



Country programme workplan in (Ethiopia) April 2018

Total budget requested

US\$ 800,000

Beneficiaries to be reached with this contribution

Number of Rural women targeted at individual level:

- 3,500 (Existing 2,500 and New 1,000)

Number of individual beneficiaries targeted at Community and Institutional level:

- 15,000 (Female 9,000, Male 6,000)

Number of targeted institutions:

- 36 Institutions (14 Federal, Regional government institutions, 13 Rural Saving and Credit Cooperative Organizations (RUSACCOs) and 9 Reorganized women groups to be developed to agri-business Cooperatives)

Duration of project:

1 July 2018 – 30 September 2019

1. Background Information

Ethiopia is the second-most populous country in Sub-Saharan Africa with a population of above 94 million with 50 per cent women.¹ Ethiopia's economy experienced strong, broad-based growth averaging 10.5 per cent a year from 2005/06 to 2015/16, compared to a regional average of 5.4 per cent. The expansion of services and agriculture accounted for most of this, with manufacturing growth being only

¹ Central Statistical Agency, Ethiopia (2017)



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modest.² The Government of Ethiopia (GoE) is committed to achieve the middle-income country status by 2025 as it is stated in its overarching second Growth and Transformation Plan (GTP II), which will run until 2019/20. GTP II has set a clear road map, predominantly focusing on export-led industrial development – with agriculture playing a pivotal role.³

The main challenges for Ethiopia are ensuring **sustainable and inclusive development** that could accelerate poverty reduction specially for those who are most vulnerable and marginalized in the country. Women being one of the marginalized member of the society, they have not been equally engaged and benefited from the recent economic growth in Ethiopia. Results of the growth have often not been disaggregated by gender but all indicators still show that women have less access to opportunities in economic empowerment, education and skills development. As a result, they remain the poorest. Cultural, social, and structural challenges for women continue to exist at individual, community, institutional and policy levels hindering women to access gender-responsive services and get empowered in all social, economic and political domains.

The rural parts of Ethiopia, where women form half of the rural population of 75 million, has enormous potential to enhance **agricultural productivity** which is one of the main focuses⁴ of the second GTP to ensure rapid, sustainable and broad-based growth for the country. Various studies have also confirmed the significant contribution of rural women farmers to the agriculture sector. Despite this, rural women still have a marginalized position in the country's economic growth which in turn limits their contribution to household food security and improved income. This is mainly due to their restricted access to formal education, various skills trainings, innovative agricultural inputs, and finance coupled with limited ownership and control over productive assets, land, women-friendly agricultural and value chain technologies and market opportunities. Further, an inability to build resilience by diversifying their work and build assets to deal with droughts and other shocks due to human-made climate change is also another obstacle faced by rural women to lead resilient and sustainable livelihoods.

Evidence suggests that rural women still face **individual, community, and institutional barriers** to fully exercise their rights. These are further compounded by women limited decision-making power within households, and low levels of formal education. The gender division of labour in the farming system makes women's contribution invisible. Women's labour contribution on farm activities and their reproductive roles that support the farming system are 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 are engrained and governed by the social and economic activities of the community. Furthermore, the

² <http://www.worldbank.org/en/country/ethiopia/overview>

³ United Nations Economic Commission for Africa, STEPs profile, Ethiopia (2017)

⁴ Enhanced manufacturing, improving quality of production and stimulating competition in the economy are the other main focuses of GTP II to ensure rapid and broad-based growth for Ethiopia.



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involvement of rural women in decision-making process related to household income is limited, which aggravates their dependency on their husbands.

Specific on agricultural value chain, women experience more difficulties compared to men in accessing productive resources, land, market, finance, technology, and social capital through women groups and in participating in and benefitting equally from agri-food value chains. This gender gap represents a missed opportunity to secure sustainable development for the agricultural sector as well as improved food security and nutrition for all⁵. In Ethiopia, rural women play a significant role in activities related to animal husbandry, dairy, poultry, ruminant fattening and vegetable production. However, their participation is commonly concentrated at the production level, in less profitable activities compared to those of men. They often remain excluded from the decision-making processes and governance structures of the value chains. Few national policies or programmes tend to adopt a gender perspective when defining their strategies. Consequently, women benefit much less from value chains than men.

The weak institutional structures and policy environment is the other challenge that hinders the aspired economic and social empowerment of rural women in Ethiopia. Limited capacity of cooperatives, micro-finance institutions, government bureaus, to respond to the needs of rural women in Ethiopia is the other challenge. Because of this limited capacity, these institutions are not able to appropriately integrate gender into planning and implementation of activities to support rural women, and a low number of women are available in leadership of such institutions.

In response to the aforementioned barriers rural women face in Ethiopia, the Joint Programme on Rural Women Economic Empowerment (JP RWEE), was designed and has been implemented since 2015. Specifically, in 2017, trainings on household food reserve management and control, dairy production and shot fattening practices for 500 rural women was provided. Agricultural inputs/improved seeds and technologies that include 40 quintals of Teff and wheat seeds, 500 apple seeds, and 20 kilograms of vegetable seeds was also provided to 883 rural women in Oromia. Market linkage was also created for 14 rural women representing their cooperatives in three districts of Oromia region through federal level nationwide exhibition and bazar. Additional basic business skill, entrepreneurship, and IGA trainings was also provided to 1,353 rural women. Additional 1,227 rural women has also obtained start-up capital/ revolving fund for their Income Generating Activities (IGAs).

As a result of the above-mentioned progresses and various efforts put into the JP by all the participating United Nations agencies and the federal and regional level government implementing partners, the following major results have been achieved till end of 2017:

- Eighty per cent (1,997) of rural women reached (2,500) are now able to feed their household three times per day with a diversified diet i.e. at least three or more groups of food served per meal.

⁵ The state of food and Agriculture (2010-2011), Women In Agriculture, closing the gender gap for development, FAO 2011.



