



Country program workplan in (Ethiopia)
August 2019

<i>Total budget requested</i>	US\$ 945,000
<i>Beneficiaries to be reached with this contribution</i>	<p>Number of Rural women targeted at individual level:</p> <ul style="list-style-type: none"> ▪ 4,500 rural women (existing 3,500 and 1,000 new beneficiaries, of which 400 are IDPs and 600 are women in the host community) <p>Number of individual beneficiaries targeted at Community and Institutional level:</p> <ul style="list-style-type: none"> ▪ 22,500 (Female 14,000, Male 8,500) <p>Number of targeted institutions:</p> <ul style="list-style-type: none"> ▪ 48 Institutions (20 Federal, Regional government institutions, 13 Rural Saving and Credit Cooperative, 3 newly added IDP groups (SACCOs), 6 groups from hosting communities and 9 Reorganized women groups to be developed to agri-business Cooperatives)
<i>Duration of project:</i>	January 2020-June 2021

1. Background Information

Ethiopia is the most populous landlocked country in Africa with an estimated population of 110.14 million in 2019, which ranks 12th in the world and the second-most populous country of Africa ¹ with 50 per cent women.² In the gender stream, Ethiopia has committed to standards for gender equality and women's human rights as a natural outcome of its own Constitution and its National Policy on Women (1993), which guarantee women's equality and the protection of women's human rights in various spheres of life. The Family Law (revised 2000) and the Penal Code (revised 2005) have been made more congruent with international and regional instruments. Ethiopia as a member of the international community has signed several agreements promoting and protecting the rights of women.³ Since 2018, and under the leadership of the Prime Minister Dr. Abiy Ahmed, women's representation in politics and decision-making has increased, at various levels including the election of the first Ethiopian woman president H.E. Sahle-Work Zewde and nomination of new cabinet members to 50% women and 50% men.

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 modest.⁴ 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.⁵

Ethiopian economy is dependent on agriculture, which is highly reliant on women's work (83% of people engaged in the sector are women, mostly for subsistence farming). Most women farmers have less access than men to key agricultural resources, skill training, restricted access to formal education, with limited access and control over their land, extension services, and innovative financing opportunities and appropriate technologies and value chain technologies to enhance their productivity. Furthermore, most rural women face 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. The gender division of labour in the farming system makes women's contribution invisible. 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 involvement of rural women in decision-

¹ <http://worldpopulationreview.com/countries/ethiopia-population/>

² Central Statistical Agency, Ethiopia (2017)

³ Preliminary Gender Profile of Ethiopia (2014)

⁴ <http://www.worldbank.org/en/country/ethiopia/overview>

⁵ United Nations Economic Commission for Africa, STEPs profile, Ethiopia (2017)

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's 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 all.⁶ 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.

The weak institutional structures and policy environment is the other challenge that hinders the aspired economic and social empowerment of rural women in Ethiopia, given the limited capacity of cooperatives, and gender-neutral approaches by government bureaus/offices as well as private financial service providers to respond to the needs of rural women in Ethiopia.

Due to these barriers, women haven't fully benefitted from the recent economic growth in Ethiopia and continue to face structural challenges to their empowerment at individual, community, institutional and policy levels. The Joint Program on Rural Women's Economic Empowerment (JP RWEE), was designed to respond to such challenges and has been implemented since 2015. Since then, different capacity building trainings, exposure visits and business development services have been provided to the target women, their cooperatives/groups parallel to provision of revolving fund, technologies/tools and agricultural inputs and close technical supports.

As a result of the above-mentioned 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 2018:

- Trainings on household food reserve management and control, dairy production and shot fattening practices for 500 rural women have enabled the households (HH) to manage and reserve their food in better way with improved skill on dairy farming and shot fattening.
- Through agricultural inputs/improved seeds and technologies provision, including 40 quintals of Teff and wheat seeds, 500 apple seeds, and 20 kilograms of vegetable seeds, a total of 883 rural women in Oromia have improved their agricultural productivity and have diversified their agricultural activities.
- Rural women who were able to double crop production have returned revolving seeds to their Rural Saving and Credit Cooperative Organizations (RUSACCOs). This was based on the revolving seed modality implemented to reach more rural women in the targeted districts.
- Market linkages were created for 1,471 rural women (1,443 in Oromia and 28 in Afar) representing their cooperatives at national, regional and local levels.

⁶ The state of food and Agriculture (2010-2011), Women in Agriculture, closing the gender gap for development, FAO 2011.

- A total of 3,064 rural women (2,730 in Oromia and 334 in Afar) accessed start-up capital/ revolving fund for their individual IGAs.
- A learning opportunity for Ethiopian and Liberian rural women was created in Ethiopia, through the South-South learning exchange conducted from October 22-25, 2018, that brought rural women from Liberia to Ethiopia.
- The number of rural women who managed to have a diversified and sustainable source of income increased from 1,066 to 2,915 (2,687 in Oromia and 228 in Afar). Their personal savings increased ranging from 14,000 Birr (500 USD) to 80,000 Birr (2,900 USD)⁷.
- With the direct support of the JP RWEE, a total of 617 rural women (567 in Oromia and 50 in Afar) were provided with time and labour-saving technologies (tractor, milk processing, cattle fattening, grinding mill services). As a result of the use of these technologies, 439 rural women who are member of RUSACCOs in Dodola district have generated income of 130,938.00 Birr (4,710 USD) from the rental of a tractor; they also generated 185,000 Birr (6,852 USD) from the harvest of grain cultivated on their joint land. In the same talk a business group engaged in cattle fattening business have managed to earn a profit of 77,080 Birr (2794.15 USD) from the two round sales of 25 bulls in 2018.
- Through the financial capacity gained by the rural women, 195 rural women in Oromia reclaimed their family land and are now using it productively for their own agricultural activities.
- 1793 rural women in Oromia returned their loan to their RUSACCOs and 894 rural women received third-round loan.
- 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 (1 hectare in Oromia and 1.5 hectare in Afar) from the regional and district land administrations.
- Because of trainings on women's access to and control over agricultural and household resources and leadership, 53 per cent (1,335) of targeted rural women were able to jointly decide with their spouse on household resources and matters that involve sale of assets like cattle and rental of land. 368 rural women (184 in Oromia and 184 in Afar) were also able to participate in decision-making in rural institutions including their RUSACCOs and women associations. 11 RUSACCOs (7 in Oromia and 4 in Afar) and 4 FTCs 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 conducted under JP RWEE. The policy brief developed from the Costing the Gender Gap in Agricultural Productivity in Ethiopia has been used to inform different policy level dialogues and discussions.

⁷ Throughout this report, the current UN exchange rate with 27.5862 Birr per 1 USD was used.

