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Enabling poor rural people to overcome poverty



United Nations Entity for Gender Equality and the Empowerment of Women



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A Joint Country Programme by FAO, IFAD, UN WOMEN and WFP in Partnership with the Government of Ethiopia

Country Programme Proposal

Country:	Ethiopia
Project Title:	Accelerating Progress Towards Economic Empowerment of Rural Women in Ethiopia (RWEE- JP)

Total budget requested	US\$ (3,208,752.38)
Beneficiaries to be assisted with the contribution	<p>Primary Beneficiaries: 4, 300 Smallholder Rural Women Farmers and Agro Pastoralists, who are members of Rural Saving and Credit Cooperative Organizations(RUSACCOs) in 3 Districts of Oromia Regional State and One District of Afar Regional State.</p> <p>25,824 household members of the targeted 4,300 women</p> <p>Secondary Beneficiaries: 32,000 (15,000 Male and 17,000 Female) community members, who would benefit from community conversations on gender relations and improved gender sensitive cooperatives and laws in the 2 targeted regions.</p>
Duration of project:	January 2015 – October 2017

1. Brief Background Information

Ethiopia is the second-most populous country in Sub-Saharan Africa with a population of about 96.5 million, and growth rate of 2.5% in 2014. 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 Peoples¹, Somali and Tigray; and two chartered cities: Addis Ababa and Dire-Dawa. The RWEE JP is being implemented in two of the regional states – Oromia and Afar.

The Ethiopian economy has experienced strong and broad based growth over the past decade, averaging 10.8% per year in 2003/04 - 2013/14 compared to the regional average of 4.8%.¹ With this consistent double-digit growth, according to the

¹ <http://www.worldbank.org/en/country/Ethiopia/overview>

World Bank data, the country has registered substantial progress in socio-economic development that include the growth in the Per capita Gross Domestic Product (GDP) from USD 121 in 2001 to USD 631 by end of 2013/14. To ensure the bridging of inequality, the government has actively made investments not only in pro-poor sectors such as agriculture and food-security, but also in the social sectors, focusing on education, health, roads, and water resulting in an improvement of the human development index by an annual average of 3.4 per cent; making Ethiopia one of the fastest movers in the world since 2000. This has resulted in considerable reduction of poverty across the country, from 38.7% in 2004-2005 to 29.6% five years later in 2010/2011 as measured by the national poverty line. The country is aspiring to become the middle income country by 2025 and have been working on achieving this goal by clearly setting its roadmaps in its first and second Growth and Transformation Plan (GTP) from 2011-2015 and 2015/16-2019/20.

Despite the many efforts made to ensure inclusive development of the country, there are still challenges, and rural women in particular, have still not been able to benefit equally from the development growth. The results of the growth have often not been disaggregated but all indicators still point to the fact that women, rural as well as urban, still have less access to opportunities in economic empowerment, education and skills development and as a result they remain poorer. Cultural, social, and structural barriers for women continue to exist at individual, community, institutional and policy levels. These make it difficult for women in Ethiopia to take advantage of even the little opportunities that are available.

Ethiopia has enormous potential for agricultural development. Only about 25 per cent of its arable land is currently cultivated, dominated by subsistence rain-fed farming along with few inputs and technology that resulted in low productivity. In Ethiopia, the vast majority of farmers are smallholders (Rural women and men), dependent on subsistence agriculture and who are extremely vulnerable to external shocks such as drought and other natural disasters. Specially, rural women are particularly vulnerable as they are often not able to access skills, training and inputs required for their farms, coupled with the fact that they have less legal access over land, and usually do not have voice in decisions affecting their lives.

In Ethiopia, on average, rural women farmers perform up to 75% of farm labor but they only hold 18.7% of agricultural land and head 20.1 percent of rural households. Their farms are smaller than men's (0.9 Ha in comparison to 1.03 Ha) and produce 35 percent less per hectare due to lower levels of input use and less access to extension services.² The Afar and Oromia Rural Land Use and Administration Regulations No 4/201 Proclamation No. 130/ 2007 respectively pay attention to the issue of gender equality and provide specific provisions for rural women to have equal right with men to possess, use and administer the rural land as well as to communal land in their respective regions. However, evidence shows that there are still gaps between policy/laws and implementation in the regions due to the customary laws and traditional practices that deny women the access.

Despite the recent policy initiatives to strengthen the position of women in the agricultural sector, rural women still have restricted access to agricultural inputs, fertilizers, finance, credit, extension services, technology and information that limit their contribution to household food security, improved income and the efficiency of the agricultural sector in the country. Besides, agriculture in Ethiopia continues to be very rain dependent, with irregular rain, making about one third of the population chronically food insecure. Rural women's vulnerability to shocks, particularly droughts and their consequences such as food price increases, food shortages and livestock disease outbreaks, is aggravated by competition over resources and inter-clan rivalries. The drought strike in 2015 due to El Niño has also affected the 2016 harvest of the country including the targeted district of Afar and agricultural lowlands of Oromia region. The impact of the drought is most severe for vulnerable households living in the pastoral areas of lowlands and the high-density parts of highlands that make the targeted women farmers more prone to the consequences of poverty, food insecurity and lack of nutrition.³

² FAO (2011). The State of Food and Agriculture 2010-11: Women in Agriculture. Rome: Food and Agriculture Organization

³ <http://www.ruralpovertyportal.org/country/home/tags/ethiopia>

The intensity of poverty varies at the household level depending on land size, its quality and productivity, climate conditions and production technologies, which affect men and women differently. Most of the targeted rural households have small land holdings of less than one hectare on average. Agriculture is dominated by a low input, low output rain-fed farming system, which increases the vulnerability of rural households to the vagaries of nature. Frequent droughts and crop failures can easily result in wide spread food shortages, household food insecurity and famine. Because women lack strong asset base, they are often worse affected by natural and human made calamities.

Regional Context – Oromia and Afar Regional States

Oromia regional state, which stretches over the largest part of the country is the most populous state with a population of 26,993,933(13,595,006 men and 13,398,927 women) based on the 2007 national population census conducted by Central Statics Agency (CSA). About 13% is estimated to reside in urban areas, whereas the remaining 87% resides in rural areas. Administratively the Oromia Regional State consists of 12 administrative zones and 180 districts/Woredas of which RWEE JP targeted only three namely Dodola, Yaya Gulele, Adamitulu Jiddo Kombolcha. The foundation of the region's economy is agriculture providing employment for an estimated 89 percent of the population and accounts for about 65 percent of the region's gross domestic product. Exports of agricultural products originating in Oromia, such as coffee, hides and skins, pulses and oil seeds make up the lion's share of the country's exchange earnings. However, agricultural productivity is constrained by several factors including traditional farming methods, natural resources degradation and limited use of modern technologies.

On the other hand, Afar regional state, which is in the eastern part of Ethiopia, consists of 5 administrative zones, 29 districts/Woredas, out of which the Project targets one District called Dubti. The region is the origin of human species, where a 4.4 million years old humanoid is recently discovered. Based on the 2007 national census, the Regional State has a population of 1,390,273, consisting of 775,117 men and 615,156 women; rural inhabitants account 86% of the population of which 29.43% are pure pastoralists. All other inhabitants combine pastoralism with farming, rearing camels, cattle, goats, sheep and donkeys. Agriculture in the region is primarily on the production of maize, beans, sorghum, papaya, bananas, and oranges. In addition, cotton and salt are also produced and are common occupations in the region. The region is most challenged in Ethiopia and the most vulnerable to drought and climate change in the country.⁴

Agro pastoralist and pastoralist women in Afar Regional State perform laborious household tasks, such as grain grinding and fetching fuel wood and water which sap much of their energies and time which could have otherwise been spent in more productive farming activities. Research has indicated agro pastoralist and pastoralist women's workload to be higher than men's in most pastoral areas, although the disparity varies between pastoral groups and with seasons. Women's control over their own labour varies with cultural norms, the gendered division of labour in their particular society, and according to their status and social capital. Agro pastoralist and pastoralist women in Ethiopia do not have decision making power over disposal of animals by sale, gift or slaughter as this decision making rests with the male heads of household.

In Oromia region, gender division of labor in the farming system makes women's contribution invisible and women's labor contribution on farm activities and their reproductive roles that support the farming system is not fairly considered rather it makes them the secondary earners of the household income. This is due to the customary laws and cultural practices that is engrained and governed by the social and economic activities of the community. Besides, the involvement of the rural women in decision making process related to household income is limited that aggravated their dependency on their husbands.

In Afar, women play a central role in pastoral livelihood systems as livestock keepers, natural resource managers, income generators and service providers, which are influenced by gendered norms, values and relations. They are secondary users

⁴ <http://www.apdaethiopia.org/Afar.html>

of household income though they play a role in livestock management and husbandry. In Afar culture, Women and men have distinct but complementary roles and tasks in both agriculture and livestock production and marketing, but men have more control and benefits from them. Because they have less decision-making and bargaining power, women may suffer more during drought or hunger periods. Women are responsible for all domestic and reproductive duties, which restrict their capabilities to improve their food security and livelihood status.⁵

At the launch of the Program, a Baseline Survey was conducted in the 4 targeted districts of the project implementation. The Baseline Survey found that the poorest households tended to be those headed by women; the households are most vulnerable to food insecurity regardless of their role as food managers.

The study shows the burden on the pastoralist community/households of Afar is double due to the recent drought attack in the area and the peculiar agro pastoralist and pastoralist style of living that also mostly dependent on rearing of livestock and animal husbandry. Besides, pastoral women have no right to inherit their families and husbands' properties. This directly or indirectly affects their status and capacities that in turn limits their potential contribution to achieve their household food security. The baseline study also primarily identified unavailability of off-farm jobs for women; limited access to social service such as extension, credit, information, training, and technology; and other basic services including education, health, portable water, market and infrastructures as factors that hinder the rural women's potentials roles to enhance their household livelihood in general and food securities in particular.

In the targeted districts of Oromia there are seasons(August to February) with adequate rainfall and where the targeted households have good harvests, in the rest of the seasons, food consumption frequency and availability of food becomes below average and as a result most of the households consume food only once or twice per day. This is due to lack of local household food reserve and post-harvest management knowledge and skill coupled with the natural climate effects that disrupt the timing of the rainy seasons. In this kind of harsh reality, the women are paying double price as the inter-household food consumption culture/ pattern of the community gives priority to the husband and male children to be fed. Besides, the rural women are expected to exert much more efforts by engaging in the coping strategies used to survive the situation that include reduction of frequency of food they consume, participating on cash/food for work programs, and labor works in exchange of food/cash.

Lack of access to financial services is a critical constraint to tap and unleash the productive potential of poor women, agrarian or pastoralist, for inclusive growth, equity and social justice. Micro Finance Institutions (MFIs), Savings and Credit Cooperatives (SACCOs), and Rural Savings and Credit Cooperatives (RUSACCOs) are the only formal financial services to rural households, with an increasing coverage of women reaching up 50 percent of their clients. However, only 15 percent of the rural households have access to savings and credit services.⁶ Even though the rural women in Afar and Oromia regions contribute to national agricultural output and family food security, the baseline survey indicated that they have barriers to access RUSACCOs and are credit constrained than men of equivalent socio-economic condition. This is due to their lack of access and control over land, capital and other production assets, lack of education and time shortage due to multiple responsibilities in the home and on the farm. The problem in the targeted district of Afar is worse since the idea of SACCOs is a new initiative that limits the access of saving and credit services for the targeted women only to two newly established SACCOs.

⁵ Study on women's property rights in afar and Oromia regions, Ethiopia Fiona Flintan, Solomon, Demlie, Mohammed Awol, Zahra Humed, Yemane Belete and Honey Lemma:2008

⁶ As the CEDAW Committee (Concluding Observations, Forty-ninth session, 11 – 29 July 2011) notes most rural women depend on men for economic support, that only 19 percent of women own land, and that the number of female MFI borrowers is decreasing.

Besides, though the rural women possess equal rights with men to access bank loans, mortgages and other forms of financial credit, they have not been able to use them effectively for different reasons. First, women have generally limited awareness of the availability of these facilities. Second, women have generally low economic capacity to provide sufficient collateral to get the credit service they demand. Third, lack of trust towards women as entrepreneurs in the society also makes the financial institutions less interested in making the facilities available to women.⁷

The 2012 National Diagnostic Study for Implementation of Access to Financial Services for Low-Income Women Households and Entrepreneurs in Ethiopia (ILO) suggests that increased household incomes generated from the effective delivery of financial services enable the rural poor to better cope with external shocks, improve food security, and enhance access to primary health care, education and potable water supply facilities critical for sustained poverty reduction.

