



**Gender advisory and  
knowledge services**  
supported by the  
Netherlands Ministry  
of Foreign Affairs

**GENDER RESOURCE FACILITY**



GRF support for gender integration in  
selected Food Security and the Rule of  
Law projects of the Embassy of the  
Kingdom of the Netherlands (EKN) in  
Addis Ababa

## **Gender Resource Facility**

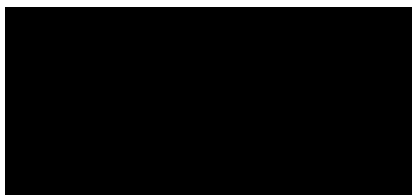
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Specialist(s)

Coordinator GRF  
Assignment Manager GRF



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knowledge services**  
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Mauritskade 63  
1092 AD Amsterdam  
P: +31 (0)20 568 8575  
[GenderResourceFacility@kit.nl](mailto:GenderResourceFacility@kit.nl)

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## Acronyms

ATA	Ethiopian Agricultural Transformation Agency
AGP	Agricultural Growth Program (of GoE)
AGP-LMD	Agricultural Growth Program – Livestock Market Development
A-TVET	Agricultural Technical Vocational Education and Training
BEMO	Activity Appraisal Document (Beoordelingsmemorandum)
BENEFIT	Bilateral Ethio-Netherlands Effort for Food Security, Income and Trade
CASCAPE	Capacity Building for Scaling up of evidence based practices in agricultural production in Ethiopia
CDI	Center for Development and Innovation (of WUR)
DA	Development Agent
DairyBISS	Dairy Business Information and Service
DFATD	Department of Foreign Affairs, Trade and Development (of the Government of Canada)
EDGET	Enhancing Dairy Sector Growth in Ethiopia
ED-HDP	Ethio-Dutch Horticulture Development Program
EHPEA	Ethiopian Horticultural Producers and Exporters Association
EKN	Embassy of the Kingdom of the Netherlands
ENTAG	Ethiopia-Netherlands Trade for Agricultural Growth
EU	European Union
FFS	Farmers' Field School
FHH	Female headed household
G0	Gender Equality Policy Marker "0" (gender equality is not targeted)
G1	Gender Equality Policy Marker "1" (significant)
G2	Gender Equality Policy Marker "2" (gender equality is the principal or main objective)
GALS	Gender Action Learning System
GAP	Gender Action Plan (NB another meaning is: Good Agricultural Practices)
G&N	Gender and Nutrition
GoE	Government of Ethiopia
GRF	Gender Resources Facility
GSA	Gender Situational Analysis
GTP	Growth and Transformation Plan (of GoE)
GWG	Gender Working Groups
GYEM	Gender and Youth Empowerment in Horticulture Markets
HHMI	Household Micro-Irrigation
Horti-LIFE	Small-scale Horticultural Development Programme
ISSD	Integrated Seed Sector Development
IWUA	Irrigation Water Users Association
MASP	Multi-Annual Strategic Plan
M&E	Monitoring and Evaluation
MHH	Male headed household
MI	Micro Irrigation
MoA	Ministry of Agriculture
MoU	Memorandum of Understanding
MTR	Mid-Term Review
ODA	Official Development Assistance
PALS	Participatory Action Learning System
PCU	Partnership Coordination Unit
PI	Partner Institution
PIT	Project Implementation Team
PMF	Performance Measurement Framework
SMIS	Small Scale and Micro Irrigation Support
SNNPR	Southern Nations Nationalities and Peoples Regions
SNV	SNV Netherlands Development Organisation
SRL	Security and the Rule of Law

SSI	Small Scale Irrigation
SS&M	Small Scale and Micro (irrigation)
TA	Technical Assistance
TC	Technical Committee
ToC	Theory of Change
ToR	Terms of Reference
TVET	Technical Vocational Education and Training
VAW	Violence Against Women
WAD	Women Affairs Directorate (of MoA)
WLR	Wageningen Livestock Research
WRGE	Women's Rights and Gender Equality
WUO	Water Users Organisation
WUR	Wageningen University and Research

## 1. Introduction and approach

This report presents the process, findings and recommendations forthcoming from the GRF assignment supporting EKN Addis Ababa for gender integration in selected projects. The assignment consists of two components:

1. To review eight Food Security projects;
2. To review one Rule of law project.

This report covers the review of the Food Security Projects; a separate report will cover the review of the Rule of Law project.

### 1.1 Background of the assignment

EKN Addis Ababa requested the support of GRF in order to strengthen the contribution and relevance of selected development projects towards gender equality and women's empowerment. The Multi-Annual Strategic Plan (MASP) 2014-2017 includes Agriculture/Food Security as one of its pillars, next to Security and Rule of Law (SRL) and Sexual and Reproductive Health and Rights. The Embassy prioritizes addressing gender inequality as an objective in its own right, as in line with the policy of Netherlands Ministry of Foreign Affairs and EU's Gender Action Plan. Under the MASP gender is a cross-cutting theme, for effectiveness of the projects and sustainability of the project impact.

In the course of the implementation of the MASP 2014-2017 and after EKN's new Gender Policy Officer had started her work in May 2015, the need was felt within the Management and policy staff of EKN to strengthen the integration of gender in its programs and activities. A first scan by the Gender Policy Officer and AgriProFocus of the projects within the agricultural portfolio had identified that gender equality had been insufficiently taken into account from the start of the projects, apart from stating the number of women beneficiaries. This was reflected in the absence of gender analysis, gender indicators and gender equality and women's empowerment strategies, as well as in gaps in the capacity of project personnel.

Subsequently EKN's Agriculture/Food and Nutrition Security portfolio staff, in collaboration with the Gender Policy officer, organized several events for project to enhance their capacity for gender mainstreaming in the activity cycle:

1. A Learning Event facilitated by AgriProFocus and EKN's Gender Policy Officer to create awareness on how to mainstream gender in programme and project activities (for representatives of EKN financed projects) on 23 February 2016.
2. A second learning event facilitated by AgriProFocus titled "Guidance for Dutch-funded projects on how to report results for the annual progress report on food security". Although this event did not specifically focus on gender mainstreaming, gender issues were among those addressed, including by stressing the importance of empowering women with regard to intra-household decision-making, also in order to have impact on household resource allocation to nutritious food. On 27 April 2016.
3. Gender Analysis Training for EKN Projects, a half-day training by AgriProFocus for representatives of EKN financed projects on 13 May 2016.
4. For EKN Development Cooperation policy staff a workshop was facilitated (by an external consultant) to strengthen their capacity in integrating gender in programs/activities on 16-17 June 2017.

As many projects had not integrated gender equality into their objectives, results areas or logframe, EKN decided to also request for GRF support to review selected projects (see 1.3) and to provide recommendations for (better) integrating gender equality. The objectives of the GRF support were:

- a. integrating gender equality objectives and indicators into the selected Food Security and Security and Rule of Law portfolio projects (including in project documents such as the Log frame and M&E framework),
- b. providing recommendations for specific activities and/or strategies to contribute to the achievement of the outcomes of the projects for gender equality and women's empowerment;
- c. Strengthening the ability of selected EKN implementing partners to implement their gender activities/strategies and improve their reporting on gender equality and women's empowerment outcomes.

The main activities related to the above objectives were:

(a) Activities related to the review of project portfolio:

- Reviewing relevant documents of the 8 food security projects, such project proposals, appraisal reports (BEMOs), annual plans, progress reports, and/or other relevant reports, e.g. gender analyses, if available, in order to provide recommendations for EKN and project staff, to better mainstream gender in the objectives, outcomes, indicators, the M&E framework and the interventions of their project.
- Interviews and consultations with relevant EKN staff, including EKN's gender officer, and relevant project staff, to contribute to the review of relevant documents.
- Elaborate recommendations for better integrating gender equality and women's empowerment strategies within the projects.

(b) Activities related to the capacity development workshops on gender mainstreaming in projects:

- Prepare and conduct two workshops to enhance the capacity of the staff of the four BENEFIT projects (a 2-day workshop) and of the staff of the Horti-LIFE project (a 1-day workshop).
- Support and distance coaching to the four BENEFIT projects and the Horti-LIFE project on their Gender Action Plans.
- Formulating recommendations for EKN Addis to strengthen their ability to ensure that gender equality is better integrated in current and future food security projects.

(c) Final report:

- Prepare a final report, describing the process, the findings and the recommendations.

The detailed Terms of Reference for this assignment has been attached as Annex 1.

## 1.2 Brief description of the projects

The following projects were selected by EKN from their Agriculture/Food and Nutrition Security Portfolio to receive support from GRF:

Table 1: Description of Food Security projects reviewed

Project / Programme	Description	Implemented by	Duration	Budget
<b>DairyBISS</b> Dairy Business Information and Service	This project is working on private sector development by increasing the number of profitable dairy farms and firms in the Ethiopian dairy sector. Beneficiaries are commercial farms and dairy companies.	Wageningen UR Livestock Research and CDI	March 2015 – February 2018	€1.3 M
<b>EDGET</b> Enhancing Dairy Sector Growth in Ethiopia	This project is developing local dairy value chains, targeting a doubling of dairy income for 65,000 households and improving the nutritional status of 500,000 children. Beneficiaries are smallholders (average 2-3 cows), input suppliers, traders and local dairy processors.	SNV with GoE's Livestock Extension Department	End 2012 to December 2017	USD 13 M
<b>BENEFIT</b> Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership programme	The programme aims to improve production and availability of food as well as stimulate and develop sustainable income and trade among rural households of Ethiopia. The programme consists of 4 already existing food security projects, aiming to reinforce the synergy of these: i. The Integrated Seed Sector Development project (ISSD) ii. The Capacity building for scaling up of evidence-based best practices in agricultural production in Ethiopia (CASCAPE)	Center for Development and Innovation (CDI) of Wageningen University, with Ethiopian Universities / Research Institutes in case of	January 2016 – December 2019	€30 M



	<p>iii. The Ethiopia-Netherlands Trade Facility for Agribusiness (ENTAG) and</p> <p>iv. The Sesame Business Network project (SBN).</p> <p>The overall coordination of these four projects is by the BENEFIT Partnership Coordination Unit (PCU). The PCU supports the four projects in budgeting, planning, reporting, HRM, M&amp;E, and technical support on gender and nutrition (through the PCU Gender &amp; Nutrition Expert).</p>	ISSD, CASCAPE and SBN and private sector associations and the Netherlands-Africa Business Council as main partners.		
<p><b>SMIS</b> Small scale and Micro Irrigation Support</p>	<p>This project aims to ensure that all concerned public and private institutions in the project regions have the necessary capacity for gender-responsive identification, planning, design, construction and management of sustainable small-scale irrigation (SSI) systems and micro irrigation systems in a coordinated manner and based on a watershed approach. The SMIS project provides core capacity building support to the SSI part of the Agriculture Growth Programme (AGPII) of GoE and promotes micro-irrigation.</p>	<p>Agriteam Canada in collaboration with local government and Agricultural TVETs</p>	<p>2014 – 2018</p>	<p>Jointly financed by the embassies of the Netherlands and Canada</p> <p>€ 20.7 M, of which € 10 M is by EKN</p>
<p><b>Horti-LIFE</b> Small-scale horticulture development</p>	<p>This project focuses on the inclusive and sustainable growth of the fruit and vegetable sectors in Ethiopia through (a) facilitating the establishment of new high value horticulture supply chains aimed at export and regional high-end consumer markets; and (b) inclusion of smallholder growers in these high value supply chain arrangements.</p>	<p>SNV-Ethiopia</p>	<p>2016-2018</p>	<p>Total budget for EKN Addis is € 6.3 M</p>

The above Food Security projects are mostly implemented in four regions of Ethiopia: Oromia, Tigray, SNNPR and Amhara.

### 1.3 Description of the process and methodology

This section briefly describes the methodology and process of implementation of the Food Security component of this GRF assignment, which was conducted by two GRF specialists, of which one reviewed the two dairy projects (DairyBISS and EDGET); the other GRF specialist (as lead) reviewed the other 6 projects, prepared and facilitated the two workshops and provided feedback on the Gender Action Plans prepared by the selected projects, and visited Ethiopia from 25 January to 7 February 2017.

The GRF gender specialists started with a debriefing session with the Gender Policy Officer of EKN Addis Ababa in early November 2016 to discuss the ToR and work planning.

#### 1.3.1 Review of documents and interviews with EKN and project staff

For each of the above described projects, EKN Addis had shared a number of relevant documents, such as project proposals, BEMOs, M&E framework, annual plans and/or annual reports, inception report, and gender analysis or gender audit reports, if and when available. Also several other

documents were shared by EKN (e.g. on the Learning Events) and collected by the GRF specialists (e.g. on MoA's Gender Mainstreaming Guidelines). Annex 2 (References) provides an overview of the reviewed and consulted documents that are not project-specific. The project specific documents are included in Appendices to the Annexes describing the Findings and Recommendations per project.

The GRF specialists reviewed the received documents, especially assessing to what extent and how gender equality had been mainstreamed in objectives, outcomes, interventions and the M&E framework. A draft memo with findings and recommendations was prepared for each project, with one memo for the four BENEFIT projects together. Parallel to this interviews were held with project staff and EKN policy officers. Several interviews took place in the Netherlands, others in Ethiopia during the two week visit by one of the GRF specialists. See Annex 3 "people consulted".

Based on the interviews and/or written feedback, the project memos were finalized. They are attached as Annex 4 – 8. A summary of the findings is presented in the next chapter.

### 1.3.2 *Gender Capacity Building Workshops*

EKN also requested GRF to organise two workshops: (i) a one-day workshop for the Horti-LIFE staff (held on 30 January 2017) and (ii) a two day workshop for the staff of the four BENEFIT Partnership projects, including of the PCU (held on 2 and 3 February 2017).

The workshops aimed to build capacity of staff of the selected projects on mainstreaming gender into their interventions. The workshops had a special focus on the development of Gender Action Plans for the concerned projects.

The expected results of the workshops were defined, in coordination with the EKN Gender Policy Officer, Horti-LIFE and BENEFIT's Gender Expert, as:

1. Increased understanding of the participants on gender mainstreaming in general, with practical knowledge on gender mainstreaming relevant to the interventions of the concerned projects.
2. Concrete ideas about the gender objective(s) and outcomes, including the pathways to achieve these.
3. Concrete ideas about (improving) gender mainstreaming in the concerned projects' interventions and on potential specific gender activities to support gender mainstreaming.
4. First ideas about (additional) gender indicators, including how to measure them.
5. Better understanding on responsibilities for gender mainstreaming especially at project level, including on the need for (additional) gender expertise / gender focal persons
6. Agreement about the next steps to formulate / complete a gender action plan for each project, including timelines, responsibilities and budget.

Annex 4 and 5 include the (summarized) workshop reports for the Horti-LIFE project and the BENEFIT Partnership. The observations on the workshops are summarized in section 3.1.

### 1.3.3 *Other outputs*

During the assignment the GRF specialists produced memos with findings and recommendations for the reviewed projects as well as other documents in line with requirements of the ToR (e.g. feedback on draft GAPs). These have been added as Annexes to this report.

In the course of the project also other outputs were produced, such as workshop presentations, feedback on individual reports and information to specific projects. The below table lists these output items which were shared with EKN (in particular the Gender Policy Officer) at the time they were distributed (see the last column). They are not added as annexes to this report, but, if desirable, copies of these outputs can be requested from GRF.

Table 2: Outputs produced by GRF specialists

<b>Nr</b>	<b>Name of output</b>	<b>Description</b>	<b>Date</b>
1	Comments on second draft of Gender Audit BENEFIT	Email with comments	09/12/2016
2	Anti-harassment policy of Blue Gold programme	Example for the G&N Expert of BENEFIT (Word)	13/12/2016
3	Potential Gender Issues in ENTAG	Word document with suggestions for gender in value chain / trade project	15/12/2016
4	Comments on baseline survey questionnaires (brief comment on ISSD; longer comment on CASCAPE's baseline survey)	Emails	19/12 and 22/12/2016
5	Comments on Horti-LIFE Annual Plan 2017	Comments in email	05/01/2017
6	Meetings notes with [REDACTED]	Meeting notes with ENTAG project manager + GRF comments (Word)	23/01/2017
7	Definitions of child labour in agriculture	ILO definitions collected in Word document	26/01/2017
8	Detailed workshop programme Horti-LIFE (for facilitators)	Word document	28/01/2017
9	Horti-LIFE Workshop Programme for participants	Word document	29/01/2017
10	Presentations Horti-LIFE workshop	5 pdf documents	31/01/2017
11	Degree of women's participation and influence M&E Tool	To assess the extent of women's active participation in groups as cooperatives or IWUAs - Word document	03/02/2017
12	Presentations BENEFIT Workshop	4 pdf documents	05/02/2017
13	Issues discussed with EDGET	Email with summary of discussion with Mr Zelalem of EDGET	07/02/2017
14	Simplified WEAI indicators	As example / inspiration for BENEFIT – word document	12/02/2017
15	Detailed workshop programme BENEFIT (for facilitators)	Corrected version – Word document	21/02/2017
16	BENEFIT Workshop for participants	Corrected version – Word document	21/02/2017
17	Horti-LIFE Gender Action Plan 20170221 with comments GRF	Word document	24/02/2017
18	PCU Gender M&E matrix & detail activity plan with comments GRF	Excel document	08/03/2017
19	ENTAG Gender Activity Plan with comments GRF	Excel document	08/03/2017
20	Gender Mainstreaming Plan CASCAPE with comments GRF	Excel document	08/03/2017
21	SBN Social Inclusion and Gender 2017 Project Activities with comments GRF	Excel document	08/03/2017
22	Information to ENTAG by GRF	Names of potential trainers on business case for gender equality; relevant issues from GRF RVO assignment; and comments on Inclusive Business Toolkit	10/03/2017
23	Gender Mainstreaming Plan ISSD + comments GRF	Word document	23/03/2017
24	Comment on second version of Horti-LIFE Gender Action Plan of 20170414	Email	21/04/2017

## 2. Findings and recommendations related to specific projects

This chapter summarizes the main findings and recommendations of the reviewed food security projects. Annexes 6 to 10 present the more elaborated reviews of the projects.

### 2.1 DairyBISS

#### Findings and conclusions

For DairyBISS no explicit attention to gender equality was foreseen. As such, most project activities and project documentation do not pay attention to gender issues such as project effects on women's empowerment or changes in decision making between women and men. No gender analysis was undertaken to inform project design. Nevertheless, some gender indicators have recently been added to the M&E framework, which will result in the collection of some sex-disaggregated data, and the baseline report provides details on women's participation. The project also paid attention to ensure selection of both female and male dairy advisors. These advisors reach out to increase the knowledge of the owners of the farms and firms on business development and ways to effectively connect to the dairy value chain.

The following conclusions can be drawn:

- To decide on future programming, more information on gender roles and relations (think of for example how women and men relate to each other in terms of e.g. income sharing, decision making, holding senior and junior positions etc) in commercial farms and firms would be important.
- The recent sex-disaggregated data collection by DairyBISS may be relevant to get more insight in women's participation in and leadership of commercial farms and firms. It will not in itself give insights into the broader gender relations such as farm, firm and intra-household decision making or women's access to and control over resources.

#### Recommendations

##### ***For DairyBISS for last year of operations:***

Use the remaining time to collect relatively easy available information on gender relations within commercial farms and firms, including (see annex 6 for details):

- Analysis of sex-disaggregated data collected through the revised M&E framework.
- Providing more insight in gender issues within the DairyBISS annual reports. DairyBISS can amongst others provide insight whether knowledge transferred from the advisors to the owners is passed on to employees. And if so, whether this knowledge is transferred to female and/or male employees.
- As per DairyBISS's own suggestion, inclusion of gender-sensitive guidelines on communication in the planned advisor manuals.

##### ***For EKN when considering future programming:***

- Review DairyBISS's sex-disaggregated data collected for the MTR and the narrative reports over 2016 and 2017. Analyse what other data may be needed to decide on future programming. Include gender-specific questions (questions that specifically look into gender aspects such as intra-household decision making at farm ownership level between women and men or access and control over land or firm equipment by women and men) on future programming in the evaluation.
- When deciding on follow-up programming, find a good balance between aid and trade and ODA objectives, including gender equality. Choose a value chain in which a significant contribution to gender equality can be made, while at the same time considering if a commercial or smallholder focus, or both, shall be most appropriate from an ODA perspective. Consider for example if certain value chains could more efficiently contribute to gender equality than others whereas they provide good potential for the Ethiopian market, nutrition and poverty alleviation.
- Independent of (or when deciding on) the choice of value chain, ensure that one or more gender analyses take place to demonstrate if and how project aims and activities could ensure a positive influence on gender relations (see annex 6 for the type of questions for a gender analysis).
- Ensure a gender-responsive M&E framework that incorporates the suggestions from the gender analysis or other gender studies. The M&E framework should go beyond counting the

number and participation of female and male advisors, employees and owners, to include aspects of decision making and access to and control over resources.