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, institutions capacity building, access to useful market and policy level engagement by targeting the existing women beneficiaries, including vulnerable rural women who have been internally displaced from their original place due to conflicts. The program will work towards the creation of strong linkages between the host community (women group/cooperatives) and the Internally Displaced Peoples (IDPs), to ensure sustainability and create access to market and supply by the target IDPs.

The key features and design of this workplan are also informed by the quantitative and qualitative evidence collected so far including the program evaluation carried out in 2018 and finalized early 2019, review meetings, monitoring reports as well as the lessons drawn, and strong recommendations forwarded from an intensive reflection meeting and the global coordinator's guidance.

2. Project area and target groups

A total of 4,500 rural women will benefit from the program, disaggregated as follows: existing 3,500 rural women currently benefiting from the program and 1,000 new beneficiaries, of which 400 are internally displaced women and 3600 women from the host community. JP RWEE will continue its strategy of focusing at three levels of interventions: at individual, community and institutional levels. In terms of regional and district focus, the program will continue working with the existing 3500 rural women and their organizations/cooperatives in Dubti of Afar Regional state, Adami Tulu Jido kombolcha, Yayagulele, Dodola, Sululta and Gelan of Oromia regional state. The additional 1,000 women (400 internally displaced women and 600 women from host communities) are targeted in Sululta and Galan town of Oromia Special Zone to ensure sustainability of the previous initiatives and enhanced economic relation between the two communities.

For the new beneficiaries, capacity building activities/interventions at individual and organizational level including to RUSACCOS and Business Cooperatives, will be carried out targeting the 1,000 new rural women. Within the new beneficiary group, 400 rural women are targeted from IDP based on the lessons from previous targets and demand placed on the program which has only targeted 800 women for 2018 plan. Accordingly, at individual level capacity building trainings and services including on Basic Business Skill, Leadership and Life Skill, Functional Adult literacy, revolving fund scheme, time and labor-saving productive technologies will be delivered with different initiatives on market linkages.

There are also strategic key interventions with 600 women/female youths in the host community, aiming at creating economic and social relationships between the host community and internally displaced women and girls as well as reducing gender-based violence against women/girls at the IDPs. Therefore, various community based consultative meetings between the host community and representatives of women from IDPs and elderly will be held and followed by community conversations and gender sensitization workshops. Thus, 6,000 community members of which 4500

are targeted rural women will be participating in the consultation meetings and community conversation forums with conscious engagement of experts and staff of targeted government institutions at local level.

In addition, training on basic business skills, functional adult literacy program and support to access financial services followed by market linkages between the 400 women/female youths from the IDP and 600 women at the host community shall be done in systematic manner. The selection criterion to identify targeted new beneficiaries that have been used at all stages of previous interventions of the program will be applied also but with some revisions in consultation with local government and the community leaders to shape it to the existing situation and reality of the women. The proposed criteria for the targeting, as also agreed with regional and district government technical working groups will be: vulnerability, experience in engaging in IGA, status of income and saving generated from individual IGA, saving experience, experiences in peacefully working with team/groups of people and group businesses, and the ability to get involved in leadership.

For the existing beneficiaries, strengthening institutional capacity and leadership skills of committees of the RUSACCOS and/or Business Groups with organized business development services will be vigorously carried out to the existing 3,500 women and their cooperatives.

In regard to the support to Government institutions, capacity building trainings and technical guidance with support to the office operation system shall also be provided to the districts and kebele level government staff and structures to enable them provide business development services and support to the new target women in their access to land, electricity and other facilities. For the period covered by this work plan, 20 federal, regional and district level government institutions are targeted to engage in the various programmatic planning, monitoring and evaluation activities to improve their capacity of availing necessary support to women and their organizations in gender responsive manner. These institutions will also be engaged in the implementation of activities planned as well as researches and dialogues forums planned to inform the formulation and implementation of policies and programs in their respective sectors.

3. Description of activities by component

Please list all the activities who will be implemented through this new funding. More details will have to be provided in Annex 1(workplan)

Outcome 1: Rural women have improved food and nutrition security

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

Activity 1.1.1: Train new beneficiary targeted rural women group leaders and selected women from existing beneficiary groups to serve as change agents on good nutrition practices including dietary diversity and complementary food preparation and demonstration as a mechanism to ensure sustainability of results attained

Activity 1.1.2: Establish a feed composition centre, provide inputs and technologies to enable beneficiary women organized in business groups diversify production.

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

Activity 1.2.1 Technically support rural women business groups with introduction of new processing techniques.

Activity 1.2.2 Provide agro processing and post-harvest management technologies and Climate Smart Agriculture (CSA) inputs and related trainings on the use of the technologies.

Outcome 2 Rural women have increased income to secure their livelihoods

Output 2.1 Rural women have enhanced entrepreneurship skills and value chains to access markets for their products

Activity 2.1.1 Create strengthened market linkages for beneficiaries engaged in dairy processing, Fattening (Goat and Bull), Poultry production and Horticulture production and business.

Activity 2.1.2 Train rural women business group members on the techniques of creating additional market linkages and linkage strengthening strategies.

Activity 2.1.3 Conduct Training of Trainers (ToT) on basic business and entrepreneurship skills, business plan appraisal and financial management for woreda level government experts and accountants' of RUSACCOs to strength their capacity to provide efficient training for new members joining the RUSACCOs.

Activity 2.1.4 Conduct training on Business Development Services and facilitate women's cooperatives linkages to sustainable markets and market information at different levels including the IDP with host communities.

Activity 2.1.5 Build the capacity of targeted women skills on management of joint businesses (business groups/cooperatives) through trainings and business development services.

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

Activity 2.2.1 Establish and manage revolving funds for the new targeted rural women.

Activity 2.2.2 Strengthen woreda and RUSACCOs offices to enable them to provide efficient service for members by fulfilling basic office and field equipment's.

Activity 2.2.3 Organize experience sharing visit for the host communities RUSACCOs committee members to share best practices from existing and other successful RUSACCOs on their access to financial services.

Outcome 3. Rural women have enhanced leadership and participation in their communities and in rural institutions, and in shaping laws, policies and programs

Output 3. 1 Rural women confidence and leadership skills built to fully participate in family matters, rural institutions, cooperatives and unions/local governance

Activity 3.1.1 Organize leadership, social skill and assertiveness training to rural women/girls in agri business cooperatives/groups (leaders and aspiring leaders) for better and strengthened management of their cooperatives and businesses.

Activity 3.1.2 Conduct Integrated Functional Adult Literacy session to increase the numeracy, literacy skills and confidence of both existing and new targeted rural women.

Activity 3.1.3 Sensitize the local government experts and internally displaced women and women from the host communities on the integration, collective leadership, linkages and cooperation between the targeted rural women of these two communities (IDP and the Host community).

Activity 3.1.4. Conduct awareness raising sessions with women, their spouses, community and institutional leaders on gender and development, women's/girls' socio-economic rights.

Activity 3.1.5 Conduct community level consultation workshops and community conversation forums by participating targeted women (members of RUSACCOS) and community members.