Additionally, if rural financial services become accessible coupled with business development services and technical support, significant opportunities exist in the targeted regions for the rural women to get empowered economically and have a better and sustainable livelihood. Based on the baseline survey conducted in the targeted regions, majority of the rural households' livelihoods in the targeted Oromia districts depend on subsistence agriculture, struggling petty trades, and some daily labor. The major agricultural activities of the households were mixed farming (i.e. crop production and animal husbandry). On the other hand, the pastoralist households in Afar depends almost entirely on their livestock and livestock products, which is the main source of income and food for their livelihoods. They also depend on mixed agriculture (cattle rearing and farming) and charcoal production which is not diversified and sustainable for their livelihood. Hence, supplementing the existing efforts of the targeted women with accessible financial services and business development services could bring in significant change in their livelihood and impact their household food security and food reserve for better. Besides, direct and positive impacts on food security and nutrition have been found to improve livelihood as income is earned sustainably.

Additionally, the importance of diversifying livelihoods and the roles that women can play in household security is significant⁸ if they are provided with capacity building and time saving technologies and energy that could lessen their household burdens and increase their productivity.

Without access to modern energy services, women and girls spend most of their day performing basic subsistence tasks, including time-consuming and physically draining tasks of collecting biomass fuels such as fire wood, leaves, and dung, which constrain them from accessing decent wage employment, educational opportunities and livelihood enhancing options, as well as limit their options for social and political interaction outside the household. A study indicated that, almost 99 % of all households in Oromia region use bio-fuels and the majority of them use fuel-wood. Besides the hardship faced by the rural women to access cooking fuels is very high and time consuming it forced them to spend their time on unproductive activities.⁹ The energy source to cook food in Afar region is also firewood and charcoal through use of traditional cooking stoves (that is three stones system or "gulicha") which has negative effects on the health of the women. Use of traditional stoves also has negative impact on the environment since it encourages cutting down of more trees to access firewood and charcoal. This shows that more effort will be required to use improved stoves and alternative energy sources in the program areas so as to lessen the burden of the women.

Studies in general show that many rural women spend up to three hours a day gathering fuel and carrying heavy loads.

⁷ Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, Ethiopia, CEDAW/C/ETH/6-7, July 2009, p.30.

⁸ World Bank (2009). Ethiopia Unleashing the Potential of Ethiopian Women Trends and Options for Economic Empowerment

⁹ Access to affordable and reliable energy sources and women economic status nexus in three selected Woredas of Oromia regional state, Ethiopia. By Kebede Bishaw

This burden leaves them with little time for productive activities or leisure, can put women and girls at risk of long-term health problems and increases their vulnerability to physical or sexual violence. In general rural women's productive potential is undermined by lack of access to essential resources and women friendly time and labor saving technologies in addition to all other barriers.

With regards to technological inputs and extension services for agriculture, studies indicated that in Oromia, rural women households' participation in agricultural extension package program is still very low when compared with male headed households. The major constraints identified to access and utilization of extension packages are supply related problems, cost of the technology (expensive), delay of inputs (input is not available on time), low awareness about technology recommendations and biasness of extension agents towards progressive women farmers. Participation of women farmers in extension events like training, field days and demonstration is also very low that limit to increase their productivity and diversify their livelihood.¹⁰

Gender Responsive Policy and Institutional Environment

In Ethiopia there are stipulated rights of women entrenched in the Constitution, in Labour laws and in Family Law and Criminal Codes. These are some of the efforts made by Ethiopian government to ensure gender equality and empowerment of women in the country. The Growth and Transformation Plan (GTP I and II), the overall development framework for long/medium term development planning in Ethiopia, and the Development Plan for Women and Children (2011-2028) have included specific commitments to increasing women's participation in political life and decision making, promoting women's economic empowerment and reducing violence against women. The Rural Land Administration and Use Proclamation (2005) also provide women the right to use rural land through the issuance of holding certificate. Regional states have followed suit and have issued their own land use and administration laws in conformity with this federal law. Besides, Ethiopia as a member of the international community has signed a number of agreements promoting and protecting the rights of women. It has ratified the Convention on the Political Rights of Women (CPRW) and the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). Ethiopia has also adopted the principles of the 1995 Beijing Platform for Action (BPA). In this regard, there is an outstanding progress made over the years, though the enforcement and implementation of the legal instruments has been often comprised by deep rooted prejudices and stereotype coupled with limited capacities at different levels.

To ensure that gender is mainstreamed, and effectively implemented and coordinated across board, the Government of Ethiopia established institutions at federal and regional levels, and in particular, the Federal Minister of Women's and Children's Affairs, Regional Women and Children Affairs Bureaus for the Regional states, including Oromia and Afar, and District Offices of Women and Children Affairs. The heads of these agencies are members of cabinet at their respective levels. The federal government has allocated more human resources with accountabilities for promoting gender equality and is strengthening accountability for the national policies on gender. However, 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 tackle the problem of women at all levels.

In the agriculture sector, the Ethiopian Agriculture Sector Policy and Investment Framework (2010-2020) recognizes that 25 percent of all smallholder farming families are headed by women¹¹ (widowed - 60 percent or divorced - 12.4 percent) and that on average women-headed households produce 23 percent less per hectare than their male counterpart. Reasons for

¹⁰ Journal of Agricultural Extension and Rural Development Vol. 3(3), pp. 51-63, March 2011- Survey on women access to agricultural extension services at selected districts of Mid Rift Valley of Ethiopia. Gurmesa Umata, Felekech Lemecha and Taha Mume

lower production and productivity levels include endowment effects (women-headed households manage smaller plots, use fewer non-labour inputs e.g. livestock and tools, regularly spend less time in agricultural-related activities, are less likely to use rented fields to produce, and inhabit smaller households with lower average income) and structural effects (access to extension services, fields' distance to the household, agricultural non-labour input use¹² e.g. chemical fertilizer and oxen use land characteristics e.g. size and number of plots managed, product diversification, and years of schooling).

Gender equality is recognized as a critical development issue in Ethiopia. All federal ministries including the Ministry of Agriculture and Rural Development (MoARD) and the Regional counter parts are mandated to ensure women benefit from programs, projects and policies. It would be expected, therefore, that one of the responsibilities of the Agricultural Sector Policy and Investment Framework (PIF) would be to ensure a balanced approach to agriculture sector development, in particular that the importance and strategic role of women is recognized and that appropriate gender-sensitive approaches are promoted.

The Agriculture Sector Policy and Investment Framework (PIF) 2010-2020 has four strategic objectives, 14 objectives, 60 outputs and more than 170 Indicators. Women/gender is not mentioned at the strategic objective, objectives or output levels. At the indicator level, women are mentioned 9 times and in the majority of cases the indicator requires that the annual reporting against targets includes gender disaggregated data e.g. male-headed farmers certified with first level land ownership certificates in millions. The exceptions are the three indicators that support the 'improvement of agricultural production and productivity by improving extension services utilization and agriculture inputs' objective, where specific mention is made of extension services reaching 30 percent women-headed smallholder, pastoral and agro-pastoral households.

Rural women in Afar and Oromia are not only the mainstay of the agricultural food sector, labour force, and food systems; they are also largely responsible for post-harvest activities. However, women's fundamental contribution is continually under-appreciated and under-supported, and is often adversely affected by prevailing economic policies and other development conditions. These circumstances must be reversed: sustainable rural development through agriculture cannot be achieved without the full participation of women.

The deep-rooted social and cultural beliefs and attitudes of the community is the other lingering challenge of the targeted women in the regions. This causes the negative effects that hamper the efforts of Ethiopian rural women empowerment and exacerbate effects of harmful traditions practices and violence against women. In order to change the consciousness of the community and make men, boys, and the community/public supporters of women economic empowerment, various efforts have been going on in the country at all levels. Strategies that include mass sensitization and mobilization have been used to raise awareness about the rights of girls and women and gender equality issues in different parts of the country, both by governmental and non-governmental organizations. Community Conversation methodologies are commonly used to create a transformative and participatory space for dialogue with communities, to understand the existing situation and generate locally appropriate social change process. However, much more efforts are needed to let the community question its thoughts and practices and come on board for the empowerment of women, political participation and gender equality.

2. Objectives

12 Ethiopia Rural Socio-Economic Survey (2014): Decomposition of Gender Differentials in Agricultural Productivity in Ethiopia

The **main goal** of RWEE JP is to accelerate rural women economic empowerment in the context of the country national policy priorities on food security, economic growth and sustainable development. It aims at empowering women farmers and agro pastoralists and their family members in Afar and Oromia Regional states to enhance their livelihoods and capacities for meaningful participation in local, regional and national forums.

The specific objectives/outcomes and output Level results of RWEE JP are:

Outcome One:

Rural women improve their food security and nutrition.

Output 1.1. Rural women have increased access to and control over resources, assets and services critical their food and nutrition security.

Output 1.2. Rural women have greater capacity to enhance and control local food security reserves and their production.

Outcome Two:

Rural women increase their incomes to sustain their livelihoods

Output 2.1. Women's increased capacity to produce goods with diversified access to local markets.

Output 2.2. Rural women access to holistic income-generating facilities and to gender-sensitive financial and financial services increased

Output 2.3. Rural women increased their knowledge and incorporate acquired skills on financial literacy, entrepreneurship and sustainable agricultural techniques.

Output 2.4. Rural women have increased access to productive resources and services (land and agricultural inputs).

Outcome Three:

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.

Outcome Four:

A more gender responsive policy environment is secured for the economic empowerment of rural women.

Output 4.1. Agriculture and key stakeholders, including relevant government bodies, capacity enhanced to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting.

The RWEE JP is focused on promoting gender equality and the empowerment of women. The design focuses on addressing gender inequalities that deny women equal opportunities as men. It seeks to provide rural women with the skills needed to improve their social and economic standing, both by helping to address the poverty of rural women and by strengthening the women's voices within their families, communities and rural institutions. To support these changes on a sustainable basis, the joint programme will intervene at the individual, community and institutional levels.

The Joint Programme uses multi-faceted approaches in realizing the above four outcomes and corresponding outputs while implementing the planned activities of the four implementing agencies in an integrated manner. In order to improve the food security and nutrition of the targeted women, activities that include capacity building, provision of inputs like fertilizers, extension services, appropriate technology and information coupled with business development services to improve their household income and livelihood and to enhance their social protection and coping mechanisms will be provided. The capacity building support will focus on managing local food security reserves, experience sharing exposure on the areas of post-harvest management and food reserve. For those women who are already in small scale agribusinesses, the joint programme will provide new skills in expanding their production through joint acquisition of land

and other resources like inputs and technology, packaging, marketing, accessing markets, including addressing supply side constraints, promoting their linkages to financial institutions and encouraging savings and leadership practices in their institutions.

The premise of the RWEE JP is to support women as the right-holders, specifically to increase their income and sustain their livelihood. Improving the status of women rests in part, on changing the norms and attitudes of the entire community, including husbands, fathers, and adolescent boys. For this, the Joint program considers bringing the community on board, in particular male relatives and will engage with institutions operating within the community to bridge gender inequalities at different levels. To this end, the RWEE JP will build community capacities through target-specific and community based social mobilization. The joint program is also based on the principle that gender based inequalities need to be addressed by ensuring access to services and by enhancing women's ability and self-esteem to assert their rights.

From a human rights based approach, the Joint Program (JP's) model primarily focuses on enhancing the capacity of the right-holder. However, with due recognition of limitation in finance and non-finance providers to deliver services for women, the JP will also address the capacity building needs of saving and credit institutions to deliver for women. This component considers partnership between government agencies at federal, regional and district levels and financial and non-financial services providers. Cooperatives, micro-cooperatives and unions will be targeted to expand their membership and management positions to women, while building the leadership and management skills of women to fully engage them in cooperative running. Moreover, women self-help groups will be supported to upgrade their status to cooperatives and to access capacity building support.

The challenge pertaining to women's participation, control and benefits are complex and are related to deep rooted discriminatory practices that are assumed to be normal or tolerated. Changing such mind set is not possible without systematic and sustained conversation in the community for a group of community members over a period of time (preferably one year for one group). Here the idea is not only about creating awareness among community members but also to generate the will that would enable some actions that transform prevailing discriminatory practices and replaces them with new and transformed practices that contribute towards achieving women's strategic needs.

Besides, women's access and control over productive assets continue to hamper women's opportunities to viable and sustainable livelihoods. Recent government promotion of joint land certification initiatives have resulted in an increase in the number of women with legally recognized rights as holders by including both spouses on the certificate in the case of joint ownership, and providing certificates to women in case of divorce, separation or death. However, widows do not receive the certificate of holdings until the inheritance issue is settled and recognized by the district court. Women are issued with holding certificates during separation or divorce only if the property was jointly registered in both spouses' names. Women landholders are afraid to give out land for rent or for share-cropping to non-relatives for fear of tenants dispossessing them. Certification is helping to remove this fear and broaden access to those seeking land to rent or sharecrop. The RWEE JP supports women who are willing to initiate joint land certifications processes as a means to exercise their rights and as a crucial building block for rural women economic empowerment. Furthermore, the RWEE JP will provide targeted women with agricultural inputs such as labour saving technology.