- Rural women in Oromia region i.e. 82 per cent of the rural women reached, harvested 40 quintals of wheat, 45 quintals of maize and 20 quintals of Teff per hectare. This shows a 100 per cent, 125 per cent, and 83 per cent production increase in productions respectively.
- To date, 1,066 rural women (900 in Oromia and 166 in Afar) achieved sustainable and diversified income sources which allowed them to have personal savings ranging from 400 Birr (14 USD) to 14,000 Birr (508 USD)⁶.
- The average income of rural women from sales generated through their income generating activities (IGAs) is increased from 9,460 -12,000 Birr (343-435 USD) per annum.
- Through the financial capacity gained by the rural women (enabled by the loan scheme under JP RWEE), 195 rural women in Oromia reclaimed their family land and are now using it productively for their own agricultural activities.
- Market linkage opportunities were created for 1,097 rural women (1,069 in Oromia and 28 in Afar) at district level and for 14 rural women from Oromia at federal/national level.
- Due to the enhanced capacity of Rural Saving and Credit Cooperative Organizations (RUSACCOs) in providing financial services, 2,127 rural women (1,793 in Oromia and 334 in Afar) gained access to a credit/loan, with a range from 4,000 to 14,000 ETB (ca. 145-508 USD). From the first-round revolving fund provided to 900 rural women, 744 rural women have repaid their loan and have already reclaimed an additional loan for their IGAs.
- Through the skill trainings provided, 1,943 rural women (1,793 in Oromia and 150 in Afar) have strengthened knowledge and capacities on basic financial and business management, entrepreneurship, saving and credit management and leadership concepts.
- Through the sensitization workshops conducted with relevant government partners, five women RUSACCOs, with 680 rural women members, received 2.5 hectare of land (Oromia 1 hectare and Afar 1.5 hectare) from the regional and district land administrations.
- With the direct support of the JP RWEE, 617 rural women (567 in Oromia and 50 in Afar) have access to time and labour-saving technologies (tractor, milk processing), which will support them to grow their agribusinesses and create higher value products.
- Thanks to the specific gender awareness creation campaign conducted, 53 per cent (1,335) of targeted rural women (1,285 in Oromia and 50 in Afar) reported that they are now jointly deciding with their spouse on household resources and matters involving sale of assets like cattle and rental of land.
- Fifteen per cent (368; 184 in Oromia and 184 in Afar) of rural women reached (2,500) are also able to participate in decision-making in rural institutions including their RUSACCOs and women associations.

⁶ The exchange rate as of 8 February 2017 with 27.5557 Birr per 1 USD was used.

- As a result of trainings on women's access to and control over agricultural and household resources and leadership, 112 rural women (100 in Oromia and 12 in Afar) enhanced their capacity to better lead their cooperatives, other community, social and economic institutions.
- Through the institutional capacity building conducted by the JP RWEE, ten RUSACCOs and four Farmer Training Centres (FTC) in Oromia region were capacitated to provide gender-sensitive services.
- Two evidence-based researches on "Costing the Gender Gap in Agricultural Productivity in Ethiopia", and "Budget Tracking of Agriculture Sector from Gender Perspective", which aimed to inform policy development and actions for gender equality, were supported by JP RWEE.

To contribute to these important efforts, the JP RWEE team in Ethiopia is now planning to implement its integrated approach with a strengthened focus on value addition development for existing target women and capacity building for new and vulnerable rural women who have become victims of conflict. The key features and design of this workplan are also informed by the quantitative and qualitative evidence collected so far as well as the lessons drawn and strong recommendations forwarded from an intensive reflection meeting and the global coordinator monitoring visit to Ethiopia.

2. Project area and target groups

With the additional funding, the JP RWEE will continue its strategy of targeting beneficiaries at individual, community and institutional levels. In terms of regional and district focus, the programme will also target both the existing four districts (Dubti of Afar and Adamitulu, Yayagulele and Dodola in Oromia), as well as two new towns, Galan and Sululta in Oromia, and one Kebele⁷ from Afar Regional State.

At Individual level

A total of **3,500 rural women** (existing **2,500 smallholder rural women farmers and agro pastoralists** and **1,000 new beneficiaries** (from Oromia 800 and from Afar 200 rural women).

As a result of JP RWEE support, the existing 2,500 targeted women started individual Income Generating Activities (IGAs). However, being in the agricultural setting, these women are often not visible in the value chain, while they do a large part of the farm activities and started to generate income from their individual businesses. Hence, the JP RWEE will work with these existing 2,500 rural women with various value chain development intervention that could move them from individual/subsistence to value adding and sustainable group-based agri-businesses.

⁷ A kebele (Amharic: ቀበሌ, qäbäle, "neighborhood") is the smallest administrative unit of Ethiopia, similar to a ward, a neighborhood or a localized and delimited group of people.



These 2,500 women will receive a layered support aimed at strengthening their value addition capacity. This support includes: distribution of productive assets and technologies, capacity development on entrepreneurship, numeracy and literacy, and specific value addition /production and marketing/ and nutrition practicing skills. Exposures to markets and networking opportunities will also be created for their enhanced engagement in government planning and implementation of development programmes.

In addition to that, 800 rural women already members of the 10 existing RUSACCOs will also receive technologies and other productive and infrastructural facilities, with the aim to use future potential funding to cover the whole target group. In 2017, these 800 rural women were already reorganized into ⁸⁹ subgroups based on the criteria jointly developed by the United Nations Agencies, leaders of the RUSACCOs and government partners. The agreed criteria were repayment of loan, engagement in IGA, status of income and saving generated from individual IGA, saving culture as member of cooperative; willingness and ability to participate in team work and group businesses to be organized into agri-business cooperatives, and the ability to get involved in leadership.

Aligned with the overall scale up and replication strategies of JP RWEE, 1,000 rural women including 800 rural women from Oromia Region who have become victims of conflict and 200 agro-pastoralists from Afar will also be targeted with capacity building and access to credit interventions. The capacity needs of these rural women will be addressed through trainings on nutrition practice, basic business, leadership, cooperative management and principles and numeracy and literacy skills and experience sharing exposures planned under the JP. All these targeted women are also targeted to access start-up capital to kick-off new individual IGAs so that both the vulnerable and agro-pastoral rural women will start to generate income for their livelihoods.

Specific to the vulnerable women, interventions are prioritized based on reflections of the country team on the limited experiences of the JP RWEE in addressing vulnerable and marginalized rural women in both regions. Consecutive consultations were also held with Oromia Regional Bureau of Women and Children Affairs to identify the relevant needs, settlement arrangement and rehabilitation plans of government to address victims of the conflict in the region. Hence, JP RWEE's support will build on the government's settlement and rehabilitation activities planned to build the resilience of the new targeted rural women and their households.

▪ **At the community level:**

15,000 community members and experts of targeted government institutions (9,000 female and 6,000 male) will be targeted for community conversation and capacity building interventions. These community members will be targeted from the previous and new targeted kebelles of Oromia and Afar.

⁸ It is the strategy of EoG to establish and strengthen women cooperatives engaging in agri-business activities.



At the institutional level:

36 Institutions, and namely:

- Thirteen women RUSACCOs (Six previously targeted and 2 new in Oromia and 4 previously targeted and one new in Afar regional state),
- 9 reorganized subgroups from existing 10 RUSACCOs, which will also be developed into women agri-business cooperatives, and
- 14 federal and regional government institutions, including the Ministry of Women and Children Affairs, the Ministry of Agriculture Livestock and their regional counterparts in Afar and Oromia along with Regional Bureaus of Education and Cooperative promotion agencies, will be targeted to address institutional and policy-level gaps to ensure rural women's economic empowerment and gender equality in the agriculture sector.