Output 3.3: Rural women, including young women, have increased capacity to engage in and influence relevant policy forums at national and regional levels.

Activity 3.3.1. Promote shared learning through visiting climate-smart villages (CSVs) and other related initiatives with different organizations.

Outcome 4 A more gender responsive policy environment is secured for the economic empowerment of rural women

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

Activity 4.1.1 Support Women, children, youth Affairs Directorate of Ministry of Agriculture to develop standardized gender inclusive CSA / agriculture training manual with training of trainers (TOT) sessions for trainers.

Activity 4.1.2 Train on monitoring and reporting of the SDGs indicators including support for the country-level implementation of the Gender for Federal and Regional level government gender experts.

Output 4.2 Greater availability of tools and data to track progress in the economic empowerment of rural women

Activity 4.2.1. Conduct gender analysis of national agricultural strategies/policy and program to identify gaps and entry points for developing and/or supporting gender integration.

Activity 4.2.2 Conduct research/ assessment and /or policy briefs on key gender and socio-economic issues and priorities as well as opportunities for women targeted at IDP and the host community to come up with strategic and policy issues that will support economic linkages between the host and IDC and inform policy dialogues.

Output 4.3 An enabling environment is promoted to reflect rural women's priorities in regional policy processes

Activity 4.3.1 Convene policy dialogues on implementation /revision/formulation of policies, strategies/programs advancing rural women's economic rights.

Activity 4.3.2 Organize regular forum /platform on WEE and gender responsive CSA and support its continuity in partnership with MOWCA and other key stakeholders.

Activity 4.3.3 Organize annual forum/networking conference between women/girls agro-processing cooperatives leaders, cooperative unions and associations and representatives to share experiences, views and collectively air their challenges and policy issues to decision making bodies.

5) Program Coordination, Monitoring and Knowledge Management

Activity 5.1 Conduct a regional level workshop on how to scale up and ensure sustainability of the JP-RWEE model approach in the pilot regions.

Activity 5.2 Revise the check list and facilitate documentation of qualitative and quantitative information against indicators.

Activity 5.3 Carry out final evaluation of the JP RWEE **Activity 5.4** Conduct Regional Biannual Review Meeting.

Activity 5.4 Conduct Regional biannual review meeting.

Activity 5.5 Provide technical support to Government Staff for joint Monitoring at district level.

Activity 5.6 Monitor the Program Implementation including general operating cost.

Activity 5.7. Produce program knowledge management and communication products.

Activity 5.8 Organize a national consultation among JP RWEE National Stakeholders (Participating Agencies, National Government, Implementing Partners, representatives of rural women), to agree on the way forward and identify best practices, lessons and inform global learning and development of JP RWEE Phase two.

4. Implementation approach

The program follows participatory, rights-based, integrated and multi sectoral approaches with much focus on ensuring sustainability of results, continued economic collaboration between the target women cooperatives and engagement of male counterparts to keep the ongoing social change (positive change in gender relations) moving forward. Addressing value chain development, individual and organizational capacity building, access to useful market opportunities, financial and non-financial needs of both the existing and new beneficiaries with community mobilization actions (gender sensitization, community conversation and consultations) are planned to be undertaken over the proposed period of the extended JP RWEE. This is based on the lessons learned and key recommendations identified through the reflection meetings conducted by the country team, JP RWEE Evaluation and guidance from the Global Coordination team.

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, poultry, vegetable, fruits and crop production, and cattle, goat and sheep fattening. The JP will also inform its value chain development activities by using relevant and timely assessment of gap and feasibility of the proposed actions and gender analysis. By doing so, the JP will create an opportunity to enhance rural women's capacity towards better value addition tasks, increased production and productivity, access to diversified income bases and access to high value markets.

Particularly, rural women who have been organized from group to agri- business cooperatives will also be supported to develop appropriate business models and have access to financial and non-financial services from financial service providers and to strengthen their capacity to supply to the regional and national market at larger scale. 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, business management skills, entrepreneurship coupled with household coaching and experience sharing exposures. The program will continue engaging the spouses of targeted women and influential community members /elderly during the household

coaching and mentoring so that they will be able to understand and support the rural women when engaged in highly profitable agri-business activities. This could be through sharing responsibilities in both the household and agri-business activities of the targeted rural women and for the elderly through advocating for the economic rights of rural women while fighting against gender-based violence at workplace.

To move up the value chains of the identified products, the rural women and their business cooperatives will be assisted to access productive resources such as, and, technologies, infrastructure (water, electricity, working space/shade) and social capital.

Active engagement of rural women in group/cooperative leadership through capacity building activities including training on leadership and cooperative management as well as facilitating experience sharing events with successful women leaders will also be employed.

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 been displaced due to internal conflict and their hosting communities. This is mainly to create a resilient and sustainable livelihood and coping with the new life that they are forced to start and create peaceful harmonization between these two communities. Specific activities, such as agriculture, nutrition, and business related technical and life skills and leadership trainings, functional adult literacy programs, as well as revolving fund schemes, will be implemented to address the identified needs of the targeted vulnerable women and the host communities' women.

At community level: Changing the norms, attitudes and practices of the entire community, including husbands, fathers, brothers and adolescent boys and girls towards gender equality and women's rights is a key factor to sustainably impact on economic status of rural women. Thus, the JP will continue its effort to involve the entire targeted communities in the successful implementation of the program, male relatives (husbands) and community members 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.

Interventions that ensure better social and economic status 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. Building the capacity of existing women cooperatives and advocacy works with other male dominated cooperatives and unions will also continue to be the focus of the JP RWEE to

expand membership and leadership by rural women. Building the rural women's leadership and management skills to fully engage them in the running of cooperatives and to access social capital in the community is also essential approaches of the program.

At Institutional and Policy Level: JP RWEE will continue employing evidence-based lobby and advocacy approaches aimed at influencing policies/program/strategies in areas of agriculture in general and climate smart agriculture for rural women's access to productive resources, infrastructure and services in gender responsive manner. Therefore, through evidence generation, sharing and organizing advocacy events and supporting forums on Rural Women Economic Empowerments will be carried out by engaging with relevant government and nongovernmental organizations as well as private sectors. This is also a key approach to enhance ownership of the program by stakeholders, ensure sustainability of the interventions / results and for them to mainstream gender in their development program/ policies/strategies and better support women in the process of value chain development. JP RWEE will work to tackle the capacity building needs of women RUSACCOs and business groups, Gender and Women Affairs Directorate at Ministries of Agriculture, Ministry of Women, Children and Youth Affairs and their regional counterparts, and the rural land Use and Administration Directorate of the Ministry of Agriculture.