One of the other strategies that the joint program will use is providing rural women with access to resources using primarily Micro Financial Institutions (MFIs), rural cooperatives and a specially designed Revolving Fund scheme to support the beneficiaries. The revolving fund scheme will enable women receive microcredit to expand their existing business and/or to start new businesses. Micro-credit is not merely an instrument for credit extension to the poor borrowers. It is rather a movement to emancipate the poor, especially women, to alleviate their poverty, improve their quality of lives, and build their capacity and awareness as well as to integrate them economically and socially into the mainstream of the economy. The savings and credit schemes are primarily designed to access poor households with a loan and a chance to save some

money, which would enable them to start income generating activities and or expand their production so as to ensure their food security and increase their income. The amount of credit to members varies depending on the type of activity they plan to undertake. The cooperatives members will be entitled to get an average of 400 USD from the revolving fund support provided to their cooperatives by the RWEE JP.

The Joint Programme will also be working to strengthen policies and programmes that promote rural women's agencies and voices in rural producer associations, financial cooperatives and unions by ensuring women's full participation in these institutions and ensuring that the policies and guidelines recognize gender inequalities and design specific products to benefit rural women. The JP RWEE 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.

This is reflected in its activities which seek to: increase women's access to resources with a view to changing gender relations in a way that gives women greater recognition for their contributions. It also reflected in the programme's efforts to build links competent local institutions, which can support women's empowerment and gender equality. The Joint Programme also incorporates a thorough analysis on rural women's constraints in translating their agricultural/pastoral undertakings into economic empowerment and poverty reduction due to: discriminatory customary laws and practices that favour men's over women's access to land and other productive resources; and lack of control in decision-making processes (e.g. in the intra-household decision-making on income expenditures). While the Joint Programme recognizes that some of these forms of discrimination are in principle addressed by national policies and legislation, in practice, new policies and new or revised laws have proven hard to enforce, with little tangible impact on women in rural areas. Translating women's agricultural/pastoral undertakings into economic empowerment requires transforming gender relations at all levels – so that women are better represented and take part in the decisions which impact their lives and livelihoods.

Informed by women's voices for changes on the ground, the JP RWEE will work towards an enabling policy and institutional environment by incorporating gender issues related to agriculture in policy development, implementation and monitoring, requires adequate institutional and organizational capacity, and evidence based knowledge. To this end, the JP RWEE will undertake research in the areas of food security, rural and agricultural development in collaboration with research institutes, the Federal Ministry of Agriculture and Natural Resources and MoWCYA, and develop and implement a capacity plan in support to the Gender Working Group of the Agriculture sector Policy Investment Framework (PIF) for government agencies, research institutions, and key stakeholders to carry out gender analysis and use applied research that directly informs agricultural and rural policies and strategies.

To address the challenges mentioned in the background above, and thus contribute to rural women economic empowerment through the realization of the four outcomes, RWEE JP will work towards securing women's sustainable livelihoods and economic rights using the program strategies discussed below.

RWEE JP Strategies

Evidence Based Interventions

Evidence based intervention strategy will be employed throughout the joint program period for better results and policy environments for rural women economic empowerment. To this end, an assessment of Socio Economic Status of Women (Baseline Study) has been conducted at initial stage of this RWEE-JP, which has come out with number data and information on the real status of women and men in targeted communities, and providing information on what interventions would work and more importantly, tracking the impact of interventions on the lives of the women, men and communities. To further strengthen livelihoods, a market assessment and feasibility study will be conducted on time and labor saving women friendly technologies which will provide lessons for scaling-up and replication, and support policy advocacy for key policy makers on time and labor saving technologies including renewable energy for rural women that will

need to be promoted for rural women.

To this effect, UN Women in collaboration with RBAs and Government organizations has been documenting a comprehensive profile of the beneficiaries in addition to the general baseline study and conducted renewable energy needs of the target women. The profile will provide comprehensive data on each targeted woman: level of income and its source, literacy, nutritional status, number of children, decision making power at various levels including at household etc. against which the most significant changes will be measured. FAO is also conducting a market assessment to identify feasible business and agricultural products for rural women to engage in improved income generating activities. Both feasibility study and market assessment will help to identify opportunities at the ground and also to devise strategies that will enable women benefit from the program in a meaningful and sustained manner.

RWEE JP will also include an impact assessment of rural women economic empowerment using "Women's Empowerment in Agriculture Index" (WEAI) as it intends to empower rural women in the agricultural sector. The assessment will measure the empowerment of rural women in their roles and engagement and inclusion in the agricultural sector as a result of the joint program. It is also expected to measure the percentage of women as empowered as men in their households and the result can be used as a monitoring indicator to measure whether the joint program have resulted in its intended effects on rural women empowerment. Based on the finding of the assessment report , a policy brief will be developed and shared with concerned bodies to inform policies

Provision of Business Development Services (BDS)

A Business Development Center is to be established to provide organized and timely services to the women at respective Regions and districts/Woredas under the Project. The objective of establishing the Business Development Center is to provide a platform for different providers to network, discuss and solve problems of rural women agro-pastoralists at the Center or provide necessary support under their mandate. In addition the women will also meet at the center to share experiences and best practices from each other and in some instances such center will serve as product display center for new products/services by the target women.

Membership will include government institutions such as Bureaus of Women and Children Affairs (BoWCA), Rural Land Administrations, Education Bureaus, District/Woreda level Offices, Agricultural and Livestock Offices, District/Woreda Administrations, Micro and Small Enterprise Agencies (MSEAs), Technical and Vocational Education and Training (TVET), Cooperative promotion agencies as well as NGOs, Associations of Women and Women Cooperative Unions, Private sectors, and financial institutions like Micro Financial Institutions (MFIs), strong multipurpose cooperatives will be the network member or will team up as the BDS providers under the leadership of BoWCA and district/Woreda Administration at the targeted districts.

The team at the Business Development Center is expected to regularly meet; quarterly or monthly, at specific BDS centers to support and respond to needs of the women in very structured manner by dividing the tasks among the team members depending on the mandate of the offices and expertise. For instance, the rural land administration and Woreda administration are there to support women to get land for work or market place while the Agricultural and TVET office should conduct technical skill training depending on the identified gaps and the cooperative promotion office will give basic business skill trainings and create market linkage for the women's product. The BDS center would be provided by IP (government in respective Region and Woreda near to the targeted rural women). UN Women in collaboration with the RBAs will facilitate renovating of the Center and furnishing them to serve the purpose.

The Business Development Center will have a full time Business Mentor who will be responsible for supporting and facilitating women's access to the facility as well as guiding the work of the member organizations. The implementing government agency in each District/Woreda, will be required to provide the Business Mentor as part of their contribution to the Project and for supporting women's empowerment in their Districts. The Business Mentors will closely work with

the project officer at regional level and get guidance and technical support from the same. The logic behind having a BDS center in the target area is that women are easily able to get access to additional support and information from critical stakeholders for improving their livelihoods. This Center are also important networks and sources of interaction for all the stakeholders to reduce duplication of efforts, provide targeted support and enhance sharing of knowledge and learning for replication/upscaling.

Capacity Development at Individual, Community and Institutional Level

RWEE JP includes human and institutional development capacity interventions that encompass rural women 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 and economic rights; financial and non-financial service providers capacity to tailor their products to women needs deliver for women; including technical support to MFIs and RUSACCOS for the improvement of existing and development of new gender sensitive financial products; and community capacity to get acquainted and protect women's and girls' 'rights using the successful change behavior methodology "community conversations" that has proved to be easily owned and taken up by communities once development assistance programmes withdraw from a targeted area.

With the objective of increasing their productivity, including value addition to their products technical skill trainings such as on control and management of local household food reserves and post-harvest management, on cropping, small scale irrigation practices and rearing practices will be conducted to the women and their active family members who can directly support the women in their work. In doing so, a Training of trainers (TOT) will be conducted to grass root level experts (extension workers) who will in turn provide trainings to these women in respective Kebeles/neighborhoods. Creating market linkage and exposure to the target women is also another major strategic intervention to support the target women have better business management skill and access to better market opportunities. Additionally, integrated functional adult education approach, which is believed to tackle the illiteracy problem of the women and prepare them to be better business women, will be employed.

Introducing Transformative and Inclusive Leadership at Federal and Regional Cooperative Agency

Women's participation in leadership of cooperatives nationally is very low especially if one moves to the targeted districts of the joint program. Hence, capacity building of experts of the federal and the two regions cooperative agencies will be conducted to initiate the placement of gender responsive guideline/manual development and its respective implementation on inclusive leadership in cooperatives. Training of the experts is expected to strengthen the leadership capacities of the targeted women in the regions through providing direct trainings to the on leadership and involvement of the women in leadership and decision making in cooperatives of different types and other rural institutions.

Networking for Policy dialogue and capacity building of stakeholders

Even as gender equality is recognized as critical to agricultural productivity, with the Ministry of Agriculture and Natural Resource mandated to ensure women benefit from programs, projects and policies in the sector, significant disparities in women's overall access to assets and inputs remain. This challenge could be addressed with coordinated efforts among stakeholders and sharing of lessons and knowledge for better impact and influence of policies. Thus, UN Women in collaboration with RBA will closely work with the Federal Ministry of Agriculture and Natural Resource, Women Affairs Directorate to establish a network for Gender Equality in Agriculture at national and regional levels and ensure its functionality. The Network will also work towards capacity building of stakeholders to improve level of understanding on issues and therefore to design interventions for improved gendered impacts.

The network will focus on a wide range of national and local interventions on promoting equitable ways of access to, and resource utilization and benefits between men, women, boys and girls. It will focus on strengthening the institutionalization of mainstreaming gender issues in policies, strategies, programs and projects undertaken in the Agriculture sector. It will also focus on monitoring the implementations of agricultural policies and strategies more adequately at grass root levels in achieving gender equality and reducing gender disparities in economic and social

wellbeing of female farmers.

Agricultural innovations

Agricultural innovations will be introduced to increase productivity and production of the rural women and their households on-farm activities. In addition the targeted women will be trained on different skills trainings for income generation in both farm and off farm activities. 'If women had the same access to resources/means/ as men, they could increase the yields on farm by 20-30 per cent' (FAO, 2011). Innovations have always been at the core of meeting agricultural challenges. The objective of introducing innovation is basically to increase productivity and achieve more with less. Moreover, with appropriate technologies introduced, particularly in relation to post-harvest linking introduction/trainings in food reserve mechanisms enhance maintenance of available food for the required time without losing its nutrition value and also being lost totally intended technologies for distribution would base on the findings of the assessment which is being undertaken at present as well as findings of the baseline study undertaken. Among others, the technologies include, metal silos for preserving crops, advanced farm management techniques, improved inputs, and new seed varieties to produce crops that are higher-yield, more stress- and drought tolerant, and fungal-resistant.

Revolving Fund Scheme: Technical Assistance through Existing Financial Structures (RUSACOs)

Based on the best practices gained in other program of WFP, IFAD and UN Women in working with women cooperatives especially saving and credit cooperatives, unlimited efforts will be made to build the capacity of the women through their SACCOs to achieve the expected results. For instance, after the women were organized under People for people (P4P) Gender program assisted through training, exposure visit and community conversation dialogue they made to access to a revolving fund that was injected by WFP. These needy women took a loan from this fund mainly for purchase of ox and inputs to cultivate their land that were previously either dig it manually or rent to others by sharing equal amount of the produce gained. As a result of which the following observed in the lives of the women and their households:

- ✓ Able to cultivate their land efficiently and even some of them rented from others, witnessing in increased production which they have been using for consumption and marketing,
- ✓ Some women started to sell their produce to the cooperatives for the first time,
- ✓ Able to deploy on different petty trading and start generating income,
- ✓ Asset creation like construction of corrugated iron sheet houses, modern furniture, purchase of additional ox etc.
- ✓ Women confidence increased, create the capacity to send their children to colleges and other institutions,
- ✓ Family nutrition and food reserve improved and instead of working for others as daily laborer started to work for themselves on their field
- ✓ Families' bondage strengthened and all of them timely repaid their loan and borrowed for other activities again.

Thus based on this best practices and learning drawn from such similar interventions, women RUSACOs will be used as an entry point to work with the women and ensure sustainability of the results. In rural Ethiopia, one way of channelling revolving fund is through existing Service Cooperatives in the locality. In case well-functioning service cooperatives are not present in the areas (district/Woredas of focus), the program will look at different mechanisms, tailoring to suit the context, including the possibility of using sub-district administration to channel the fund or to target women to organize themselves and become a legal Rural Saving and Credit Cooperative Societies (RUSACCO) with support from Cooperative Promotion Unit/Agency at district and regional level. Channelling fund through Service Cooperatives, district administration or the Rural Saving and Credit Cooperative(RUSACCO) gradually builds capacity of existing local government structure and actors such as sub-district administration, development agents, agricultural office, women's affairs office, cooperative unit and women themselves. Alternative to the conventional government channel is to make partnership with well-functioning micro finance institutions benefiting from microfinance institutions' rich experience in business training, saving and insurance scheme and other surrounding issues.