Activities that will strengthen the financial and cooperative management, leadership and operations of all the cooperatives and which will specifically reduce supply and demand/market/ side constraints of the women agri-business cooperatives are planned to address institutional needs of the targeted 13 RUSACCOs and 9 women agri-business cooperatives.

The targeted 14 federal and regional government institutions will also be targeted to engage in the various programmatic planning, monitoring and evaluation activities to improve their result based programme management capacity and improve delivery of the JP's results. In addition, these institutions will be engaged in the implementation of activities planned to create gender sensitive planning and budgeting systems, as well as researches and dialogues planned to inform the formulation and implementation of policies and programmes in their respective sectors.

As for past years, RUSACCOs will be used as main entry points for the selection of new beneficiaries, in close consultation with the government at federal, regional, and district levels and based on existing national plans to reach the most vulnerable population.

3. Description of activities by component

Activities which will contribute to the expected four results of JP RWEE are discussed below under their respective outcomes.

Outcome 1: Rural women improve their food security and nutrition

In order to further improve nutrition of both the existing and new rural women and their families, capacity building trainings on good nutrition practices including dietary diversity and complementary food preparation and demonstration will be conducted. As it has been in the previous JP, the targeted women will also be reached with this trainings through the government's Development Agents (DAs),



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who will receive ToT first. These targeted 2,500 women will also be provided with improved vegetable seeds and seeding as well as with rearing of small animals/poultry/ to address their needs of nutritious foods while improving their ability to prepare nutritious meals.

Outcome 2: Rural women increase their income to sustain their livelihoods

Facilitating access to skills training, market opportunities, gender sensitive financial and Business Development Services (BDS), productive assets (Land, technology) are the immediate results designed to increase the income of targeted women for sustainable livelihood. Hence, in this new planning period covering from July 1, 2018-September 30, 2019, activities that will address the specific needs of both the existing and new beneficiaries are planned in a way to contribute to the immediate results and in turn expected outcome as well.

At individual level, capacity building trainings that will improve basic business, entrepreneurship, cooperative management and leadership skills of both existing and new beneficiaries will be conducted. Specific to those existing rural women targeted for value addition, value chain analysis for selected agribusinesses (dairy, cattle, goat and sheep fattening, crop and vegetable production etc.) will be conducted. Based on the finding, tailor-made value addition trainings aimed at strengthening the production and marketing skills of the targeted women will be provided.

At institutional level, the 9 reorganized subgroups of existing rural women, will also be supported to get legal certification to operate as agri-business women cooperatives and to make their governance more transparent, effective, accountable, gender responsive and age inclusive. They will also be supported to enhance operational/management systems and reduce supply side constraints including the availability of working places, electricity/renewable energy sources, and technical support for their value addition. These groups will also be supported to access market linkage and information through technology systems such as Ethiopian Commodity Exchange (ECX)⁹ and online platforms available both nationally and internationally. These activities are expected to enhance the capacity of the targeted women groups to actively participate in profitable agri-business which is usually known with limited participation of rural women in Ethiopia.

So far, JP RWEE has been creating access to time and labor saving and agricultural technologies to about 800 rural women, and this despite the current shortage of foreign currency to import technologies – usually very expensive – that made it difficult to address more targeted rural women. Hence, in this new planning period, preference will be given to support development and supply of locally available technologies: UN Women will strengthen provision of women- friendly, locally produced technologies through its financial support to the development of new ones through partnership and networking with

⁹ ECX is a new initiative in Ethiopia commenced in 2008, to revolutionize Ethiopia's tradition bound agriculture through creating a new marketplace that serves all market actors, from farmers to traders to processors to exporters to consumers.



research institutions (universities) and the private sector. Furthermore, FAO will engage in direct procurement of locally developed and other technologies for the identified value addition in agri-business for the targeted existing and new rural women in both regions. This joint initiative is proposed to tackle the prevailing local supply side constraints of women friendly technologies in Ethiopia. As a result, the JP's contribution will go beyond addressing the needs of targeted rural women rather will pave the way to reach other rural women with technologies critical for their productivity.

The JP RWEE will also implement specific activities that will increase the access to holistic income-generating facilities and gender-sensitive financial and non-financial services to the newly targeted rural women. A range of sensitization, exposure visits and capacity building activities which will strengthen capacitate government partners and new 3 women RUSSACOs (2 in two towns of Oromia and 1 in Afar) on cooperative leadership and revolving fund management will be conducted. Revolving fund will also be established through these new RUSSACOs so that the targeted 1000 rural women (800 rural women who have become victims of conflict and 200 agro-pastoralist in Afar) can access loan for their individual based IGAs.

Outcome 3: Rural women strengthen their voice in decisions that affect their lives

Integrated Functional Adult Literacy (IFAL) programmes and Community Conversations (CC) will be the major interventions to be implemented to enhance leadership and agency of rural women at the household level and in community decision making processes. The planned leadership trainings, IFAL programmes and the other consultative and dialogues will engage both the existing and new beneficiaries to be targeted by JP RWEE. For the planned CC sessions, communities of existing districts of both Oromia and Afar will be engaged to challenge the gender biases and promote engagement of rural women in value addition agri-business activities.

Male engagement will also continue as the major strategy to increase household and community level leadership participation of rural women. Networking and strong linkage for rural women's organizations at sub-national and national levels and with women's organizations in the urban settings will also be facilitated by the JP for better interactions, information exchange, advocacy, coordination and participation of rural women in national policy and decision-making processes.

Outcome 4: Gender responsive policy and institutional environment for women's economic empowerment

Increasing the capacity of key government stakeholders to conduct develop locally innovated time and labour technologies gender analysis and integrate gender sensitive indicators and targets in planning and budgeting processes, and ensuring more availability of data through evidence based researches and

assessments will be the major results designed to contribute to gender responsive institutional and policy environment for women's economic empowerment.

Trainings to increase the capacity of key federal and regional government partners (Rural Land Use and Administration Directorate of Ministry of Agriculture and Livestock) to collect and analyse gender disaggregated data in their planning and implementation and budgeting processes will be conducted.

The capacity building activities will also include: addressing the gaps of key federal and regional government stakeholders (Gender and Women Affairs Directorates of Ministry of Agriculture and Livestock and Ministry of women and Children Affairs) to develop sector-specific training manuals and guidelines for gender sensitization and mainstreaming on issues as women rights to access and control productive assets and unpaid care work. The capacity development will also include trainings and raising awareness activities on the methodology for monitoring and reporting for SDG Indicators 5.a.1 and 5.a.2.