## 2.2 EDGET

### Findings and conclusions

At the time of the proposal EDGET identified that the dairy sector provides opportunities to contribute to gender equality. The proposal indicated that gender integration would be important to prevent worsening existing deep-rooted gender inequalities. However, the project apparently did not (yet) implement explicit gender activities, apart from conducting a gender mainstreaming study in 2016 and attention to and reporting on the involvement of female headed households in most project activities.

Based on the available project documentation, the following conclusions can be drawn:

- A stronger gender focus in overall project activities would be possible and important to enhance project effectiveness.
- Project documentation needs to provide more information on the interventions' effects on gender relations.
- Project experiences, especially the gender and youth mainstreaming strategy of 2016, give ideas for an improved gender focus during future programming.

### Recommendations

#### For EDGET (supported by EKN where relevant):

- Integrate recommendations from the gender and youth mainstreaming strategy in the annual plan 2017:
  - o Identify for each section of chapter 3 of the annual plan 2017 how relevant proposed activities from the gender and youth strategy will get attention.
  - o For outcome 4, clarify the main target group of women, the purpose of the activity and consider significantly raising the target number and budget.
  - o Make attention to gender issues a key element of work for 2017, communicate this attention to all staff, share the gender and youth strategy as the basis for 2017 interventions, and provide staff with the necessary support.
- Ensure sex-disaggregated and gender-specific reporting:
  - o Include targets for female and male dairy farmers for 2017 in the results chain.
  - o Confirm for which proposed indicators from the gender and youth strategy EDGET will generate and analyse data.
  - o Collect and analyse sex-disaggregated data for all project interventions (not just for female or male-headed households and including for 'youth').
- Integrate gender issues identified in the gender and youth strategy in EDGET's final products such as knowledge products, exit strategy and end-term evaluation.
- Consider gender specialist help to undertake the above activities in 2017, by either hiring a gender specialist or assigning a gender task force or gender focal points.

#### For EKN when considering future programming:

- Design a project with a strong gender approach, especially given women's central role in many dairy tasks. Overall objectives could stay close to EDGET's as long as gender relations are strongly integrated and contributing to gender equality is part of the project's objective.
- Ensure that the new project design is informed by a gender assessment of the current project, considering how EDGET's interventions, gender-specific activities and other activities, have contributed and could have contributed to project effectiveness and increased gender equality (see the sample questions in annex 7).
- Ensure a gender-responsive results chain with gender-responsive and gender-specific results at impact, outcome, output and intervention levels (see annex 7 for a sample of a gender-responsive results chain).

## 2.3 BENEFIT Partnership: ISSD, CASCAPE, ENTAG and SBN

### Findings and conclusions

The Activity Appraisal Document (BEMO) assigned the gender equality policy marker "significant" (G1) to the BENEFIT Partnership program, explaining that at PCU level a Gender & Nutrition expert

will support the partnership projects; the BEMO also observed that women and youth were included in the stakeholder analysis of the proposal, though not elaborated in detail.

Up till now, no gender analyses have (yet) been conducted by the BENEFIT Partnership and/or the individual projects, except that for CASCAPE in 2016 a Gender Analysis report was issued based on findings from the earlier CASCAPE interventions. End 2016 a Gender Audit was conducted among the staff of PCU and the four projects, mainly collecting the perceptions of the BENEFIT staff about how gender is integrated in their projects.

The reviewed documents demonstrate that three BENEFIT projects (CASCAPE, ISSD and SBN) pay (some) attention to gender, mainly by targeting women among the project beneficiaries for specific activities (e.g. ISSD by focusing on women in the informal seed system component) or more in general (30% of CASCAPE's project participants to be women).

The various chapters of the Annual Plan 2017 occasionally refer to gender related issues, for example, related to lessons learnt in 2016. Though these are interesting, gender issues seem not systematically identified and often remain without drawing conclusions. The Annual Plan includes four annexes with gender (and nutrition) activities for PCU, ISSD, CASCAPE and SBN. These seem quite ambitious, at the same time most of these activities are still of a general nature, such as "ensuring that the project implement activities that empower women and youth", without indication how and by whom these activities would be implemented.

The overview with 27 key indicators for the BENEFIT Partnership does not include a gender indicator at impact or outcome level, for example, like there is an impact indicator for nutrition. There is only one gender related indicator in this overview, which is at output level (# of women in leadership roles in project activities and training). The PCU impact statement (Annual Plan 2017) includes as indicator for gender (and nutrition): Social inclusion & nutrition are mainstreamed in the four projects. The Result Chain overview (excel document of October 2016) with detailed project level indicators includes a limited number of gender results / indicators, but more often reflecting the efforts to integrate gender (such as "# of gender related interventions") than actual effects of interventions (such as # of female farmers using quality seed of their preference). This document states that all data will have to be collected distinguishing male, female and youth.

Based on the reviewed documents, the ENTAG project did not plan to address gender issues and/or to mainstream gender, also because no gender activity plan for ENTAG has been included in the Annual Plan 2017. BENEFIT (PCU and ENTAG) staff communicated that they find it hard to identify gender issues in a project as ENTAG focusing on promoting investments and trade. In some documents an indicator related to promoting women in leadership and/or as entrepreneurs is also listed for ENTAG, but this had been removed in the Result chain document of October 2016 as not considered feasible for ENTAG.

Based on the available documentations and contacts with project staff, the following conclusions could be drawn:

- It appears that the BENEFIT projects, including PCU, are (still) struggling with integrating gender into their interventions. Gender integration in the current result chains and indicators is not adequate and some documents only refer to "do no harm", whereas some other documents, such as the gender annexes in the annual report, are more ambitious, also referring to improving gender equality. But the latter is not reflected in any (outcome) results or indicators.
- Because gender equality has not (yet) been adequately integrated in objectives, (outcome level) results and result chains / Theories of Change, this means that the gender marker "significant" (G1) is currently not really warranted. However, the nature of the BENEFIT project offer enough opportunities to make the BENEFIT Partnership into a programme that well deserves the score G1. The CASCAPE Gender Analysis provides some evidence that gender achievements at outcome level can indeed be realistic.
- Most BENEFIT documents (including of individual projects) do not adequately distinguish the different categories of women, such as female household heads vs women in male headed households; youth is never disaggregated into young men and young women.
- The responsibilities for gender mainstreaming seem to lay too much with the Gender & Nutrition Expert within the PCU, as also reflected by her ToR, which is too ambitious and not realistic.

## **Recommendations**

The below recommendations are based on the reviewed documents and interviews. The (draft) Gender Action Plans (GAPs) prepared by the BENEFIT projects and PCU do already meet several of the recommendations.

### **For the project:**

- There is a need for gender analyses and gender capacity building within the BENEFIT projects. The reluctance among (part of) the BENEFIT staff to address gender issues (especially those going beyond practical gender needs and touching intra-household relationships) should be recognized and addressed.
- Gender equality need to be (better) reflected in the objectives, outcomes and (impact / outcome) indicators of the BENEFIT projects; gender mainstreaming in the interventions should be by integrating gender perspectives in already planned activities and adding relevant gender specific (stand-alone) activities. This recommendation has been partially addressed in the respective GAPs for 2017.
- During the GRF assignment, the GRF specialist and ENTAG staff cooperated in identifying concrete options for gender mainstreaming in ENTAG interventions. As various stakeholders seem to consider an investment and trade project as gender neutral, mainstreaming gender is even more challenging. The formulation of a clear goal regarding gender equality and communicating this to project stakeholders is even more important for ENTAG than for the other BENEFIT projects where addressing gender issues seems more self-evident.
- Clearly distinguish the different categories of women in the GAPs, M&E frameworks and other documents, in particular women farmers from FHHs, women farmers from MHH, women as wage labourers, women as entrepreneurs or service providers, etc. It is as important to disaggregate male and female youth when assessing their constraints and designing interventions for them, and in data collection and analysis.
- Attention to intra-household issues is needed and well warranted, especially where these are linked to project activities and expected outcomes, such as decision-making on agricultural production and the spending of income derived from increased production.
- The BENEFIT Partnership should clearly establish responsibilities for gender mainstreaming. Instead of PCU's Gender & Nutrition (G&N) expert being responsible for all gender mainstreaming (as suggested by her ToR), the project management should be responsible and clearly demonstrate their commitment, also to ensure that all BENEFIT staff feels responsible. The role of the G&N expert is rather providing support for proper gender mainstreaming.
- It is important that also on regional level responsibilities for gender mainstreaming are clearly formulated. Appointing gender focal points is important, however, without taking away any responsibilities from the other staff. Having functioning Gender Taskforces or Gender Working Groups –also at regional level- seem imperative, and the experience of SMIS regarding the latter should be explored.

### **For EKN:**

- Follow-up on the implementation of the five GAPs for 2017 by discussing progress in regular contacts with the projects and during any field visits; also explicitly request that progress reporting deals with the progress on implementing the GAPs, including successes and challenges.
- Follow-up on the submission of the five Gender Action Plans (PCU and four projects) for the entire project duration together with the Annual Plan 2018, checking whether the GAPs meet the requirements as listed in the outline, including the requirements for being a proper G1 project. This also means that the integration of gender into BENEFIT projects should be more than only addressing “do no harm” (e.g. ensuring that women’s workload does not significantly worsen) but also making use of opportunities “to do good”, i.e. contributing to improved gender equality / women’s empowerment.
- Request a final draft of the Gender Audit Report, in which also the recommendations are elaborated (not yet done in the November 2016 version); request a management response regarding the follow-up on these recommendations.
- Also when Gender Analyses have been conducted and their reports submitted (as foreseen in most GAPs), request the concerned project management for a management response, in particular, asking to indicate to what extent recommendations will be implemented and how.
- EKN should promote attention to intra-household issues, e.g. by sharing lessons learnt from the SMIS project, e.g. about promoting that husband and wife jointly attend training events and about the experience using Gender Model Families (GMF) as an extension model.

- Hold the project management responsible for the progress on gender mainstreaming (and not the G&N expert).

## 2.4 Horti-LIFE

### Findings and Conclusions

The ToR for the Horti-LIFE project had not integrated gender equality perspectives in the proposed project design, apart from once referring to the need to pay attention to gender equity. SNV's proposal, however, was promising: gender activities, including gender analyses and gender strategies, were foreseen for two components and the narrative text presented commitment to a gender strategy with three pillars: gender relations, gender agency and gender structure. SNV also has its own gender policy, reaffirming their commitment to reduce gender disparities, transform gender relations and promote women's empowerment.

The Horti-LIFE Inception report learnt that the gender activities foreseen for the inception phase (mainly the gender analyses) did not take place. Gender was not integrated in the ToC, apart from a sentence at the bottom of the diagram stating that gender would be mainstreamed in all interventions (without indicating how). The Workplan and Budget 2017 learnt that a Gender study has been conducted focusing on gender issues within the foreseen Farmer Field School (FFS) component (final report submitted in December 2016). Apart from analysing the findings of this study, no concrete gender activities were foreseen. Input of gender expertise was not planned (apart from consultants for the gender analysis), though cooperation with SNV's GYEM project was mentioned in the inception report (GYEM = Gender and Youth Empowerment in Horticulture Markets). The first collaboration with GYEM was providing technical support by Horti-LIFE to GYEM rather than gender support by GYEM to Horti-LIFE. The Horti-LIFE indicators (as per inception report) include the outcome and indicator of at least 30% women small holder farmers benefiting from horticulture production.

A gender mainstreaming workshop was held with Horti-LIFE staff (and two GYEM representatives), see Annex 4 for the report. Thereafter, and based on an outline prepared by GRF in coordination with EKN (Annex 11), Horti-LIFE prepared a Gender Action Plan. The (draft) Gender Action Plan, as submitted on 21 February 2017, aims to redress many of the above mentioned weaknesses or omissions. The GAP is well in line with the outline, apart from not including adequate gender indicators. The second version of the GAP (of mid-April 2017) includes gender indicators and better indicates who is responsible for the implementation of the gender activities. Also GYEM will provide gender expertise, Horti-LIFE has its own gender focal point and also regular staff has been assigned gender related tasks, e.g. the 11 district coordinators are also responsible for gender. However, it cannot be judged whether these arrangements mean that gender expertise will be adequate or rather that more gender expertise might be needed.

Based on the reviewed documents, meetings with Horti-LIFE's project manager and EKN, as well as the workshop and the GAPs, the following conclusions were drawn:

- After the Horti-LIFE proposal, which foresaw gender activities such as a gender analysis conducted / gender needs identified and a gender strategy developed within the inception phase (and also referring to addressing issues such as gender relations), the actual Horti-LIFE activities in 2016 and planning for 2017 proved rather disappointing. The Gender Analysis for FFS had only been conducted in late 2016, but had not (yet) been translated into a gender approach or strategy. The contacts with Horti-LIFE learned that the project did aim to include 30% women as small holder farmers in the FFS sub-component, but as yet, without any underlying strategy.
- Because gender equality was not well reflected in project objectives, outcomes, indicators and most interventions (apart from targeting women as participants), a gender marker G1 (significant) would not really have been warranted. (NB Based on the submitted GAP, however, Horti-LIFE will deserve the G1 marker).
- Especially considering the short duration of the Horti-LIFE project, it was a missed opportunity that Horti-LIFE did not address gender and/or have gender expertise in its team right from its start. (NB there is a gender focal person within Horti-LIFE).
- Horti-LIFE's Gender Action Plan is well done, with gender well integrated at the various levels of the ToC and a good proposal to include gender sessions into the FFS, actually stimulating intra-household dialogues. In the final version also several gender indicators were identified, a few of which at outcome level.



## **Recommendations:**

### **For Horti-LIFE:**

- Consider whether the outcome level indicators that refer to the participation of women in discussions about decision-making can be replaced by actually influencing decision-making.
- Ensure the proper implementation of the GAP, also in other (sub) components than FFS, and make sure that reporting to EKN covers the progress in gender activities on all (sub) components.
- Be alert on the additional need for gender expertise, apart from the support by GYEM staff. For example, including gender in the ToR for consultants working on course improvement is a good first step, but either these consultants should have own gender expertise or additional gender expertise should be added.

### **For EKN:**

- Follow-up on the implementation of the GAP considering all (sub) components of Horti-LIFE, including whether the available gender expertise is adequate or whether additional gender expertise might be needed (e.g. for integrating gender in course development for ATVET and/or MSc courses).
- In particular, follow-up on the implementation of the more ambitious gender activities, i.e. those related to the gender sessions within FFS / intra-household dialogues. Once first experiences are available, ensure that these are shared with other Food Security projects.
- In particular, promote active linkages between Horti-LIFE and the SMIS project. Horti-LIFE and SMIS have a special focus on irrigated horticulture by smallholder farmers in common, though from different entry points: from horticultural practices and irrigation, respectively. Exchanges related to experiences with inviting husband and wife for extension activities and addressing intra-household issues seem particularly useful.

## **2.5 SMIS**

### **Findings and Conclusions:**

The SMIS project is jointly funded by the Netherlands (EKN) and Canada (DFATD). DFATD has entered into a delegated cooperation agreement with EKN, in which EKN is lead donor and DFATD silent partner. This means that EKN monitors the implementation of SMIS, and has also the mandate to discuss gender mainstreaming within SMIS.

The reviewed SMIS documents included three specific gender studies: gender review of SS&M irrigation, gender situation analysis and a (draft) gender audit, the latter not yet available for publication. The review focused on the latter two, which are both qualitatively good studies, presenting relevant information. The gender audit, conducted in November 2016, can also be considered as a report on the status quo of gender mainstreaming within SMIS, including identifying successes and challenges.

The following conclusions can be drawn:

- The SMIS TA team does not directly implement field level irrigation activities by themselves. Rather, the SMIS TA team supports relevant government agencies that deal with the (SS&M) irrigation sector by strengthening their capacity to work in a more coordinated, sustainable and gender-responsive manner. This indirect approach makes that gender mainstreaming could be quite a challenge as it is less under the direct control of the TA team. The finding that SMIS already accomplished a certain extent of integration of gender into interventions (including first evidence of results) is therefore even more commendable.
- The (first) evidence of SMIS experiences demonstrates that changes in gender relations / gender norms seem possible, e.g. providing training to both men and women from the same households (married couples), women's involvement in Irrigation Water Users' Associations and generating enthusiasm for piloting the Gender Family Model as an extension approach (apparently now being piloted).
- SMIS also demonstrates that it is possible to involve Implementing Partners in actual gender mainstreaming in activities; it appears that the commitment of SMIS' project management and the establishment of Gender Working Groups at regional level were crucial factors in this.

## **Recommendations:**

### **For the SMIS project:**

- The SMIS project aims to achieve gender-responsible / gender equitable impact and outcomes (see Logic Model as in Appendix C of the Second Annual Working Plan), which is laudable, but remains without further explanation about the expected effects of gender-responsiveness. It is therefore recommended that SMIS more explicitly clarifies<sup>1</sup>, also towards its implementing partners, what it means to be gender-responsive in practice. First steps are already taken, i.e. through the Gender Audit, which draft report includes criteria for gender-responsiveness. A next step is to also formulate the expected result(s) of being gender-responsive (e.g. increased gender equality). In case SMIS revises their Logic Model, this should also be reflected in the updated version. See Annex 10 (section 2.3) for some suggestions.
- The current indicators include several gender indicators, but most of them only measuring whether outcomes or outputs are gender-responsive or do address gender equality. It is recommended that indicators are added or adapted to what extent gender equality will actually be increased. This may be done in the context of reviewing the current Logic Model / Performance Measurement Framework and/or the development of a Gender Mainstreaming Framework, as recommended in the recent Gender Audit.
- Considering the interesting gender activities piloted / implemented by SMIS, proper documentation of lessons learnt / best practices is very important, which will also better enable sharing them with others.

### **For EKN:**

- The Logical Model of SMIS has been copied from the Terms of Reference provided by EKN. Any comments towards strengthening gender in this Logic Model thus reflect new insights of EKN regarding the importance of gender equality and the way it has to be formulated into objectives and outcomes. EKN should communicate this to SMIS (or rather: continue doing this) and support SMIS to update the Logical Model at a convenient time.
- EKN should ensure that also the effect of gender mainstreaming within the SMIS project is measured and documented. This can be through adapting and/or adding gender indicators, documenting lessons learnt/best practices, and/or conducting special studies to assess the impact of gender mainstreaming.
- EKN should follow-up on the recommendations in the recent Gender Audit report, e.g. by asking a management response and following up on the implementation of these recommendations.
- It is strongly suggested that EKN shares SMIS gender mainstreaming experience with other food security projects, for example, by organizing a learning event and/or by sharing documents such as SMIS' irrigation gender situational analysis (already shared with BENEFIT and Horti-LIFE), the gender audit (once a final version is available) and any future documents, such as case studies and/or other reports on best practices.

<sup>1</sup> In a meeting SMIS project management explained that for them "gender-responsiveness means that women participate and benefit from the SMIS project.

### 3. Findings from gender analyses, workshops and the review of GAPs

This chapter presents the findings from four reviewed gender analyses, the observations from the two workshops and observations on the submitted (draft) Gender Action Plans by Horti-LIFE and the BENEFIT projects.

#### 3.1 Findings from the Gender Analyses

In the context of this review, four gender analysis reports have been reviewed by the GRF specialists: of CASCAPE, Horti-LIFE, SMIS and EDGET. Each gender analysis clearly had its own focus, but also similarities could be found. Some interesting findings and conclusions from these gender analyses are presented here, demonstrating also the importance and usefulness of having gender analyses done.

##### **From CASCAPE Gender Analysis Report of 2016 (about the effects of the previous CASCAPE project):**

- Improved agricultural production / productivity was found to lead to two seemingly contradictory changes in decision-making: (i) women informed that when the financial benefit of a crop grows, their husbands tend to take away any decision-making the women previously had, but (ii) the bargaining position of women was also found shifting towards a more participatory approach due to the changed economic position of the wives.
- CASCAPE interventions had led to also other “cultural changes”, i.e. changes in gender roles and relationships, though sometimes mainly based on anecdotal evidence.
- The awareness and attitude of project or extension staff (Development Agents or DAs) is highly important, as it was found that one reason for female headed households not participating in training was “simply because they were forgotten”; another finding was that (male) DAs tend to prioritise male over female farmers.
- When female farmers are able to make more decisions, this benefits the households, concluding that interventions that specifically target women, benefit households.
- It was found that it is important to create awareness among men about the benefits that female farmers bring to the households.

##### **From SMIS Irrigation Gender Situation Analysis of December 2016:**

- An important conclusion is that the definition of a household as an “undiversified” unit, with the husband assuming the representational role, implying that women and children are labourers under his head, limits many opportunities, both for the women and for the households (i.e. for production / productivity improvements).
- This report clearly distinguished situations and challenges for female headed households (such as lack of labour, inputs and finance) and women in male headed households.
- The last recommendation of this report referred to the need to change existing gender relations, proposing the piloting of the Gender Model Family (GMF) programme which promotes the redistribution of tasks (domestic and productive) to lessen women’s work load and to promote shared decision-making.