JP RWEE will also continue to work on federal level policies and programs 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 Agencies: UN Women, FAO, WFP and IFAD will continue to support the JP RWEE in coordinated manner focusing on their track records, comparative advantages and/or expertise. Accordingly, 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 promoting 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) program 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 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 RUSACCOs, Women Associations and CSOs will also continue to be engaged as partners of the program.

The Ministry of Finance and Economic Cooperation and its regional and district structures are responsible to ensure detail planning, financial management by the district offices, reporting monitoring and evaluation of the JP being part of the government coordination body. This is based on the procedures and mandates stated in the Program Implementation Manual known as PIM for United Nations funded programs in Ethiopia.

5. Justification for the intervention

Aligned with broader national and international commitments that focus on socio-economic growth, women's rights and working modalities of actors in the development arena, JP RWEE has brought significant changes in the livelihood of the target rural women and their families with reduced gender inequality as also reported in the evaluation and review meetings and monitoring of the program. The JP RWEE has addressed the needs of beneficiaries as identified in the baseline survey with additional interlinked results in the areas of gender inequality in an integrated manner. According to the JP RWEE Evaluation Report (2019) and case stories developed by the program, the JP addressed gender inequality at the individual level (e.g. lack of access to and control over resources and services and family matters), societal level (e.g. patriarchal norms that put women in a subordinate position to men) and institutional level (e.g. genderblind policies, systems and procedures). The program benefits from the technical expertise of and financial support gained from the collaborating actors (participating UN Agencies, Civil Society Organization and Government institutional partners). The collaboration and partnership improved cooperation and dialogue among actors and built their capacities.

The program has created the basis for the enhancement of frequency and dietary composition of meals consumed by beneficiaries. Increment has been observed in farm productivity due to the JP's farm technology and input support. Increased productivity as well as training on food reserve management enhanced women's control over and management of household food reserve.

The number of rural women who managed to have a diversified and sustainable source of income increased from 1,066 to 2,915 rural women (2,687 in Oromia and 228 in Afar); The personal saving of these rural women engaged in diversified and sustainable sources of income has also increased ranging from 14,000 Birr (500 USD) to 80,000 Birr (2,900 USD).

The JP's support enabled vulnerable rural women to influence decisions affecting their lives at the household level. The program also built the capacity of rural women to participate in decision making within rural governance institutions. Beneficiary women started participating in local development committees, associations, cooperatives and conversation groups as members and leaders. This is a notable achievement because the changes are evident even in the culturally and religiously conservative society of Afar.

While the JPRWEE'S results achieved so far are remarkable and encourages the scaling up of the program, further strategic interventions are needed to ensure sustainability of the result and interventions at individual, community, and institutions level. For the current work plan, the JP will continue focusing on the four key intervention areas in line with the program outcomes, mainly in food and nutrition security, livelihoods, leadership and conducive policy environment. Particularly, focus will be given to more training and technical assistance to rural women and strengthening their cooperatives to move up the value chain with access to useful market opportunities and assisting their access to more financial and non-financial services (business development service) beyond revolving fund by JP RWEE will continue to be carried out during this additional period, as reflected in the activities under Output 2.2. As the major objective of such program interventions at pilot stage is to draw learning and plan for higher and more impactful interventions, continuous promotion of enabling environment and building the capacity of the government and other development partners for gender responsive development program / economic empowerment are very important. Therefore, the program will focus on evidence-based advocacy and lobby, as included under the activities in Outcome 4. In addition to this, assistance will be provided to institutions through trainings to staff and system development like development of manuals, guidelines and gender responsive working modalities, as reflected in activities under the Output 4.1

In addition, it is known that displacement affects the people's physical health, psychological wellbeing and environment, their ability to secure a livelihood and their access to security, education, housing, basic infrastructure and a social life with significant and long-lasting effects on their socioeconomic development. The impact of displacement is felt more adversely on the most vulnerably categories like women and girls due to gender roles and gender-based gaps in access to resources and gender-based violence. Women bear additional responsibilities for meeting the need of their children and family with the increase of workloads and limited access to resource and income. Therefore, the skill development training, training on cooperative management and principles, access to revolving fund, introducing agricultural inputs and technologies for 400 displaced women with the aim of promoting

the economic empowerment of women and to reduce the suffering of rehabilitation process during this final stage of the program. In addition, 600 women from host communities (six groups/cooperatives) from the two IDPs towns /districts are targeted in the project to build trustworthy relations between host communities and displaced persons, to sustain the good will of the hosting community in supporting the IDPs, to create market and supply chain opportunities between the two communities, to support the integration of the vulnerable women and girls in IDPs, to facilitate experience sharing as they are from different cultural background.

The above interventions are also proposed based on concrete results and lessons learnt that can be replicated, scaled up and widely disseminated thanks to the midterm evaluation of the JP RWEE, regular monitoring and debriefing meetings and/or reflection and planning meetings of JP RWEE. The following are the major lessons learned/good practices used to inform development of the current work plan:

- The synergy created among the different actors (UN agencies, government organizations, local level community including host community in case of IDPs, their organizations and CSOs) enhances partnership, strengthens the efficient use of resources, and creates a sense of ownership.
- Women's economic empowerment entails a deep understanding of the linkage of economic empowerment with other dimensions of empowerment. Further denoting the fact that women's empowerment takes place in a continuum and in the three domains of change (individual, communities and associations).
- Joint programming might take longer time at the starting up phase as compared to individual Agencies' programs, as it requires the pulling of resources and expertise. However, as this JP clearly shows, in the long-term the results seem to be sustainable.
- Widening programmatic scope both in terms of targeting beneficiaries and regions might be needed to widen the result and impact of future programs.
- The critical contribution of investment on skills enables rural women to create sustainable livelihoods;
- Creating exposure and experience-sharing visits for rural women inspires them to strive for improved lives and to think big,
- Creating room for emerging agendas (global, regional and national) is an opportunity to capitalise for program success;
- Engaging donors from the onset and throughout the program implementation;

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 still not significant.

- Previous JP RWEE experiences showed continued support to the targeted women and their cooperatives such as specific trainings on value additions, post-harvest management technologies, coupled with access to infrastructure, adequate financial services, continuous business development services are critical factors to fill in the skills and resource gaps for viable and sustainable agri-businesses activities.
- The newly targeted rural women (the internally displaced rural women in Oromia and rural women in the host community) need the basic capacity development and finance needs. By doing so, JP RWEE will be able to replicate and scale-up its interventions in a more inclusive and sustainable manner.
- The newly targeted rural women also need to access climate smart and innovative agricultural inputs and women friendly agricultural technologies to engage in sustainable and competitive agri-businesses and agricultural value chain activities.
- The challenge pertaining to that targeted rural women's participation, control and benefits are complex and are related to deeply-rooted discriminatory practices where change of behaviour takes long time in most instances Changing such mindsets has been possible through systematic and sustained community conversations in targeted communities over a period, and through conscious engagement of male. Thus, to ensure better participation of women in development and social dynamics, to realize behavioural change and transform prevailing discriminatory practices, the program need to keep on facilitating the same with the aim of reaching more rural women and their spouses, boys, girls, male duty bearers at government institutions and elderly (community leaders) in the process.
- JP RWEE will continue to engage in interventions aiming to increase the capacity of institutions and produce evidence for policy-level changes; because on one hand, capacity, resources and efficiency of the national women affairs offices and other different government structures in agricultural and related sectors still are inefficient. On the other hand, working on the enhanced implementation of existing gender-sensitive policies and programs for rural women's economic empowerment it is very important while it needs also to be persistent in advocating for gender responsiveness of all new policies /strategies and programs related to the sector in Ethiopia. This has been also indicated in the evaluation finalized in early and continuous review meetings and field monitoring report.

