literacy</p>		<p>Out of the 2374 rural women targeted in the four districts of Afar and Oromia Region, 55% (1,313) of rural women accessed trainings on general IGA and basic business skills and enhanced their knowledge on basic business management, saving and credit leadership concepts.</p>	
	<p>Indicator: 2.3.2 Number of women initiated self-employment activities (IGAs) with the interventions</p> <p>Baseline: Oromia-None; Afar-None</p> <p>Target by 2017: 70% of the target women either initiate business group /individual business</p>		<p>Out of the 2374 rural women targeted in the four districts of Afar and Oromia Region, 900 rural women in Oromia region are able to have either initiated or strengthened self-employment activities to support their livelihoods</p>	
<p>Activities:</p> <ul style="list-style-type: none"> 2.3.1 Provide basic business, marketing, life and entrepreneurship skills training, business development services using Integrated Functional Adult Education program of the country/regions 				

<p>2.3.2 Strengthening of 16 existing Farmers Training Centres (FTCs) to including establishment of network of business development service provides to meet rural women's skill and technical needs</p>	<p>Output 2.4 Rural women have increased access to productive resources and services (land and agricultural inputs and technologies)</p>	<p>Indicator: 2.4.1 Number of women provided with equipment and tools with access to necessary capacity building interventions</p> <p>Baseline: Oromia- None; Afar-None</p> <p>Planned Target: 1500 on accessing technology and tools</p>	<p>Prerequisite activities, mainly feasibility study, which should be conducted to provide equipment for the women, is undergoing. Update will be made when actually results are achieved in the next reporting periods.</p>	<p>Ten RUSACCOs in the six targeted districts started to provide gender-sensitive services for the 2,374 rural women members targeted in the JP. Out of which the 4 RUSACCOs in Afar Region are newly established under the intervention of RWEE JP.</p> <p>These RUSACCOs and the targeted Farmers and pastoral training centres will be used to provide the women with gender sensitive BDS services as the possibility of establishing new BDS centres found to demand lengthy time and resource.</p> <p>Efforts for women to benefit from joint land certification are ongoing hence update will be reported when results are started to be realized</p>
<p>Indicator 2.4.2 Gender-Responsive financial services provided to target women jointly by agricultural offices, cooperative promotion agency and other key sectors</p> <p>Baseline: Oromia -Gender Neutral FTC Centre Afar- Gender Neutral FTC Centre</p> <p>Target by 2017: At least three gender responsive functional Service / BDS centres established to provide women with non-financial services</p>	<p>Indicator: 2.4.3 Percentage of women who succeeded in obtaining joint land certificates and benefiting from it</p> <p>Baseline: Oromia-18%; Afar-None</p>	<p>Ten RUSACCOs in the six targeted districts started to provide gender-sensitive services for the 2,374 rural women members targeted in the JP. Out of which the 4 RUSACCOs in Afar Region are newly established under the intervention of RWEE JP.</p> <p>These RUSACCOs and the targeted Farmers and pastoral training centres will be used to provide the women with gender sensitive BDS services as the possibility of establishing new BDS centres found to demand lengthy time and resource.</p> <p>Efforts for women to benefit from joint land certification are ongoing hence update will be reported when results are started to be realized</p>		