The JP RWEE will also produce data through evidence based researches on women rights over productive assets and innovative financial services to inform policy level dialogues and advocacy forums for the formulation and implementation of policies advancing women's economic rights over productive assets, and innovative financial and non-financial services. Key stakeholders from relevant government institutions, development partners, multilateral organizations, local CSOs and private sector will be participating in the planned dialogue and advocacy forms. Data on the progresses of rural women empowerment will also be produced through an end line data collection to be conducted by using the impact assessment tool in agricultural sector called Women Empowerment in Agriculture Index (WEAI)¹⁰.

4. Implementation approach

A key feature of the implementation approach is that the design and implementation of the activities are to be based on the lessons learned and key recommendations identified through the reflection meetings conducted by the country team and in collaboration with the Global Coordination. Accordingly, an elaborated rights-based, integrated, and multi sectoral approach addressing value chain development, capacity building, and financial needs of both the existing and new beneficiaries, is planned to be undertaken over the proposed 15-month period of the extended JP RWEE.

At individual level, the activities will be implemented to increase the participation and benefits of rural women in the agricultural value chain on selected products that may include dairy, vegetable and crop production, and cattle, goat and sheep fattening. The JP will also inform its value chain development activities by using relevant and timely gender analysis. By doing so, the JP will create an opportunity to

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enhance rural women's income, promote their linkages to high value markets and overcome their supply side constraints so that they can take full advantage of opportunities offered by the market.

Particularly, rural women who have been organized for group businesses will also be supported to have legal certification as value chain enterprises/ cooperatives/ and to develop appropriate business models. The implementation approach will further address the needs of the targeted women through specific value chain development technical trainings on production and marketing of their products, entrepreneurship coupled with household coaching, mentoring and experience sharing exposures. The JP RWEE will also engage the spouses of targeted women during the household coaching, and mentoring so that they will be able to understand the needs of rural women when engaged in highly profitable agri-business activities. The expectation is for the male to assume responsibilities in both the household and agri-business activities of the targeted rural women.

Facilitating access to productive resources, land, market, finance, infrastructure (water, electricity, working space/shade), technology, and social capital will also be the approach which will be used to move the rural women up on the ladder of identified value chains.

Demonstrating application of innovative technologies through the Farmer Training Centers and involving rural women in group leadership through leadership and business management capacity building activities will also be employed to benefit existing beneficiaries through creation of sustainable businesses in the value chain.

In alignment with JP RWEE's scale-up and replication strategy, the implementation approach will also include addressing the capacity building needs of new beneficiaries, including those who have become victims of ethnic conflict. This is mainly to create a resilient and sustainable livelihood amid their challenges to cope with the new life that they are forced to start. Specific activities, such as agriculture, nutrition, and business related technical and life skills and leadership trainings, functional adult literacy programmes, as well as revolving fund schemes, will be implemented to address the identified needs of the targeted vulnerable women.

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



The JP RWEE is also based on the principle that gender-based inequalities need to be addressed by enhancing women's leadership ability and self-esteem to assert their rights. Hence, activities that ensure better social and economic standing of rural women by strengthening the women's voices within their families, communities and rural institutions will be implemented. In addition, the JP RWEE will also facilitate networking and linkage of rural women's organizations at sub-national and national levels and with women's organizations in the urban settings for better information exchange, advocacy, coordination and participation in national policy and decision-making processes. Cooperatives, micro-cooperatives and unions will also continue to be the focus of the JP to expand membership and management positions to rural women, while building their leadership and management skills to fully engage them in the running of cooperatives and to access social capital in the community.

At Institutional and Policy Level: Though the JP's approach primarily focuses on enhancing the capacity of the rights-holder, as part of its institutional interventions, it will continue engaging with relevant government sectors to better support women in the process of value chain development and agency to improve their leadership engagements. Particularly, the JP will work to tackle the capacity building needs of women RUSACCOs and business groups, Gender and Women Affairs directorates of selected federal ministries, and the rural land Use and Administration Directorate of the Ministry of Agriculture and Livestock. This will ensure the creation of institutions with the capacity to translate and implement sector policies in a gender responsive manner.

JP RWEE will also continue to work on federal level policies and programmes to promote women's rights to productive assets, ensure their engagement in national and regional planning processes and to ensure policies and guidelines recognize gender inequalities and design specific products to benefit them. The JP also seeks for community policy change through researches and policy dialogues and strengthens national institutions and agriculture policies to help rural women access innovative financial and non-financial services and contribute to and benefit from the country's fast-paced growth and development.

The Participating United Nations Organisations (UN Women, FAO and WFP) will continue to support the JP with their proven track record and comparative advantages in supporting programmes which empower women in Ethiopia.

Particularly, UN Women brings in technical expertise on gender mainstreaming in all interventions, including planning, and supporting community mobilization on women's rights through community of practice platforms and coordination mechanisms, and its extensive experience on enhancing women's economic and leadership development through business development services, market linkage, provision of time and labour-saving technologies and creating gender-sensitive policies and institutions.

WFP will bring its rich experience in enhancing the income and social capital of rural women through women cooperatives and women associations and access to income generating and revolving fund



schemes. Particularly its experience on P4P (Purchase for Progress) programme in Ethiopia to support agricultural production and markets to enhance smallholder/low-income farmers' livelihoods.

FAO's knowledge in agricultural research, promoting agricultural production, food security and nutrition in conducting value chain development interventions for various agricultural commodities, enabling production of a significant amount of quality seed of different crops, and its experience on facilitating an enabling policy environment to effectively plan and execute pastoralist related climate change adaptation and mitigation will add value for the overall success of JP RWEE in Ethiopia.

Moreover, as the results include partnerships between government agencies, the federal, regional, and district level relevant sector offices will continue to be key actors of the JP. Specifically, the Ministry of Women and Children Affairs, Ministry of Agriculture and of Livestock and their respective regional structures in Oromia and Afar regions will participate in the direct implementation of the JP. The regional and district Cooperative Promotion Agencies, Bureaus of Education, the targeted 13 RUSACCOs, Women Associations and CSOs will also continue to be engaged as partners of the JP.

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

5. Justification for the intervention

Since the commencement of the JP RWEE, interventions that facilitate rural women's access to finance, technology, land and skills trainings on agriculture, nutrition and business were conducted. In addition, activities that led to increased capacity of institutions to provide for gender-sensitive financial and non-financial services and policy level interventions for rural women's economic empowerment were implemented. Through these interventions, tangible results were realized, which improved rural women's household dietary intake, increased production of major crops (Teff, Wheat and Maize), diversified their income sources and average of income and enhanced their participation in household decision-making. These concrete results and lessons learnt that can be replicated, scaled up and widely disseminated have also been distilled thanks to regular monitoring activities, and reflection and planning meetings of JP RWEE. The following are the major lessons learned/good practices identified so far:

- The critical contribution of investment on skills enables rural women to create sustainable livelihoods;
- Creating exposure and experience-sharing visits for rural women to inspire them to strive for improved lives;
- Ownership of all partners to accelerate the implementation of activities;



- Creating functional governance and coordination mechanisms to bring different actors together to jointly deliver/provide services for women;
- Updated and tailored manuals, guidelines and standards to provide trainings and implement activities with partners;
- Creating room for emerging agendas (global, regional and national) and opportunities to capitalise for programme success;
- Clear allocation of responsibilities of monitoring and evaluation based on the programme management processes and results;
- Planning with federal government ahead of the programme review meeting;
- Involvement of senior management of participating UN Agencies for strategic directions and guidance on donor's relations and scale-up the programme;
- Engaging donors from the onset and throughout the programme implementation;
- Creating standard communication and reporting mechanisms when dealing with different donors at a time.