In the JP RWEE, RUSACCOs will be provided in gender sensitive financial product development with revolving fund so that they provide to women members once they are trained in entrepreneurship skills and in agricultural skills to generate regular income from diversified sources and business. All the planned trainings, exposure visit and community conversation intended to promote women capacities to deploy on different feasible business activities (on farm and off farm) by accessing them to finance that enable them to generate additional income for the improvement of their own and their families' life conditions. Therefore, the targeted women with access to revolving fund and trainings are expected to have a trickle-down effect that contributes to food security and nutrition within their household, better housing for their families, pay medical bills, send their children to school as well as help women to build their self-confidence as a result of programme activities .

Community Mobilization and Gender Sensitization

In order to address the deep-rooted social and cultural norms that hamper rural women empowerment, the RWEE JP will intervene at individual and community level through the use of community mobilization and gender sensitization approach. In this regard, the RWEE JP will use gender focused community conversation; a successful change behavior strategy tested by the JP Leave no women behind implemented by the WFP and UNFPA and supported by the Spanish MDG-Fund. The intervention aims at changing the norms and attitudes of the entire community, including husbands, elders, religious leaders, fathers, and adolescent boys. MoWCYA/BoWCYA will coordinate gender-focused CC, and build the capacity of the community to undertake this methodology. It is estimated that through the training of 100 facilitators, in a total of 8 sites, will reach 8,000 community members. These community members will in turn pass information to additional 4,000 people each implying at least 32,000 people will be reached in the communities. CC facilitators will be trained over a five day period and will, in turn, convene CC groups at the community level. CC Facilitators will be recruited from the community in order to serve as change agents for gender attitudes, norms and values. It is to be noted that under the RWEE JP, the CC facilitators will also be mentors, thus reducing high number of extension workers and personnel costs that would be difficult to sustain. The approach involves bi-monthly discussions with a cross-section of community members, including men, women, girls, boys, community leaders and minority groups.

Partnerships

There are federal, regional and district level government institutions which will be collaborating for JP RWEE having different role in the program coordination and also implementation of activities. Federal Ministry of Finance and Economic Development (MoFED) have the role of overseeing the implementation of the program being a member of the National Steering and Program Management committee. As women are expected to benefit from the agricultural sector, Ministry of Agriculture and Natural Resources(MoANR), Agriculture Transformation Agency (ATA), Ethiopian Agricultural Research Institute will be working to ensure the rural women benefit from the agricultural sector development, in particular that the important and strategic role of women is recognized and appropriate gender-sensitive approaches are promoted in the sector.

In addition to being the member of the national steering and program management committee, Ministry of Women and Children Affairs (MoWCYA) will work on facilitating the successful implementation of the joint program at national level including monitoring and financial reporting through the technical working group. It will also engaged in coordinating gender focused community conversation and policy level dialogues at regional and national level so as to positively impact the implementations of policies , sectorial strategies and legal frameworks which intend to benefit women.

Federal Micro and Small Enterprise Development Agency (FeMSEDA), Association for Micro Finance Institutes (AMFIs), Federal Cooperative Agency (FCA), and Land Administration Agency in collaboration with the other federal and regional level institutions will work on creating access for women in the areas of business development, market linkage , saving and credit facilities , productive assets(Land) and promoting women leadership and membership.

Regional level: At the two regions (Afar and Oromia), Bureau of Finance and Economic Development (BoFEDs) will be responsible to channel the funds for the Regional Bureaus for Women, Children and Youth Affairs (BoWCAs) and report back to the respective UN Agencies ensuring that the fund is utilized for the activities that the budget is approved for. The regional BoWCAs will technically coordinate and follow up the day-to-day programme implementation by ensuring effective reporting from the different implementing partners that include Regional and District level Bureaus of Agriculture (BoA) and Cooperative Agencies. BoWCAs of the two regions will also play a facilitation role for the women to get technical , business development, market linkage support and resources from Farmers Training Centers, Cooperative Development Bureaus, Regional Micro and Small Enterprise Development Agency (ReMSEDAs) , and Regional Micro Finance Institutions, Rural Saving and Credit Cooperative Organizations (RUSACCOs) and Women Associations. In this process The district level local Offices of Women and Children Affairs will serve as a focal point and follow up the day-to-day programme implementation and reporting.

Intended Beneficiaries and Geographic Area of Interventions

Out of nine regions and two city administrations in the country, the RWEE program 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. At initial stage, 8 Kebeles (smallest administrative units/neighborhoods) in 4 districts (Woredas) were selected from the regions in 2015. The districts were selected in consultation with Federal Ministry of Finance and Economic Development (MoFED), Regional Bureau of Finance and Economic Development, Ministry of Women, Children and Youth Affairs (MoWCYA), Regional Bureau of Women, Children and Youth Affairs (BoWCYAs) and community based organizations (CSOs) working in the two regions. In the 2016/17 implementation period, additional 8 Kebeles will be addressed to benefit more women in the regions where the ground work to successfully implement activities of JP RWEE is already completed and which will in turn help to save time and cost to scale up JP RWEE.

Factors influencing the selection of the regions encompass: the possibility to demonstrate concrete results during the program period; the capacity of the regions and the districts to uptake the RWEE JP; the capacity of the regional government counterpart to deliver on the identified outcomes of the JP; and proximity and accessibility of the target districts for the purpose of follow up and monitoring and with caution taken to avoid duplication of effort with past and ongoing interventions. The program will be replicated in other parts of the country based on the learning to be drawn in these two regions and on the availability of resources.

The JP RWEE targets directly individual women and their family members and also indirectly the community members who have direct or indirect impact to the wellbeing of the women and gender inequalities in two regional states of Ethiopia. Accordingly, even if the needy rural women and the households are far beyond what has been targeted, 4300 women are targeted at individual level with their 25,824 family members for the period covering January 2015 to October 2017. Initially it was only 2000 women who were targeted for two years (2015-2016) but based on the filed visits observation during community sensitization meeting, where number of business oriented poor women gathered at the meeting and requested for support, the target were increased. Thus, taking in to account the time frame (the three years project period-2015-2017) and in close discussion with government counterparts, the target has been increased to 4300. To this end, the ground works and experiences /lessons to be drawn from the work with 2000 women will enable the country team to reach more women and households in a better way and that is why the number increased by more than twofold. As part of replicating best practices and experiences therefore, the additional number of 2300 beneficiaries will be targeted in different Kebeles of the same districts.

In total, three districts/Woredas from Oromia and one from Afar regional states are targeted where two Kebeles are to be reached per district. Hence, sixteen Kebeles with 269 individual women, in 269 households summing up to 4300 women and their family members which account to 25,824 (an average of six family members per household) are the direct beneficiaries to RWEE JP.

The first districts targeted is Adami Tulu Jiddo Kombolcha Woreda in East Shoa Zone of Oromia region having an estimated total population of 141,405, of whom 71,167 were men and 70,238 were women where only 14.8% of its

population are urban dwellers. The woreda is located at south of Addis Ababa, 230 km to Ziway Awasa main road. The second and populous woreda, having more women population is Dodola which is located to West Arsi Zone of Oromia Region, around 380 KM from Addis Ababa. According to, 2007 national census Dodola Woreda has a total population of 193,812, of whom 95,065 were men and 98,747 were women; 34,151 or 17.62% of this population were urban dwellers. The third target woreda is Yaya Gulele, found in North Oromia and located near to the Capital city Addis (at 130 kms north of Addis Ababa). The total population for this woreda 54,992 of which 28,168 were men and 26,824 were women as per the 2007 national census report whereas only 2,607 or 4.74% of its population were urban dwellers.

The forth targeted district/woreda is Dubti, one of the Woredas in the Afar Regional state. Dubti woreda has a total population of 65,342, of whom 34,893 are men and 30,449 women; 88.01% of the population is Muslim, and 11.46% are Orthodox Christians (CSA, 2008). It has an estimated population density of 24.21 people per square kilometer.

The initial target of 2,000 smallholder rural women farmers and agro pastoralists in the Regional States of Oromia and Afar, are 8 Kebeles namely; Boyna and asboda Kebele in Dubti Woreda of Afar and six Kebeles of Oromia; Abune germama and Aneno shesho Kebeles of Adam Tulu Jido Kombolcha District, Nonona chemeri and Eluna Dire Kebeles of Yaya Gulele district and Wabe burkitu and Buura Adele Kebele of Dodola district . The remaining 2300 women and their family members will be addressed in other Kebeles which will be jointly decided with the government counter parts and other stakeholders at regional and woreda levels. Thus, following the geographical targeting, all partners have also ideally agreed to target existing women's rural saving and credit groups or saving and credit cooperatives in the selected Kebeles where are not benefiting from other UN interventions by other donors. Agreed selection criteria for individual/ Women SACCO among others are: whose members are resident of the targeted Kebele at least for two years; whose members are able to be productively engaged in IGA; having strong members with no or few bad credit history ;who do not benefit from other interventions by other donors; willing to participate in all project activities; whose members are hardworking; willing to share experience with other similar women (peers) and cooperatives or Self Help Groups(SHG); whose members are experienced in business and IGA; having very good leadership who are well accepted by community, members and able having some members with leadership quality; having some members who can read and write; having some members who have FHHs; whose members are willing to take responsibility from their debt and that of their group; and whose members have experience in running off farm and on farm activities either in group or individually.

Accordingly, at institution level 16 Rural Saving and Credit Cooperatives (RUSACCOs) whose leaders and members are women are targeted for the RWEE JP. This means the 4300 Women target for the program are the members of these (RUSACCOs) who are directly targeted with family members. SACCOs are selected because it is one of the influential institutions where women can actively involve both as leaders and member .Capacitating such Women SACCOs will have double effect as they will rich more women in the future. However, based on the practical situation of the Kebeles, other cooperatives like manufacturing or multipurpose cooperatives can be targeted for the best benefit of the target women mainly if they are interested to engage in group/joint business through the support of this program.

Moreover, in order to promote gender responsive policy environment and bring onboard the concerned stakeholders for the support of effecting this program to the best benefit of the women, different government institutions and community and faith based organizations are targeted .To this end institutions such as Federal Ministry of Women and Children Affairs , Cooperative Promotion Agency, Ministry of Natural Resource and Agriculture, Ministry Of Education and their regional, Zonal and Woreda counter parts are targeted and will be capacitated to have gender responsive programs/strategies and actions . In total more than 26 government organizations will take part in JP RWEE where at least 780 experts and higher level officials will be addressed through various capacity building interventions like training, exposure visits and networks who will in turn give trainings to the target women and there to support the women at grass root level in addition to influencing programs and strategies.

At community and household level; community and clan leaders male and female, youths, leaders of faith based and community based organizations such as Churches, Mosques, Edir, Gada and other traditional institutions leader shall be

involved in the process of the program implementation to challenge the gender relation and influence the attitude and practice of the community towards gender equality and social justice. Key attention will be given to the family members (spouses and the children) of the target women to change the gender relation at home and bring them onboard to motivate them support the women in their business and household chores by removing the behavioral and attitudinal bottlenecks. Thus, in addition to the 25, 824 family members of the target women beneficiaries (including the targeted women) 6,200 community members and leaders will be reached summing up to 32, 000 community level beneficiaries. Following are summary of direct and indirect benefices of the RWEE JP:

At the individual level:

- 4,300 smallholder rural women farmers and Agro pastoralists who are struggling to improve their livelihood and their family members which are estimated to be 25,824 (4300 HH, on average six person per household) are targeted in four districts/Woredas and 16 Kebeles. The 4300 women would be consisting of about 269 women (households) from each of the 16 Kebeles on average in the targeted regions (Oromia and Afar) where 3 Woredas (12 Kebeles) are in Oromia and one woreda (four Kebeles) are in Afar.

At the community level:

- 32,000 community members and relevant institutions like community and faith based organizations and traditional institutions like Gada system will be targeted through community conversation forums and awareness raising campaigns. These include the family (household members of the targeted women and the women themselves).

At the institutional level:

- 16 rural saving and credit cooperatives whose members and leaders are women (12 in Oromia and 4 in Afar Regional state),
- 26 government institutions :Ministry of Agriculture and Natural Resources, Bureaus of Agriculture and Pastoralist Development, Federal Cooperative Promotion Agency and their regional, Zonal and woreda counterparts and others who are responsible for women economic development) and policy decisions. To this end 780 senior government officials (Policy Makers), experts and development partners will capacitated thorough trainings, exposure visits, policy dialogues and exposure visits so that they put in place or revise rural polices/ legal frameworks in gender responsive manner and ensure their benefit to the women in addition to their support in implementation of the RWEE JP.