##### **From Horti-LIFE’s Gender Analysis report:**

- This gender analysis only concerned one sub-component of Horti-LIFE (Farmer’s Field Schools), which, however, was in line with the ToR for this study.
- Considerable differences per region were found e.g. in division of labour, control over resources and benefits, and in decision-making. This demonstrates (or confirms) that –at least to a certain extent- gender approaches should be specific for each project region (Oromia, Tigray, Amhara and SNNPR).
- An overall finding was that women and men do not equally benefit from increased horticultural production as men “have the propensity to meet their personal needs before they think about their family and household needs”.
- This report did not always adequately and consistently distinguish different categories of women nor sufficiently reported on the scale of certain findings, which complicates drawing lessons for project interventions.
- The recommendations of this report concern a (too?) broad range of issues, some of which seem quite well under the control or influence of the project, whereas others seem rather beyond the project’s core activities (e.g. the recommendation to improve drinking water supply to reduce women’s work load).

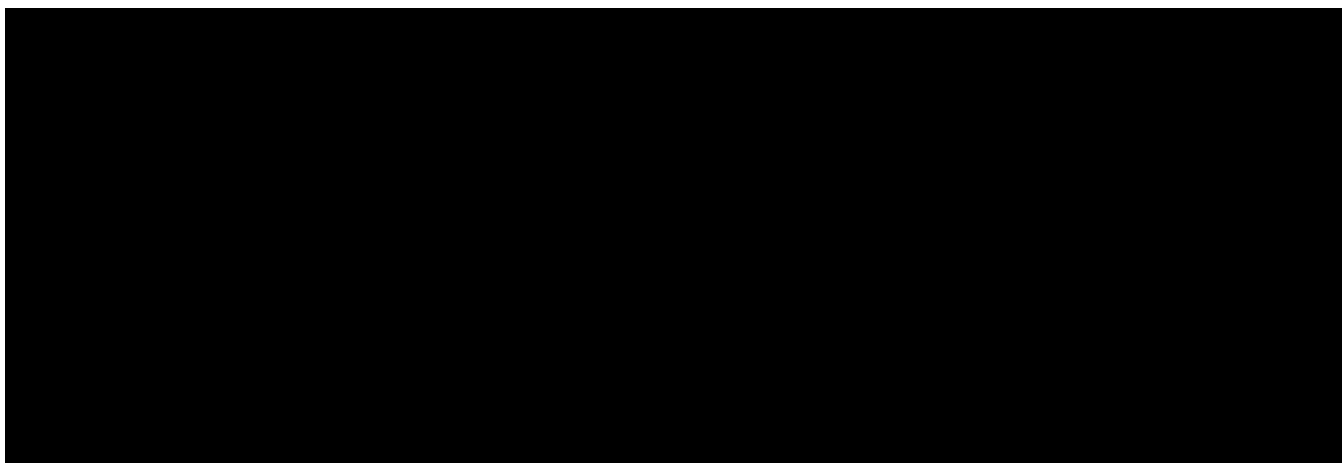
### **From EDGET Gender and Youth Mainstreaming Strategy:**

- The strategy acknowledges that women's and youth's contribution to dairy farming is not always recognized by projects. Women and youth therefore miss opportunities, further restricted by lack of access to capital, limited business development skills and lack of access to services. Women for example are largely underrepresented in cooperatives, dairy processing units and farmer extension groups, including in management of these entities. Women face barriers to participate in and benefit from training due to workload and mobility constraints related to their tasks. Extension officers furthermore seem to primarily invite men and do not necessarily cater for the topics of interest to women.
- One of the findings is that the risk exists that men 'take over' women's tasks and their access to income when dairy activities become more lucrative. Hence, projects shall be conscious of this risk and prevent this from happening.
- A conclusion is that projects shall focus more on women in male headed households in addition to the men from these households and to female headed households.

### **3.2 Observations from the two Gender Workshops**

Two Gender Capacity Building Workshops were conducted by the lead GRF specialist, one for the Horti-LIFE project (on Monday 30 January 2017 in Addis Ababa, with 13 participants) and the second one for the BENEFIT Partnership projects (on 2 and 3 February 2017 in Bishoftu with 28 participants). The objective of the two gender workshops was to strengthen the integration of gender in the interventions of the BENEFIT and Horti-LIFE projects, including the capacity development of project staff on gender mainstreaming. The workshops aimed to generate first ideas for -new or strengthened- mainstreaming of gender into the respective projects, resulting into Gender Action Plans (GAPs) for each project.

More detailed workshop reports are attached as Annex 4 and 5 for Horti-LIFE and the BENEFIT Partnership, respectively.



*Participants of ISSD project*

*Participants of SBN project*

### **Main observations from the workshops were:**

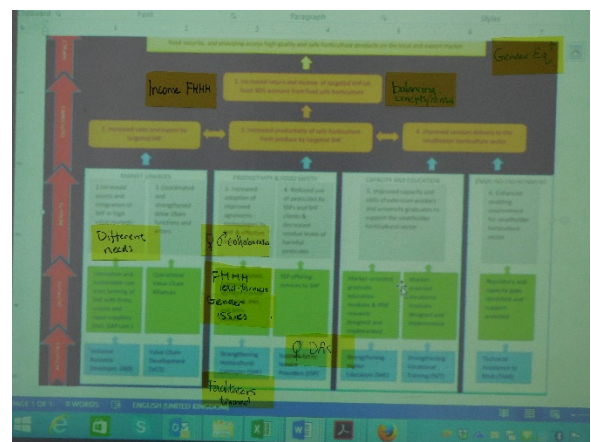
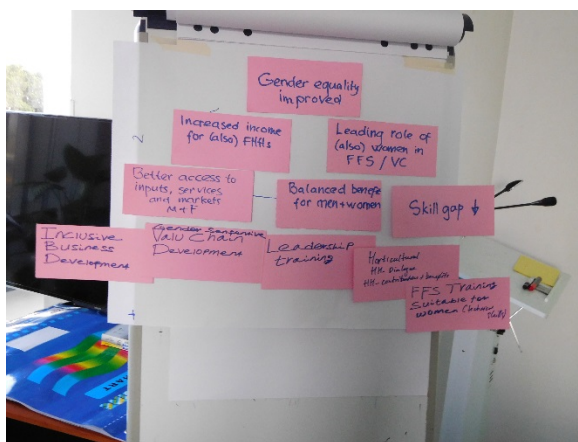
- The workshops were experienced as useful; the participants open and enthusiastic; the group work exercises produced practical inputs for the GAPs in a participatory way.
- The presence of EKN at the workshop was appreciated by the participants, but also turned out as valuable by demonstrating EKN's commitment to gender mainstreaming and by providing answers to questions on EKN's gender policy. In both workshops the issue why EKN had recently strengthened its focus on gender issues could be satisfactorily explained by EKN's Gender Officer. Also the fact that EKN's policy officers, responsible for Horti-LIFE and BENEFIT respectively, supported and advocated for gender mainstreaming during the workshops was useful and appreciated.
- Almost all workshop participants, including technical project staff, turned out to have a certain level of previous experience with gender / gender mainstreaming. A few only had a theoretical background in gender issues (e.g. participating in gender training), but most participants also had practical experiences, e.g. with actual gender mainstreaming in a

specific (previous) project, doing gender-sensitive analyses and/or collecting sex-disaggregated data.

- During the BENEFIT workshop also the findings of their Gender Audit were discussed, which led to comments both on the methodology and the findings.
- The participants of all projects provided several answers to the questions why their project should mainstream gender and what impact they wanted to achieve. A brief selection of reasons to address gender as identified by participants:
  - o They (=women) need to be included in the productivity and marketing to boost their income
  - o Empowering women is empowering the community
  - o Because of cultural / social barriers / differences
  - o Improve empowerment and decision-making
  - o It is the right of women to access seeds
  - o To increase inclusiveness by giving opportunities to women to get involved and benefit
  - o To identify (and address) gender based constraints

Though most participants had clear ideas about why gender mainstreaming is important and what impact is envisaged, the staff of the BENEFIT projects remained rather reluctant to translate this into gender objectives or outcomes to be integrated into their result chains. An apparent reason is the fact that the BENEFIT result chains were only recently reviewed and there was no commitment anymore to do this again.

- During the workshops all projects made a good start identifying relevant gender activities: both by integrating gender concerns into existing activities, and by adding several specific gender activities, such as appointing gender focal persons, conducting gender analyses, and/or providing gender training.
- Several projects already presented the implications for the project budget, demonstrating that almost all gender activities could be paid from existing budget lines.
- The Horti-LIFE participants integrated gender into their Theory of Change, indicating the pathways to achieve "increased gender equality" and indicators to measure this.



Presentation of path ways to gender equality / gender equality in the Theory of Change by Horti-LIFE

- The BENEFIT projects discussed about gender indicators, but their ideas remained focussed on output level indicators, often by disaggregating data for male and female farmers.
- The ENTAG project did especially a good job by identifying gender activities and indicators, even though in BENEFIT's annual plan no gender activities at all were foreseen for ENTAG.
- At the end of the BENEFIT workshop also the responsibilities for gender mainstreaming were discussed, also to avoid that BENEFIT staff would expect more from the PCU Gender and Nutrition Expert than realistically would be feasible. Dr. Dawit Alem, BENEFIT's Programme Manager, confirmed that the responsibility for gender mainstreaming lies with project management; and at cluster level with the cluster managers. He emphasized that all staff, including those without gender expertise, is responsible for integrating gender into his or her work.
- Subsequently also the role of BENEFIT's G&N expert was discussed. It was agreed that this role should be supporting and facilitating.

- Both workshops ended with a brief discussion on the next steps towards further formulating the Gender Action Plans, and final remarks by EKN, also focusing on the importance “to deliver” and to report on gender related achievements.
- The follow-up of the workshops included a meeting with Horti-LIFE (on January 31<sup>st</sup>) and one with BENEFIT (on February 6<sup>th</sup>) to discuss the next steps to further draft their Gender Action Plans and the timeline.
- The GRF specialist provided –in coordination with EKN- a tentative outline for the Horti-LIFE GAP (see Annex 11) and one for the GAPs of the BENEFIT projects (see Annex 13), indicating the kind of information that is expected in a GAP.

### 3.3 Draft Gender Action Plans

The draft Gender Action Plans were submitted to GRF in the last week of February 2017 (ISSD’s GAP two weeks later). The GRF specialist reviewed the draft GAPs and provided feedback. Annex 12 and 14 present the more general feedback for the GAPs of Horti-LIFE and the BENEFIT projects, respectively; feedback on individual GAPs have been provided, see the relevant outputs listed in section 1.3.3 *Other outputs*. By mid-April a newer version of the Horti-LIFE GAP was submitted, which addressed most of the comments provided by GRF.

#### The Gender Action Plan of Horti-LIFE

Horti-LIFE submitted a draft GAP and a more final GAP, which were well elaborated in many respects. The GAP also referred to a study titled “Less noise in the household: The impact of Farmer Field Schools on Gender Relations<sup>2</sup>” about FFS experiences in Kenya, demonstrating that the participation of women in FFS empowered them, but also that they “provided opportunities for men, the agents of oppression in this case, to change as well”.

The GAP of Horti-LIFE addresses gender in their Theory of Change and includes a matrix with the planned gender activities, with deadline, lead, etc. Interestingly, the GAP has also a section on tools, and especially with ideas for gender sessions within the FFS bi-monthly meetings that aim to stimulate household dialogues. The tools proposed in the first draft of the GAP (the PALS/GALS<sup>3</sup> method as piloted by GYEM) were quite ambitious. In the second and (more) final draft of the GAP they have been replaced by simpler tools. The justification for dropping the PALS/GALS tools seems acceptable: these tools are complicated and time-consuming and it may not be realistic to expect that DAs can easily apply these tools. The simpler method consists of short gender sessions within the FFS session based on pictures depicting intra-household situations with guiding questions on the backside, e.g. addressing the division of domestic tasks. In additional, separate FFS sessions for women are foreseen, to boost their confidence and to close the their technical gap.

Horti-LIFE aimed to include 30% women as FFS participants. The last version of the GAP explains what this means now that Horti-LIFE aims to target both female headed households and women in male headed households: from the 30 households per FFS, at least 9 women participate in the specific female sessions (this means that it is about participation, not on abstract FFS membership). It is hoped that women participants will also participate in regular FFS sessions.

The draft GAP did not include a section on proper gender performance indicators, but this was added in the final draft. There are now also some gender indicators on outcome level, addressing women’s participation in discussions on decision-making. It has been commented to Horti-LIFE that women’s participation in “influencing” decision-making would be a more proper indicator. The article about FFS in Kenya demonstrated that achieving more gender equality through FFS is feasible.

Lastly, the draft GAP did not indicate how proper gender expertise, e.g. to develop but also support the implementation of the gender sessions in FFS, will be ensured. The final draft confirms that GYEM support (by “Retta”) will be given. This will be very useful given GYEM’s apparently strong gender expertise, but it is harder to assess whether this will be adequate, in particular when it comes to other (sub) components than FFS.

<sup>2</sup> See full reference in Annex 2

<sup>3</sup> The PALS/GALS tools represent a participatory and innovative method to find gender-equitable solutions in livelihood planning and value chain development, addressing gender norms and attitudes and using intra-household dialogues involving all (male and female) household members.

## **The Gender Action Plan of the BENEFIT projects**

The GAPs of CASCAPE, SBN, ENTAG and the PCU consisted of Excel documents focusing on the proposed gender activities for 2017. Most of the information in the Excel overviews is self-evident, but not always complete as in line with the provided outline. The Excel overviews especially include information on proposed gender activities linked to existing results or activity areas, information on timelines and responsible persons, as well as some indicators, but mainly at output level.

The ISSD GAP differs considerably, in particular because this document includes narrative explanatory text dealing with all the subjects indicated in the provided outline for the GAP. It also covers the remaining project period, i.e. until 2019.

Most activities listed in the five GAPs concern integrating gender in already planned activities (or activities already under implementation) by (better) targeting male and female beneficiaries or participants, adding gender criteria in selection processes (e.g. of proposals or best technologies) and/or providing capacity building or awareness on gender. The GAPs of some projects include specific activities for women: home-garden activity (by CASCAPE) and a pilot on spice production with 300 women spice producers and one woman entrepreneur (by ENTAG). In addition, specific gender activities have been planned (such as gender analyses and gender training), complementing and supporting the more general activities in which gender concerns are integrated.

The BENEFIT GAPs, apart from the one for ISSD, did not (or hardly) indicate the overall goal of gender mainstreaming, how gender would be integrated in the ToC / result chain and the provision of gender performance indicators at outcome or impact level. In the feedback to the BENEFIT Partnership projects the importance of having a goal formulated for gender mainstreaming was repeated, also because this is the mandate for requesting project staff and partners to integrate gender into their work.

Responsibilities for gender mainstreaming have been addressed in the sense that the responsible person(s) for individual activities have largely been assigned, but clear statements about overall accountability for gender mainstreaming (e.g. by the management) are still missing (though they have been expressed at the last day of the workshop).

During the workshop also the importance of gender outcome indicators was discussed, though it was agreed that they can be added later on when more insight in likely effects or impact is available, e.g. based on the results of gender analyses and/or on first experiences with gender activities. The PCU GAP foresees providing technical assistance to the individual projects to identify and incorporate gender indicators.

Considering that several of the BENEFIT projects will conduct gender analyses in 2017, which will be important to inform gender activities and indicators, it is proposed by EKN and GRF that 2017 will be used to complete and refine the Gender Action Plans. This will allow that:

- The findings from the gender analyses and/or first lessons learnt be integrated in the GAPs;
- All elements of the outline for GAPs be addressed (i.e. the five sections); and
- GAPs cover the entire remaining project period, i.e. until the end of 2019.

The updates and completed GAPs are requested to be submitted to EKN together with the Annual Plan 2018 (i.e. in autumn 2017). The GAP of ISSD already addresses most of the above requirements, but considering that in 2017 also gender analyses within ISSD will be conducted, it is suggested that ISSD also submits an updated GAP informed by the results from these analyses and by the first year's field experience.

## 4. Conclusions and Recommendations for EKN

This section presents recommendations for EKN Addis Ababa, based on the lessons learnt from the review of the eight Food Security projects, including the interviews held and the two gender workshops.

In addition to the recommendations in this chapter, it will also be useful that EKN takes guidance from the Chapter “Integrating Gender and Climate in the Policy Cycle of MFA” of the Quick Reference Guide on Integrating Gender Equality in Climate Smart Development<sup>4</sup>. This chapter presents the policy cycle of MFA and opportunities and best practices for integrating gender within each policy cycle phase, including tips.

### 4.1 Gender equality well integrated in ToRs for new projects

Project management of the food security projects often justified any gaps in gender mainstreaming by referring to the Terms of Reference (ToR) for their project, in which gender equality was not (or not adequately) integrated. Project staff explained that they felt that they had to copy the expected impact and outcomes from the ToR into their proposal, whether gender equality was included or not. And in case this was not, this had led to gender not being reflected as an objective or result.

#### Recommendations to EKN:

- The most effective measure to ensure that gender equality is well integrated in the project design of a new project, is by ensuring that it is already explicitly included in its ToR. The review of the project documents demonstrates that this means:
  - o The objective of the new project should already include or reflect gender equality as an expected impact of the project and/or
  - o One or several result areas at outcome level should include or reflect gender equality (see 4.4);
  - o The ToR should clearly state that gender equality be mainstreamed in **all** interventions (and not only in activities or value chains in which women are traditionally involved);
  - o The ToR should require that within the Theory of Change (or Result Chain) the pathways to improving gender equality be explicitly indicated (see 4.5);
  - o A gender analysis for all project components should be made mandatory within the inception phase (see 4.6), as well as the formulation of a gender strategy or approach and/or gender action plan (see 4.7), based on the gender analysis;
  - o If sample performance indicators are provided within the ToR, these have to include gender performance indicators at outcome and/o impact level, reflecting the desired effect of gender mainstreaming (see 4.9);
  - o The project team (e.g. TA) should include gender expertise (see 4.12).
- It is strongly recommended that EKN policy officers involve EKN’s gender specialist in the early stages of developing new project ideas and/or new ToRs. Requesting the feedback of the gender specialist once a new ToR has been (nearly) completed is less effective or efficient, as either gender issues may be included only as “add-on” or it is needed to go back to the drawing table to properly integrate gender issues.

### 4.2 Hold implementing parties accountable for the gender approach as in their proposal

The review has learnt that (some) tender applicants had proposed a more ambitious gender approach in their tender proposals than they actually were implementing once the contract had been awarded to them. Reasons for this are twofold: (i) the persons writing the proposals may not always be sufficiently aware of the actual local (gender) situation and hence of the feasibility of the proposed gender approach; and (ii) by proposing a more ambitious gender approach applicants appear to increase the chances that their proposal get selected. This is especially true if in the evaluation of proposals higher scores are awarded to proposals that well address cross-cutting issues such as gender.

#### Recommendations to EKN:

- When reviewing proposals vis-à-vis the cross-cutting issues such as gender, take into account the extent that the proposed approaches are specific and feasible. When only good intentions for gender mainstreaming are mentioned, without clearly indicating how these will

<sup>4</sup> The full reference is included in Annex 2 as well as the website.



be operationalized, be cautious and do not award a maximum score for gender / cross-cutting issues.

- Similarly, when an ambitious gender approach is proposed, but no gender expertise has been foreseen, including within budget, this should raise questions about the feasibility of successfully implementing the gender approach.
- After a contract has been awarded and signed with an implementing partner (or consortium), make them responsible for implementing the gender approach as in their proposal, also in line with the time line of their proposal. This means, for example, that implementing partners shall be held accountable to undertake a gender analysis during the inception phase if this analysis was also planned for the inception phase.
- EKN should ensure that inception reports of projects also describe how the gender approaches of the proposals will be actually operationalized and implemented. In case of genuine reasons for any changes or adaptations from the gender approach as described in the proposal, the inception report should explicitly indicate and justify this. EKN should request that any major changes in the gender approach as compared to the proposal be directly communicated to EKN.

### **4.3 All Food Security projects have Gender Marker “significant”**

The GRF review demonstrated that the Gender Equality Policy Marker “significant” (G1) had been awarded to several of the reviewed food security projects. For some of the projects (such as DairyBISS) it was not apparent to the GRF specialists whether a gender marker had been assigned.

Under the new EU Gender Action Plan 2016-2020 all EU member states are committed to ensure that 85% of all new programmes score gender marker G1 (significant) or G2 (principal), whereas for all projects scoring G0 (gender equality not (or not significantly) targeted) explicit justifications for the G0 score should be provided.