The internally displaced women and girls and the IDP as whole do not live in in isolation as they are surrounded by different community groups holding various gender biased behaviors in the host community. Therefore, must be a way to create healthy relationship between the rural women

and girls in the IDP and the rural women/girls in the host community. With this objective of capitalizing on the positive socio-economic integration and reducing gender-based violence against women/girls at the IDPs and host community, JP RWEE will invest in strategic key interventions with 600 women/female youths in the host community. Accordingly, apart from the direct work with the targeted rural women in the host community, various community based consultative meetings between the influential host community members and representatives of women from IDPs and elderly will be held and followed by community conversations and gender sensitization workshop

6. Sustainability

The Ethiopian JP RWEE was formulated by incorporating sustainability strategies at the outset of the program. 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.

However, with the current, potentially the last tranche of the fund for 1st phase; the program will try to complement local level ownership with interventions that would tackle potential stumbles for the sustainable success of rural women supported by the program. The stumbles could happen in any of the intervention area, access to financial and other productive resources as well as income generating activities that has been started by beneficiary women through the program. A good example for this could be beneficiary areas which are commonly known for lack of animal feed. While women are engaged either in fattening and diary businesses the program so far may not work in this area for limited resources available. Apart from this, the program would focus on value addition as one means to sustain results and attain impact on women. Hence, the program will focus more on diversification of products for women business groups supported by JP RWEE.

Interventions implemented so far through JP RWEE focused on creating government and local level ownership in order to ensure sustainability. The government structures have been supporting the implementation of the program since its beginning. Through the government, women cooperatives have been provided with land, electricity and working premises where the Cooperative Promotion Agency (Government institution at district and regional level) is responsible for assisting with technical guidance and auditing services to the women cooperatives, including the ones under this program. Moreover, the Business Development (BD) Service providers composed by Government and CSO (SWAA-E), coordinated by district level Women, Children's and Youth Affairs Bureau, is working to provide technical guidance for women cooperatives and individuals. Though the work of the BD service providers, the program will ensure that targeted women received appropriate and continued services. The program will continue to use its integrated approach for the current Annual Work Plan period, which includes interventions in the individual, community and institutional level to foster the sustainability of the program and inform its upscaling strategy.

I. At Individual level

▪ Capacity building and continued access to financial and non-financial services

For the period of the current Work Plan, the program will focus on building the technical and leadership skills of the targeted women through specific training on leadership and social skills, experience-sharing visits and skills training on marketing and business management, among others. The capacity building will be complemented by facilitating the all targeted women's access to financial and non-financial services provided by the program and by facilitation links among the women with other financial service providers operating in the areas, including linkages with banks and micro finance institutions. For new targeted women (1,000), the program will provide revolving fund and related support while the existing rural women RUSACCO members will continue to get loans from their cooperatives and other sources like cooperative unions.

▪ Develop the targeted women into cooperative

As a result of JP RWEE support, targeted women in both Afar and Oromia Region have been organized into 14 RUSACCOs⁸ and 13 business cooperatives/groups. During this period, the program will continue providing technical support on their already established system by the provision of refreshment trainings on cooperative management and exposure visits with the most successful cooperatives.

For the new targeted rural women (1,000), the program will facilitate the creation of new RUSACCOs and business cooperatives/groups. From this, 400 internally displaced women will be organized into two RUSACCOs (Sululta and Galan Kebeles) and 600 rural women from host communities in the nearby areas will be supported to establish three six additional RUSACCOs. The new targeted women will also receive trainings on basic business skills, cooperative management and they will be supported to get access to offices facilities and continued support from Cooperative Promotion Agency. The program also ensures systematic operation of the cooperatives through provision of guidelines and close supervision with experience sharing visits among new and existing cooperatives.

In 2021, a further 300 existing beneficiaries from existing informal groups will be supported to form legally registered cooperatives (RUSACCOs) and to establish and manage revolving funds.

▪ Facilitating engagement with value-addition activities and access to market opportunities.

So far activities that created access to agricultural inputs (land, labour and timesaving and production technologies) were carried out where more than 800 women have started engaging in diversified business-like dairy farm, grain production, fattening business. For these existing activities, technical support will continue to be provided for strengthen their operations and income-generation. In addition to this, skills training will be provided to female tractor operators and animal feeding processing machine (feed mixer). For the new cooperatives/groups, composed by the newly targeted women, climate smart agricultural inputs, technologies and tools will be provided, based on the results

⁸ Of the 14 supported RUSACCOs, 9 are in Oromia; 5 in Afar.

of a feasibility study to be conducted at the specific areas. This will be followed by technical guidance of the Business Development Service (BSD) team for effective value addition activities and access to useful market.

In addition to the previously established market linkages, the innovation for the current period will be the establishment of socio-economic and market linkages between the targeted women in host communities with internally displaced ones.

- **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 using community mobilization by applying gender focused community conversation and gender sensitization forums. The intervention aims at changing the norms and attitudes of the entire community, including husbands, elders, religious leaders, fathers, and adolescent boys. The impacts of displacement on host community and the displaced community is multifaceted. To minimize the social complications and to create strong and lasting economic and social relationship between the targeted women at IDPs and rural women in host communities, various community level consultation meeting/workshops followed by community conversation forums and gender awareness raising events will be held. Finally the community will be supported to develop community bi-law that will be serving (guiding) the community's practices and behaviours even after the program is phased out, as it is the case for all types of community conversations (community dialogue forums) sustainability strategy.

- **Male engagement**

JP RWEE will continue conscious engagement of male counter parts mainly the spouses of the targeted rural women as its main strategy to address the individual and community levels norms and gender relations to ensure the support and active engagement of men for participation and benefit of rural women from the agricultural value chain and gender equality. Because, due gender roles and relationships and gender division of labour at household level, women are overburdened playing triple roles, while have limited access to a control over the use of resources, and the sharing of the benefits of production. Thus, sensitizing family members (husbands and wives all together), enforcing

positive relationship between the husbands and wives of the targeted households not only enhances sharing of household chores among the family members but it also brings positive attitude and contribution to sustain the development efforts being carried out for them while it fosters behavioural change among children of the same families and community in the neighbourhood.