Thus, average budget breakdown per direct women beneficiaries is $3,238,816.32/4300=753.21$ USD and per the family members of the women who will be directly benefited from the program will be $3,238,816.32/25,824=125.41$ USD while the cots per all the beneficiaries including the community and the intuitional level targets is $3,238,816.32/32,780.00=98.8$ USD.

3. Justification for the Intervention

Economic empowerment is the capacity of women and men to participate in, contribute to and benefit from growth processes in ways which recognize the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth (Eyben et al., 2008). Economic empowerment increases women's access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information. Women's economic participation and empowerment are fundamental to strengthening women's rights and enabling women to have control over their lives and exert influence in society.

In Ethiopia, JP RWEE (Joint Programme on Rural Women Economic Empowerments) was developed as an integral part of the existing Joint Programme on Gender Equality and Women Empowerment (GEWE JP) which is being implemented by the Government of Ethiopia and six UN agencies (UNESCO, ILO, UNDP, UNICEF, UNFPA and UN Women) since 2011. The purpose of the JP GEWE is to address core gender inequality issues and ensure the empowerment of women and girls and support the realization of their rights. Cognizant of the fact that changes need to take place at the individual level, institutional level and at the community level, the joint programme adopts a multi-sectoral and comprehensive approach taking place at different levels. The second phase of the GEWE JP started in July 2013 is expected to last until June 2016.

The programme has been implemented in 126 Woredas in all 9 regions and the two city administrations of Ethiopia.

The GEWE JP is aligned with the Growth and Transformation Plan I (GTP), the overarching national development strategy as well as sector based plans, strategies and policies. The GEWE JP is grounded in the UN Development Assistance Framework (UNDAF) for Ethiopia, jointly agreed by the GoE and the UN Country Team (UNCT). The Joint Programme is designed to achieve four outcomes: Rural and Urban Women have increased income for improved food & nutrition security and livelihoods, Rural and Urban Women and girls have increased opportunities for education, leadership and decision making, Federal and Local level government institutions have strengthened their capacity to implement national and international commitments on gender equality and improve the lives of Ethiopian women and support the realization of their rights. Federal and local level institutions and communities have enhanced their capacity to promote and protect the rights of women and girls.

Thus, Rural Women's Economic Empowerment as a component of the JP GEWE has focused on first outcome, targeting the three levels of interventions: at individual, institutional and at the community level with more focused targets and regions. To this end, the RWEE has been developed as a separate and differentiated component of the Joint Programme on Gender Equality and Women Empowerment (GEWE JP) and coordinated by UN Women. The RWEE relies on a number of lessons learnt and new opportunities for more effective delivery of results achieved along the implementation of the JP GEWE, inter alia: development of a performance leveling tool on gender equality to be applied across sectors at federal and regional levels; establishment of sex-disaggregated data system at Oromia Bureau of Women, Children and Youth Affairs (BoWCYA); production of Beijing +20 Ethiopia report; availability of business development services for over 3,500 women organized in groups; protection services for over 500 women survivors of sexual and domestic violence as well as skills building to reduce their economic vulnerability. Four UN Agencies (FAO, IFAD and WFP and UN Women) are participating agencies' to the RWEE program, UN women as the coordinating body and IFAD as the co-chair of the JP RWEE represent RWEE in the TWG for the JP GEWE while the JP RWEE has its own technical working group which comprising the program staff of the four participating agencies.

The lead implementing government organ for the GEWE JP is the Ministry of Women, Children and Youth Affairs (MoWCYA) and Region Bureau of Women and Children Affairs while the Ministry of Finance and Economic Development (MoFED) and the Regional BOFEDs are the overall coordinators of UN programmes in the country and the same applies true for JP RWEE. Other ministries and institutions (e.g. Ministry of Education, Ministry of Agriculture and Natural Resource, Cooperatives promotion agency and their regional and woreda counter parts and few NGOs) are also engaged in the implementation of the GEWE JP and JP RWEE.

The JP RWEE aims at accelerating rural women economic empowerment in the context of the country national policy priorities on food security, economic growth and sustainable development as defined by Ethiopia's Growth and Transformation Plan 2011-2015 and the Millennium Development Goals (MDGs). It also contributes to the emerging Global Sustainable Development Goals (SDGs) mainly Goal 5, 'Achieve gender equality and empower all women and girls' and Goal 2. End hunger, achieve food security and improved nutrition, and promote sustainable agriculture. Currently, Ethiopia has adopted its second cycle Growth and Transformation Plan (GTP II) which will span from 2015/2016-2019/2020 to which the current United Nations Development Assistance Framework (UNDAF) 2016-2020 has aligned with. UNDAF 2016-2020, has the following pillars were JP RWEE contributes to the first Pillar of UNDAF.

Pillar 1: Inclusive growth and structural transformation

Pillar 2: Resilience and green economy

Pillar 3: Investing in human capital and expanded access to quality and equitable basic social services

Pillar 4: Good governance, participation and capacity development

Pillar 5: Equality and Empowerment

The overarching objective of the Second Growth and Transformation Plan (GTP II) is the realization of Ethiopia's vision of becoming a lower middle income country by 2025. GTP II has nine pillars where gender equality has its standalone pillar;

Pillar Eight; Promote women and youth empowerment, ensure their effective participation in the development and democratization process and enable them to equitably benefit from the outcomes of development. Thus, this is with linkage to the JP GEWEE that REWEE JP is developed to accelerate rural women's economic empowerment and its design and formulation process rests on a thorough analysis of the gender dimensions of food insecurity, looking not only at its causes (from the supply side, food availability and food accessibility; and from the demand side food utilization and food stability), but in the impacts which are also linked to women's household responsibilities and the impacts on household quality of life (especially health and productivity).

In that regard, the Joint Programme fully captures the recommendations of the Committee on the Elimination of Discrimination against Women on rural women (Concluding Observations, CEDAW Forty-ninth session, 11 – 29 July 2011) with regard to:

- 1) Effectively enforce women's equal right to land ownership, e.g. by taking legal measures providing for the systematic inclusion of female spouses' names in landholder certificates and ensuring their participation in decision making on their land administration afterwards;
- 2) Facilitate rural women's access to credit and loans, by strengthening Rural Saving and Credit Cooperatives with provision of technical support and revolving fund for the target women in the RUSACCOs and by expanding and controlling microfinance repayment terms to preclude unfair payment periods and interest rates and by expanding gender-sensitive projects
- 3) Awareness raising among rural women including pastoralist women on their rights under the Convention and invest in women's capacity to claim them.

Building on the above mentioned analysis, the JP RWEE seeks to: drastically improve the lives of women farmer's/households targeted in the Oromia and Afar Regional States of Ethiopia who are leading subsistence live and have carried the double burden of being women and stallholder farmers. JP RWEE will address the economic problems of the targeted women by providing output by intensification through yield enhancing inputs and land security; enabling them to move beyond subsistence production and into higher-value and market-oriented production; improving their economic capabilities and access to assets, skills, employment and income; improving access to food storage and gender-sensitive technologies in all areas of agriculture; and, addressing factors affecting female nutrition. Besides, for rural women economic empowerment, especially for those engaged in rural farming, creating access to land alone without providing other resources like credit services and inputs cannot bring about holistic change in their livelihood and guaranteed food security of their households. Hence, the JP RWEE will work on creating access to financial resources in addition to creating access to productive assets and agricultural inputs and technologies.

There is growing evidence that access to financial services is one of the critical tools in poverty reduction, and in tapping and unleashing the productive potential of poor women, for inclusive economic growth. Women account a substantial client base of Micro Finance Institutions (MFI) and Rural Savings and Cooperatives Organizations (RUSACCOs) in Afar and Oromia, although still very inaccessible for poor rural women. Strengthening this area is considered crucial for accelerating rural women economic, coupled with other integrative interventions such as: improving rural women and their households food security and nutrition; development of individuals capabilities and fulfillment of rights; fostering access to markets and agricultural inputs (land and labor saving technology); promoting income generating activities in agriculture, particularly with high value that can have an impact in the economy of the household; and, strengthening women's participation in and benefit from community and rural institutions such as cooperatives and farmer's associations.

The rural women in the targeted districts of Oromia and Afar Regional states are also challenged by the existing discouraging deep orientation of their community and institutions which provide services for women as evidenced by the minimal benefit they gained from the agricultural, economic and social activities that they are laboring so much in. Working on the targeted women issues without making their male partners other parts of the community and institutions ,supporters and facilitators of the change, the aspired change might not able to sustain. Hence, for changes to be sustainable, the RWEE JP intervention will also address gender relations at household and community levels while at the same time building the capacities of the agriculture sector stakeholders and strategies to deliver for rural women as well as

of women themselves to fully participate in decisions that affect their lives at individual, community and institutional level.

According to the Food and Agriculture Organization (FAO), more than 70% of economically active women in least developed countries work in agriculture. They are responsible for planting, harvesting and cooking food. Yet they are most likely to suffer from malnutrition. Women, therefore, need more access to training on modern food technologies to raise production. Women farmers' productive potential is undermined by lack of access to essential resources, in particular water and the energy needed for irrigation.

Unless women, who are producers of most of the food consumed by the developing world, have access to new technologies, they will be excluded from such opportunities. Therefore, it becomes important to improved women's education and technology skills. Access to energy allows for women to use equipment such as solar powered devices for cooking and accessing water that frees up a significant amount of time on a daily basis. Access to electricity through solar home systems allows them to have longer hours in the evening – to take advantage of educational and training activities and study when needed. (Guide on Gender Mainstreaming – Agribusiness Development Projects, UNIDO, 2015).

Women are often at the lower end of the agro food center. Upgrading processes and inputs such as using new seed varieties are common interventions to improve the earning capacity of small producers. However, besides access to credit, most women have no time to take advantage of these opportunities due the heavy burden of household chores. In order to have time to explore new product diversification, women must have time to explore these areas and receive training. With access energy (that allows them to reduce the time spent collecting firewood and water) they are in a position to take advantage of opportunities to participate in training in new food technologies and consider diversification of their agricultural activities.

The rural women in Ethiopia particularly those targeted in Afar Oromia and Afar regional states found to carry most of the responsibility at household level and are expected to deliver more though they have little opportunities and time to satisfy everyone's interest round them. Besides, despite the indigenous technical knowledge, skills and motivation they have to impact their productivity and their livelihood, the time consuming household chores and lack of time saving energy and agricultural technologies forced them to stay in the vicious circle of poverty. Therefore, the JP RWEE will work to create access to critical resources and direct and comprehensive support without which the targeted rural women may remain on the margin in all the economic, social, political life and continue to suffer in the vicious circle of poverty.

The UN agencies involved in the RWEE JP came together to support rural women through this initiative given their unique and mutually supportive comparative advantages, as well as their proven track record in Ethiopia, in supporting interventions which improve women's access and control over productive resources, skill to access markets, financial and non-financial services, and on preservation and conservation of natural resources. For example, UN Women works on enhancing women economic leadership through a project with Agricultural Transformation Agency (ATA) introducing post harvesting techniques and agro processing. The project is able to build the capacity of the women in business skills and provide mentorship where the women are now organized in cooperatives where their productivity and production has increased. They are engaged value addition and processing grains for local market.

In addition, UN Women has been providing business development skills (BDS) and tailored made trainings such as entrepreneurship, business skills, weaving, pottery, soap making and provision of time and labor saving technologies to increase their productivity reduce their work load and enable them run successful businesses. So far more than 3,000 women are being supported in the Joint flagship program on gender equality and the empowerment of women, with an additional positive impact to over 15,000 individuals. As a result women who could not afford appropriate meals are now able to feed their family and send their children to school. UN Women also engages in program where functional literacy is integrated with the economic support i.e. business skills training and seed money) to economically disadvantaged women. UN Women in collaboration with Union of Ethiopian women charitable association (UEWCA) women in five regions

(Amhara, Oromia, Benishagul Gumuz, Tigray, Afar) have been provided integrated support to be organized and engage in feasible business. The programme has supported 2000 women and more than 16,000 family members where the target women have managed to engage in different businesses. For instance, in Benishagul, 200 women have secured land and are engaged in vegetable production through capacity building training and continuous lobbying and advocacy at all levels.