#### **Recommendations to EKN:**

- All new (or follow-up) food security projects should be designed in such a way that they clearly meet the criteria for a G1 gender marker. Food security projects, dealing with agricultural production / agricultural value chains, access to food and/or use of food (nutrition) clearly have the potential to contribute to improve gender equality and hence to score a G1 gender marker. In case of any exceptions, the G0 score needs to be motivated and justified by the concerned policy officer in coordination with EKN's gender officer.
- Make sure that all policy officers within EKN are well aware of the minimum requirements for a G1 score.
- The guidelines for the “Gender Equality Assessment for EKN Projects” as developed by EKN Kigali and used by EKN Addis Ababa are very useful but need some updating and/or further explanations. The following observations can be made:
  - o The note about 75% of the total official development assistance (ODA) expenditure to be gender-sensitive is from the previous EU Gender Action Plan and need to be replaced by the current target of 85% of all new projects.
  - o The requirement for a gender analysis for each project, preferably before its design or start, or at the latest during the inception phase, should indeed be considered as a strict requirement.
  - o The question in the flow chart (of these guidelines) about applying the Gender Marker that asks whether “gender equality is included in programme design” needs to be further operationalized. The main requirements for having gender equality adequately included in the project or programme design should be: (i) a proper gender analysis is done and/or planned for the inception phase, which should inform the gender strategy / approach of a project; (ii) gender equality is explicitly reflected in the objectives of the project and/or in results at outcome level; (iii) gender performance indicators have been identified, including at outcome level; and (iv) gender expertise has been included in the project team, which is also reflected in the (TA) budget.
  - o Requirements for M&E should also request that gender is addressed in the baseline, Mid-Term Reviews and end-evaluations of projects. This needs to be done by ensuring that (i) reviewing the progress and achievements of a project's gender approach and gender activities is explicitly mentioned in the ToR for the MTR or end-evaluation and by requiring that (ii) gender expertise be included in the review or evaluation team, either by including a gender expert in the team and/or a broader expert with demonstrated gender experience.

The lead GRF specialist also discussed the above observations within the Taskforce Women's Rights and Gender Equality of MFA. They intend to update the Gender Marker guidelines of EKN Kigali and make them more generally applicable for MFA programs and projects. In the meantime, EKN Addis Ababa can use the above recommendations (which have been discussed with the TFWG).

- If a proposal for a new Food Security project does not meet the above mentioned requirements, it should either not be selected by EKN for funding, or the applicant should be requested to revise and improve the proposal in order that the requirements for G1 are sufficiently met.
- During the contacts with the food security projects, the GRF specialists found that project management and/or other staff of EKN financed projects were not aware of the concept of Gender Equality Policy Markers and the inherent requirements. It is recommended that also among them some basic awareness is created on these markers, the commitment to the target of 85% and to the inherent requirements.

#### 4.4 Gender equality in the objectives and/or as outcome level result

The review learnt that generally gender equality was not (or not adequately) reflected in the objectives or expected results of the projects. One of the dairy projects did have an explicit gender equality outcome, but the reviewed documents did not provide adequate information on what the gender related activities would entail, and implementing any gender activity was significantly delayed. A few projects did somehow reflect women or "gender" in their impact statement and/or in results at outcome level, but in a way that did not well ensure improved gender equality or women's empowerment. Examples are the inclusion of a statement saying that a certain proportion (often 30%) of the reached target groups (e.g. farmers) should be women. Another example is stating that all interventions will be done in a "gender-sensitive" way, without clearly indicating what is meant and how this will be done.

##### Recommendations to EKN:

- Require that all food security projects contribute to the gender objective of GoN, i.e. improving women's rights and/or gender equality. This also means that projects should go beyond "do no harm", and actively create opportunities for enhancing gender equality ("do good").
- Objectives and/or expected results that **only** target specific numbers or proportion of women should not be considered as adequate. Although such quota for women will create opportunities for women to participate, this is not enough: (i) only promoting women's participation may overlook addressing specific constraints for women to grab these opportunities; and (ii) it should also be realized that the mere participation of women in project activities not necessarily leads to benefits for them and/or improve their position in terms of more gender equality or empowerment. Examples include the contribution of women of male headed households to increased agricultural production, which increases their work load, but may keep their husbands as the only decision-makers on spending the income from the increased production. Gender analyses indeed found that it is not uncommon in the project areas of the reviewed projects that men use this increased income mainly for own personal expenditure.
- This does not mean that setting quotas for women's participation should not be done, but rather that such quota should be combined with redressing existing inequities, e.g. related to access to and control over resources, decision-making and benefits.
- A similar observation can be made regarding (only) adding "gender-responsive" to impact and outcome statements. Although in itself relevant, this is not sufficient without indicating what the further goal is of being gender-sensitive, i.e. what the project aims to achieve through gender-sensitiveness.
- The main recommendation to EKN therefore is that each project identifies why gender mainstreaming is pursued and/or what it aims to achieve through gender mainstreaming. This should be formulated in terms of the desired effects of gender mainstreaming, for example, as impact and/or outcome level result.
- Another reason for formulating a clear project-specific goal of gender mainstreaming is the fact that without such a clear goal, there is no proper "mandate" to integrating gender concerns into project interventions. This is important to convince all project staff, also technical and at field level, why gender mainstreaming is needed, as well as towards partners and/or clients, e.g. when requiring that applicants address gender equality in their proposals for an innovation fund (in case of Calls for Proposals).

#### 4.5 Gender in ToC or Result Chains

As demonstrated in the above section, the reviewed projects hardly had gender equality reflected in their impact or outcome statements. Once they do so, it is also important that the pathways to achieving such impact or outcomes are clearly indicated, linking activities, outputs, outcomes and impact. Such pathways should –as much as possible- be evidence based.

##### **Recommendation to EKN:**

- Require that Theories of Change and/or Result Chains of projects integrate gender explicitly in their ToC/Result Chain, indicating and/or describing the pathways to achieve the gender equality outcomes and/or impact.

#### 4.6 Gender Analyses

In the context of this review, four gender analysis reports have been reviewed by the GRF specialists, as discussed in section 3.1 of this report. The gender analyses demonstrated that the (actual or proposed) interventions of the food security projects were likely to affect gender relationships and/or have an impact (positively or negatively) on gender equality. The recommendations of these gender analyses were usually relevant in terms of addressing identified gender constraints and inequalities, although a few of them appeared to go beyond the scope of the project, especially in terms of feasibility, e.g. the recommendation for improving drinking water supply to reduce women's workload.

##### **Conclusions and recommendations for EKN:**

- The reviewed gender analyses, despite also some weaknesses, demonstrated the importance of having gender analyses done to inform the formulation of a stronger gender approach. As mentioned already under 4.2, EKN should ensure that gender analyses are conducted for all projects.
- When EKN considers future programming (e.g. for follow-up projects of current projects such as DairyBISS and EDGET), it is strongly recommended that a gender analysis is conducted prior to formulating the follow-up project to ensure that the project scope and design is informed by such an analysis. Such a gender analysis should both identify gender inequalities and barriers to women's participation as well as assessing the gender impact of the predecessor (current) project (whether positive or negative) and ways to improve the impact on gender equality by the new project. This does not necessarily exclude the need for a more detailed or focused gender analysis in the inception phase of the new project.
- The formulation of clear and appropriate Terms of References (ToR) for gender analyses is a prerequisite for obtaining useful findings and recommendations. In particular, EKN should ensure that ToRs for gender analyses address all components of the (proposed) project, and not only those which are traditionally considered as typically suitable for women. Moreover, ToRs should clearly request that the gender analyses address gender relations, i.e. the relationships between men and women, and not (only) women's issues. In addition, ToRs should request that gender analyses provide clear recommendations, indicating how, by whom and when these can be implemented, also considering their practical feasibility.
- EKN should ensure that gender analyses are actually used to inform project design or adjustments in project design to make already planned activities more gender-responsive. It is suggested that EKN requests a management response by the project management that explains whether and how the recommendations of the gender analysis for their project will be adopted.

#### 4.7 Gender strategy, approach and/or Gender Action Plan

None of the reviewed projects had elaborated a separate gender strategy / approach for gender mainstreaming (or Gender Action Plan) in their inception report or annual plan for the first year<sup>5</sup>. The Horti-LIFE project and the four BENEFIT projects developed (draft) Gender Action Plans (GAPs) after the gender workshops. Though gender mainstreaming means that gender concerns are integrated into core project interventions, having also separate gender strategies and/or GAPs help to visualize what gender activities are implemented or foreseen.

<sup>5</sup> The gender and youth mainstreaming strategy for EDGET had been developed several years after the start of project implementation.

#### **Recommendations for EKN:**

- Once the Gender Analysis for a project has been completed, also a gender strategy / approach should be elaborated (or existing ones refined) by the projects, e.g. in the form of a Gender Action Plans. EKN should ensure that the main elements of a proper strategy or GAP are addressed, see Annexes 11 and 13 (outlines for the GAPs of Horti-LIFE and the BENEFIT Partnership).
- Such a gender strategy or GAP should be informed by the Gender Analysis, covering all components of the project, and also taking into account lessons learnt from gender mainstreaming of other projects in the same sector and/or region.
- Flexibility: Projects should be encouraged to apply lessons learnt to improve their gender strategy and/or GAPs. This means that EKN should never request a rigid implementation of a gender strategy or GAP, but allow for changes given that they are well justified. In case of any major changes, EKN should request project management to report these.

#### **4.8 Gender equality within selection criteria**

Several of the EKN financed food security projects (such as Horti-LIFE and ENTAG) have a (sub) component that is being implemented through Calls for Proposals. For example, in case of Horti-LIFE investors can submit grant proposals for initiatives to offer better inputs, services and markets to smallholder farmers. To ensure that –in this case– access to inputs, services and markets will be improved for both for male and female farmers, the extent and quality of gender-responsiveness should be included as one of the selection criteria. Such selection criteria should be communicated in advance to the potential applicants, also mentioning the reason why gender issues need to be addressed (see 4.4 above, last bullet).

#### **Recommendations to EKN:**

- EKN should ensure that the selection criteria for Calls for Proposals within food security projects include a clear gender related selection criterion. This should also be reflected in the scoring, with applicants demonstrating that they will actually promote gender equality (and how) getting a better score than those who do not address such gender issues (or only refer to gender in a general way, without operationalizing a gender approach). NB It is understood that the EKN policy officer should approve the selection criteria for such Calls for Proposals.
- EKN should promote that these criteria are clearly communicated by the concerned projects to potential applicants, for example, within information meetings about the concerned Call.

#### **4.9 M&E Frameworks and Gender Performance Indicators**

The review found that in general the food security projects collect (or plan to collect) sex-disaggregated data. Most projects also have some gender indicators at output level, such as the proportion of certain beneficiary groups being women or the number of gender activities that will be implemented. However, the M&E frameworks of these projects do not (or hardly) include gender performance indicators at outcome or impact level, i.e. indicators that represent the desired effect(s) of gender mainstreaming. As mentioned before, project staff often explained that this absence of gender performance indicators in their M&E framework was due the fact that the sample indicators in the ToR neither included gender indicators.

The review found some reluctance to adopt gender indicators at outcome or impact level in some of the projects (though not in all) because (i) the project staff realised that they had to incorporate changes into project interventions to actually achieve the results measured by these indicators and/or in their M&E system to measure them; and (ii) because they were not sufficiently convinced of their mandate to contribute to changing gender relations. In particular the more technical staff seemed not always convinced that such subjects would need to be addressed by them, especially when touching household relations (see also 3.10 about intra-household issues).

#### **Recommendations for EKN:**

- If a ToR for a new project has sample indicators, ensure that gender performance indicators are included, going beyond measuring only women's and men's participation.
- For agricultural production projects, such as many of EKN's food security projects, the indicators of the Women's Empowerment in Agriculture Index (WEAI)<sup>6</sup> can be used as inspiration for gender indicators at outcome / impact level.

<sup>6</sup> See Annex 2 for references

- Examples of indicators are:
  - o Decision-making on agricultural production (by women and/or jointly)
  - o Decision-making on spending the income from increased production / productivity (by women and/or jointly)
  - o The extent that men and women benefit from the project interventions (e.g. the increased income from improved production / productivity)
  - o Women having control over the income generated by themselves
  - o Women being successful as service provider / entrepreneur
  - o Access of also female farmers to inputs, services (including credit) and markets
  - o Women as lead farmers and/or taking leadership roles in farmers' organisations
  - o More equal distribution of the work load (productive and domestic) between husband and wife
  - o Change in gender norms / attitudes of men and women
  - o The extent that also women members influence decision-making within organisations such as water users' associations
- A gender analysis can help to fine-tune gender indicators and set baseline values and targets. Requesting for suggestions for indicators should therefore be part of the ToR for a gender analysis.
- Collecting sex-disaggregated data at all levels (output, outcomes, impact) should be standard.
- Qualitative changes related to gender equality / gender relations may also be assessed through special (qualitative) studies.

#### 4.10 Intra-household issues

The review learnt that most projects do not or hardly consider any intra-household issues, apart from taking the existing gender labour division as a given fact. Sometimes households are taken as the (only) unit the project is working with, with the household head as its representative. This is also reflected in the current governmental extension approach in Ethiopia, where it is common practice that only one household member can participate in extension activities such as training, which usually is the husband. In such thinking, only female household heads (between 20-25% in any given population in Ethiopia) are invited for training, overlooking women in male headed households as target group for extension.

In other projects, such as SMIS, explicit attention is paid to also women within male headed households by planning for joint participation of husband and wife in extension activities. The new GAP of Horti-LIFE aims for the same for their FFS component. It is also the official policy of GoE (of MoA and ATA) to address both female household heads and women in male headed households when referring to female farmers.

Recognizing and addressing intra-household issues are important in view of (i) pursuing improved gender equality as well as (ii) increasing the performance of a project. An example of the first is the risk that an agricultural project may only lead to increased labour for women in male headed households, whereas the men control the income of the increased production. An example of the second is that by ensuring that extension messages related to women's tasks are delivered directly to women (and not through their husbands) will increase the success of a project.

Three of the reviewed gender analyses (i.e. of SMIS, Horti-LIFE and EDGET) recommended that more attention be given to household dialogues and/or changing household roles, such as better sharing of domestic work by husband and wife, for example, by applying the Gender Model Family (GMF) Program. The (draft) Gender Audit of the SMIS project suggests that this project is indeed planning to pilot this approach, at least in Tigray.

#### Recommendations to EKN:

- EKN should see to it that target groups of food security projects are not (or not only) defined as (smallholder) farming households, but also distinguish different members of the households, in particular men and women, and possible also children (see 3.13), all of whom can have different roles, constraints and needs.
- EKN should support the message that changing intra-household relationships should be part of food security projects, in particular, as related to agricultural production, e.g. joint decision-making on agricultural production and on spending the income from agricultural production.

- It will remain debatable to what extent food security projects should aim for addressing all aspects of intra-household gender relations. EKN should promote, however, that intra-household gender topics that relate to or are conditional for increasing agricultural production are in principle addressed, such as those related to work load redistribution, production related decision-making and decision-making about the increased household income.
- In addition to gender mainstreamed food security projects, EKN can consider the design of a gender specific project, specifically aiming at intra-household gender transformation, e.g. rolling out the Gender Model Family model at a larger scale, side-by-side with relevant Food Security projects. Such a project might be implemented by suitable NGOs in cooperation with relevant local government, e.g. with the Office of Women and Children Affairs at woreda (district) level.

#### 4.11 Women, youth and children

Still many of the reviewed documents seem to consider women, youth and children each as homogeneous groups, which they usually are not.

Re Women: Project documents referring to female farmers often not sufficiently explain whether they refer to female household heads, women in male headed households or both. Several of the gender analyses demonstrated that the needs and constraints of these two groups can be quite different. In addition, also other groups of women can be distinguished, such as women labourers and women service providers / entrepreneurs.

Re youth: It is very commendable that several of the reviewed projects pay explicit attention to youth, also to encourage that youth remain working in the agricultural sector in the near future deriving a decent income from agricultural production. However, it is observed that often only one homogeneous category of youth as farmers is distinguished, though apparently including young men and young women, but without realizing that they might have different roles, needs and constraints, hence, implying that youth is a gender neutral concept.

Re children: The CASCAPE Gender Analysis demonstrated that the role of children in agriculture in Ethiopia is quite considerable: it was found that in the study sample on average 22% of the work in agriculture is contributed by children. They are involved in all categories of agricultural activities, including in activities as pesticide application, but to a varying degree. Female headed households seem to depend more on the participation of children in agricultural labour than male headed household where both husband and wife can provide family labour. The CASCAPE study found that by helping their parents with agricultural activities, the education of children often suffers due to absences from school or time restrictions to completing homework. The study did not define the age groups of the children.

#### Recommendations to EKN:

- EKN should clearly indicate, e.g. in the ToRs for new projects, that both the women from female headed households and women in male headed households need to be targeted by food security projects, though not necessarily always through the same activities. Within value chains, also women as wage labourers, women as entrepreneurs and/or as consumers need to be distinguished.
- Also in indicators and data collection, the different categories of women should be taken into account.
- EKN should request the food security projects, in particular those that explicitly target youth, to distinguish male and female young farmers, both when identifying roles, needs, constraints and opportunities, and in designing interventions for them. It should also be self-evident that data collection should also be sex-disaggregated, including in impact measurements.
- Although a certain degree of children's participation in agriculture is acceptable<sup>7</sup>, EKN should be aware that that projects that increase agricultural productivity may lead to increased workloads for also children of school going age. It is not clear whether GoE has a policy towards this.

<sup>7</sup> ILO states the following on children's work in agriculture: Participation in some agricultural activities is not always child labour. Age-appropriate tasks that are of lower risk and do not interfere with a child's schooling and leisure time can be a normal part of growing up in a rural environment.

- EKN should request that any data collection on children's participation in agriculture, distinguish the age categories of children as well as indicate the proportion of boys and girls, and/or whether they have same or different roles in agriculture.

#### 4.12 Importance of Gender Expertise

The review suggests that gender expertise is crucial to successfully design and implement gender activities. For example, the SMIS project which is doing quite well in mainstreaming gender, has four Regional Gender Experts, one per region.

##### Recommendations to EKN:

- Food security projects should include gender expertise as part of the TA and/or partner staff involved in the project.
- In case of new projects, EKN should include gender expertise in the ToRs as mandatory.
- This also means that budget should be allocated to gender expertise.

#### 4.13 Accountability for gender mainstreaming and achieving gender equality results

The extent and success of mainstreaming gender within project interventions also depends on the commitment of project management.

##### Recommendations to EKN:

- EKN should hold project management accountable for gender mainstreaming and its progress and achievements.
- EKN should put gender mainstreaming on the agenda of Steering Committee meetings of the Food Security projects.
- It should be considered whether also a representative from the Women's Affairs Directorate of the Ministry of Agriculture be included as Steering Committee member.

#### 4.14 Monitoring the implementation of gender activities

As part of its regular monitoring of the progress of food security projects, EKN should also follow-up on the implementation of the projects' gender activities / gender action plans.

##### Recommendations to EKN:

- EKN should request its food security projects that regular progress reports also report on the progress of gender mainstreaming, such as the status of implementation of the GAPs, as well as an update on the achieved gender results, once data are available.
- Policy officers visiting projects (at head office or field level) should explicitly ask for the experiences with and achievements of implementing gender activities, both to learn about the status of gender mainstreaming and to communicate that gender mainstreaming is indeed important for EKN.
- When preparing ToRs for Mid-Term Review or evaluation missions, EKN should ensure that gender is mentioned as one of the issues to be addressed in the review or evaluation, whereas also gender expertise should be available within the review or evaluation team.

#### 4.15 Documenting and sharing lessons learnt

Lessons learnt from gender mainstreaming –whether success or failures- should be documented. Examples of successes help to convince and inspire others.

##### Recommendations to EKN:

- Encourage projects that they do not only report on progress of implementing gender activities, but also on the lessons learnt, e.g. through case studies and/or special studies.
- EKN should promote that food security projects exchange lessons learnt related to gender mainstreaming, for example, by organizing learning events.
- A concrete suggestion is that EKN organize a learning event during which the SMIS project shares its experiences with gender mainstreaming, such as how they achieved that husband and wife jointly participate in training, their experience with regional Gender Working Groups and their first experience with the Gender Family Model.

#### 4.16 Other Recommendations for EKN:

Several more miscellaneous recommendations, but not less relevant, are:

- Block grants and consultancy funds that are available within EKN Addis Ababa should also be used for gender activities.
- Organize regular gender sessions or events (e.g. half-yearly or based on needs) with EKN Development Cooperation policy staff in order to strengthen their capacity in integrating gender in programme / activities, for example, similar to the gender workshop of June 2016, and addressing selected themes, such as the application of the Gender Equality Policy Marker, or sharing best practices and lessons learnt.
- Documented good practices (see 4.15) should also be shared with colleagues within EKN as well as with MFA in The Hague.
- It is strongly recommended that in the next Multi-Annual Country Strategy of EKN Addis Ababa gender equality is more explicitly addressed and to be integrated into all spearheads of the next strategy. The current MASP includes a specific section on women's rights indicating that the "gender component" in existing thematic priority programs will be strengthened. The MASP foresaw that this will especially concern the SRHR activities, women's empowerment within especially the horticulture sector (within Food Security) and addressing violence against women (VAW) and harmful practices within SRL.