In view of the above, activities that will advance participation and benefits of already targeted rural women in agricultural value chains and open new opportunities for newly targeted and vulnerable rural women are prioritized with the following major justifications:

- The JP intends to support the targeted women, who are already established and striving to change their lives, to move beyond subsistence production into higher-value and market-oriented production. This is based on the existing constraints of women-owned rural individual businesses to access services for high-value market-oriented productions. Besides, in the value chain development cycle, the engagement of women is often invisible though they are important stakeholders to create strong linkages and positive collaboration among actors.
- Previous JP RWEE experiences showed that specific trainings on value addition coupled with access to market information and exposures, finance, infrastructure, business development services are critical factors to fill in the skills and resource gaps for viable and sustainable agri-businesses of the targeted women.
- The targeted women also need to access yield-enhancing innovative inputs and women friendly agricultural technologies. This will equip the agribusiness of targeted women with enabling technologies that will create sustainable and competitive agri-businesses and in turn advance their participation in the agricultural value chain.
- The newly targeted rural women (the victims of conflict in Oromia and ago-pastoralists in Afar) will be those who haven't been supported with any kind of women economic empowerment interventions. Hence, the JP RWEE will start by addressing the basic capacity and finance needs of these women through a combination of skills trainings and financial support (provision of revolving



funds). By doing so, JP RWEE will be able to replicate and scale-up its interventions in a more inclusive manner.

- The challenge pertaining to that targeted rural women's participation, control and benefits are complex and are related to deeply-rooted discriminatory practices that are assumed to be normal or tolerated. Changing such mindsets has been possible through systematic and sustained conversations in targeted communities over a period of time, and by male engagement, key to facilitate better participation of women in social dynamics. Thus, community conversation and awareness creation activities with active engagement of rural women spouses and other male community members (religious leaders, elders, male duty bearers at government institutions) will remain relevant intervention for JP RWEE. This intervention is expected to realize behavioural change and transform prevailing discriminatory practices.
- Finally, the capacity, resources and efficiency of the national gender institutions and other different government structures, including law enforcement agencies, are still lingering challenges to enhance implementation of gender-sensitive policies and programmes for rural women's economic empowerment in the agricultural setting in Ethiopia; this is why the JP RWEE will continue to engage in interventions aiming to increase the capacity of institutions and produce evidence for policy-level changes.

6. Sustainability

The Ethiopian JP RWEE was formulated by incorporating sustainability strategies at the outset of the programme. The formulation and implementation process of those strategies was substantiated by the comprehensive practical experiences and knowledge basis of the participating United Nations agencies in Ethiopia, and the emerging lessons learned for the implementation of the JP RWEE.

I. At Individual level

▪ Capacity building and revolving fund schemes to address the needs of vulnerable rural women

Based on the best practices gained from other interventions of participating United Nations agencies, addressing the capacity needs of rural women (Vulnerable and agro-pastoralist) should be the first step to sensitize, inspire and fill skill gaps of rural women for sustainable results. The strategy should also include asset-based approaches to tap into the potential of rural women for life changing and sustainable endeavours. The JP RWEE will therefore utilise capacity building strategies based on the capitalisation of existing potential of rural women despite the challenging and vulnerable situations they are engaged in. Additionally, the JP RWEE will inject start-up by establishing revolving fund management schemes through the targeted women RUSACCOs to address the major needs of vulnerable women in a systematic and inclusive manner.

▪ **Develop the targeted women into agri-business cooperative**

As a result of JP RWEE support, targeted women in both Afar and Oromia Region started individual IGAs on small ruminants, oxen fattening, irrigation, petty trade, dairy and transportation services. The women were supported to start these businesses through access to credit coupled with trainings and BDS provided by the capitated RUSACCOs. However, to create sustainable businesses that go beyond the JP's life, reorganizing the selected members of existing 10 RUSACCOs into agricultural business groups/cooperatives is found to be an effective strategy. During 2017, about 800 rural women are already reorganized into subgroups which will then be developed into agri-business cooperative in this new planning period.

By being members of these reorganized business groups, the rural women will have access to existing government incentives only available to group businesses (as opposed to individuals). Those include accessing means of production/land, market, credit, working spaces/infrastructures and other Business BDS. This will also facilitate the recognition of these women businesses as a legal entity to steadily engage in agricultural value addition businesses and in turn participate and contribute to the economic development of the country. Continuous support from the regional and districts level cooperative promotion agencies will also be provided to ensure the sustainability of the businesses to be started by the organized rural women.

▪ **Ensuring functionality of production technologies**

Rural women's lack of access to and control over productive assets and technologies was recognized as the major obstacle to women's sustainable livelihoods. In response to this challenge, activities that created access to agricultural inputs (land, labour and time-saving and production technologies) were implemented. However, the functionality of technologies still has to be secured to create viable and sustainable livelihoods for the targeted women. Therefore, first, trainings for selected rural women to operate, maintain and repair such technologies on their own will be implemented as one strategy to ensure sustainable utilization of the technologies. Second, strategic relationships with relevant government and private sector institutions will be created to ensure sustainable supply of infrastructural inputs (water, electricity, working space) for the operations of the technologies.

Moreover, through the partnership and support to research institutions and private companies, locally innovated women friendly technologies will be available for the targeted women to easily procure them. This effort will reduce the supply constraints of the targeted women to access technologies for their agri-businesses.

▪ **Creating local and international market linkages**

The JP RWEE has already started to create access to market opportunities for rural women engaged in individual businesses. Based on the sustainability strategy, local as well as international market linkages will be created for the reorganized business groups. Guidance will be provided for the targeted women



business groups to access the local market opportunities already identified through the market assessment conducted at the outset of the JP RWEE. Information on available market opportunities at federal (Addis Ababa), regional and international level will also be facilitated with the regional and district level Cooperative Promotion and Women and Children Affairs offices. These offices are mandated to facilitate market linkage opportunities for the targeted women.