III. Institutional Capacity Building and policy dialogues

- **Institutional capacity and networking between sectors at district levels to ensure continuous provisions of business development service (BDS) and Monitoring at community level.**

One of the key strategies to maintain sustainability of development interventions is to ensure ownership by local governance system and ensure continuous provision of business development services by concerned sectors in organized and coordinated manner. Thus, being the district level coordinating body of the program, the women, children and youth affairs office of all target districts will be capacitated through trainings, development of manuals/guidelines as well as provision of key office equipment to better coordinate the efforts of all actors in the district and keep on supporting targeted rural women. In addition, the network of BDS provides composed of district government offices (agriculture, administration, livestock, land administration, education women affairs and NGO (SWAAE) will be trained on BDS and on how to better deliver for rural women and their cooperatives on continuous manner. Moreover, to maintain continuous communication between expertise at district level and beneficiaries on-site and continuous monitoring visit is the most important aspect however, the focal person of the targeted districts has been mentioned as a challenge for several times due to lack of vehicles. Therefore, the program will provide motor bicycle to the government structure at grass root level mainly targeted districts.

- **Strengthening RUSACCOs' financial management system**

The targeted thirteen RUSACCOs now have more women members than initially targeted. 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.

▪ **Documentation of best Practices, conducting reflection and experience sharing sessions**

A program 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 program in other regions. Documentation and publication of best practices of JP RWEE followed by consultative meetings will also be held with the relevant government, UN Agencies and implementing and other NGOs on the strategy of upscaling of the program shall also be carried out. Meetings aligned with the government planning periods will also be used to directly provide technical support to the government partners to adopt the effective strategies/best practices of JP RWEE into their regular strategic and annual work planning, and implementation processes and systems.

Resource mobilisation

The country team already has a very good experience of locally mobilizing resources for JP RWEE where it managed to raise 1.5 Million USD from SDG-F (Financed by the Spanish Agency for International Development Cooperation). Thus, based on the lessons from this and other interventions, the program team has developed a fund mobilization concept note which was endorsed by the Heads of Agencies (HoAs) of the participating agencies to ensure upscaling and replication of JP RWEE. Based on this concept note, actions that include bilateral meetings with existing donors and a strategic meeting with the HoAs were conducted. The following are ongoing initiatives that are aimed at resource mobilization efforts for JP RWEE:

- Facilitate field visit with China Foundation for Poverty Alleviation (CFPA), which has already shown an interest in JP RWEE and other donors and follow up with round table meetings for possibility of funding the program in up-scaled /higher level.
- Conduct bilateral/individual meetings with existing donor like the Spanish Agency for International Development Cooperation,
- Create partnerships with ongoing programs/projects and partners that the JP can leverage/capitalize on or solicit technical support from: this will involve creating partnership with relevant ongoing programs by multilateral or bilateral organizations in the country.
- With the objective of bringing on board the private sectors to support women in their access to finances and other non-financial services, workshop has been conducted of Women Empowerment Principles (WEPS) and Gender and Macroeconomics. With these five private sectors are committed

to work on WEE including Rural Women Economic Empowerment. This strategy will be continued to engage more private sectors operating in JP RWEE areas.

- The participating agencies will work in partnership with the government to mobilize resources for the purpose of replicating JP RWEE in other parts of the country by introducing of JP RWEE's success stories to higher level government officials. Because, the renewed commitment of the Government at higher level which brought women empowerment at the forefront of development agenda bears a new opportunity for JP RWEE. In this context,
- As the current reform that the country is undertaking is believed to attract several new donors to the country and gender being one focus areas, concept note will be developed for the program and will be shared with potential new donors interested to work on rural women economic empowerment and approach of the introduction of JP RWEE.
- Finally, it is envisioned to invite potential donors to program activities and field monitoring visits that will inform them on the program and trigger potential contributions.

7. Monitoring & Evaluation

Monitoring and documentation of results will be an integral part of program management. Activities that include biannual and annual joint field visits, program 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. An 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 program will be reviewed biannually considering the recommendations and lessons learned from joint monitoring, biannual report and review meetings but also to take into consideration the recommendations from the conducted evaluation of the program. One of the recommendations from the evaluation finalized by the first quarter of 2019 was the lack of enough qualitative indicators to fully document changes in the livelihoods of rural women. Although the program is already producing human interest stories (also known as success stories), for the current work plan there is an emphasis on linking the documentation of cases with qualitative measurement of indicators. Examples of these are the following: indicator 2.2.1B and 3.1.4 B.

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 which will provide qualitative data;
- 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.

Regarding evaluation of results, a final evaluation of the contribution of the joint program is planned for this planning year. The main objectives of the evaluation will be to measure the extent to which the Joint Program has achieved the expected results and provide recommendations on replication of best practices but also on the way forward of the program. The methodology of the program will combine quantitative and qualitative methods, but also will leverage on the findings of the evaluation of the program conducted in the framework of the SDG-F contribution.

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, fact sheets articles, newsletters and documentary videos), in close collaboration with the Global Coordination.

Particularly for the planning year, some of the knowledge products that will be produced are the training manual on gender inclusive CSA; the assessment and policy brief on key gender and socio-economic issues and opportunities focusing on pastoralist and agro - pastoralist areas, at targeted IDP and the host community. 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, as detailed in the Annex 1, with activities like forum, conferences and policy dialogues. 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.

8. Budget

PROGRAMME BUDGET (amount requested this time)					
CATEGORY	FAO	IFAD	WFP	UN WOMEN	TOTAL
1. Staff and other personnel costs	18,000		18,000	54,000	90,000
2. Supply, Commodities, Materials	127,105				127,105
3. Equipment, Vehicles and Furniture including Depreciation					-
4. Contractual Services	78,954		5,000	50,000	133,954
5. Travel	17,922		10,000	12,587	40,509
6. Transfers and Grants Counterparts			286,000	192,373	478,373
7. General Operating and Other Direct Costs	14,727				14,727
Total Programme Costs	256,708		319,000	308,960	884,668
8. Indirect Support Costs	17,969		20,736	21,627	60,332
TOTAL	274,677		339,736	330,587	945,000

9. Names and signatures of participating UN organizations

Name:

Title: Country Representative

(On behalf of FAO)

Date:

Name:

Title: Country Representative

(On behalf of IFAD)

Date:

Name: _____
Title: Country Director
Date: _____
(On behalf of WFP)

Name: _____
Title: Country Director
Date: _____
(On behalf of UN Women)