Some first suggestions (but not exhaustive) for a new Country Strategy are:

- o Gender equality and women's rights should be in principle be mainstreamed in all activities of the three spearheads, as well as in trade/investment activities and in regional activities (i.e. the work with the African Union).
- o Within SRHR gender mainstreaming seems inevitable to ensure effective SRHR interventions; here empowering girls and women should go hand in hand with involving boys and men, i.e. addressing "masculinities".
- o Within Food Security, EKN should foresee effective mainstreaming of gender equality in all interventions.
- o Within SRL the focus on VAW (i.e. women as victims) is important but seems not sufficient: also strengthening the position of women in the judicial system (i.e. women as actors) should be pursued, including making the entire judicial system more women-friendly (for staff and victims).
- o Gender equality should also be mentioned in the long-term vision of EKN, also mentioning what is aimed to be achieved by gender mainstreaming. Such a "goal" should go beyond the "increased participation of women and youth", but reflect the resulting increase in equality and inclusiveness.
- o When referring to youth, it is important to indicate that this is not a homogeneous group, but includes male and female young persons, who often have different needs and constraints. Gender analysis and gender mainstreaming in projects should therefore also cover the constraints, needs and opportunities for young male and female young people. The new strategy should at least recognize this.



**Annexes**

## Annex 1 Terms of Reference

### Terms of Reference

#### **GRF support for gender integration in selected Food Security and Rule of Law projects of the Embassy of the Kingdom of the Netherlands (EKN) in Addis Ababa**

*October 20, 2016 – Final version*

##### **1. Background**

EKN Addis is working based on its Multi-Annual Strategic Plan (MASP) (2014-2017). The three pillars of the current MASP are Agriculture/Food and Nutrition Security, Sexual and Reproductive Health and Rights (SRHR) and Security and Rule of Law (SRL). The Embassy prioritizes addressing gender inequality as an objective in its own right. Under the MASP gender is also a cross-cutting theme, for effectiveness of the projects and sustainability of the project impact.

Currently EKN Addis is funding a number of projects under the Agriculture/ Food and Nutrition Security pillar which contribute to one or more of the overall objectives as per the November 2014 letter to the parliament from the Minister of Foreign Trade and Development Cooperation and the Minister of Agriculture on the Netherlands' contribution to global food security<sup>8</sup>. These objectives are: eradicate existing hunger and malnutrition; promote inclusive and sustainable growth in the agriculture sector with a focus on small and medium-sized farms; and create ecologically sustainable food systems.

The security and rule of law pillar foresees a two track approach. The first approach is having sustainable security, a functioning legal order system, and more accountable, inclusive democratic processes. The second is having an improved business climate linked to aid and trade. The long term vision under the MASP is that Ethiopia will have the capacity and the will to uphold rule of law to realize sustainable security, development and economic growth. Thus, the projects supported under the rule of law portfolio include, but are not limited to, human security (prevention and management of gender based violence), support to the Ministry of Justice on clearance of backlog cases, human rights training to police and militia, and capacity building to the justice sector by upgrading the professionals employed in the Ethiopian justice sector intuitions.

EKN Addis is seeking the support of GRF in order to strengthen the contribution and relevance of selected development projects for gender equality and women's empowerment.

In an effort to strengthen the integration of gender in its activities EKN organized an interactive workshop for policy staff to enhance the capacity for gender mainstreaming in the activity cycle. In addition a gender inventory of projects within the agriculture portfolio was done in the first half of 2016. The inventory identified the gaps both in capacity of project personnel and gender integration in the projects. The inventory also identified absence of gender analysis, of engendered indicators and of gender equality and women empowerment strategy as major issues for future attention. Two learning events for implementing partners within the Agriculture/Food and Nutrition Security pillar were organized in the first half of 2016 with a focus on the gender issues. These learning events were organized by the Agriculture/Food and Nutrition Security portfolio and were facilitated by Agriprofocus, in collaboration with the policy officer for gender.

<sup>8</sup> <https://www.government.nl/documents/parliamentary-documents/2014/11/18/letter-to-the-parliament-netherlands-contribution-to-global-food-security>

Many projects have not integrated gender equality into their objectives, result areas or log frame and/or have insufficiently taken gender equality into account from the start of the project. Thus, a number of projects have now been identified to get the support of GRF to provide recommendation for integrating gender equality. EKN Addis management, policy staff and the implementing partners of the selected projects have expressed their commitment to this support trajectory and make necessary shifts in budget lines to take up and implement the GRF recommendations. This TOR is developed in close consultation with the implementation partners involved and the policy staff at the Embassy.

## **2. Objectives of the GRF support**

The services of the GRF will be requested to assist EKN Addis in engendering the Food Security and Rule of Law portfolio. The objectives to which the GRF support will contribute are:

- d. integrating gender equality objectives and indicators into the selected Food Security and Security and Rule of Law portfolio projects (including in project documents such as the Log frame and M&E framework),
- e. providing recommendations for specific activities and/or strategies to contribute to the achievement of the outcomes of the projects for gender equality and women's empowerment;
- f. Strengthening the ability of selected EKN implementing partners to implement their gender activities/strategies and improve their reporting on gender equality and women's empowerment outcomes.

## **3. Description of the projects**

This support will focus on the following projects of the Agriculture/Food and Nutrition Security portfolio:

1. The Dairy Business Information and Service (Dairybiss) project works on private sector development by increasing the number of profitable dairy farms and firms in the Ethiopian dairy sector. Beneficiaries of the project are commercial farms, companies in dairy processing and smallholders involved as suppliers through cooperatives or through farmer groups. This project is implemented by Wageningen UR Livestock research. The project runs from March 2015 to February 2018. Total budget is € 1,3 million. DairyBiss closely collaborates with the USAID-funded Livestock Market Development (LMD) project. This USAID project is highly gender sensitive while Dairybiss is not, thus opening an opportunity to learn from LMD.
2. The Enhancing Dairy Sector Growth in Ethiopia (EDGET) project develops local dairy value chains supporting small dairy farmers and service provision and markets at district-level. The beneficiaries are smallholders (with on average 2 to 3 dairy cows), input suppliers, traders and local dairy processors. The project is implemented by SNV in close collaboration with the government livestock extension department. Targets are an increase of dairy income for 65,000 farm households by 100%, and improved nutritional status of more than 500,000 children. The project is running until December 2017. The project pays explicit attention to women given their major role in tending dairy cattle. It would be useful to see to what effects this is likely to have on gender equality or women empowerment. There may still be room for improvements in this project. Also, gender experiences in EDGET may also cross-fertilize Dairybiss.
3. The Bilateral Ethiopian Netherlands Effort for Food, Income and Trade partnership (BENEFIT) (2016-2019) project goal is to improve production and availability of food as well as stimulate and develop sustainable income and trade among rural households of Ethiopia. The program has integrated and linked 4 existing food security projects: Integrated Seed Sector Development (ISSD) project, the Capacity building for scaling up of evidence-based best practices in agricultural production in Ethiopia (CASCAPE) project, the Ethiopia-Netherlands Trade Facility for Agribusiness (ENTAG) and current support for the Sesame Business

Network (SBN). Total EKN budget is about €30 million and implemented by Wageningen University (Center for development and Innovation) and local partners (Universities, associations, government sector offices). Major gap identified in this project is the absence of women empowerment and gender equality strategy.

4. The Small scale and Micro Irrigation Support (SMIS) project's objective is to ensure that all concerned public and private institutions within 4 regions (Oromia, SNNPR, Amhara & Tigray) have the necessary capacity required for gender-responsive identification, planning, design, construction and management of sustainable SSI (small scale irrigation) systems and micro-irrigation schemes in a coordinated manner and according to adopted integrated watershed-based approach. It provides core capacity building support to SSI part of the Agriculture Growth Program (AGP II) and promote micro scale irrigation. The project is jointly financed by the embassies of the Netherlands and Canada. The total project budget is € 20.7mln, from which the Dutch Embassy contributes € 10 million. It is a 5 year program that started in 2014. It's implemented by Agriteam Canada consulting with four regional and one national coordination unit. The actual implementation is carried out by the regional teams in collaboration with local government and Agricultural TVETs. The national unit provides a back-up to the regional team through technical support and project coordination at national level. It is also responsible in coordinating the capacity building of 5 A-TVETs to develop in to center of excellence in small scale irrigation. Even though the project has integrated gender in its objective, there is implementation challenge.
5. The small scale horticulture development (Horti-LIFE) project focus is on the inclusive and sustainable growth of the fruit and vegetable sub-sectors in Ethiopia, through (a) facilitating the establishment of new high value horticulture supply chains aimed at exports and regional high-end consumer markets; and (b) inclusion of smallholder growers in these high value supply chain arrangements. It is a three year program (2016-2018). SNV- Ethiopia is the implementing partner and total EKN Addis budget is € 6.3 million. The project was launched on October 1, 2016. The inception report has been submitted and SNV has contracted a consultant to carry out gender analysis.

Moreover, the support will focus on the following project of the Security and Rule of Law portfolio:

6. Justice Capacity Building project started in December 2012 and will end in December 2016. The project is implemented by the Ministry of Justice in cooperation with the University of Amsterdam (UvA). The total budget for this program is € 1.762.000. The project aims at capacitating various aspects of the justice sector by addressing the shortage of trained legal personnel, both at federal and regional level. Beside the masters of Law (LLM) component, focusing on practicing judges, prosecutors and legal personnel, the project gives attention to structural and institutional issues related to the process of justice, especially for prosecutors and police investigators. The Ministry of Justice is now developing a new proposal in collaboration with Mekelle University. Review of the current projects from a gender perspective and draw lessons to better integrate gender in the new project.

#### **4. GRF role and methodology**

##### *In-depth review of project documents*

The specialist(s) will review relevant project documents (EKN's MASP, project proposals, TOC, project documents, BEMOs, M&E frameworks, baseline reports, recent annual activity plans and progress reports) and map gender equality perspectives and omissions of the projects. S/he will provide concrete recommendations and suggestions how to integrate gender into the objectives, outcomes, indicators and M&E framework of the selected projects. See paragraph 5 on the expected activities per project/implementing partner. The specialist(s) will conduct desk review, interviews and consultations with the relevant policy officers and relevant staff of the implementing partners. No field visits outside of Addis Ababa are anticipated, but meetings with relevant staff in Addis Ababa.

#### *Workshops on gender mainstreaming*

Organize and facilitate workshops for the implementing partners of BENEFIT and Horti-LIFE, relevant policy officers at EKN, being a fairly new projects, to enhance staff's knowledge and capacity on gender mainstreaming. The workshops will use the undertaken gender review of the projects to identify strategies and activities that will contribute to improved gender equality and women empowerment outcomes for the projects. The workshops will focus on integrating gender into the indicators for measuring gender results; provide practical ways for addressing the gender gaps identified and the development of a gender integration action plan, with targets, budget and timelines for follow-up.

#### *Support in drafting action plans*

After the workshops have taken place BENEFIT and Horti-LIFE are expected to finalize their gender integration action plan within a month. The specialist(s) can provide support during this process from a distance and will review the developed action plans and make further recommendations to enhance gender equality into the organization's project if needed.

### **5. Proposed activities and tentative timeframe**

<b>Activity and timeframe</b>	<b>Days FS Specialist</b>	<b>Days SROL specialist</b>	<b>Tentative timeline /location<sup>9</sup></b>
<b>1) In-depth review of project documents</b>			
<b>Dairybiss:</b> <ul style="list-style-type: none"><li>• Review of project proposal, BEMO, baseline report, recent annual plans and reports, to integrate gender in the objectives, outcomes, indicators and M&amp;E framework and the interventions.</li><li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from Dairybiss.</li><li>• Elaborate recommendations for women empowerment and gender equality strategy with a focus on smallholder farmers (as suppliers), including for intervention at intra-household level</li><li>• Elaborate recommendations for a women empowerment and gender equality strategy with a focus on the commercial farms, and companies in dairy processing.</li><li>• Elaborate recommendations for intervention for dairy companies to promote women empowerment among their suppliers.</li></ul>	<b>5</b>		November onwards; home based and Addis Ababa

<sup>9</sup> Initial part of the review to be conducted as desk review home based; exact timing of mission to Addis Ababa to be decided upon.

<p><b>EDGET:</b></p> <ul style="list-style-type: none"> <li>• Review of project proposal, BEMO, M&amp;E framework, recent annual plans and reports, to integrate gender in the objectives, outcomes, indicators and M&amp;E framework and interventions</li> <li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from EDGET.</li> <li>• Elaborate recommendations for women empowerment and a gender equality strategy with a focus on smallholders (intra-household), and various actors in the local dairy value chain.</li> <li>• Elaborate recommendations for gender objectives, indicators and interventions.</li> <li>• Identify lessons learnt (if so) for sharing with others.</li> </ul>	5		November onwards; home based and Addis Ababa
<p><b>BENEFIT:</b></p> <ul style="list-style-type: none"> <li>• Review of the M&amp;E framework, matrix of collaboration, project proposal, recent annual plan, and baseline survey tools, to integrate gender in the objectives, outcomes, (possible common) indicators and M&amp;E framework and the interventions.</li> <li>• Review, guide and provide recommendations to incorporate relevant gender questions in the baseline study.</li> <li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from BENEFIT.</li> <li>• Elaborate recommendations towards BENEFIT strategy for addressing gender inequality and women's empowerment.</li> <li>• Workshop to enhance the capacity of the BENEFIT team on gender mainstreaming.</li> <li>• Support /distance coaching on gender integration action plan for each (4) component of BENEFIT.</li> </ul>	20		November onwards- review of the M&E framework asap; home based and Addis Ababa
<p><b>SMIS:</b></p> <ul style="list-style-type: none"> <li>• This project has already integrated gender equality in its objective and intervention; elaborate recommendations on what can improve and provide concrete suggestions on how.</li> <li>• Review of the gender-responsive approach, draw possible gaps, lessons and best practices that can be replicated and shared with others.</li> <li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from SMIS.</li> </ul>	5		November onwards; home based and Addis Ababa
<p><b>Horti-LIFE:</b></p> <ul style="list-style-type: none"> <li>• Review of the inception report for the project, the proposal, BEMO, to integrate gender in the</li> </ul>	5		November onwards, review of inception report asap;

<p>objectives, outcomes, indicators and M&amp;E framework and the interventions.</p> <ul style="list-style-type: none"> <li>• Review of the inception report of the consultants for the gender analysis (consultant proposal),</li> <li>• Review of the outcome of the gender analysis,</li> <li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from Horti-LIFE.</li> <li>• Elaborate recommendations for gender equality and women empowerment strategy for the program,</li> <li>• Elaborate recommendations on the need for capacity (gender focal person) to implement the outcome of the gender analysis.</li> <li>• Workshop to enhance the capacity of the Horti-LIFE team on gender mainstreaming.</li> <li>• Support /distance coaching on gender integration action plan.</li> </ul>			home based and Addis Ababa
<p><b>Justice Capacity building:</b></p> <ul style="list-style-type: none"> <li>• Review the latest reports of the project to get a good understanding of the project and extent that gender was (or was not) integrated into the project.</li> <li>• Review the project proposal for the new project from a gender perspective, and elaborate recommendations to improve women's participation in the LLM and capacity building of the professionals in the justice sector.</li> <li>• Review the training packages and components of the new project to provide concrete suggestions for improving its gender sensitivity.</li> <li>• Review of the draft BEMO for the new project.</li> <li>• Interview and consultations with EKN policy officer [REDACTED] and relevant staff [REDACTED] from Ministry of Justice.</li> </ul>		<b>5</b>	November/ asap; home based
<p><b>2) Two Workshops on gender mainstreaming</b></p> <p>2-day workshop for BENEFIT for 15-20 participants 1-day workshop for Horti-LIFE 20-25 participants</p>	<b>5</b>		TBD (possibly week of 23 <sup>rd</sup> or 30 <sup>th</sup> January 2017)
<p><b>3) Support in drafting action plans</b></p> <p>Distance coaching; Feedback on action plans</p>	<b>4</b>		TBD
<p><b>4) Report on the findings and recommendations</b></p> <p>The report should be a maximum of 20 pages, excluding annexes.</p> <p>The draft report (in English) is expected to be received by the GRF within one week after the completion of activity 3 of the assignment in case of FS specialist. For RoL component, within one week after providing final feedback on the project.</p>	<b>3</b>	<b>1</b>	After completion of the above tasks (preferably assignment to be completed before end of February 2017)

The GRF will submit the draft report(s) to EKN Addis within 1,5 week and will take care of the finalization of the report upon receipt of feedback of EKN.			
<b>5) Travel days</b>	<b>2</b>		
<b>Total number of working days</b>	<b>54</b>	<b>6</b>	<b>60 working days</b>

## 6. Specialist profile

Given that the assignment will focus on Food Security and Rule of Law portfolio, a team of specialists will be identified to carry out this assignment.

For the food security component, the GRF specialist(s) will have gender expertise in the context of Agriculture/food and nutrition security, in specific:

- Experience with planning, monitoring and evaluation in relation to gender equality;
- Practical experience in integrating gender equality in Agriculture/food and nutrition security projects;
- Experience in organizing/facilitating workshops is a must;
- Familiarity with MFA policy and practices, including Netherlands gender policy;
- Fluency in English and strong communication and writing skills.

For the Security, rule of law component, the GRF specialist(s) will have gender expertise in the context of security, rule of law in specific:

- Experience with planning, monitoring and evaluation in relation to gender equality;
- Practical experience in integrating gender equality in law, justice, capacity projects;
- Familiarity with MFA policy and practices, including Netherlands gender policy;
- Fluency in English and string communication and writing skills.

The specialist(s) will work in close collaboration with EKN's Policy officer SRHR/Gender, and relevant policy staff of the Agriculture/ Food and Nutrition Security and Security and Rule of Law portfolio.

## 7. GRF Outputs

Expected outputs for the assignment/selected projects:

- Finding what the gender gaps are (content as well as capacity) and recommendations how to address the identified gender gaps of the selected projects.
- Revised objectives, outcomes, indicators, and M&E frameworks of the selected projects from gender perspective.
- Recommendations for activities to address gender inequality (either stand alone or gender mainstreaming).
- Recommendations for the Embassy and /or implementing partners of strategies to address gender inequality and women empowerment.
- Organized and facilitated workshop on gender mainstreaming for BENEFIT and Horti-LIFE.
- Distance coaching resulting in gender integration action plans developed by the selected projects within one month after the workshop.
- A report documenting the findings of the assessment and the exercise.



## Annex 2 References

*Note: This annex does not include documents that are specific for any of the reviewed projects. The project specific documents are included in appendices in the concerned Annexes.*

AgriProFocus. Report on EKN Learning Event. 23 February 2016.

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Asrat Ayalew and Getnet Tadele. Gender and farming in Ethiopia: an exploration of discourses and implications for policy and research. Future Agricultures Working paper 084. April 2014.

Dutch Sustainability Unit (DSU). Netherlands Commission for Environmental Assessments. Integrating Gender Equality in Climate-Smart Development – A Quick Reference Guide. 20 March 2014. [http://api.commissiemer.nl/docs/os/i71/i7111/def\\_guide-gender\\_climate\\_change\\_20\\_march\\_2014.pdf](http://api.commissiemer.nl/docs/os/i71/i7111/def_guide-gender_climate_change_20_march_2014.pdf)

EKN Addis Ababa. Outcomes of the workshop “Gender mainstreaming workshop for policy staff” held on June 16-17, 2016. Internal note.

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Fenet Belay and Alemayehu Oljira. Gender Role in Agricultural Activities in Ethiopia: Country Review. Journal of Culture, Society and Development. Vol.22, 2016.