II. At community level

▪ **Community Mobilization and Gender Sensitization**

To address the deep-rooted social and cultural norms that hamper rural women empowerment, the JP RWEE will intervene at community level through the use of community mobilization by applying gender focused community conversation. The intervention aims at changing the norms and attitudes of the entire community, including husbands, elders, religious leaders, fathers, and adolescent boys.

▪ **Male engagement**

Rural women in Ethiopia represent a huge productive potential in the agricultural sector. They are major contributors to the agricultural workforce, either as family members or as women heading households. However, gender roles and relationships influence the division of work, the use of resources, and the sharing of the benefits of production between women and men. Hence, the JP RWEE will continue male engagement as its main strategy to address the individual and community levels social and cultural barriers and to ensure the support and active engagement of men for participation and benefit of rural women from the agricultural value chain and gender equality and women empowerment in general.

II. Institutional Level

▪ **Strengthening RUSACCOs' financial management system**

The targeted ten RUSACCOs now have more women members (2,520) than initially targeted (2,000). Therefore, strong financial/loan management system that could facilitate the selection of eligible rural women for loan, process loan requests and payments, will be created to accommodate the newly incoming rural women and entertain the interests of existing one's as well. This will be accomplished by providing technical support to the regional and district level cooperative promotion offices, which are mandated to assist women's RUSACCOs. Experience sharing will also be facilitated for leaders of RUSACCOs to learn from successful cooperatives in the country. Their strong financial management system, coupled with the financial capacity of the targeted existing and new RUSACCOs will then create sustainable access to financial services for both the existing and new rural women in the areas.

▪ **Develop local government strategic plans for sustaining and scaling-up JP RWEE**



The existing regional and federal government partners, including those that could potentially be selected to scale-up and sustain the results of JP RWEE, will require a plan that defines financial, human and other resources needed for sustaining the achieved results and scale-up of JP RWEE in other regions.

The participating United Nations agencies along with the government coordinating body - MoWCA - will provide technical support for the development and roll-out of the plan by the regional counterparts. The existing JP RWEE regional and district level governance structures and regional Women and Children Affairs Bureaus of other regions will also be targeted to engage in the process.

▪ **Conducting reflection and experience sharing sessions**

A programme end evaluation, which is expected to provide evidences of the JP RWEE achievements, challenges and lessons learned, will be conducted. Thus, reflection and experience sharing sessions will be conducted, which will be informed by the findings and will bring both the existing and potential government partners to consolidate result, learn from, and sustain and replicate the programme in other regions.

▪ **Support government partners to adapt the multisector approaches of JP RWEE**

Integrated, holistic approaches, implemented during the first phase of JP RWEE, proved to have a very good impact on the lives of targeted women. The JP has also utilized training, community conversation manuals, and integrated plan and coordination systems to effectively run and produce results. Hence, the government partners will be supported to adopt those effective strategies and manuals into their regular strategic and annual work planning, and implementation processes and systems. Meetings aligned with the government planning periods will also be used to directly provide technical support.

Resource mobilisation

To ensure continuation and replication of JP RWEE, the programme team has developed a fund mobilization concept note which was endorsed by the Heads of Agencies (HoAs) of the participating agencies. Based on this concept note, actions that include bilateral meetings with existing donors and a strategic meeting with the HoAs was conducted. Strategies aimed at creating strategic relationships with existing and potential donors for resource mobilization are also made part of this plan for implementation as listed below:

- **Using the existing donors as ambassadors of JP RWEE:** through this strategy, donors will be requested to either witness the achievements of the JP or just host/moderate any events/discussions/donor round table meetings in collaboration with the Resident Coordinator and United Nations agencies.
- **Regular field visits and sharing of reports and communication materials with a clear recognition of the donors' contribution:** this will involve sharing one-page updates from biannual and annual reports; success case stories and human stories, video documentary,

publications/booklets and evaluation results of the JP. This will show the evidence of the programme results and could lead to additional funding decisions.

- **Engaging direct beneficiaries:** this will involve beneficiaries who are willing, to participate and share their stories in donors' round table meetings, annual women conferences regional fairs and other regional and international exposures.
- **Using the comparative advantages of the participating agencies:** each participating agency has its own comparative advantage in contributing to the JP's programmatic accomplishments. Likewise, they could also have good relationships with specific donors that they could easily approach individually or along with the programme team.
- **Using programme evaluation results and knowledge management products to inform the communication and advocacy works of JP RWEE:** this will involve providing evidences of programme achievements through the programme end evaluations findings. Websites of participating agencies, United Nations Country Team (UNCT) and Headquarters, government outlets, and the global platform created for the JP RWEE will be used to disseminate publications of human stories, documentary videos and one-pager on major achievements.
- **Conducting bilateral/individual meetings with existing and potential donors:** this will involve meetings with the technical level focal persons and higher officials. For the higher-level meetings, heads of agencies along with H.E the Minister of Woman and Children's Affairs will be teamed up to take the lead.
- **Create partnerships with ongoing programmes/projects and partners that the JP can leverage/capitalize on or solicit technical support from:** this will involve creating partnership with relevant ongoing programmes by multilateral or bilateral organizations in the country. Then this partnership will be used to work together or just solicit technical support to exploit the opportunities that could come along with the partnership to ensure sustainability and scale up the JP RWEE.

7. Monitoring & Evaluation

Monitoring and documentation of results will be an integral part of programme management. Activities that include biannual and annual joint field visits, programme review meetings by implementing partners and participating agencies, as well as quarterly review meetings by the TWG Technical Working Group and biannual review meeting by the National Steering will be conducted. A final end line survey of the WEAI to track changes in women's empowerment as a result of the JP RWEE will also be part of the M&E activity for the JP.

The Performance Monitoring Framework (PMF) and work plans of the programme will be reviewed biannually in light of the recommendations and lessons learned from joint monitoring, biannual report and review meetings. Annual and biannual reports of the JP RWEE implementation will comprise a narrative part detailing the progress made with case stories, updated PMF and financial progress during the reporting period will be developed according to the MPTF reporting template.



The JP RWEE implementation data collection methods will also include the following:

- Implementing partners and participating agencies quarterly progress reports to be analysed and compiled in the biannual and annual monitoring reports;
- Focus groups discussions to be conducted separately with women and men on topics related to the support provided by the JP with the purpose of further developing information gathered through qualitative methods;
- One to one in-depth interview with selected beneficiaries to document case stories;
- Semi-structured interviews with federal, regional and district level partners; and
- Sample survey against baseline survey result. Baseline data and indicators to be reviewed in light of field survey findings.

Knowledge Management

The JP RWEE will document and share knowledge through the consecutive biannual and annual reports, findings of evidence based researches, assessments, impact evaluations through WEAI, end line survey, policy briefs, and communication materials (case stories, articles, newsletters and documentary videos), in close collaboration with the Global Coordination. These knowledge products will be shared to government partners, donors, United Nations agencies, private sectors and the general public. Various discussion, consultative meetings, dialogue forums and paper and electronic media platforms will be used to share the lessons learned, good practices and emerging findings of JP RWEE. The overall aim will be to contribute to the design of new policy directions and development of future similar interventions in the context of rural women's economic empowerment.