IFAD supported the Rural Financial Intermediation programme from 2001 – 2009 which increased Microfinance financial institutions to 29, serving over 2.2million clients, representing about 14 percent of Ethiopian households. This resulted in considerable financial outreach and savings mobilization for rural households to take them out of poverty. IFAD is currently implementing the Pastoral Community Development Project II, a successful partnership between IFAD, Ethiopia's pastoral communities, local and federal governments, and the International Development Association in 57 districts in the Afar, Oromia, Somali and Southern regions, where communities have high illiteracy rates, comparatively low school enrolment rates and very limited access to basic social services in health, sanitation, safe drinking water, transport and communications

Through WFP's Purchase for Progress (P4P) and Purchase for Africans to Africa (PAA), which is jointly implemented by FAO and WFP, commodities like maize for very food insecure people are purchased from small holder farmers. One of the biggest deliveries under the programme, almost 19,000 metric tons of maize were purchased from over 16 cooperative unions.

The World Food Program (WFP) of the United Nations launched its P4P (Purchase for Progress) program in Ethiopia to support agricultural production and markets to enhance smallholder/low-income farmers' livelihoods. The primary focus of P4P is to provide a market opportunity to smallholder farmers primarily through their organization, the Cooperative Unions (CUs) and the small-scale traders. It aims to improve income and livelihoods of female and male small-holder farmers mainly through farmers' organizations (FOs). Yet While P4P promotes gender equality in a number of ways, in Ethiopia, however, women participation in FO's is very low. Thus P4P outlines an approach to increase skills and knowledge of the targeted beneficiaries and government staff to enable women to manage specific income-generation activities, establish linkages and exploit markets and enhance their income. As a result P4p supported eight women only primary and saving and credit groups through provision of revolving fund, training to government staff and CU management and awareness raising through community conversation sessions.

FAO Food Security and Nutrition Programme established seed producers cooperatives, enabling production of a significant amount of quality seed of different crops, resulting in improved availability to a large number of farmers, pioneered diversification of produce and income sources of farmers: promoted production of temperate and tropical fruits in three regions, which benefited more than 3,397 farmer households; introduction of onion seed and potato seed tuber production technology; ensured quality seed availability (such as improved tuber crops, cereals and vegetable seeds, as well as fruit seedlings) to vulnerable households in response to emergencies, as well as a disaster risk reduction strategy. In addition, FAO through the MDG Spanish Fund and along with UNDP, UNEP, EPA (Environmental Protection Authority) and MoANR, implemented the project "Enabling Pastoral Communities to Climate Changes and Restoring Rangelands Environment (Oct 2009 - Mar 2013)" with the overall objective of enhancing the enabling policy environment to effectively plan and execute pastoralist related climate change adaptation and mitigation measures at federal, regional and district levels and pilot measures to enable the pastoral communities develop capacity for managing climate change risks and shocks in Afar, Somali, SNNPR and Oromia Regional states.

Hence, RWEE JP brings the experiences of the four agencies in women economic empowerment and other technical expertise to respond to the needs of the targeted women in the regions. The JP recognizes the various dimensions of women's poverty and responds with a holistic approach of complementary interventions that combine livelihoods, access to education, access to food security and nutrition approaches with social mobilization, skills and knowledge enhancement, technology transfer and access to financial and non-financial services. Women and their households targeted in RWEE JP

program will be addressed by all components of the Program intervention in an integrated manner. The program is implemented with the aim of achieving all rounded improvement or results in lives of the women, their family members and their community members. Each agency brings a distinct comparative advantage to RWEE: FAO's specialist technical knowledge and policy assistance on agriculture and food security, IFAD's co-financing of rural investment programmes and strong presence in the targeted regions, WFP's food assistance innovations, and UN Women's technical knowledge on women's economic empowerment, its strong linkage with the women's movement, and its leadership for gender equality and women's empowerment within the UN System.

By working together in the framework of a Joint Programme, the diversity of issues constraining rural women's economic empowerment, which go beyond the mandate of any individual UN entity to tackle alone, can be addressed in a comprehensive manner. By bringing together their know-how, resources, experiences and constituencies, the four entities will have the potential to greatly enhance the relevance, efficiency, effectiveness, impact and sustainability of their work on rural women's economic empowerment. The Joint Programme will link the normative and operational work of the four entities to foster a comprehensive approach for the economic empowerment of rural agrarian and pastoralist women.

In addition, there is a strong track record of Joint Programmes supporting women's empowerment in Ethiopia. In particular, UN Women in Ethiopia is currently co-leading with UNFPA, the Gender Equality and Women's Empowerment Joint Programme Phase II (July 2012 – December 2015), which has recently been expanded to include the Rural Women Economic Empowerment Joint Programme. The JP RWEE has been developed as a separate and differentiated component of the Joint Programme on Gender Equality and Women Empowerment (GEWE JP). The JP RWEE relies on a number of lessons learnt and new opportunities for more effective delivery of results achieved along the implementation of the JP GEWE, inter alia: development of a performance levelling tool on gender equality to be applied across sectors at federal and regional levels; establishment of sex-disaggregated data system at Oromia Bureau of Women, Children and Youth Affairs (BoWCYA); production of Beijing +20 Ethiopia report; availability of business development services for over 3,500 women organized in groups; protection services for over 500 women survivors of sexual and domestic violence as well as skills building to reduce their economic vulnerability. The GEWE JP articulates the support of UN Agencies to the Government of Ethiopia in its efforts to further improve the lives of Ethiopian women and girls for the realization of their rights, in line with its international and national commitments.

In addition, since 2009, the MDG-F Joint Program (JP) "Nutrition and Food Security in Ethiopia" implemented by FAO, UNICEF, WFP and WHO under the leadership of the Federal Ministry of Health (FMOH) was developed to support the efforts of the Government in ending acute malnutrition, prevention of malnutrition through Community Based Nutrition (CBN), local production of complementary/supplementary foods and nutrition information system. The main beneficiaries were women's groups who were supported to improve the quality and utilization of locally available complementary food by addressing promotion of local food security and empowering women. As a basic premise, the programme will work in accordance with the OECD/DAC principle that "where Governments demonstrate political will, international actors should seek to align behind Government policies."

The JP RWEE priorities emanate from the national policy priorities set out in the GTP-I (2011-2015) and the currently under next GTP 2016-2020, and also in close consultation with relevant Ministries and regions, as follows: increased agricultural productivity and production, sustainable conservation and utilization of natural resources (food availability), increased smallholder farmer income, strengthened access to financial and non-financial resources, and participation of women in all development processes and benefiting of it.

The JP RWEE is fully aligned with the Ethiopia UNDAF 2016-2020, which includes pillars on sustainable economic growth and risk reduction, with a strong focus on strengthening agricultural development, financial inclusion, and supporting vulnerable communities; on governance and capacity development; and also on women, youth, and children. Cutting across all UNDAF pillars are issues such as gender equality, the environment, and human rights, all of which are addressed

through this Joint Programme, with its focus on promoting greater equity and supporting the inclusion the vulnerable, marginalized and excluded groups especially women and children as contributors to and beneficiaries of development in the country are addressed.

4. Activities

JP RWEE is articulated around four interrelated outcomes and their corresponding outputs and activities. The JP also designed to implement strategies that include evidence based intervention; capacity building at all levels ,Provision of Business Development Services(BDS); Introducing transformative and Inclusive Leadership; networking for Policy dialogue and capacity building of stakeholders; agricultural innovations; revolving fund scheme: Technical Assistance through Existing Financial Structures (RUSSACOs) and community mobilization and gender sensitization for the effective realization of the outcomes which will mark the achievements of the program.

The first outcome: Rural women improve their food security and nutrition- is intended to be realized through increasing the targeted women access and control management of local household food reserves (Output-1.1) and improvement of their nutritional status coupled with the realization of the other outputs designed for the other three outcomes. Particularly, capacity building trainings which are designed to address the knowledge and skill gaps of extension workers, development agents, and Woreda level experts in turn targeted rural women beneficiaries are planned to be undertaken on local food household reserve and post-harvest management. Introduction of post-harvest technologies and exposure visits are also made part of the program activities in order to contribute to the improved food security of the rural women households. The technical and well accumulated knowledge foundation of FAO in the areas of food reserve and post-harvest management will be used to benefit the targeted 4,300 rural women/households and through capacity buildings of the experts, extension workers and development agents whose service and support will continue to impact the lives of the targeted women in the targeted districts of the regions.

Besides, in order to improve the nutritional status of the targeted households, agricultural will be provided to the targeted 4300 rural women in order to increase their productivity and productions. Capacity building activities on cropping, small scale irrigation practice for the targeted women and on good nutrition practices for the Woreda level experts, development agents and extension workers will also be provided so as to capacitate the targeted women and the service providers in the area.

Enabling the targeted women to consciously control and manage household food reserve and improve their nutritional status wouldn't guarantee a sustainable livelihood without helping them to go beyond subsistence production and into higher-value and market-oriented production. Hence, the increase in the income of targeted 4300 rural women to sustain their livelihoods(Outcome -2) should be realized through by increasing their capacity to produce goods with diversified access to local market(Output 2.1), increasing their access to productive assets (land) to credit and loans with business development services and through necessary capacity building interventions(Output 2.2,2.3,&2.4).

To this effect, the RWEE JP will implement activities by using the joint technical inputs and experiences of FAO, UN Women, IFAD and WFP and in collaboration of federal and regional level relevant government institutions. These activities include identification of women friendly and high market demand agricultural production; creation of market linkage; establishment and management of revolving fund; sensitization, exposure visits and capacity building for RUSACCOs leaders and selected beneficiaries on the management of such funds and on how to develop gender sensitive financial products; and provision of basic business, marketing, life and entrepreneur skills. With regards to provision of revolving

fund, the targeted women are expected to take the aforementioned trainings and be able to provide their areas of business so that the RUSACCOs can provide the revolving fund in collaboration with the district level cooperative agency officials who are mandated to provide technical and audit services for such cooperatives.

Additionally, activities that include provision of technical assistance, advocacy and follow up to the key and relevant government and other institutions to ensure the benefit of the targeted women from the existing joint land certification programs and provision of time and labour saving technologies will be conducted following the feasibility study to be conducted on the appropriateness and availability of the technologies.

With the intention of addressing the strategic needs of the targeted rural women and to provide a holistic response to their issues, activities that could potentially strengthen their voice in decisions that affect their lives (Outcome-3) are made part of the JP RWEE program results. Accordingly, trainings that will sensitize experts of Woreda level cooperative agencies on gender in leadership and management trainings that aimed at strengthening the self-confidence and leadership skills (Output 3.1) of targeted 192 women cooperative leaders and committee members of 16 cooperatives in the targeted districts of the regions will be provided. Moreover, awareness raising activities that aimed at sensitizing rural women and men (spouses of the target and the community at large) on their rights under the Convention and Constitution. By providing ToT to 100 community conversation facilitators, community conversations and dialogues which targeted men, boys, elders, duty bearers, community leaders, in a total of 8 sites, will be conducted to reach 32,000 community members. For the effective implementation of aforementioned activities, MoWCA and district level BoWCA along with the technical support of UN Women and WFP will continuously engage in the JP RWEE.

RWEE JP will also address the structural, institutional and policy level barriers through creating gender responsive policy and institutional environment for women's economic empowerment (Outcome- 4). For this, activities at federal and regional level that include capacity building of federal cooperative agency management and experts on developing guidelines to support women/mainstreaming gender in agricultural structures, establishment of network for Gender Equality in Agriculture at national and regional levels will be conducted. Besides, action oriented workshop to identify challenges, opportunities and action points on the implementation of the existing women focused legal frameworks, policies and sectorial development packages of Oromia and Afar regional states will be conducted through direct engagement of MoWCA and regional and federal level sector offices.

Under the forth outcome, JP RWEE will also include an impact assessment of rural women economic empowerment using "Women's Empowerment in Agriculture Index" (WEAI) as it intends to empower rural women in the agricultural sector. The assessment will measure the empowerment of rural women in their roles and engagement and inclusion in the agricultural sector as a result of the joint program. It is also expected to measure the percentage of women as empowered as men in their households and the result can be used as a monitoring indicator to measure whether the joint program have resulted in its intended effects on rural women empowerment.

Activities which aimed at developing the result based monitoring and reporting capacity of implementing partners will also be conducted to ensure the familiarization of the partners on result based management and improve their reporting skills. Furthermore, participating UN agencies will play a strong and supporting role in providing technical support in areas of programme implementation, monitoring and reporting. As an additional measure, one national program coordinator for the RWEE JP will be recruited and assigned to ensure close technical support and follow up of the smooth implementation the joint program. In order to enhance the panning capacity of the officials in the regional and federal level, training will be conducted on gender mainstreaming and gender responsive budgeting hand in hand with promotion of networks of sectors and organization working on agriculture issues in collaboration with federal Ministry of Agriculture and Cooperative promotion office and their regional counterparts. Moreover, activities that include regular review meetings at regional levels, government staff technical support and joint monitoring, Regular review meetings at Federal levels, monitoring of program implementation with the help of technical working group will be conducted.