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						
Output 1.1 Rural women have increased access to and control over resources, assets and services critical for their food and nutrition security						
Activity 1.1.1 Train new beneficiary targeted rural women group leaders and selected women from existing beneficiary groups to serve as change agents on good nutrition practices including dietary diversity and complementary food preparation and demonstration as a mechanism to ensure sustainability of results attained.	Indicator 1.1.1 Number of targeted rural women and their household members with improved nutrition practices and are able to demonstrate it for other through the existing government extension structures	2500 Rural women (1,500 existing and 1000 new)	October 2020- April 2021	Afar and Oromia Regions	FAO	15,000
Activity 1.1.2 Establish a feed composition center, provide inputs and technologies to enable beneficiary women organized in business groups diversify production within the specific IGAs	Indicator 1.1.2. Number of feed compositions centers established, and number of additional product types women business groups have newly added as their products	3,500 rural women (2500 existing and 1000 new)	January 2020- March 2021	Afar and Oromia Regions	FAO	73,481
Output 1.2 Rural women have greater capacity to enhance and control local food security reserves and their production						
Activity 1.2.1 Technically support rural women business groups, with introduction of new processing techniques with provision of innovative food processing plants-	Indicator 1.2.1 Number of rural women accessing innovative food processing plants.	2000 Rural women (1,500 existing and 500 new)	January 2020- June 2021	Afar and Oromia Regions	FAO	45,500
Activity 1.2.2 Provide agro processing and post-harvest management technologies and Climate Smart Agriculture (CSA) inputs and related trainings on the use of the technologies.	Indicator 1.2.2: Number of rural women accessing the technologies/CSA inputs	700 Rural Women (300 existing and 400 Newly targeted)	January 2020- June 2021	Afar and Oromia Regions b.	UN Women	40,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Outcome 2 Rural women have increased income to secure their livelihoods						
Output 2.1 Rural women have enhanced entrepreneurship skills and value chains to access markets for their products						
Activity 2.1.1 Create strengthened market linkages for beneficiaries engaged in dairy processing, fattening (goat and bull), poultry production and horticulture production and business.	Indicator 2.1.1 Number of targeted women's getting access to diversified market opportunities and sales record of the business groups	2500 Rural women (1,500 existing and 1000 new.	November 2020- April 2021	Afar and Oromia Regions	FAO	25,000
Activity 2.1.2 Train rural women business group members on the techniques of creating additional market linkages and linkage strengthening strategy.	Indicator 2.1.2 Number of target women with increased marketing skills of specific value chain	2500 Rural Women (1,500 existing and 1000 new	November 2020- March 2021	Afar and Oromia Regions	FAO	20,000
Activity 2.1.3 Conduct Training of Trainers (ToT) on basic business and entrepreneurship skills, business plan appraisal and financial management for woreda level government experts and accountants' of RUSACCOs to strength their capacity to provide efficient training for new members joining the RUSACCOs.	Indicator 2.1.3 Number of trained woreda experts and RUSACCOs staff with increased skills to deliver training on basic business skills and entrepreneurship.	24 Staff (18 from woreda IPs offices and 6 RUSACCOs hired staff)	October 2020- June 2021	Afar and Oromia Regions	WFP	16,000
Activity 2.1.4 Conduct training on Business Development Services and facilitate women's cooperatives linkages to sustainable markets and market information at different levels including the IDP with host community	Indicator 2.1.4: Number of Rural Women groups/cooperatives with access to better market.	12 Women cooperatives with at least 2400 members (ten previous RUSACCOS and two new ones)	May 2020- June 2021	Afar and Oromia Regions	UN Women	27,275
Activity 2.1.5 Build the capacity of targeted women skills on management of joint businesses (business groups/cooperatives) through trainings and business development services.	Indicator 2.1.5: Number of targeted rural women/girls in agribusiness enterprises /cooperatives with improved joint business management skills.	700 rural women (400 female IDPs and 300 women from host community	May 2020- June 2021	Afar and Oromia Regions	UN Women	12,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
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 Establish and manage revolving funds for the new targeted rural women	Indicator 2.2.1 A Number of new targeted rural women accessing revolving fund.	1,700 Rural Women /RUSACCOS)	October 2020- June 2021	Afar and Oromia Regions	WFP	162,000
	Indicator 2.2.1 B. Changes identified by rural women after their access to revolving fund are documented.	1400 rural women				
Activity 2.2.2 Strengthen woreda and RUSACCOS offices to enable them to provide efficient service for members by fulfilling basic office and field equipment's.	Indicator 2.2.2: Number of woreda offices and RUSACCOS strengthen by providing office and field equipment's.	11 new RUSACCOS	October 2020- June 2021	Afar and Oromia Regions	WFP	50,000
Activity 2.2.3 Organize experience sharing visit for the host communities RUSACCOS committee members to share best practices from existing and other successful RUSACCOS on their access to financial services.	Indicator 2.2.3: Number of participants who took part on the experience sharing visits.	150 rural women from three RUSACCOS (50 women from IDPs and 100 from host community	October 2020- June 2021	Oromia Region	WFP	7,000
Outcome 3 Rural women have enhanced leadership and participation in their communities and in rural institutions, and in shaping laws, policies and programs						
Output 3. 1 Rural women confidence and leadership skills built to fully participate in family matters, rural institutions, cooperatives and unions/local governance						
Activity 3.1.1 Organize leadership, social skill and assertiveness training to women/girls in agri business cooperatives/groups (leaders and aspiring leaders) for better and strengthened management of their cooperatives and businesses.	Indicator 3.1.1 Number of women with improved leadership, assertiveness and management skills.	300 rural women (100 women from existing cooperatives 200 women from new cooperatives/	April 2020- May 2021	Oromia Region	UN Women	25,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
		groups at IDP and host community)				
Activity 3.1.2 Conduct Integrated Functional Adult Literacy session to increase the numeracy, literacy skills and confidence of both existing and new targeted rural women.	Indicator 3.1.2 Number of Rural women with improved reading and writing skill through functional literacy	450 Rural women (300 Existing and 150 new)	October 2020- June 2021	Afar and Oromia Regions	WFP	6,000
Activity 3.1.3 Sensitize the local government experts and internally displaced women and women from the host communities on the integration, collective leadership, linkages and cooperation between the targeted rural women of these two communities (IDP and the Host community)	Indicator 3.1.3 Number of rural women and government experts with mutual understanding about the importance of integration between each community and willing to participate women from IDP in Unions, cooperatives and local leadership.	150 participants (10 Government staff and 65 women from target at IDPs, 65 Women leaders of groups/RUSACC Os at host community and 10 male cooperative and union leaders.	September 2020- June 2021	Oromia Region	WFP	6,000
Activity 3.1.4. Conduct awareness raising sessions with women, their spouses, community and institutional leaders on gender and development, women's/girls' socio-economic rights and on COVID 19, behavior changing family practices	Indicator 3.1.4 A Number of community members sensitized on gender issues and rural women's economic empowerment Indicator 3.1.4 B Change of perception among community members on women's rights from the first to the last community conversation session.	6000 (4200 rural women + spouses and family) people	March 2020- June 2021	Afar and Oromia Regions	UN Women	18,000
Activity 3.1.5 Conduct community level consultation workshops and community conversation forums by participating members	Indicator 3.1.5. A Number of women and community members who are	1500 (900 women and 400	January 2021- June 2021	Oromia region	WFP	10,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
of three group/ RUSACCOS in adjacent host communities kebeles and internally displaced targeted women and influential persons from IDPs and influential persons from the host community.	aware of their rights and implement it on supportive way. Indicator 3.1.5.B Number of Community members at the host community with better understanding about the situation of the IDP and availing support to internally displaced women/girls.	600 males (from nine RUSACCOS)				
Output 3.3: Rural Women, including young women, have increased capacity to engage in and influence relevant policy forums at national and regional levels.						
Activity 3.3.1. Promote shared learning through visiting climate-smart villages (CSVs) and other related initiatives with different organizations.	Indicator 3.3.1- Number of rural women that participated in the learning visits and have strengthened their knowledge.	40 Rural women	Aug 2020- June 2021	Federal, Oromia and Afar Region	UN Women	8,000
Outcome 4 A more gender responsive policy environment is secured for the economic empowerment of rural women						
Output 4.1. Agriculture key stakeholders, including relevant government bodies, capacity enhanced to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting.						
Activity 4.1.1 Support Women, children, youth Affairs Directorate of Ministry of Agriculture to develop standardized gender inclusive CSA / agriculture training manual with training of trainers (TOT) sessions for trainers.	Indicator 4.1.1 Number of experts and officials in relevant government sector offices with increased capacity to conduct gender analysis and integrate gender sensitive indicators and targets in planning and budgeting.	60 experts (40 male and 20 women from Agriculture based organizations)	January 2020- December 2020	Federal and Regional	UN Women	6,000
Activity 4.1.2 Train on monitoring and reporting of the SDGs indicators including support for the country-level implementation of the Gender and VGGT capacity development program.	Indicator 4.1.2 Number of experts trained	75 individuals from 10 Sectors	January 2021- June 2021	Federal	FAO	20,000
Output 4.2 Greater availability of tools and data to track progress in the economic empowerment of rural women						