	<p>Planned Target: 25 % of the target women (households on average)</p>		
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 2.4.1 Provide women with time and labour saving equipment and skill development services based on the feasibility study findings. ▪ 2.4.2 Conduct feasibility study on time and labour saving technology for women ▪ 2.4.3 Provide training to the key experts and institutions and women groups (cooperatives) leaders to develop action plans for better implementation of the land certification program and then familiarize women and follow up with them to enable them benefit from the on-going joint land certification program and land related opportunities in the target areas. 			
<p>Outcome 3: Rural women have enhanced leadership and participation in their communities and in rural institutions, and in shaping laws, policies and programmes.</p>			
<p>Output 3.1 Rural women confidence and leadership skills built to fully participate in family matters, rural institutions, cooperatives and unions</p>	<p>Indicator: 3.1.1 Number of institutions and communities advocating for women and girls' economic rights.</p> <p>Baseline: Oromia 2 women Cooperative per Woreda; Afar- 2 women Cooperative per Woreda</p> <p>Target by 2017: At least 3 Cooperative unions, and 16 Cooperatives (both led by women and men) and 50% of the family members of the target women</p>		
		<p>Total of 21 Women associations from Both Oromia and Afar Regions (in Oromia (1 region, 3 Zonal, 4 district level and 7 Kebele Level) and in Afar (1 regional, 1 zonal, 2 district and 2 kebell level)- through their 54 members (26 from Oromia and 28 from Afar) are trained to advocate for women rights to access and control land and other public services and resources.</p> <p>Other Targeted cooperative unions and cooperatives will also be trained to advocate for women rights in the coming JP year.</p> <p>3,104 community members (female 2,779 and male 375) out of the 14, 000 initially targeted including the targeted women, their spouses, members of the JP Technical</p>	

	<p>Baseline: There exist a misunderstanding of gender and women right's issues in targeted areas</p> <p>Target by 2017: 80% of the target community (both male and female)</p> <p>Indicator 3.1.3 Number of women with improved leadership, assertiveness and management skills. Baseline: Oromia -10% of the target (SACCO committee members); Afar - None Planned Target: 65% of the target will have better skill and confidence.</p>		<p>Working Group and Steering Committees and members of women associations were addressed</p> <p>60 women in ten RUSACCOs out of the 1,500 targeted in the JP assumed leadership positions in the ten different committees of their cooperatives</p>	
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 3.1.1 Training on leadership and management to strengthen rural women's self-confidence and capacity to take on leadership roles in rural institution, communities and other cooperatives rather than Women led RUSACCOs (POs) ▪ 3.1.2 Conduct community conversations dialogues after TOT, targeting 32,000 community members, both men and women, on rural women's access and control over resources and agriculture productivity, and domestic work and greater distribution and sharing of responsibilities 				
<p>Outcome 4: A more gender responsive policy environment is secured for the economic empowerment of rural women</p>				
<p>Output 4.1: Agriculture key stakeholders, including relevant government bodies, capacity enhanced to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting</p>	<p>Indicator: 4.1.1 Number of experts and officials in agriculture cooperative and other institutions whose capacity increased to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting</p> <p>Baseline: TBD</p> <p>Target by 2017: 624 experts and government officials working in</p>		<p>Total of 249 experts out of the 624 experts targeted from regional and district level Bureaus of Women and Children Affairs Cooperative Offices, Bureaus of Agriculture District and zonal Administrations, Women Associations whose knowledge and skill enhanced to respond to the needs of rural women in Afar and Oromia Region through the continuous workshops,</p>	

	agriculture, cooperative and other government institutions		mainstreaming and gender-responsive budgeting, and gender and leadership trainings conducted in the JP	
<p>Indicator 4.1.2 Availability of evidence based research and actions to inform policy development/revision, to better integrate gender equality in key sectors strategy and investment framework</p> <p>Baseline: Only national level Preliminary Gender Profile</p> <p>Target by 2017: Three policy advocacy oriented research including comprehensive national gender profile and Women's Empowerment in Agriculture Index" (WEAI)</p>			<p>Cooperative Strengthening Manual which was made to incorporate gender targets and which has already been disseminated for all concerned to implement the plan.</p> <p>Gender Equality Strategy for Agriculture Sector is developed and communicated for comments and endorsement.</p> <p>The JP will support the popularization and implementation of the strategy in the coming year. In addition, the findings of the Impact assessment using WEAI will be used to develop policy briefing to inform the policy makers for their future actions on women economic empowerment for women in agriculture</p>	
<p>Activities:</p> <ul style="list-style-type: none"> ▪ 4.1.1 Capacity building for Federal and Regional Cooperative promotion agency management and experts for gender-responsive planning and budgeting and support women to become members of RUSACCOS and other cooperatives both as member and leaders. This include supporting in development for gender responsive guideline, conducting of TOT and provide them training on gender in leadership and decision making ▪ 4.1.2 FAO-IFAD partnership to conduct Impact Assessment of the Rural Women Economic Empowerment using the WEAI Index and develop policy brief based on the report (Develop policy briefs using data collected through JPRI supported impact evaluation tool (WEAI Index) 				
<p>Program Coordination and Monitoring and Knowledge management</p>				
<p>Activities:</p>				