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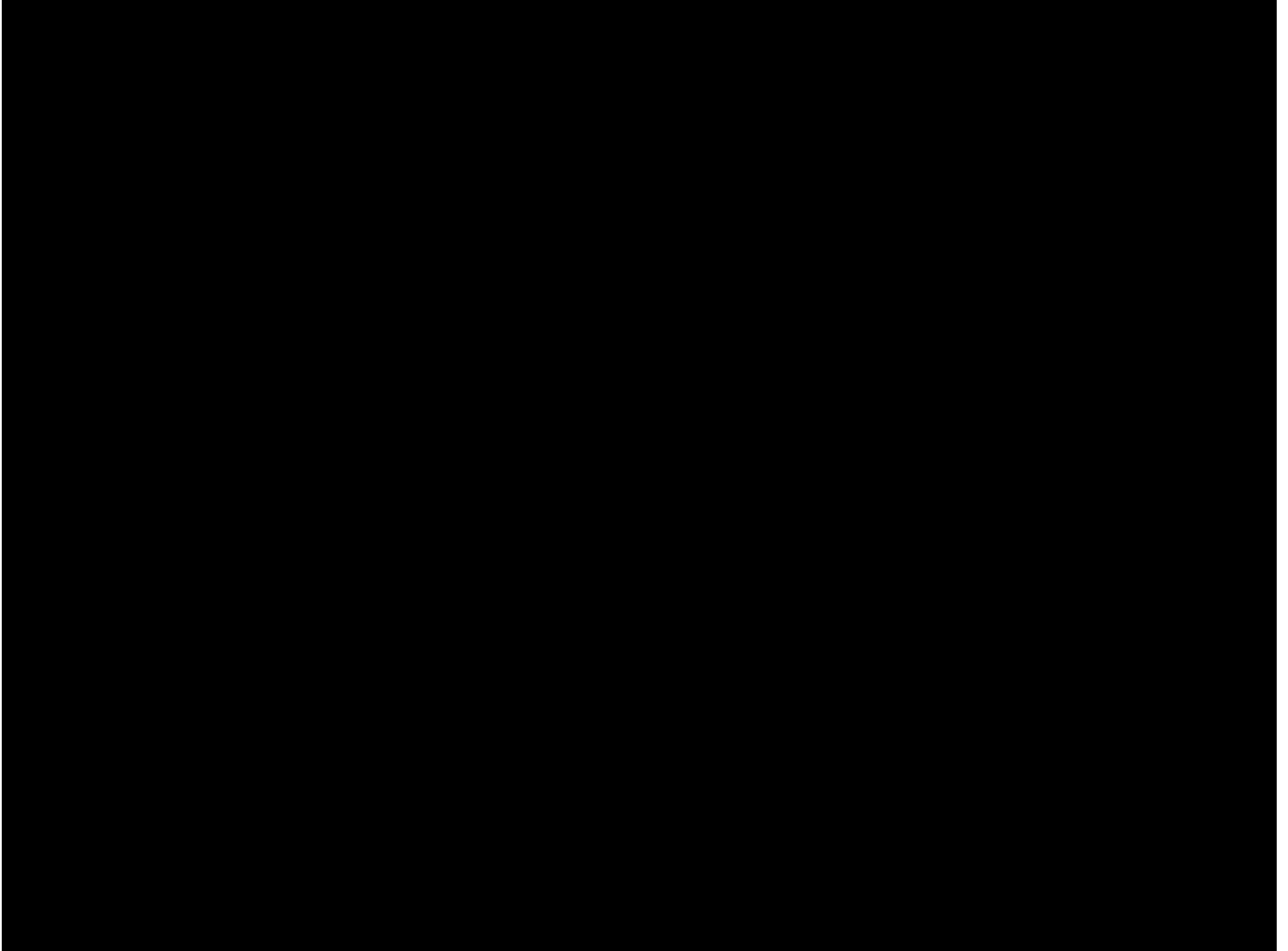
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UNWomen. Preliminary Gender Profile of Ethiopia. November 2014.

Feed the Future: The US government’s global hunger and food security initiative.. Women’s Empowerment in Agriculture Index developed by USAID, IFPRI and OPHI, 2012.

Netherlands Commission for Environmental Assessment – Dutch Sustainability Unit. Quick Reference Guide: Integrating Gender Equality in Climate-Smart Development. March 2014.

### Annex 3 People consulted



*This annex does not include the names of people (mainly) met during the workshops, see Annex 4 and 5 which include the names of workshop participants.*

## Annex 4 Workshop report Horti-LIFE project

This Annex reports on the gender workshop for the Horti-LIFE project, facilitated by GRF. This report summarizes the power point presentations of the workshop; the full power point presentations were shared with EKN and the project, see output 10 of 1.3.3 of the main report.

**Date:** Monday 30 January 2017

**Venue:** SNV Office, Addis Ababa

**Organizers:** Horti-LIFE in collaboration with GRF / Embassy of Kingdom of Netherlands

**Objective:** To strengthen the integration of gender in the interventions of the Horti-LIFE project, including enhancing the capacity of the project staff on this (i.e. gender mainstreaming).

**Expected results** of the workshop:

7. Increased understanding of the participants on gender mainstreaming in general, with practical knowledge on gender mainstreaming relevant to Horti-LIFE interventions.
8. Concrete ideas about the gender objective(s) and outcomes relevant for the Horti-LIFE project, including the pathways to achieve these.
9. Concrete ideas about (improving) gender mainstreaming in core Horti-LIFE interventions and on potential specific gender activities to support gender mainstreaming.
10. First ideas about (additional) gender indicators, including how to measure them.
11. Better understanding on responsibilities for gender mainstreaming, including on the need for (additional) gender expertise.
12. Agreement about the next steps to formulate a gender action plan (as foreseen in the GRF ToR) and the corresponding responsibilities.

**Programme:**

1	08.30 - 08.15	Welcome and Introduction of participants
2	08.15 – 08.30	Introduction: background and objective of the workshop
3	09.00 - 09.40	Concept of gender mainstreaming and steps to integrate gender in a project
4	09.40 - 10.20	Purpose / objective of gender mainstreaming in Horti-LIFE project
	10.20 - 10.40	Coffee break
5	10.40 - 11.15	Examples of gender mainstreaming in Food Security Projects
6	11.15 - 12.30	Gender Mainstreaming in Horti-LIFE interventions
	12.30 - 13.30	Lunch break
7	13.30 - 14.15	Priority Setting and Need for supportive activities / gender expertise
8	14.15 - 15.15	Pathways to the gender objective / outcomes
	15.15 - 15.35	Coffee break
9	15.35 - 16.40	Gender Indicators
10	16.40 - 17.15	The way forward: steps to further prepare Horti-LIFE's Gender Action Plan and a brief closing presentation

**List of Participants:**



## Reporting on the Gender Workshop:

### 1 Opening

The Workshop was opened by [REDACTED] (the Horti-LIFE Project Manager) and [REDACTED] (the Policy Officer Gender of EKN).

All participants introduced themselves.

**About GRF:** [REDACTED] introduced herself as well as the Gender Resource Facility (GRF). GRF provides expert advice, technical assistance and knowledge services on gender equality and women's rights to the Netherlands' Ministry of Foreign Affairs (MFA), its embassies and partners on their request. GRF operates under contract with MFA and is implemented by a consortium consisting of the Royal Tropical Institute (KIT) and Femconsult; [REDACTED] is a permanent staff member of Femconsult.

### 2 Introduction

[REDACTED] explained the background of this workshop and the Dutch gender equality policy of the Ministry of Foreign Affairs. There are three different approaches to implement this policy: through gender specific programmes, through gender diplomacy and through integrating gender concern in projects. It is now a mandatory requirement that all EKN supported programmes have to undertake a gender analysis. We have to show results, our results should also contribute to addressing gender inequality issues, sustainability, inclusiveness. But also the Government of Ethiopia has its gender equality policy. EKN engaged the Gender Resource Facility (GRF) to render support to a selected number of EKN projects, including Horti-LIFE.

### 3 Concept of gender mainstreaming

All participants were asked to write down their experience with gender mainstreaming on VIPP cards. These were discussed in a plenary session, demonstrating that almost all participants had previous experience with gender mainstreaming. Examples of such experience are:

- Mapping and/or training of women in agricultural value chains
- Women's economic empowerment: Making Markets work for Women
- Women's empowerment through poultry production
- Gender component of Nuffic project with TVET college
- Provided training on gender mainstreaming and supported partners integrating gender
- Participated in gender training
- Promoting women's involvement in FFS
- Increased the proportion of female instructors at the Horticulture Department
- Experts mostly take the gender mainstreaming as a burden!

This last bullet reflects a major challenge, demonstrating the importance of (i) creating more knowledge and awareness among technical experts about the "business case" of gender mainstreaming and (ii) designing gender mainstreaming in such a way that it also contributes to better achieving the project's technical objectives, apart from contributing to increased gender equality.

This was followed by a presentation about gender mainstreaming, which covered the following topics:

- Presenting the main gender concepts
- Why Horti-LIFE should pay attention to gender? (1) to ensure that men and women can both benefit from its interventions, contributing to gender equality; and (2) to get more impact of Horti-LIFE interventions through both male and female farmers contributing to improved horticultural production.
- The common steps in gender mainstreaming were discussed: gender analysis; integrating gender concerns in activities (and/or adding a (limited) number specific gender activities); and identifying gender indicators.

#### **4 Why gender mainstreaming in Horti-LIFE?**

The participants were asked to brainstorm on the purpose and the intended effects of gender mainstreaming: why should we do gender mainstreaming and what do we aim to achieve? They worked in two groups and the presentations were as follows:

##### **Group 1:**

Why gender mainstreaming?

- Women need to be included in the productivity and the marketing to boost their incomes;

What to achieve?

- Capacitating / empowering women is empowering the community
- Increased income by increasing productivity of female headed households (FHHs)
- Leading role of (also) women in FFS

##### **Group 2:**

Why gender mainstreaming?

- Because there is still a gap between men and women
- Differences in (access to / control over) assets and resources
- To increase sustainability
- Because of cultural / social barriers and differences

What to achieve:

- To balance the gender gap by providing training
- Developing / applying tailor made interventions for women and men
- Better access to inputs, services and markets (through the Call for Proposals)
- To balance benefit for both men and women.

#### **5 Examples of gender analyses and gender mainstreaming in Food Security projects**

presented some examples of gender mainstreaming (or the need for it) as well as findings from some gender analyses. It was discussed that gender mainstreaming includes (1) targeting men and women in existing activities, also addressing their needs and constraints, as well as (2) adding some complementary gender specific activities (e.g. gender training). Some examples from the presentation:

- Improved water management (in Bangladesh) allowed the farmers to grow more dry season crops such as water melon. Almost all water melon cultivation is done by the women; the main role of the men is selling the water melons to traders. The men kept the money, but the women asked the project TA staff whether this is fair?
- FFS on commercial crops was expected to only draw male participants. However, it was observed that several male farmers started to send their wives, because the men had also off-farm employments. This called for a gender approach, such as inviting female participants from the start and also addressing specific gender-based barriers.
- Gender and Leadership training for male and female board members of Water Management Groups turned out to be crucial to ensure that the women speak out in meetings and that men listen and take their opinion seriously.
- CASCAPE's gender analysis had interesting findings regarding agricultural extension, such as FHHs not being included as they were simply "forgotten" and husbands transferring only some knowledge to their wives, usually not in enough detail. This study also found that DAs tend to prioritise male over female farmers; lack of female DAs cause even more that women miss out in DA visits.
- The SMIS Gender Analysis flagged the problem of only one household member being allowed to participate in extension activities as well as the need that extension agents become more gender-sensitive, recognizing the potential of women farmers and the need to address the marketing challenges for women farmers.
- Several gender analyses recommended to address the need for changing existing gender relations (e.g. within the household), both to ensure women's empowerment (e.g. joint decision-making) and to reduce women's work load as compared to men's.

#### **6 Gender Mainstreaming in Horti-LIFE interventions**

This was group work (2 groups) during which the groups identified gender activities relevant for the Horti-LIFE project. This group work formed the basis of the current Gender Action Plan of Horti-LIFE.

## **7 Priority Setting**

Discussion on setting priorities and the need for gender specific activities. It was agreed that the focus should be on those activities that are most effective in contributing to women's empowerment and gender equality. Within Horti-LIFE the focus of gender mainstreaming would be within the FFS sub-component, because this component interacts most directly with the final beneficiaries (the horticulture smallholders). However, the project staff was also committed to integrate gender issues within the other components wherever feasible and relevant.

## **8 Pathways to the gender outcomes**

In this group exercise both groups reflected on the pathways between gender activities and gender outcomes / gender objectives, also reviewing the gender outcomes discussed in session 4. The groups were also requested to reflect how this could be integrated in the Theory of Change of Horti-LIFE. Group 1 presented a separate gender result chain, whereas group 2 integrated the gender interventions, outputs and outcomes directly in the existing ToC. See pictures in section 3.2 of the main report and the ToC in the Gender Action Plan.

## **9 Gender indicators**

█ gave an introduction on gender indicators, giving the WEAI indicators as examples / inspiration. Thereafter the groups brainstormed on gender indicators that would be relevant for the Horti-LIFE project. It was discussed that gender indicators at outcome level are most difficult to identify, and for Horti-LIFE this would be most practical for the FFS component. Increased participation in decision-making on crop production and on the spending of the (increased) income due to increased production were seen as the most feasible outcome level indicators.

## **10 The next steps and end presentation**

█ explained the requirements of EKN, i.e. the elaboration of a proper Gender Action Plan, addressing gender at impact and/or outcome level as well as within interventions (or adding specific gender activities) and identifying gender indicators. █ explained the practical steps, including a brief meeting the next day to discuss these steps and to set a timeline. It was discussed that the Gender Analysis report for Horti-LIFE should inform the Gender Action Plan, however, without the need to follow-up all recommendations, because several recommendations were quite beyond the sphere of control by Horti-LIFE. Ideally, a management response on this report would be useful, in which Horti-LIFE project management indicates and justifies which recommendations will be implemented and which not.

The workshop was closed by a presentation with tips for (field) staff about what they can do promoting gender equality within their own daily work.

## Annex 5 Workshop report BENEFIT Partnership

### Report on the Gender Workshop for the BENEFIT Partnership

*Note: this workshop report is largely based on the report prepared by Selamawit Firdissa of PCU, however, without the text of the GRF power point presentations, and some pictures, in order to reduce the length of this report. The presentations have been separately distributed (as output 12).*

**Date:** Thursday and Friday 2-3 February 2017

**Venue:** Gold Mark International Hotel, Bishoftu / Debre Zeit

**Organizers:** BENEFIT PCU in collaboration with GRF / Embassy of Kingdom of Netherlands

**Objective:** To strengthen the integration of gender in the interventions of the BENEFIT projects, including enhancing the capacity of the project staff on this (i.e. gender mainstreaming).

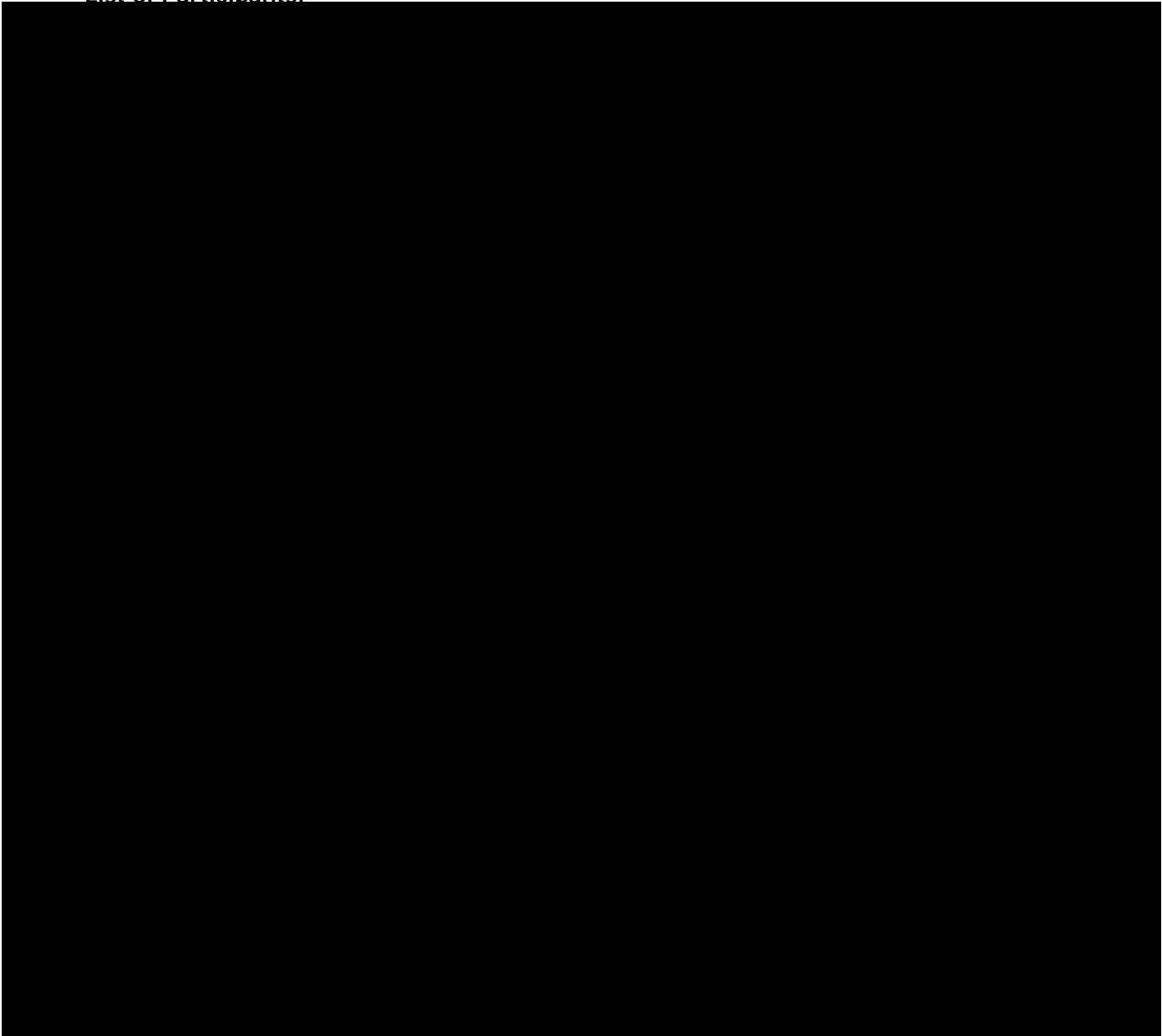
**Expected results** of the workshop:

1. Increased understanding of the participants on gender mainstreaming in general, with practical knowledge on gender mainstreaming relevant to BENEFIT interventions.
2. Concrete ideas about the gender objective(s) and outcomes relevant for the BENEFIT project, including the pathways to achieve these.
3. Concrete ideas about (improving) gender mainstreaming in core BENEFIT interventions and on potential specific gender activities to support gender mainstreaming.
4. First ideas about (additional) gender indicators, including how to measure them.
5. Better understanding on responsibilities for gender mainstreaming, including on the need for (additional) gender expertise.
6. Agreement about the next steps to formulate a gender action plan (as foreseen in the GRF ToR) and the corresponding responsibilities.

**Programme:**

<b>DAY 1</b>	
1	Welcome and Introduction of participants
2	Introduction: background and objective of the workshop
3	Concept of gender mainstreaming and steps to integrate gender in a project
4	Reflection on the BENEFIT Gender Audit: findings and conclusions
5	Importance of Gender Analysis and some examples
6	Why Gender Mainstreaming in the BENEFIT projects (purpose / objectives)
7a	Gender mainstreaming in BENEFIT projects activities (group work)
<b>DAY 2</b>	
7b	Continuation of session 7: presentations
8a	Priority setting and need for supportive activities (group work)
8b	Presentations / discussion on priority setting
9	Pathways to the gender objective / outcomes
10	Gender Indicators
11	Accountability / responsibility for gender mainstreaming
12	The way forward: steps to further prepare the Gender Action Plans for the BENEFIT projects

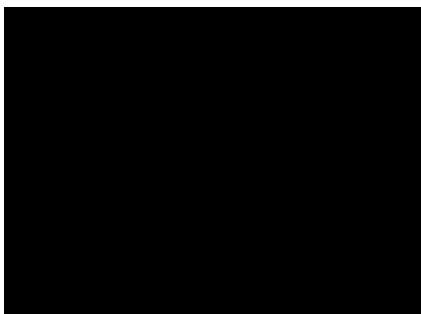
**List of Participants:**





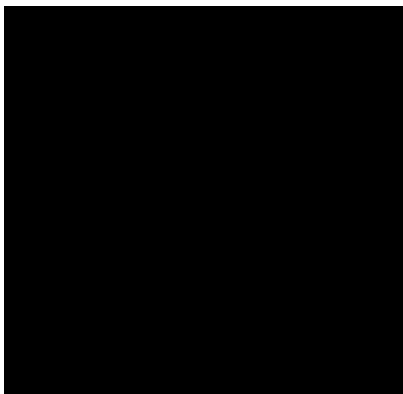
# Day 1 - February 2, 2017

## 1. Welcome and Introduction of participants



██████████ **Manager of BENEFIT PCU:** welcomed participants and reflected his views on the importance of the workshop in relation to ensuring the mainstreaming of gender in the implementation of the different BENEFIT project activities. He emphasized that we all know gender issues are important and design work plans but we often don't know HOW best to integrate it for better outcome. EKN is also very keen to mainstream gender. Happy to see many of you present here!

**Why Gender by ██████████ (EKN):** Policy of Dutch Foreign Affairs to have 85% of .of the ODA expenditure should contribute to at least one of the gender equality criteria. The three different approaches of the Dutch policy on gender equality is through gender specific programmes, gender diplomacy and though integrating gender concern in projects. . It is now a mandatory requirement that all EKN supported programmes have to undertake gender analysis, we have to show results, our results should also contribute in addressing some gender inequality issues, sustainability, inclusiveness. Not only Dutch policy, but also Ethiopian policy, a number of Dutch projects funded by EKN are getting support to integrate gender better, such as BENEFIT, Horti-Life, EDGET and DairyBIZZ. That is why we engaged Gender Resource Facility (GRF) to render support to a selected number of EKN project and BENEFIT is one.



**About GRF:** ██████████ introduced herself as well as the Gender Resource Facility (GRF). GRF provides expert advice, technical assistance and knowledge services on gender equality and women's rights to the Netherlands' Ministry of Foreign Affairs (MFA), its embassies and partners on their request. GRF operates under contract with MFA and is implemented by a consortium consisting of the Royal tropical Institute (KIT) and Femconsult; ██████████ is a permanent staff member of Femconsult. GRF is one of several support units to MFA; CDI is another one, providing support on Food Security to MFA.