Finally, the activities planned under outcome 1, 2 and 3 will be conducted in the same regions and districts covering the

program period from 2015- December,2016 benefiting 2000 rural women and from January-October 2017 with additional 2,300 rural women to benefit from the program. It is assumed that the ground work undertaken in the targeted districts of the Oromia and Afar regions and the lessons learned from the interventions implemented for the 2000 targeted women will be easily taken up for the 2,300 rural women which the JP RWEE intends to benefit in 2017. Moreover, the already established relationships and tested strategies will facilitate the implementation of the activities and could help to save time and cost which otherwise be difficult if the JP RWEE targets new areas of intervention within the given period of time.

The following activities were accomplished in the inception, preparation and implementation phase of the JP RWEE program through the financial support from Governments of Sweden, Norway and Spain.

Programme Launch at Federal and Regional Levels

The RWEE - Rural Women Economic Empowerment Programme was nationally launched in Ethiopia in a colourful event held at the Hilton Hotel in Addis Ababa in the presence of the stakeholders. The main purpose of this launching ceremony organized by UN Women and the three Rome Based Agencies (FAO, IFAD, and WFP) was to lay ground for the commencement of the Joint Programme and to introduce the key programme objectives to stakeholders who shall be engaged in implementation. Over two hundred guest included representatives from relevant sector ministries, female and male representatives of the target communities, the donor community, potential donors and the media as well as other UN agencies and CSO's. The guests were provided with folders containing brochures, promotional materials and documentation of RWEE JP to raise awareness on the objectives of the programme, create interest and allow the participants to appropriately familiarize themselves with the programme.

As a priority implementation action, a planning workshop was conducted for the target regions of Oromia and Afar and federal representatives. The purpose of the planning workshop was to create common understanding about the programme among all key implementing partners and also to agree upon annual work plans (indicative activities) for 2015 and 2016. Specific objectives include: to ensure participatory planning and ownership to the project; to enrich the planning processes and to make informed decisions on priorities of the rural poor women in two regions; to initiate the kick start of the implementation process and to establish a roadmap for strengthened interventions; to enhance cross learning between the agencies and implementing partners.

The planning workshop for Oromia state was held in Adama, with over 60 representatives from Government Organizations, Non-Government Organizations and women community representatives. In general, the participants including representatives from different sectorial government bodies at federal, regional level and Woreda levels BOFED, BOWCYA, targeted Woredas, Bureau Of Agriculture, project coordinators, NGOs, regions Cooperative Promotion Bureau, the federal level government bodies MoFED, MoWCYA, women community representatives and technical working group members from each agencies.

The annual planning workshop for Afar was conducted immediately after that of Oromia. The planning workshop was interactive, enabling rural women to have their say alongside with other implementing partners and key stakeholders. The following methodologies were employed to ensure the active participation by all. Presentations on the RWEE Programme to create a shared understanding between all stakeholders on the objectives, nature, funding situation and joint venture of the program. Plenary discussions and group works among the technical working groups and people from regional offices on the key activities was conducted along with development of a workable action plan by participants with defined roles and responsibilities of each stakeholder.

Baseline Survey

The major objective of the baseline survey is to get appropriate and timely data/information for the RWEE program in order to develop indicator for M & E framework of the program, guide program implementations and prompt evidence based advocacy and communication for RWEE JP- GEWE. More specifically the study is conducted by a national consultant recruited for the purpose. Accordingly, a baseline report which is being reviewed for its quality is produced generating

qualitative and quantitative information on the socio economic conditions, gender issues of the target areas, target women's organizations/groups, their engagements, gaps and needs. The baseline indicated the key institutions working directly and indirectly with the target women. It also includes enabling factors, constraints and risks for the implementation of the RWEE JP and explores exiting and ongoing legal and policy frameworks related to the economic empowerment of women both at country and target regions as expected in the ToR.

Need assessment and concept note development on renewable energy needs of rural women

Needs assessment on the rural women needs of renewable energy was conducted at a pilot district of Oromia Region namely Adamitulu Dido Combolcha district by using a national consultant. The assessment finding indicated that the targeted rural women in the area have really been challenged by the lack of renewable and time saving energy and are burdened by competing activities within and outside of their households. Following this, a concept note that justifies the benefit of renewable and time and labour saving energy for rural women to focus on much more productive activities for their lives and livelihoods. Further full scale feasibility study is recommended to specifically identify and provide the appropriate technologies that could satisfy the needs of the targeted rural women in RWEE JP.

Joint field visits and Community Mobilization

Joint field visit and community mobilization was conducted together with participatory agencies, government stakeholders (MoYCA, BoFED) in both targeted regions. The objective of the field visit was to observe the ground work conducted by the district level government implementing partners and to launch the RWEE JP activities at the grassroots level and provide technical support and feedback on their preparation and the micro plans to be used for the implementation of activities. During the visits, sample targeted women were also visited and sensitized about the objectives of the program and how it will work in the coming RWEE JP planning horizon. Following the feedback given to Afar regional IPs, some actions that include legalization of women SACCOs in the targeted district and networking of the three sector bureaus(Cooperative agency, women and children affairs and agriculture) for the implementation of RWEE JP activities and to provide integrated service for the targeted women is created.

Establishment of National Network for Gender Equality In Agriculture

A meeting that UN Women focal person take part was organized by Ministry of Agriculture and Natural Resources to review the ToR for the establishment of a national Network for Gender Equality. The network establishment is an activity that RWEE JP has planned to undertake with the Ministry at federal level. In the meeting representative of more than 40 government and non-government organizations have participated being engaged in the review of the ToR and by providing feedback that helped to shape the objective/goal of the Network to be ensuring gender responsiveness of the Sector's policies, strategies and programmes through evidence based advocacy, capacity building, Knowledge and information sharing. The structure of the Network was also discussed as Ministry of Agriculture Chairs and Agricultural Transformation Agency is the Secretary. Regarding Co- Chair, UN Women, USAID and CIDA are proposed to co-chair the network in rotation with support of technical committee which will be selected from Members of the network.

Action Oriented Workshop on the existing national and regional legal provisions, polices and strategies for women

In collaboration with MOWCYA and regional BOWCYA action oriented workshop has been conducted on the existing national and regional legal provisions, polices and strategies for women. The workshop helped the participants from Afar and Oromia to internalize the existing legal provision for women including the joint land certification program of the country. They have thoroughly discussed on the challenges of implementation at grass root level and as a follow-up actions, it is planned to have more concrete dialogue on how to facilitate implementation for the best benefit of the women. In addition the, establishment of network for Gender Equality in Agriculture at national and regional levels will help to materialize the re-enforcement of these legal provisions.

Finally Under this program, recruitment of the national program coordinator and communication officer and knowledge management specialist, transfer of funds for the implementation of grassroots level activities were undertaken. Efforts

from the side of technical working groups and program staff are also exerted along with the management to lessen the challenges of the program and fasten the implementation of the activities at all level.

So far additional resources of around 3 million USD have been mobilized - : 1.5 Million USD from the MPTF (SDG-F – contributed by Government of Spain), 1,042,074 USD from government of Sweden, 245,482 USD is from government of Norway and the remaining 211,000 USD from participating Agencies' Contribution. With this budget, the Joint Programme on Rural Women Economic Empowerment (RWEE) intends to reach 2,000 smallholder rural women farmers and agro-pastoralists (12,000 family members directly) through different integrated activities based on the expertise or experiences and mandates of the agencies. Indirectly, the different interventions brought about by the RWEE JP are expected to influence the livelihoods of an additional 20,000 household members and communities living in the targeted Woredas and Kebeles. The program is being implemented in the Regional States of Afar and Oromia, targeting 4 Woredas (districts) and 8 Kebeles. Districts /Woredas are the third-level administrative divisions of Ethiopia next to Zone and composed of a number of Kebele, which are the smallest unit of local government.

Based on the learnings drawn from the bigger JP GEWE and aiming for better and tangible results in the lives of the women and their family members, the RWEE JP targets very few population, focusing on few households (1500 women in the 1500 households from only 3 Zones and 3 Districts of Oromia. Oromia as indicated in the background is a highly populated regional states with largest number of zones and districts in the country. In the same manner, 25% of the total target (500 Agro pastoralists' women/households) is from Afar Regional state; among the emerging region in the country. The total 2000 target were considered for the initial stage of the program against which a baseline was conducted in the jointly identified 8 Kebeles. Additional 2300 women (households) are to be addressed in the coming program period but in the different Kebeles which are to be identified with the local authorities.

Thus, the project duration for the fund obtained from the SDG, Spain Government lasts up to 2016 will serve this initial target (2000 women and estimated extended 12,000 family members who will indirectly benefit) tallying to the fund obtained from Sweden and Norway government (2015). But for the RWEE program from 2015-2017 it is agreed among the UN Women and RBA and government to reach more target women and family members by more than half based on the lessons being drawn in our work with the initial targets.

Thus, the 2015-2017 RWEE program will reach 4300 women in the 4300 households in total (25,824 family members) directly and 32,000 community members indirectly in the 16 Kebeles (i.e. 12 in Oromia and 4 in Afar) but in the same district. Therefore, there is no duplication of efforts both financially and technically excepts replicating the best practices to the new Kebeles where there may be some changes in the activities based on the learnings being drawn from the actual field /community level interventions.

Of the targeted households 12 Kebeles of three districts are in Oromia Regional states to reach 3,225 women (households) or 19,350 family members as direct beneficiaries. The remaining four Kebeles will be addressed in Dubti district of Afar Regional state where 1075 target women (6450 family members) are going to be reached with additional 8000 community members being indirect beneficiaries. The remaining 24,000 community members are targeted in Oromia regional state in the three Zones and three district; Yaya Gulale in North Sowa Zone, Adami Tulu Jido Kombolcha in East Shoa Zone and Dodola Woreda in West Arsi Zone. In general 32,000 community members will participate in different community mobilization and awareness raising campaign to change the gender relations at different level and also to acquire support for to the target women.

Activity Description	Place of implementation	Number of beneficiaries 2015/2016	Number of beneficiaries 2016/2017	Activity cost In USD (2015) (Norway and Sweden)	Activity cost 2016 - 17	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 Training for beneficiaries and their spouses on control and management of local household food reserves and post-harvest management.	Oromia and Afar regions	2,000 women and their spouses	2,300 women and their spouses	28,000	40,000	FAO
Activity 1.1.2 Training of trainers (TOT) for Extension workers/Development agents (DAs), woreda experts and Kebele development committee members on control and management of local household food reserves, hygiene, post-harvest management and household resource planning and budgeting.	Oromia and Afar regions	At least 96 participants (8 Extension workers/ Development agents per woreda and 8 Kebele development committee members (from each Kebele)	64 participants at Kebele level (as we use the trained experts of 2015/2016 from the Woredas	26,290	15,000	FAO
Activity 1.1.3 Introduce innovative post-harvest technologies at household level or cooperative level (to be specified based on an assessment).	Oromia and Afar regions	1,300 women and their cooperatives	1,600 women and their cooperatives	60,000	130,000	FAO
Activity 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	Oromia and Afar regions	96 Women RUSACO leaders and potential Leaders (12 women from each cooperatives)	96 Women RUSACO leaders and potential Leaders (12 women from each cooperative)	24,516	26,000	FAO