- Regular review meetings at regional levels.
- Gov. staff technical support and joint monitoring.
- Regular review meetings at Federal levels.
- Monitoring of program implementation
- Programme coordination, knowledge management and communication

ANNEX II: Work plan

JP RWEE Country Work plan and Budget

Country name: **Lead Agency:**

This Costed Country Action Plan (CCAP) for *(Ethiopia)* details activities that the JP RWEE Country Team can implement within the timeframe of the Joint Programme:

In the table below, each priority activity is associated with the cost and the period planned for implementation taking into account the seasonality of agriculture, availability of partners and foreseen socio economic events. For each activity a Lead Agency has been identified in the Country Programme document based on the comparative advantage and specialization.

Activity Description	Place of implementation	Expected impact or outcome	Number of beneficiaries (women/men)	Implementing Partners	Starting Date	Ending Date	Activity Cost (in USD)	Lead Agency
<i>Activities proposed for (April 2017-April 2019)</i>								
Activity 1.1.1 Training for beneficiaries and their spouses on control and management of local house hold food reserves and post-harvest management	Afar and Oromia Regional States	Outcome 1.(Output 1.3) of the JP	2,374 rural women	Regional and District Bureaus of Agriculture	April 2017	August 2017	10,000.00	FAO
Activity 1.1.2 Introduce innovative post-harvest technologies at household level or cooperative level (to be specified based on an assessment).	Afar and Oromia Regional States	Outcome 1.(Output 1.1) of the JP	2,374 rural women	Regional and District Bureaus of Agriculture	April 2017	December 2017	40,000.00	FAO

Activity 1.2.1 Introduce agricultural innovations: small-scale fodder, vegetable and crop production innovations to increase productivity and production.	Afar and Oromia Regional States	Outcome 1(Output 1.2) of the JP	2,374 rural women	Regional and District Bureaus of Agriculture	April 2017	January 2017	30,014.00	FAO
Activity 1.2.2 Training for targeted women on cropping, small-scale irrigation practices and rearing practices.	Afar and Oromia Regional States	Outcome 1(Output 1.2) of the JP	2,374 rural women	Regional and District Bureaus of Agriculture	April 2017	August 2017	5,000.00	FAO
Activity 1.2.3 Capacity development and training of Das, kebele development community members and woreda experts on good nutrition practices including dietary diversity and complementary food preparation and demonstration.	Afar and Oromia Regional States	Outcome 1(Output 1.2) of the JP	Extension worker/ Development agents (Das), district experts and kebele	Regional and District Bureaus of Agriculture	April 2017	August 2017	10,000.00	FAO
Activity 2.1.1 Create market linkage for targeted women through bazars, exhibition, national conference to reward best performing women and link them with potential market and networking with companies etc.	Afar and Oromia Regional States	Outcome 2 (Output 2.1) of the JP	800 rural women	Regional and District Cooperative Promotion Agencies and CSO	April 2017	April 2018	11,906.54	UN Women
Activity 2.3.1 Provide basic business, marketing, life and entrepreneurship skills training, business development services and financial and functional literacy.	Afar and Oromia Regional States	Outcome 2(Output 2.3) of the JP	1,260 Rural women	Regional and District Cooperative Promotion Agencies	April 2017	June 2017	11,000.00	UN Women
					April 2017	June 2017	20,000.00	WFP
Activity 2.3.2 Strengthening of 16 existing Farmers Training Centres (FTCs) to including establishment of network of business development service providers to meet rural women's skill and technical needs	Afar and Oromia Regional States	Outcome 2(Output 2.3) of the JP	4 F/PTCS	Regional and District Bureaus of Agriculture and Women Affairs Offices	April 2017	February 2018	41,048.56	WFP
Activity 2.4.1 Provide women with time and labour saving equipment and skill development services based on the feasibility study findings.	Afar and Oromia Regional States	Outcome 2(Output 2.4) of the JP	400 Rural women	Regional and District Women Affairs Offices and CSO	April 2017	July 2018	57,626.17	UN Women