Then, all participants introduced themselves.

## 2. Background and objective of the workshop

█ (GRF):

This workshop focuses on not only on theory, but also on how can we make it happen jointly by looking at opportunities and challenges. And she asked participants' experience on gender mainstreaming: What is your experience with gender mainstreaming?

**Individual exercise:** Write down one or several example(s) of your experience on one (or more) VIPP cards. This exercise demonstrated that about all participants had at least some experience with gender or gender mainstreaming.

### Examples of experience with gender / gender mainstreaming as mentioned by participants:

- Women don't want to take the risk to test new technologies
- **Female Headed Households:** rent-out land, don't have oxen, etc, difficult to support them
- Good to involve women in poultry, vegetable, minimum tillage
- Encouraging female to participate in asking questions, explain their feelings
- Only theoretical background, no practical
- Gender mainstreaming in governance, private sector and emergencies context (in providing training, workshop, leading gender research etc)
- Providing training for men and women separately, particularly in 20 steps and developed tool to get specific information from women of FHHs and women in MHHs
- Conducted gender sensitive value chain analysis, involved in gender training, and other assignments
- Have been working on mainstreaming gender concerns in CASCAPE since 2012
- Collection of sex disaggregated data & report, gender audit
- Involved in projects that have included gender mainstreaming as core activity, such as gender role analysis in agriculture, gender mainstreaming (ensuring the inclusion of women in activities that CASCAPE engaged in)
- Gender mainstreaming in plant breeding & seed system analysis
- A project intervention on sheep was not successful when only addressing men; in year 2 men and women were addressed and this intervention became successful
- The role of women in seed keeping is very important
- Gender mainstreaming requires out-of-the-box thinking.

### 3. Concept of gender mainstreaming and steps to integrate gender in a project

█ presented concept of gender mainstreaming and steps to integrate gender in a project (See the pp presentation distributed on 5/2/2017).

### 4. Reflection on the BENEFIT Gender Audit: findings and conclusions (facilitated by █ BENEFIT PCU Gender & Nutrition Expert)

#### 4.1 Why was the Gender Audit initiated in BENEFIT?

█ In August, 2016, the first action that was taken by PCU was to understand the context of BENEFIT partnership by reading the projects' documents and speaking with all project managers. During the discussion and from the documents, it was realized that all the four projects (ISSD, CASCAPE, SBN and ENTAG) used to be implemented independently and created partnership in January 2016 and their gender integration status is different.

█ From the background history of the projects in BENEFIT, conducting gender audit (project self-assessment) was found very essential as an entry point for integration of gender in each project. It helps to assess their strengths and areas that need to be strengthened. The three main objectives of the Gender Audit (self-assessment) were (1) staff would get a chance to reflect on the status of gender equity within BENEFIT projects,

(2) it served as a baseline for decisions regarding gender equity, and (3) it used as a participatory process that builds ownership for gender equity.

The approach and tools to conduct this gender audit was adopted from Interaction Gender Audit Handbook, 2010. The questionnaires were designed to help projects assess the range of understanding, attitudes, perceptions and report behaviour among staff in their own project. The steps taken to conduct the gender audit are found below at 4.3.

#### 4.2 END GOAL of the Gender Audit

- To have Gender Action Plan that can be implemented by each BENEFIT project, and
- To improve gender equality in all cycles of each project

#### 4.3 Approach & tools

**Step 1.** Getting Senior Management Buy-in:- A proposal was presented for BENEFIT partnership management team to get their buy in. After getting their buy in,

**Step 2.** Gender Audit Team comprised of representatives from all levels and projects in BENEFIT was established.

#### **Step 3. Creation of work plan**

The team agreed the data to be collected from *all full time staff & part time staff who spends 50% and above of their time for BENEFIT projects. Out of 137 staff 58 (9F & 49M) filled the questionnaire*

**Step 4.** Customized the tool

**Step 5.** Data Collection-

**Step 6.** Data analysis conducted using SPSS

**Step 7.** Write up, resulting in the Gender Audit Report "Gender Equity Status of Projects in BENEFIT" of November 2016.

**Group work of Session 4:** The participants are asked to form a group (one group per project) and discuss and reflect on the findings of the Gender Audit and summarize on a flip chart:

- To what extent do you agree with the findings?
- What conclusions and recommendations for your own project do you draw from the gender audit?

#### **Group reflection on the results of Gender Audit**

#### **BENEFIT-ENTAG**

##### **Comments:**

- Staff just started so they did not know many of the things.
- Misunderstandings on some of the questions.
- "Baseline" is more about perceptions and perspectives of the staff rather than the actual situation on the ground.
- The ENTAG team did not really consider gender in their plans. Also it is complicated because at ENTAG we work with sectors and sector associations, not with individuals and individual companies

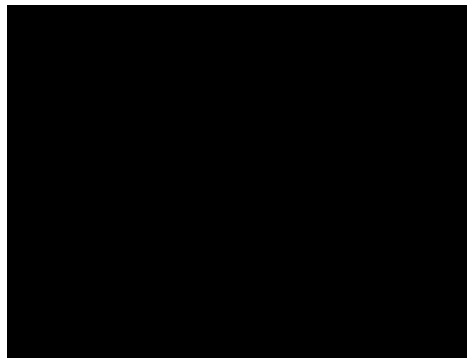
#### **Recommendations for strengthening gender mainstreaming in ENTAG:**

- Provide training on gender for staff
- Newsletters on women in agri-business
- Look to gender constraints and opportunities for 1 sub-sector (soy or spices)
- Harmonize gender monitoring in sub-sectors
- Allocate budget for gender activities

## **BENEFIT- ISSD**

### **Comments:**

- There are some misunderstandings among the staff about how gender responsive the project is
- It is not correct that ISSD was "red" in terms of design, because under objective of the informal sector women are 50% of the beneficiaries of the project
- Some things are higher and others are lower in reality than in the audit.
- In the meantime many things have changed because now there are 5 gender & rural development staff



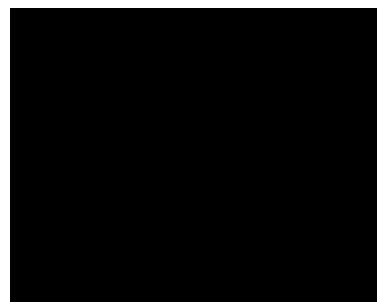
### **Conclusions/Recommendations provided by ISSD group:**

- We have gender experts so our staff is
- We collect sex disaggregated data
- We have to improve the target for the other objectives (LSB, etc)
- The gender audit indicators are very specific
- The intensity of taking gender into account over time, has increased in the past years. In 2009 it was not an issue at all. Now, we have more female staff, we have more considerations. We are seed project, not a gender project. It is difficult to work on some of the issues such as specific targets for seed cooperatives because these are based on policies.
- The donor is so generous to give us money for implementing a new component on informal systems, budget has been given to employ the gender experts.

## **BENEFIT-CASCAPE**

### **Comments:**

- The findings on project design reflects the reality, such as the inclusion of gender equity on project goals and objectives, Gender is not concretely reflected in the project design, in CASCAPE 2, gender was out during the project design and no staff assigned.
- The project uses participatory methods



### **Recommendations:**

- When gender is seen as important, it should be clearly communicated from the beginning onwards.
- And specific gender activities should be clearly identified and included in the planning
- In CASCAPE, we moved from HH head to the whole family. There are also women focused activities. We have the principle of no-harm approach. We have the gender criteria in our validation that was missing in this audit report.
- Some of the questions were not well interpreted and therefore the results do not reflect the actual ground situation.
- Commitment to gender equity for our partners is not relevant for us...
- Financial resources: There is no adequate and specific budget for gender.

## **BENEFIT-SBN**

### **Comments:**

- We agree approximately 50% of the findings. There is many methodological issues why some of the “reds” and “greens” are not reflecting the reality.
- Some of the staff (most of the females) don't speak English and could not fill in the questionnaire.
- Reflection with management would be helpful because they did not fill the questionnaire.
- The staff did not understand all the terminologies

### **Recommendations:**

- Too early to say. The real discussion still has to take place...
- Reflection with management would be helpful because they did not fill the questionnaire.
- Staff needs training on gender, terminology, how to do gender analysis.

## **BENEFIT-PCU**

### **Comments:**

- Though the response is empty, gender issue is realized in the project design
- At project implementation level, the project assigned gender & nutrition expert

### **Recommendations:**

- It would be good if the staff at PCU, especially administrative staff, gets orientation on gender.

### **General comments on the Gender Audit and its methodology:**

- Triangulation is very important (focus group discussions, review project documents)
- There are misunderstandings among the questions and how to interpret them.
- The timing was unfortunate for some projects: ENTAG just got started, ISSD was in transition.
- EKN is not consistent: then it is in, then it is out, then it is in again...

### **Reflections**

- Thank you for all the comments it is really helpful.
- When we started the audit the idea was not to get the reality, but to get an understanding on the perceptions of the projects' staff. The perceptions also give an idea. But at the same time we should make it a learning process. Staff should be aware what gender means, what are the things that need to be taken into consideration. The idea was to start a learning process together.
- When we do the action planning, I ask you to take into consideration also what you learned from this, for your project. Some people are not aware, why is that? What can be done?

### **Reflections**

- Important to understand that policies within development cooperation change overtime and when it does we as an Embassy have to make sure that our projects deliver results towards the changes in policies as well. The same is true for our reporting; it has now to show results achieved.
- Ministry of Foreign Affairs is committed to gender equality; the GRF is there to provide support.
- Please do not take it as a development partner push only, it is about beneficiaries. The projects should be inclusive and be able to benefit men and women.
- The question should be what can we do within our sphere of influence to improve the impact of interventions on men and women.

## Reflections

- I read the document, I don't mind about the red, green, yellow, but I do mind about the comments you made on the methodology. They are serious comments that need to be taken into account. We have to see whether we can use this document as a baseline or not...
- EKN issue: the focus on gender and nutrition. For instance, in CASCAPE, I have been in the project for a long time. I know, also later, when WUR has to respond to the questions and comments, I understand how we have gone through it. It is not the Embassy who has decided that gender and nutrition disappeared. When feedback was given, also comments were given on gender and nutrition. When 30 million Euros are released, it is the responsibility of the Wageningen and Ethiopian counterparts, to deliver on the outcomes. It is a matter of reallocating resources. Once the money is there it is up to the WUR and universities to (re)distribute resources.
- I realised during the planning process, it was only in July that you have come, to know... the project was still working on planning.
- From our side: gender and nutrition is important. CASCAPE is directly linked to AGP. Gender policy exists in Ethiopian government, and Dutch government. We have to align with both projects.
- When you need more budget to seriously work on gender and nutrition, we are open for that. But be specific about what you will deliver.

## 5. Importance of Gender Analysis and some examples by Kitty

This presentation included (1) What is a Gender Analysis; (2) how CASCAPE's Gender Analysis influenced interventions (3) examples of findings from the Gender Analyses of SMIS and Horti-LIFE and (4) examples of Gender Mainstreaming informed by field experiences. During the presentation (see output 12, distributed on 5/2-2017) also much discussion took place, largely commenting on the extent that workshop participants felt that the presented examples of gender analysis findings were relevant for their project.

Some selected and summarized findings from the reviewed gender analyses include:

- In about all farming activities men, women and children participate in the work; the role of children (on average 22%) is relatively higher in case of female headed households.
- Agricultural production related interventions tend to lead to increased labour input of male and female farmers, which is usually acceptable because of increased income.
- Some evidence that the decision-making power of female farmers increases if they contribute to increased income.
- Husband who receive training / extension transfer some knowledge to their wives, but not in great enough detail.
- Female headed households and female farmers (in MHHS) miss out in DA visits because of a lack of female DAs.
- Various gender analysis reports refer to the need to change existing gender relations in order to redistribute tasks (lessening women's work load) and more shared decision-making. See pics below.



## 6. Why Gender Mainstreaming in the BENEFIT projects (purpose / objectives)

**Group work:** brainstorm about the purpose / objective(s) and (intended) effects of gender mainstreaming, answering the following question:

- Why should your project mainstream gender in its interventions / what do we aim to achieve in terms of impact or effects? Write on flip charts. After group discussion, participants presented as follows:

### **BENEFIT CASCAPE: why?**

- Gap between men and women
- Increase access to resources, knowledge and skills
- Improve opportunities and empowerment and decision making
- Address the larger segment of unprivileged; women are 50% of the population
- It matters! To improve livelihood, nutrition
- CASCAPE: aims with gender mainstreaming
- Increase participation of women
- Ensure no harm effect
- Address specific demands of women

**Impact:** contribute to improved household nutrition security, influence policy

### **BENEFIT-ISSD: why?**

- To ensure sustainability and fair distribution of quality seed
- Women contribute to the quality, so enable them to do it better
- It is the right of women to access seed
- To use individual knowledge of women
- To identify nutritious and neglected crops by asking both sexes

**Impact:**

- contribute to increase income by providing access to quality seed
- Improve nutrition status of HHS

### **BENEFIT-SBN: why?**

- One of the objectives is to increase inclusiveness: women should get opportunity to involve and to benefit
- To know the % of the income shared, who is benefiting
- Refine technologies to meet women's needs

### **BENEFIT-ENTAG: why?**

- To see if gender mainstreaming can actually increase the performance of the sub-sector
- To identify (address) gender based constraints

**Impact:**

- increase involvement, engagement of underrepresented groups (men or women?)
- Make sure the interventions do not have negative impact, ensure positive impact

### What is the role of PCU?

- The combined effects of the four projects should be the effect of PCU.
- PCU will support the projects to perform better.

## 7. Gender mainstreaming in the BENEFIT projects (group work)

**Group work:** The groups (i.e. projects) were asked to review the regular interventions of all components of their project, e.g. as per annual plan, the gender activities as planned in the Annual Plan 2017 and/or any findings from relevant gender analyses / assessments, in order to come up with a proposed gender activities. They were also asked to use their own experience and common sense. They were requested to prepare a table (as a first step towards the Gender Action Plan) as follows:

Project interventions	Gender issues	How to integrate gender into the intervention
For example: Capacity of extension officers to disseminate best-fit technologies	Extension services should reach male and female farmers; extension messages should also deal with tasks of female farmers	1-Make current activities more gender responsive and/or 2-Add specific activities to address gender-based constraints
		<b>NB: in the final Gender Action Plan these activities need to be SMART</b>

Further guidelines were:

- Brainstorm freely, also include any gender (related) activities already being implemented or planned
- Operationalize gender activities from the Annual Plan 2017
- Do not yet consider limitations such as budget and staff
- Activities can differ per region e.g. in line with findings from gender studies or your own experience
- The proposed "gender mainstreaming" should ultimately be SMART (specific, with timelines and responsibilities), but at this moment especially first ideas are welcome!

## Day 2 - February 3, 2017

### Continuation of session 7:

The first draft of gender activities prepared at the end of Day 1 were presented and discussed in two groups (1) CASCAPE and ISSD; and (2) ENTAG and SBN, giving each other suggestions and further feedback.

## 8. Priority setting and need for supportive activities

Kitty presented some issues to keep in mind when identifying gender activities:

- Many activities can be done in a gender-responsive manner without needing (much) extra staff or budget (although more capacity might need to be build)
- Budget shifts are possible (EKN can approve)
- Input of (extra) gender expertise seems useful or even essential (consultant, gender trainers, etc)

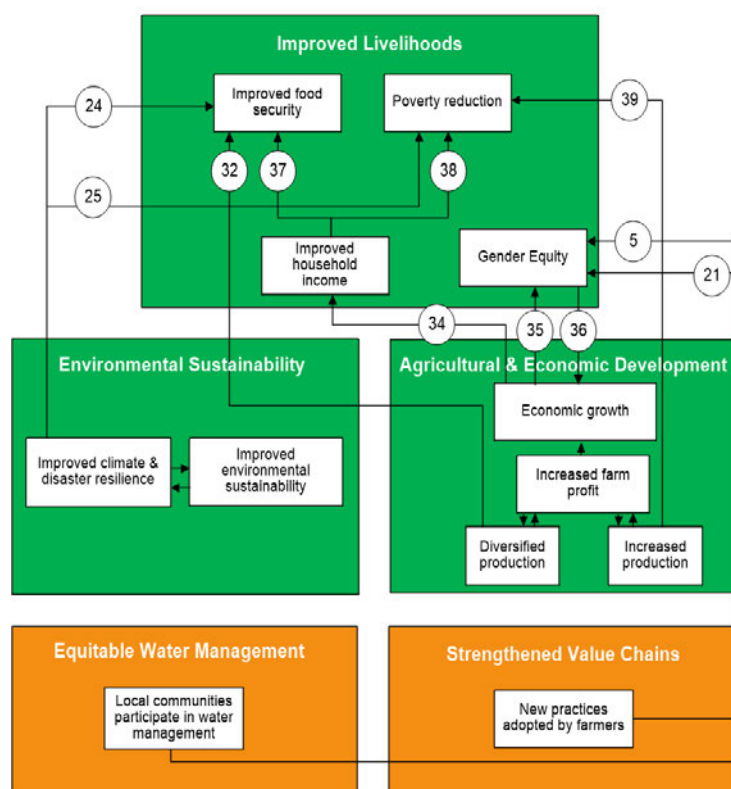


Suggestions for priorities:

- Gender activities that are most effective in contributing to women’s empowerment / gender equality
- Gender activities that are most essential to achieving your project’s results and objectives
- Activities should also be reasonably feasible and/or cost-efficient. Therefore also discuss about practical aspects of implementing your gender activities, also making them more SMART.

### 9. Pathways to the gender objective / outcomes

It was proposed that the workshop participants would integrate their gender objective and/or outcomes within their Theory of Change or Results Chains, also indicating the pathways between (gender) activities and the gender results. Several examples were given, see below (an example of part of a ToC of a water management and food security project) and section 3.2 of the main report. However, the workshop participants were reluctant to do this, because much time was spent last year to finalize their Results Chains and a new review would be too cumbersome at this moment. It was agreed that at this time (early 2017) indeed no changes into the result chains would be made. However, if in the near future other revisions of the result chains are made, gender (including gender objectives and gender results) will be taken into account, including pathways linking activities or interventions with the gender results / gender objective(s).



### 10. Gender Indicators

Kitty held a brief presentation about gender indicators, which are performance indicators that help assess or measure the effects of a policy, programme or project on gender equality and/or women’s empowerment. It was stressed that gender indicators should not only be identified at output level (such as a percentage of training participants being women), but also at outcome or impact level, to ensure that also the effect of interventions on gender equality and/or women’s empowerment is measured. As an example, the WEAI indicators were shown as inspiration (Women’s Empowerment in Agriculture Index), which includes the following domains and indicators:

Domain	Indicators
Production	Input in productive decisions
	Autonomy in production
Resources	Ownership of assets
	Purchase, sale, or transfer of assets
	Access to and decisions on credit
Income	Control over use of income

<b>Leadership</b>	(Active) group member
	Speaking in public
<b>Time</b>	Workload
	Leisure

It was discussed that for the BENEFIT projects also the gender indicators at outcome level needed to be identified, reflecting the gender objective or outcomes that a project aimed to achieve. Kitty recommended that at least one gender indicator be integrated in the list of 27 BENEFIT Partnership

Group work was done to identify gender indicators for each project. Following that there was a plenary discussion on the indicators. A finding was that for most projects more easily identified gender indicators at output level (e.g. number of women being trained) than at outcome and/or impact level. Also here there was some reluctance to go back to M&E framework for (another) revision. At the end of the discussion, the following was agreed:

- It is good to write the desired impact in the gender action plan, especially because the ToC / Result chains will not (or not immediately) be revised to include the gender impact / results.
- Indicators should be developed to monitor whether the (gender) activities are implemented and the results at output level.
- Next step is to see if/how the outputs contribute to the outcomes and whether new outcome indicator (s) can be added.

**11. Accountability / responsibilities for gender mainstreaming – plenary discussion**

Kitty explained that the ToR of gender and nutrition expert of PCU mentions that she is responsible for “developing gender and nutrition mainstreaming” and for “ensuring that gender and nutrition are embedded in the programs of the BENEFIT partnership”. It was discussed whether it is indeed realistic that the PCU gender expert is indeed the responsible person for gender mainstreaming in all 4 PCU projects. It was agreed that actually the project managers are accountable and responsible for gender mainstreaming in their project, and the cluster managers for gender mainstreaming at regional level. This was fully confirmed by [REDACTED] the project manager of the PCU.

The role of the PCU Gender and Nutrition expert is rather to provide technical support to the teams. It was discussed what each project expects from the PCU Gender (and Nutrition) expert:

**SBN:** Support, as we don't have gender specialist. For example, help in gender training and support in designing and implementing a gender analysis (tool, analysis, interpretation).

**CASCADE:** capacity building in gender for project staff; advice in validation protocols and assessments, national level assessments synthesis.