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Activity 4.2.1 Conduct gender analysis of national agricultural strategies/policy and program to identify gaps and entry points for developing and/or supporting gender integration to support policy dialogue.	Indicator 4.2.1 Gender Analysis of the National Agricultural policy and or strategy and programs completed.	MOA (Ministry of Agriculture and Agricultural Research institutions)	November 2020- April 2021	Federal	FAO	25,000
Activity 4.2.2 Conduct research/ assessment and /or policy briefs on key gender and socio-economic and COVID 19 issues and priorities as well as opportunities for women targeted at IDP and the host community to come up with strategic and policy issues that will support economic linkages between the host and IDC and inform policy dialogues.	Indicator 4.2.2 Number of researches conducted to inform policy development and actions for gender equality	One Assessment Report	July 2020- December 2020	Federal and Regional	UN Women	8,000
Output 4.3 An enabling environment is promoted to reflect rural women's priorities in regional policy processes						
Activity 4.3.1 Convene policy dialogues on implementation /revision/formulation of policies, strategies advancing rural women's economic rights.	Indicator 4.3.1 Number of dialogue mechanisms/forums on agriculture, CSA, rural development and women's economic rights (WEE) conducted	2 Dialogues forums	Feb 2021- May 2021	Federal and Regional	UN Women	10,000
Activity 4.3.2 Organize regular forum /platform on WEE and gender responsive CSA and support its continuity in partnership with MOWCA and other key stakeholders	Indicator 4.3.2 Number of gender equality networks/forums organized to influence national plans, laws and policies promoting economic empowerment.	One forum	January 2021- May 2021	Federal	UN Women	7,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Activity 4.3.3 Organize annual forum/networking conference between women/girls agro-processing cooperatives leaders, cooperative unions and associations and representatives to share experiences, views and collectively air their challenges and policy issues to decision making bodies.	Indicator 4.3.3: Number of rural women and men participating in these events.	200 participants (150 rural women RUSACOO leaders and members and 50 men from government).	January 2021- June 2021	Afar and Oromia Regions	UN Women	12,000
5) Program Coordination, Monitoring and Knowledge Management						
Activity 5.1 Conduct a regional level workshop on how to scale up and ensure sustainability of the JP-RWEE model approach in the pilot regions.	Indicator 5.1 Number of workshop participants segregated by sex and offices	60 Participants: 35 from Government IPs and 25 (15 women and 10 Male) beneficiary communities' representatives	January 2021- June 2021	Afar and Oromia Regions	WFP	10,000
Activity 5.2 Revise the check list and facilitate documentation of qualitative and quantitative information against indicators	Indicator 5.2-Number of assessment report against indicator.	one qualitative /quantitative assessment report	January 2020- April 2021	Federal, Oromia and Afar Region	UN Women	6,500
Activity. 5.3 Carry out final evaluation of the JP RWEE	Indicator 5.3 Evaluation report produced and disseminated	One Final Evaluation	June 2021	Federal, Oromia and Afar Region	UN Women	20,000
Activity 5.4 Conduct Regional Biannual Review Meeting		6 District Level Participating Sector Offices	Sept 2020 March 2021	Afar and Oromia Regions	WFP	6,747
					UN Women	13,000
Activity 5.5 Provide technical support to Government Staff for joint Monitoring at district level		6 District Level Participating Sector Offices	Sept 2020 March 2021	Afar and Oromia Regions	WFP	20,000
					UN Women	7,779

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
Activity 5.6 Monitor of Program Implementation including general operating cost		6 District Level Participating Sector Offices	October 2020- June 2021	Afar and Oromia Regions	FAO	14,727
			Sept 2020 June 2021	Afar and Oromia Regions	UN Women	12,587
				Afar and Oromia Regions	WFP	10,000
Activity 5.7 Produce Program knowledge management and communication products		Federal, Regional and District Level Participating Sector Offices and Cooperatives	Sept 2020 June 2021	Federal, Oromia and Afar Region	UN Women	7,000
Activity 5.8 Organize a national consultation among JP RWEE National Stakeholders (Participating Agencies, National Government, Implementing Partners, representatives of rural women), to agree on the way forward and identify best practices, lessons and inform global learning and development of JP RWEE Phase two		Federal, Regional and District Level Participating Sectors, Representative from private sectors, and the women cooperative leaders, participating UN Agencies	Feb 2021 April 2021	Federal	UN Women	14,819
Total Direct Program Costs						797,415
Indirect Support and Personnel and Staff Costs						
Indirect Support cost					FAO	17,969
					UN Women	21,627
					WFP	17,989
Personnel and Staff Cost					FAO	18,000

Activity description	Related indicator	Number of beneficiaries (women/men)	Timeframe	Place of implementation	Lead Agency	Activity cost
					UN Women	54,000
					WFP	18,000
Total						945,000