Activity 2.4.2. Provide training to the key experts and institutions and women groups (cooperatives) leaders to develop action plans for better implementation of the land certification program and then familiarize women and follow up with them to enable them benefit from the on-going joint land certification program and land related opportunities in the target areas.	Afar and Oromia Regional States	Outcome 2(Output 2.4) of the JP	1,500	Regional and district Women Affairs Offices, CSOs, Rural and Administration Offices, Women associations, district and kebele administrations: CSO	April 2017	February 2018	3,240.00	UN Women
Activity 3.1.1 Training on leadership and management to strengthen rural women's self-confidence and capacity to take on leadership roles in rural institution, communities and other cooperatives rather than women led RUSACCOS (POS)	Afar and Oromia Regional States	Outcome 3(Output 3.1)	200	Regional and district Women Affairs and Cooperative Promotion Offices	April 2017	July 2017	7,000.00	UN Women
Activity 3.1.2 Community Conversation manual binding, printing and translation in the two working languages. Conduct community conversations facilitators refresher training by consultants	Afar and Oromia Regional States	Outcome 3(Output 3.1) of the JP	32,000 community members	Regional and district Women Affairs and Cooperative Promotion Offices	April 2017	February 2018	15,000.00	WFP
Activity 4.1.1 Capacity building for Federal government structures (Ministry of Women and Children Affairs, Ministry of Agriculture and Natural Resources and Federal Urban Job Creation and Food Security Agency) for gender responsive planning, guide line development and budgeting	Federal	Outcome 4(Output 4.1) of the JP	3 institutions	Ministry of Women and Children Affairs, Ministry of Agriculture and Natural Resources and Federal Urban Job Creation and Food Security Agency	April 2017	October 2017	6,707.29	UN Women

Activity 4.1.2: Develop policy briefs using data collected through IFPRI supported impact evaluation tool (WEAI Index)	Federal	Outcome 4(Output 4.1) of the IP		June 2017	January 2018	11,795.00	FAO
Regular review meetings at regional levels.	Afar and Oromia Region	Contribute to all outcomes	4 District level participating sector offices	April 2017	April 2018	10,000.00	WFP
Government staff technical support and joint monitoring	Afar and Oromia Region	Contribute to all outcomes	4 District level participating sector offices	April 2017	April 2018	16,101.00	WFP
Regular review meetings at Federal levels.	Afar and Oromia Region	Contribute to all outcomes	6 sectors Regional Participating Sector Bureaus in Afar and Oromia Region	April 2017	April 2018	8,760.00	UN Women
Monitoring of program implementation with general operating costs	Afar and Oromia Region	Contribute to all outcomes	Regional Participating Sector Bureaus	April 2017	April 2018	5,340.53	FAO
				April 2017	April 2018	10,000.00	WFP
				April 2017	April 2018	3,292.71	UN Women
Program Coordination, knowledge management and communication and Technical support to IPs		Contribute to all outcomes		April 2017	April 2018	40,000.00	UN Women
Total programme cost						373,831.80	
Indirect Support Costs (cannot exceed 7%)						26,168.20	
Total						400,000.00	