B. Budget**PROGRAMME BUDGET**

CATEGORY	FAO	IFAD	WFP	UN WOMEN	TOTAL
1. Staff and another Personnel Cost (cannot exceed 10%)	20,000			40,000	60,000
2. Supplies, Commodities, Materials	122,237				122,237
3. Equipment, Vehicles and Furniture including Depreciation					
4. Contractual Services	67,000			45,000	112,000
5. Travel	18,000		6,140.00	6,000	30,140
6. Transfers and Grants Counterparts	2,000		229,991	162,682	394,673
7. General Operating and Other Direct Costs	13,754		8,000	8,000	29,754
Total Programme Costs	242,991		244,131	261,682	748,804
8. Indirect Support Costs (cannot exceed 7%)	17,009		15,869	18,318	51,196
TOTAL	260,000		260,000	280,000	800,000



9. Names and signatures of participating UN organizations


(On behalf of FAO)  Name: Ms. Fatouma Seid 
Title: Representative to Ethiopia
Date:


(On behalf of IFAD)  Name: Mr. Ulac Demirag
Title: Country Director
Date:


(On behalf of WFP)  Name: Mr. Samir S. Wanmali
Title: Deputy Country Director
Date: 9/5/18


(On behalf of UN Women)  Name: Ms. Letty Chiwara
Title: Representative to Ethiopia, Africa
Union (AU) and Economic Commission for
Africa (ECA)
Date:

ANNEX I: Workplan

Please fill the below workplan with activities linked to the specific Outputs:

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Outcome 1 Rural women have improved food and nutrition security						
Indicator 1.1 Frequency and composition of meals and feeding diversity among targeted women						
Indicator 1.2 Increase of agricultural production of women farmers						
Output 1.1 Rural women's and their household's nutritional status improved						
Activity 1.1.1 Capacity development training for DAs and beneficiaries on good nutrition practices including dietary diversity and complementary food preparation and demonstration	Indicator 1.1.1 Number of targeted rural women and their household members whose daily intake of nutrients increased	2,500 Rural women (1,500 existing and 1,000 new)	August 2018	Afar and Oromia Region	FAO	10,000.00
Activity 1.1.2 Provide targeted women with improved vegetable seeds and seeding as well as with rearing of small animals/poultry/handicraft		2,500 Rural women (1,500 existing and 1,000 new)	August - September 2018	Afar and Oromia Region	FAO	25,237.00
Outcome 2 Rural women have increased income to secure their livelihoods						
Indicator 2.1 Number of women who have started income sources						
Indicator 2.2 Average income generated by rural women from trade sales (% of baseline)						
Output 2.1 Rural women have enhanced entrepreneurship skills and value chains to access markets for their products						
Activity 2.1.1 Support reorganized women groups to get legal certification to operate agribusiness, women cooperatives and make their governance more transparent,	Indicator 2.1.1 Number of targeted women's getting access to diversified market opportunities	800 Existing Rural women	September-October 2018	Afar and Oromia Region	WFP	20,460.00

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
effective, accountable, gender-responsive and age inclusive						
Activity 2.1.2 Support reorganized women groups to improve operational / management systems and reduce supply side constraints including working places, electricity / renewable energy sources and technical support for their value addition joint businesses	Indicator 2.1.2 Number of target women with increased capacity on basic business management skills, specific value addition/I/GA and entrepreneurship in accessing to BDS services.	800 Existing Rural women	September - December 2018	Afar and Oromia Region	UN Women	10,000.00
Activity 2.1.3 Conduct training on basic business and entrepreneurship skills, cooperative principles and management for both rural women organized for value addition and the newly selected one	Indicator 2.1.3 Number of reorganized agri-business women cooperatives with improved access to supply side infrastructures and inputs	1,800 Rural Women (800 existing and 1000 new)	January 2019	Afar and Oromia Region	WFP	8,480.00
Activity 2.1.4 Training of targeted women on cropping, small scale irrigation practices and rearing practices as well as specific IGAs (based on their needs)		1,000 Existing Rural Women	February 2019	Afar and Oromia Region	FAO	10,000.00
Activity 2.1.5 Tailor-made value addition trainings for women on specific businesses (dairy processing, fattening, beef production and marketing, Honey production and processing, poultry, beef production, Vegetable production and marketing etc.)		2,500 Existing Rural Women	January-February 2019	Afar and Oromia Region	FAO	15,000.00
Activity 2.1.6 Facilitate creation of linkages to markets and market information through the technology supported local marketing		1000 Rural women (800)	February - December 2019	Afar and Oromia Region	UN Women	40,000.00

Activity description	Related indicator	Number of beneficiaries (women/ment)	Timeframe	Place of implementation	Lead Agency	Activity cost
systems such Ethiopian commodity exchange(ECX) and other national and international opportunities		Existing and 200 new)	September - October 2018	Afar and Oromia Region	FAO	17,000.00
Activity 2.1.7 Conduct value chain analysis for selected businesses of beneficiaries		800 Existing Rural Women	September - October 2018	Afar and Oromia Region	FAO	17,000.00
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 Awareness-creation / sensitization, guidance for implementing partners' staffs and community and women cooperative leaders on revolving fund management and revision and duplicating of the manual	Indicator 2.2.1 Percentage of targeted women benefiting from gender-sensitive financial and non-financial services Indicator 2.2.2 Number of women accessing loans/revolving fund	20 Government Staff 24 Rural women Leaders and community members	November 2018	Afar and Oromia Region	WFP	13,000.00
Activity 2.2.2 Establishment and management of revolving fund for newly selected rural women to deploy newly selected rural women into income-generating activities.	Indicator 2.2.3 Number of women who repaid total loan distributed	1,000 New Rural women	April 2019	Afar and Oromia Region	WFP	167,140.00
Activity 2.2.3 Support RUSACCOs and the reorganized women-led business groups to strengthen their leadership, financial and business management capacities		13 Existing and new RUSACCOs and 9 reorganized women groups	March 2019	Afar and Oromia Region	WFP	10,000.00
Activity 2.2.4 Organize experience sharing visit for new RUSACCOs committee members to share best practices from existing and other successful RUSACCOs		3 RUSACCOs from the two targeted Towns of Oromia and	February 2019	Afar and Oromia Region	WFP	4,452.00