IPs)							
Output 1.2: Rural women's and their households nutritional status improved							
Activity 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)	Oromia and Afar regions	1,300 women with their spouses	2,000 Women with their spouses	40,000	110,000	FAO	
Activity 1.2.2 Training for targeted women on cropping, small scale irrigation practices and rearing practices.	Oromia and Afar regions	2,000 women	2,300 women	15,700	30,000	FAO	
Activity 1.2.3 Capacity development and training of DAs, Kebele 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 .	Oromia and Afar regions	96 participants (8 Extension workers/ Development agents per woreda and 8 development committee members from each Kebele)	144 participants (20 Extension workers/ Development agents per woreda and 8 development committee members from each Kebele.	40,000	60,000	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 Conduct Market assessment to identify and promote women friendly agricultural products with high market demand.	Oromia and Afar regions	One market assessment for Afar and one for Oromia		21,000		FAO	
Activity 2.1.2 Create market linkage		600 women		11,000	30,000	UN Women	

for targeted women through bazars, exhibition, national conference to reward best performing women and link them with potential market and networking with companies etc.			1300 Women			
Output 2.2 Rural women access to holistic income-generating facilities and to gender-sensitive financial and non-financial services increased						
Activity 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	Oromia and Afar regions	8 Women RUCASOS(at least 2,000 Women members/Households)	8 Women RUCASOS(at least 2300 Women members)	355,030.55	762,000	WFP IFAD
Activity 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.	Oromia and Afar regions	At least High level officials and community, women cooperative leaders and community facilitators	Targeted Women cooperative leaders, community facilitators and Community, in 8 Kebeles	21,465	18,000	WFP
Activity 2.2.3 Conduct gap analysis study as a basis to avail technical support to women on revolving fund management.	Oromia and Afar regions	8 Women RUSACCOs	8 Women RUSACCOs	28,034		IFAD
Activity 2.2.4 Capacity building training for RUSACCO and PASACCOs; for the improvement of existing	Oromia and Afar	8 Women RUSACCOs	8 RUSACCOs	55,634		IFAD

and development of new gender sensitive financial products						
Activity 2.2.5 Facilitate one experience sharing visit for RUSACCOs on revolving fund management.	Oromia and Afar regions	192 women Cooperative leaders/committee members in 8 RUSACCOs	200 women Cooperative leaders/committee members in 8 RUSACCOs	4,000	55,000	WFP
				5,500		IFAD
Output 2.3 Rural women have increased their knowledge and incorporated acquired skills on business management sustainable agriculture techniques						
Activity 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	Oromia and Afar regions	4,300 Women		11,516	25,000	WFP
		2,000 Women	2,300 Women	15,000(staff Time)	20,000	UN Women
Activity 2.3.2 Strengthening of 16 existing Farmers Training Centers (FTCs) to including establishment of network of business development service provides to meet rural women's skill and technical needs	Selected site/Kebeles in Oromia and Afar regions	14 FTCs	18FTCs	5,000.00	32,000	WFP
Output 2.4 Rural women increased access to productive resources (land, agricultural inputs and time saving technology)						
Activity 2.4.1 Provide women with time and labor saving equipment and skill development services based on the feasibility study findings.	Oromia and Afar regions	500 women	1000 women	33,353	130,000	UN Women
Activity 2.4.2 Conduct feasibility study on time and labour saving technology for women	Oromia and Afar	Two feasibility study report(one for Afar and one Oromia)		14,000		UN Women

<p>Activity 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>	<p>Oromia and Afar regions</p>	<p>Women cooperatives leaders in 8 RUSACC and concerned government experts in 8 Woredas</p>	<p>Women cooperatives leaders in 8 RUSACC and concerned government experts in 8 Woredas</p>	<p>10,000</p>	<p>8,000</p>	<p>UN Women</p>
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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

<p>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)</p>	<p>Oromia and Afar regions</p>	<p>192 Women cooperatives Leaders/ committees in the 8 target cooperatives</p>	<p>192 Women cooperatives Leaders/ committees in the 16 target cooperatives</p>	<p>20,000 And Staff Time (18,000</p>	<p>UN Women</p>
<p>Activity 3.1.2 Conduct community conversations dialogues (CCD) 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>	<p>Oromia and Afar regions</p>	<p>20,000 Family Members of the target women and community members and leaders</p>	<p>32,000 Family Members of the target women and community members and leaders</p>	<p>20,000</p>	<p>WFP</p>

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

<p>Activity 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</p>	<p>Federal Cooperative Promotion Agency in Collaboration with Regional Office in Afar and Oromia</p>	<p>60 management members and experts at Federal and Regional Level (Afar and Oromia Cooperatives)</p>	<p>40 management members and experts at Federal and Regional Level</p>	<p>11,000</p>	<p>10,000</p>	<p>UN Women</p>
<p>Impact Assessment of the Rural Women Economic Empowerment using the WEAI Index and develop policy brief based on the report</p>	<p>Regional Agriculture Bureaus of Afar and Oromia</p>	<p>One Assessment Report</p>			<p>90,000</p>	<p>IFAD</p>
					<p>90,000</p>	<p>FAO</p>
					<p>15,000</p>	<p>UN Women</p>
<p>Program Coordination and Monitoring and Knowledge management</p>						
<p>Regular review meetings at regional levels.</p>	<p>Oromia and Afar regions</p>	<p>Biannual</p>		<p>10,000.00</p>	<p>25,000</p>	<p>UN Women</p>
<p>Gov. staff technical support and joint monitoring</p>	<p>Selected Woredas in Oromia and Afar</p>	<p>1 woreda in each region</p>		<p>6,464.00</p>	<p>15,000</p>	<p>WFP</p>
<p>Regular review meetings at Federal levels.</p>	<p>Oromia and Afar regions</p>	<p>Sectoral Ministries and Bureaus</p>		<p>10,000.00</p>	<p>33,000</p>	<p>UN Women</p>
<p>Monitoring of program implementation</p>	<p>Afar and Oromia</p>	<p>Regional Bureaus of Oromia and Afar</p>		<p>3,034.43</p>	<p>25,000</p>	<p>UN Women WFP & FAO</p>

5. Modality of Activities

All activities presented above will be implemented by the respective UN agencies with collaborating partners from the Government of Ethiopia (i.e. Ministry of Women, Children and Youth Affairs, Ministry of Agriculture, Federal Cooperative agency and their respective regional structures), RUSSACOs, Women Associations and CSOs.

The framework of the Joint Programme has been designed following sound principles of a rural and micro-financial sector development based on the successful models of the IFAD-funded Rural Financial Intermediation Programme intervention whose experience and learning curve has consistently been positive, and the gender proposal of WFP's P4P that is working for supporting women's cooperatives, and women's access to financial services. The JP will also rely on the community conversation approach of the WFP/UNFPA JP Leave No Women Behind (supported by the MDG Achievement Fund) in combination with the household mentoring approach so as to address control over income resources at household level. The Joint Programme will employ strategies that will strengthen gender mainstreaming within rural based financial institutions – to enable them design products and services that target rural smallholder farmers as well as in ensuring that women's voices are integrated into their decision making, an area of focus for UN Women under the Joint Programme for Gender Equality and Women Empowerment.

Theory of Change

The linkage between women's economic empowerment and economic growth was underscored by the econometric model put forward by the World Bank in a research paper entitled "Unleashing the Potential of Ethiopian Women – Trends and Options for Economic Empowerment" (World Bank, June 2009). The simulation study showed that by enhancing women's access to key productive factors such as regular employment and/or jobs in the informal sector to ensure income, access to entrepreneurial inputs and land, Ethiopia's GDP would benefit by as much as 1.9 percent GDP growth per year.

The theory of change is that by strengthening rural women access to resources for agricultural activities, entrepreneurial inputs and coping mechanisms at the household levels, Ethiopia would be able to achieve inclusive growth through women's contribution to, and benefit of economic growth anticipated through the national Growth and Transformation Plan.

The theory of change for this JP identifies three areas where change needs to happen in order for progress to be made on gender equality and empowerment of women. For gender equality to happen, changes need to take place at the individual level-- where individual capabilities have to change. Secondly, changes must happen within institutions (changes in standards, norms and practices) so that they promote gender equality and ensure equitable service provision. Thirdly, changes are required at the community level, where norms attitudes and practices that often undermine gender equality must be challenged.

The prescriptions on what needs to be done to support women's roles in agriculture and food production are many – most call for attention to gender-appropriate responses and attention to the unique dimensions of women's poverty and include such measures as 'strengthening women's rights to land and natural resources; increasing women's access to and control of productive assets, extension services, credit, and markets; introducing irrigation or labour-saving technologies where water or labour constraints prevent women from expanding production; and strengthening women's leadership and technical capacity' (Quisumbing et al., 2008).

The Joint Programme will therefore adopt a multi-sectoral and comprehensive approach taking place at different levels. Interventions in all the three levels will reinforce and support each other by maintaining horizontal linkages using different entry points at the implementation level. The interventions will focus on building individual skills and providing inputs for rural women to manage and expand their small holding farms. The development of such skills/capacities and support will then lead to changes at the individual level – the individual women become more self-assured, are more self-sustaining and

more able to engage with formal institutions to access more benefits as well as influence decision making for their communities.

For these changes to happen at the individual level there has to be support from the community as well as institutions. The programme will therefore raise community consciousness with the aim of generating action in promoting and protecting the rights of women and girls, and better acceptance of women as entrepreneurs and leaders. By building the capacities of rural institutions, it is expected that key financial service delivery institutions, will change their norms, standards and practices which will lead to the provision of gender responsive financial services, hence promoting access and opportunities for rural women and leading to a sustainable livelihoods and ultimately contributing to Ethiopia's growth and development.

6. Expected Outcomes

The expected programmes outcomes are:

1. Rural women improve their food security and nutrition
2. Rural women increase their incomes to sustain their livelihoods
3. Rural women strengthen their voice in decisions that affect their lives,
4. A more gender responsive policy environment is secured for the economic empowerment of rural women

the JP RWEE will benefit:

Under Outcomes 1, 2 and 3, 4,300 smallholder rural women farmers and pastoralists and their households (4,300 women by an average of 6 members per household= 25,824,000 individuals) in the states of Afar and Oromia (2 out of 9 Regions in Ethiopia) targeting 2 Woredas (districts) in each region and a 4 Kebeles (the lowest administrative units) in each Woreda.

Under Outcomes 3, 32,000 community members including women, men, girls and boys through social mobilization for change behaviour in the targeted locations

16 women run cooperatives ,4300 women through the provision of capacity development and technical assistance to Oromia and Afar ReMSEDAs and RUSACCOS through capacity building provision under Outcome 2

Moreover, in the RWEE JP, baseline information and evidence based intervention strategies will be in place, inclusive leadership introduced in Cooperatives, rural women's capacity on control management over local food household reserves enhanced, and RUSACCOS capacitated in gender sensitive financial and non-financial product development and supported with revolving fund.

7. PROGRAMME BUDGET (up to October 2017)					
CATEGORY	FAO	IFAD	UN WOMEN	WFP	TOTAL*
1. Staff and Other Personnel Category	35,000.00	5,000.00	45,000.00	-	85,000.00
2. Supplies ,Commodities ,Material	310,490.00	1,000.00	3,000.00	-	314,490.00
3. Equipment ,Vehicles and Furniture including depreciations	-	3,000.00	26,000.00	-	29,000.00
4. Contractual Service	110,000.00	111,000.00	76,353.00	35,000.00	332,353.00
5. Travel	10,513.00	8,000.00	9,643.00	12,000.00	40,156.00
6. Transfers and Grants Counterparts	260,546.00	352,999.00	228,162.00	1,303,476.00	2,145,183.00
7. General Operating and Other direct costs	12,000.00	20,000.00	10,652.00	10,000.00	52,652.00
Total program Cost	738,549.00	500,999.00	398,810.00	1,360,476.00	2,998,834.00
8. Indirect Support Cost (7%)	51,698.43	35,069.93	27,916.70	95,233.32	209,918.38
Total	790,247.43	536,068.93	426,726.70	1,455,709.32	3,208,752.38

8. Names and signatures of representatives of JP RWEE Country Team



(On behalf of UN Women)



Name: Letty Chiwara

Title: UN Women Representative to Ethiopia, Africa Union (AU), and Economic Commission

Date: February 9/2016



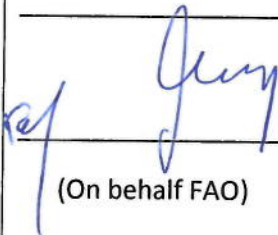
(On behalf of WFP)



Name: Mr John Aylieff

Title: WFP Ethiopia Representative and Country Director

Date: February 10/2016



(On behalf of FAO)



Name: Amadou Allahoury

Title: FAO Representative to Ethiopia

Date: February 9, 2016

(On behalf of IFAD)

Name: Clare Bishop Sambrook

Title: Lead Technical Specialist (Gender and Social Inclusion) Technical Advisory Division

Date: _____

9. Contacts

(Add Contacts – including Position, Email and Telephone - of Focal Points for each Participating Organization in the JP RWEE Country Team)

UN WOMEN ETHIOPIA COUNTRY OFFICE

Ms. Letty Chiwara
Representative to Ethiopia, Africa Union (AU)
and Economic Commission for Africa (ECA)
(Office): +251-118-695004, +251-115-170816
(Mob): +251-912-506688
E-mail: letty.chiwara@unwomen.org
Addis Ababa, Ethiopia

WORLD FOOD PROGRAMME ETHIOPIA COUNTRY OFFICE

John Aylieff
WFP Ethiopia Representative & Country Director
Tel. +251 1 551 51 88 Ext. 2105
Email- <john.aylieff@wfp.org>
Addis Ababa, Ethiopia

FAO REPRESENTATION IN ETHIOPIA

Mr. Amadou Allahoury
FAO Representative to Ethiopia
Food and Agricultural Organization of the United Nations (FAO)
CMC road, Bole Sub City, Kebele12/13
Email: Amadou.allahoury@fao.org
Addis Ababa, Ethiopia

IFAD ETHIOPIA COUNTRY OFFICE

Clare Bishop-Sambrook
Lead Technical Specialist (Gender and Social Inclusion)
Policy and Technical Advisory Division
Via Paolo di Dono 44
00142 Rome, Italy
Tel. +39 06 5459 2489
www.ifad.org/gender/