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Output 2.3 Rural women increased access to productive resources (land, agricultural inputs and time saving technologies)		one kebele of Afar				
Activity 2.3.1 Strengthen provision of new women friendly technologies by creating strong partnership and networking with Research institutions (universities) and the private sector for rural women access to sustainable and environmentally - sound tools and technologies for value additions and Climate Smart Agriculture practices	Indicator 2.3.1 Number of women provided with women friendly time and labour saving and agricultural productive technologies with access to necessary capacity building interventions	1,000 Rural women (800 Existing and 200 New)	February - August 2019	Federal and Afar and Oromia Regions	UN Women	81,282.00
Activity 2.3.2 Provide women with technologies and inputs required for their businesses		1,000 Rural women (800 Existing and 200 New)	April -May 2019	Afar and Oromia Regional States	FAO	97,000.00
Outcome 3: Rural women strengthen their voice in decisions that affect their lives						
Indicator 3.1 Proportion of women institutions led by women						
Indicator 3.2 Percentage of targeted rural women jointly deciding on household resources and matters						
Indicator 3.3 Percentage of targeted rural women participating in decision making in rural institutions and communities						
Output 3.1 Rural women confidence and leadership skills built to fully participate in family matters, rural institutions, cooperatives and unions						
Activity 3.1.1 Facilitate networking and strong linkage for rural women's organizations at sub-national and national levels and with women's organizations in	Indicator 3.1.1	Number of institutions and communities advocating for women and girls' economic rights. Indicator	22 (13 existing and new women RUSACCOs and	February - August 2019	Afar and Oromia Regional States	UN Women 12,000.00

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
<p>the urban settings for better interactions, information exchange, advocacy, coordination and participation in national policy and decision-making processes</p> <p>Activity 3.1.2 Conduct leadership training for women cooperative and association leaders, and aspiring ones to be followed by organizing consultative meetings and dialogues with leaders of Cooperatives and Unions, Women Associations and leaders of medium and large-scale women enterprises and reach consensus on joint actions to be undertaken to improve women's access to economic opportunities regional and federal level</p>	<p>Indicator 3.1.2 Number of Rural women with improved reading and writing skill through functional literacy</p> <p>Indicator 3.1.3 Number of women with improved leadership, assertiveness and management skills.</p>	<p>9 Reorganized Business Groups)</p> <p>3,500 Rural women (2500 existing and 100 new)</p>	<p>March-April 2019</p>	<p>Afar and Oromia Regional States, Federal</p>	<p>UN Women</p>	<p>15,000.00</p>
<p>Activity 3.1.3 Conduct Integrated Functional Adult Literacy sessions to increase the numeracy, literacy skills and confidence of both existing and new targeted women</p>		<p>1500 Rural Women (1,300 Existing and 200 new)</p>	<p>September 2018 August 2019</p>	<p>Afar and Oromia Region</p>	<p>WFP</p>	<p>3,754.00</p>
<p>Activity 3.1.4 Conduct Community Conversation for gender sensitive value chain development and to foster changes of gender-based roles, ensuring equitable access to and control over productive resources, to reach a more adequate share of benefits and workload between men and women.</p>		<p>15,000 community members (9000 female and 6000 male)</p>	<p>February – August 2019</p>	<p>Afar and Oromia Regional States</p>	<p>WFP</p>	<p>5,119.00</p>

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Outcome 4.2 more gender responsive policy environment is secured for the economic empowerment of rural women						
Indicator 4.1.1 Number of agricultural strategies, regulatory frameworks and standards developed in gender responsive manner						
Indicator 4.1.2 Number of institutions who incorporated gender equality related targets in their policy and programs						
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 Build the capacity of Rural Land Use and Administration Directorate of Ministry of Agriculture and Livestock and their regional counterparts to collect and analyze gender disaggregated data in their planning and implementation and budgeting processes.</p>	<p>Indicator 4.1.1 Number of experts and officials in relevant government sector offices whose capacity increased to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting.</p>	6 institutions	March -June 2019	Federal and Regional	UN Women	12,000.00
<p>Activity 4.1.2 Support the Gender and Women Affairs Directorates of Ministry of Agriculture and Livestock and their regional counterparts to develop sector specific gender sensitization and gender mainstreaming training manuals for improved gender trainings and awareness raising activities on women access and control of productive resources (land, livestock, finance, technologies)</p>	<p>Indicator 4.1.2 Number of regional dialogue mechanisms on agriculture, rural development and land that involve rural women's groups</p>	6 institutions	March -June 2019	Federal and Regional	UN Women	12,000.00
<p>Activity 4.1.3 Support Ministry of women and Children Affairs and Regional counterparts to develop guidelines to guide advocacy and lobbying on issues of rural women unpaid care work</p>		3 Institutions	April-July, 2019	Federal and Afar and Oromia Regions	UN Women	14,318.00

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Activity 4.1.4 Informed by the research / assessment; conduct policy dialogues and advocacy forums for the implementation of policies advancing women's economic, rights and access to land, innovative financial and non-financial services		120 participants (80 Female and 40 male) from government, bilateral and multilateral organizations, CSOs and private sectors	August 2019	Federal	UN Women	12,000.00
Output 4.2: Greater availability of tools and data to track progress in the economic empowerment of rural women						
Activity 4.2.1 Conduct 2 researches/ assessments on rural women's access to land (implementation of the joint certification), innovative financial and non-financial services	Indicator 4.1.2 Number of researches conducted to inform policy development and actions for gender equality	2 institutions	May -July 2019	Federal	UN Women	15,000.00
Activity 4.2.2 Capacity development and raising awareness activities on the methodology for monitoring and reporting for SDG Indicators 5.a.1 and 5.a.2		120 people (70 male and 50 Female) from 3 institutions of the agriculture sector	May 2019	Federal	FAO	9,000.00
Activity 4.2.3 Carry out end line data collection to track changes in women's empowerment as a result of the JP RWEE		3 institutions	September 2019	Oromia Region	FAO	15,000.00
Programme Coordination, Monitoring and Knowledge Management						
Regional Biannual Review Meeting			Biannually		WFP	4,320.00

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
		4 District Level Participating Sector Offices		Oromia and Afar Region	UN Women	1,400.00
Government Staff technical support for joint Monitoring at district level		4 District Level Participating Sector Offices	Quarterly	Oromia and Afar Region	WFP UN Women	4,160.00 3,682.00
Review Meeting at Federal level		3 Federal and 6 Regional Sector Offices	Biannually	Federal	UN Women	4,000.00
Monitoring of Programme Implementation including general operating cost		Regional and District Level Participating Sector Offices	Quarterly	Oromia and Afar Region	FAO	7,000.00
Programme Knowledge Management and Communication Costs					UN Women	10,000.00
Indirect Support and Personnel and Staff Costs						
Indirect Support cost					FAO	17,009.00
					UN Women	18,318.00
					WFP	15,869.00
Personnel and Staff Cost					FAO	20,000.00
					UN Women	40,000.00
Total						800,000.00