**ISSD:** collecting information on what is already done in terms of gender in the seed sector.

[REDACTED] (EKN): facilitating and supporting. If you have any implementation challenges, I'm happy to think along and try to link you up where possible/relevant with other fora, resources

[REDACTED] also recommended to find out more about the Gender Working Group approach that SMIS has in place at regional level. According [REDACTED] the Chief Technical Advisor of SMIS, these working groups are very useful in implementing a project broad gender approach. The Gender and Nutrition Expert should find out whether this approach can also be useful for all (or several) of the BENEFIT projects.

**12. The way forward: steps to further prepare the Gender Action Plans for the BENEFIT projects**

The last session of this workshop consisted of discussing the further elaboration of the Gender Action Plans, which need to be further developed based on the brainstorming during this workshop. The content of the Gender Action Plan was discussed (but also after the workshop a proposed outline for

the GAPS of the BENEFIT projects was prepared by GRF, see Annex 13). A meeting on February 6<sup>th</sup> would be held to discuss the next steps in more detail.

**Final Remark:**

██████████ very much satisfied and happy with the results. Congratulations! Now we are moving towards implementation. 2 week time, then the draft should be submitted to GRF. GRF will give feedback, then send it back to you. ██████ is accountable to follow up.

██████████ From then onwards, it is your own ownership. It is not the key point to submit and get approved, it is up to you to deliver, try hard.

██████████ WUR should be involved, next to PCU and the projects. The final versions of the GAPS will be included in the work plan after feedback from GRF, reporting should include changes. In case you don't achieve, you can explain it. If it is achieved, that is good. Gender should be part of reporting. Also collaborative matrix could be updated in case you have gender collaborative plan.

## Annex 6 Findings and Recommendations DairyBISS

Findings and recommendations are based on review of various DairyBISS documents, EKN's MASP 2014-2017, selected documents on gender aspects within agriculture/the dairy sector in Ethiopia and selected GoE policies and guidelines, see appendix 1 for reviewed documents.

### 1. Context

The **Government of Ethiopia** has a number of institutional frameworks in place that promote women's rights. These frameworks include the ratification of international conventions and policies such as CEDAW, African frameworks such as the African Charter on Human and People's rights and national policies and frameworks including the National Policy on Women (see for example the Preliminary Gender Profile of Ethiopia for details).

**EKN's** Multi-Annual Strategic Plan (MASP) identifies dairy, including a value chain approach to dairy, as a policy priority. EKN aims to implement the Netherlands' and the EU Gender Policy.

The Netherlands Ministry of Foreign Affairs aims to support projects that pay "significant attention to gender issues". These projects, getting the OECD Gender Marker G1, need to have project objectives, outcomes and indicators that contribute to at least one of the following aspects, supported by background documentation:

- Women's participation in decision-making
- Women's rights (for example more political rights, reduced gender-based violence etc.)
- More equal access to and control over resources (assets, land etc.).

For DairyBISS, originally no explicit attention to gender equality was foreseen by EKN (see the MFA Activity Appraisal Document, the so-called 'BEMO'). The GRF specialist is not aware whether the Gender Marker has been assigned. Based on the BEMO's description, the program should have been classified as G0 (=gender equality not targeted).

The Guidelines for Gender Mainstreaming in the Agricultural Sector of **GoE's Ministry of Agriculture** (prepared by the Women's Affairs Directorate of MoA) serve as a practical tool for incorporating gender issues into the overall endeavours of the agricultural sector. The Guidelines emphasize that the aim is to transform the societal attitude. It recognizes that equality and empowerment of women can only be achieved by taking into account and addressing the relationships between women and men. While the annexes may be useful to generate ideas, the document does not include a specific tool for gender mainstreaming in the commercial dairy sector.

### 2. Findings

Since no attention to gender mainstreaming was originally expected, most of the project documentation (see appendix 1 for an overview) does not pay attention to gender issues such as the effect of the project on women's empowerment or changes in decision making between women and men as a result of the project.

The most recent M&E framework integrates some gender aspects. As per EKN's request, the M&E framework was recently revised to incorporate some gender indicators. On the basis of conversation with Caroline Desalos from DairyBISS, the indicators were well chosen and are currently tweaked a bit to ensure the possibility and encourage the likelihood of reporting. They particularly focus on women's participation and leadership, not on their participation in decision-making or access to and control over resources. New data collection will for example collect sex-disaggregated data that will reveal the number of female and male advisors. The MTR demonstrated that 4 of 30 advisors that graduated from the trainings on production and on business development were women. It also demonstrated that the advisors provided business development support to 41 firms; of which 5 of 17 firms with signed contract were female-headed firms. The conversation further revealed that many data are collected in a sex-disaggregated way even if not explicitly stated.

The baseline report also provides some details on women's participation. The study did not incorporate explicit gender questions. Most of the reporting on 'farms', 'firms' and 'advisors' is gender-blind, i.e. not disaggregating whether these farms and firms are for example female or male-owned and whether the advisors are women or men. It does however indicate that one-third of the farm-interviewees were women, which the researchers think are co-owners. They indicate that 17%

of interviewed advisors/firm managers (not separating the two) are women. They further indicate that 24% of the on average 6-7 employees per farm are women and 55% of the on average 45 employees per firm.

EKN and/or the project did not undertake a gender analysis to inform project design; a gender analysis was neither undertaken at the start of the project (or later during implementation) to inform the formulation of project activities. Studies such as the gap analysis on dairy processing did not include gender-related questions. The work plans for 2016 and 2017 do not provide insights on how the prioritized activities take place and who is targeted. Other project documentation provides more explanation. However it does not provide basic gender statistics on for example whether the dairy firms and farms are male or female-headed, how many women and men they employ, if and to what extent household members contribute to the business, and whether these kinds of components play a role when selecting a firm or farm for the study tour or business plans.

they explained that the project paid some attention to ensure selection of both female and male dairy advisors. These advisors reach out to increase the knowledge of the owners of the farms and firms. The knowledge of employees (f/m) does not receive direct attention. Hence the project is not aware to what extent women's and men's tasks (if distinctively different at commercial farms and firms) get as much attention. They suggested that it may be good to get a better understanding of which employees may accompany the owners when the advisors visit the farms and firms.

further explained that the project had come to realize that the advisor training curricula needed to include communication skills in addition to technical skills on production, business development and processing. They suggested to include some aspects on gender-sensitive communications.

One of the key components of the project is the establishment of a business platform, as much as possible led by Ethiopian associations. The associations contributing to this platform, such as feed, processing and veterinary associations and farmers organizations are all very male-headed. The GRF specialist wondered if some women-run associations might exist that could be explicitly invited.

DairyBISS is in regular contact with several stakeholders with a track record on gender equality. They are regularly in contact with AGP-LMD (a USAID funded livestock marketing project) and Fair & Sustainable is involved in the project. The organization's gender advisors are not in touch with DairyBISS. DairyBISS is not in regular contact with AgriProfocus. They did attend AgriProfocus' gender and results reporting training, but not the 2 sessions digging deeper on gender equality.

To provide useful recommendations at DairyBISS project level, one would need to know more about the gender roles and power relations (think of, for example, how women and men relate to each other in terms of e.g. income sharing, decision making, holding senior and junior positions, etc.) in the commercial dairy sector. Research on this is scarce. The GRF specialist conducted a search and realized that practically all documents focus on smallholders and their access to informal or formal dairy milk collection and processing channels.

A thesis report reveals that large-scale level dairy activities are mainly a men's business, including its decision-making. According to the SNV person interviewed this is the result of needed skills, training and education. Women sometimes work at laboratories or at processing plants. A summary of the same report indicates that the research itself focuses on small-scale dairy farmers and their producer organizations, since this level gives an indication of who benefits and in which way from dairy chain development.

An FAO gender assessment from early this year (2017) also considers smallholders, reviewing how they contribute to informal and formal value chains for milk collection and processing. The suggestions focus on how scaling up and out of the value chain could be done in a gender-sensitive way if focusing on smallholders. It kind of makes the case that a focus on smallholders is crucial to be able to contribute to gender equality since dairy production is important for rural women but they do not have the opportunities as men to participate in all parts of the dairy value chain. Women are for example underrepresented in the leadership and management of cooperatives, unions, associations and private enterprises and hence in formal processing, input supply, and retail or value chain governance. The study argues that in some areas, women should be facilitated to access the formal value chain.

A study on gender-aware approaches in agricultural programs states that one must be careful that women do not lose their incomes when a product moves from the farm to the market because men take over. For Ethiopia, the study argues that a focus on commodities that are considered 'female', such as poultry and small ruminants could be a first step to contribute to gender equality in market-led development. Women are more recognized decision makers in these value chains and are more likely to retain their incomes.

Although the AGP-LMD project also focuses on the formal channel of the value chain, its focus is on larger smallholders, not on commercial farms. Its key gender strategies are therefore less relevant for DairyBISS, although some of them might encourage reflection on future programming. These gender strategies for example focus on joint membership of cooperatives, joint control over resources and joint decision making by women and men household members, awareness on women's time use, joint participation in training including availability of facilities such as child care and toilets, building organizational and women's capacity, and strengthening extension service officers' reach to women. They work in close collaboration with Women and Children's Affairs.

The ToR of the GRF specialist also indicated to elaborate recommendations for women's empowerment with a focus on suppliers. The suppliers have not been given specific attention during the project, but are included in the targeted firms. The GRF specialist provides recommendations in the next section that would include intra-household relations among farm and firm owners and their employees.

### **3. Conclusions and recommendations**

#### ***Conclusions***

DairyBISS has not strongly focused on contributing to gender equality since it had not been the intention at the beginning. Recently the project is however collecting data that may be relevant to analyse some gender aspects, particularly getting more insight in women's roles and participation in commercial farms and firms.

To determine future programming, more information on gender roles and relations in commercial farms and firms would be important. Since related literature on Ethiopia is largely absent, EKN could undertake its own studies.

#### ***Recommendations***

##### ***For EKN when considering future programming:***

- Review DairyBISS's sex-disaggregated data collected in the MTR and for the narrative reports over 2016 and 2017 and analyse what other data may be needed to decide on future programming. Include gender-specific questions (questions that specifically look into gender aspects such as intra-household decision making at farm ownership level between women and men or access and control over land or firm equipment by women and men) on future programming in the DairyBISS evaluation.
- When deciding on follow-up programming, find the right balance between aid and trade and ODA objectives, including gender equality. Choose a value chain in which a significant contribution to gender equality can be made, while at the same time considering if a commercial or smallholder focus, or both, shall be most appropriate from an ODA perspective. Consider for example if value chains on for example poultry and small ruminants could more efficiently contribute to gender equality whereas potential for the Ethiopian market, nutrition and poverty alleviation might be similarly good. Such a choice shall be based on adequate studies.
- Independent of the choice of value chain, ensure that studies demonstrate if and how project aims and activities could prevent a negative influence on gender relations and instead have a positive influence. A gender analysis for one or more value chains would be important to inform decisions on future programming. It shall hence take place ahead of time and certainly before program design starts. A gender analysis shall include questions on:
  - o Gender roles within commercial farms and firms of owners, leaders and employees (what tasks do women perform, what tasks do men perform, to what extent is it the same or different, for what reason)
  - o Sex-disaggregated information on ownership and leadership of these farms and firms
  - o Information on farm and firm decision making, including whether household members (of the owners/leaders) play a role; information on access to and control

- o over resources, education/training and capital by women and men and the extent to which this and other factors influence ownership and decision making
- o Information on the extent to which the work of female and male employees contributes to more gender equality within their own households (for example: does it change decision making at household level, how; what happens to the division of labour of women and men and their amount of work on productive and reproductive tasks; who decides over the income earned, to what extent is it shared with the household and how)
- o If the program would or might work with advisors: information on the number of female and male advisors available, review of gender-sensitivity of the job description, information on the extent to which the knowledge passed by female and male advisors reaches female and male employees and addresses both women's and men's tasks.
- o Suggestions on how the value chain could develop in a gender-responsive way.
- o The gender analysis may further benefit from discussions with relevant stakeholders, such as government stakeholders, AGP-LMD and AgriProfocus if continuing with dairy. Regarding AGP-LMD, it shall be noted that they do focus on the formal dairy value chain but not on commercial farms and work with a much larger budget. Many project insights of AGP-LMD might not be relevant for future programming but the gender advisor and others might have relevant thoughts. Women and Children's Affairs may be a relevant government stakeholder. It shall be noted that the government extension officers only work with smallholders.
- Ensure a gender-responsive M&E framework that incorporates the suggestions from the gender analysis or further gender studies. The M&E framework shall go beyond participation of female and male advisors, employees and owners, to furthermore include aspects of decision making and access to and control over resources.

**For DairyBISS for last year of operations:**

Use the remaining time to collect some relatively easy available information on gender relations within commercial farms and firms, including:

- Analysis of data collected through the revised M&E framework:
  - o Review of sex-disaggregated data that have been or will be collected and analyze a little deeper: for example, is participation of 4 female advisors of a total of 30 good given availability and percentage of female and male advisors; what is a realistic percentage of female and male farm/firm owners and their level of satisfaction.
  - o Consider:
    - To more explicitly state 'to/for whom' each outcome applies: for example, 'the dairy business platform is an effective private sector network *for female and male owners of Ethiopian farms and firms*'. Stating the 'to/for whom' leads to more clarity and may provide opportunities to encourage sex-disaggregated reporting.
    - Whether gender aspects could be brought into more outcomes, particularly outcome 1 and possibly the impact. The GRF specialist does however appreciate the current approach in which DairyBISS focuses on realistic obtainable data. This is more important than having gender in all outcomes but not resulting in data collection.
    - More explicitly stating in the M&E framework which data will be collected in a sex-disaggregated manner. In some instances, the M&E framework gives the impression no such data will be collected, however they will or already have been. This was amongst other the case when referring to a gender-blind 'youth' in the M&E framework despite the fact that sex-disaggregated data will be collected on youth.
- Providing more insights in gender issues in the DairyBISS program in the remaining annual reports such as:
  - o Providing insight whether knowledge transferred from the advisors to the owners is passed on to employees. If so, if this knowledge is transferred to female and/or male employees.
  - o DairyBISS's own suggestion to include gender-sensitive guidelines on communication in the planned advisor manuals.
- Getting more insights into some other aspects:

- See if women-run associations might exist that could be explicitly invited for the business platform.
- Consider whether other project activities for the last year could include some gender components:
  - E.g.: Would gender balance be considered for the study tour to Kenya and/or will the study tour be made of interest to female commercial farmers, for example by focusing on activities in which many female commercial farmers engage or by visiting Kenyan female commercial farmers?

## Appendix 1: Reviewed documents

### DairyBISS project documents

1. Work plan 2016
2. Narrative report 2015
3. Baseline report
4. Revised M&E framework
5. Project proposal
6. Annual plan 2017

### Other documents

1. AGP-LMD project documents, including: Gender Equity Strategy, Agricultural Growth Program, Livestock Market Development, USAID, March 2013.
2. Guidelines for Gender Mainstreaming in Agricultural Sector. Ministry of Agriculture (of Ethiopia). Prepared by women's Affairs Directorate of MoA. Addis Abeba, October 2011.
3. Multi-Annual Strategic Plan 2014-2017 (publieksversie). Embassy of the Kingdom of the Netherlands in Addis Ababa, Ethiopia.
4. Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report: A special study of the Sida-Amhara Rural Development Programme (SARDP III) and the work of selected agencies in Ethiopia. Sida, 2010.
5. Gender-Inclusion in Commercial Dairy Chains in the Global South: Bachelor Thesis. Silja K. Heyland, 2014.
6. How Gender-Inclusion Improves Commercial Dairy Chains. Silja K. Heyland, not dated.
7. Gender assessment of dairy value chains: evidence from Ethiopia. FAO, 2017.



## Annex 7 Findings and recommendations EDGET

Findings and recommendations are based on review of various EDGET documents, EKN's MASP 2014-2017, selected documents on gender aspects within agriculture/the dairy sector in Ethiopia and selected GoE policies and guidelines, see appendix 1 for reviewed documents.

### 1. Context

The **Government of Ethiopia** has a number of institutional frameworks in place that promote women's rights. These frameworks include the ratification of international conventions and policies such as CEDAW, African frameworks such as the African Charter on Human and People's rights and national policies and frameworks including the National Policy on Women (see for example the Preliminary Gender Profile of Ethiopia for details).

**EKN** abides by the Netherlands' and the EU Gender Policy. EKN's Multi-Annual Strategic Plan (MASP) explicitly states that tailored gender mainstreaming will be provided to EDGET. As part of its gender commitment, EKN organized a number of gender workshops in 2016 for project partners and AgriProFocus offered coaching and training for the organizations.

The Netherlands Ministry of Foreign Affairs aims to support projects that pay "significant attention is paid to gender issues". These projects, getting the OECD Gender Marker GM 1, need to have project objectives, outcomes and indicators that contribute to at least one of the following aspects, supported by background documentation:

- Women's participation in decision-making
- Women's rights (for example more political rights, reduced gender-based violence etc.)
- More equal access to and control over resources (assets, land etc.).

The main project implementer, **SNV**, has its own gender policy. The gender policy amongst others commits to gender integration at project level by:

- Conducting gender analyses.
- Setting clear, time-bound gender objective(s) to reduce gender disparities.
- Identifying, monitoring and mitigating potential risks or unintended consequences arising from programme activities.
- Tailored activities and approaches for women, men, boys and girls to ensure that gender objectives are achieved.
- Reporting and accounting of gender results as per project objectives and activities.
- Committing resources and support for gender responsive and transformative activities.
- Ensuring that all team members both SNV and partner staff have the necessary diversity, skills and sensitivity to implement projects in a gender transformative manner.
- Striving for a gendered staffing balance at all levels.

The Guidelines for Gender Mainstreaming in Agricultural Sector of **GoE's Ministry of Agriculture** (prepared by the Women's Affairs Directorate of MoA) serve as a practical tool for incorporating gender issues into the overall endeavours of the agricultural sector. The Guidelines emphasize that the aim is to transform the societal attitude. It recognizes that equality and empowerment of women can only be achieved by taking into account and addressing the relationships between women and men.

### 2. Findings

This section provides an overview of findings based on analysis of project documentation. Please find appendix 2 for a detailed overview of the gender components described in each project document. The appendix serves as reference for EKN and EDGET staff, either when reviewing and discussing this memo or when requiring a summary of project gender plans and interventions.

### ***Attention to gender issues within EDGET***

EDGET can be applauded for the fact that the project proposal aimed to take efforts to pay attention to gender issues, particularly by special attention to women involved in calf rearing and by having an outcome for the establishment of women and youth enterprises. Within most activities, the project pays specific attention to involving female headed households, which seem to comprise about one eighth (average) of the project participants, and reports on their numbers. The current results chain contains one outcome that could be considered gender-sensitive (the related output is stronger). The original results chain as presented in the proposal had 3 gender-sensitive outcomes of 6 outcomes in total. Project documentation demonstrates that the project is aware of possible undesired outcomes at household level (for example a reduction in milk intake by farm households due to evening milk sales opportunities; hence a reduction in nutritional status).

EDGET can further be applauded for the GE strategy, which was conducted at the end of 2016. The findings primarily recognize that women do most of the dairy management at household level and their needs should hence be central to the project. The report contains a gender analysis but also a concrete action plan that would be relevant and relatively easy to use to mainstream gender in overall project activities in 2017.

### ***EDGET's original plans to address gender issues***

The Bemo called for an M&E plan that pays serious attention to the impact of project interventions on household level in terms of income (m/f), workload and nutritional status (also intra-household). The Bemo also called for the provision of gender guidelines or a specific gender approach for the project by SNV to EKN during the inception phase and baseline. The M&E plan itself refers to a project gender action plan that was developed in the initial phase and that would be refined.

According to the proposal, the project would conduct and support research on the relation between gender and formal dairy value chain development, would monitor changes in gender aspects in various stages of the value chain and would develop criteria to evaluate the possible and real impact of practices on gender (possible impact on labour and income opportunities and division, consumption of dairy products etc.). The proposal further referred to the establishment of a sub-innovation fund for gender-and youth equity supporting best practices in the value chain.

### ***Gender and youth strategy***

Unfortunately, the project does not seem to have given much attention to gender issues until 2016 despite the original plans and MFA's Gender Policy and the Gender Policies of the Government of Ethiopia. The gender and youth strategy indicates that the project interventions were lacking a gender focus. The GRF specialist has not seen gender guidelines, gender research and evaluation criteria as indicated in the original plans. Not much progress on gender results or the extent of gender mainstreaming in the project is reported in the annual reports. At the same time, the project seems to have had the intention to mainstream gender and possibly things are happening that are not reported. For example the annual plan 2016 indicates that:

- High priority is given to women.
- The project requires that women engaged in dairy activities at the household level are invited to training and coaching sessions of the DFEGs and that special attention is being given to the selection and support of women lead farmers.
- Field staff are being properly trained and coached to address gender issues in all project interventions, so that they can play a vital role in addressing critical issues concerning gender in the dairy sub-sector.

The 2016 EDGET gender and youth strategy, which includes a gender action plan and a gender analysis, is a highly relevant document to facilitate adequate gender mainstreaming. The report could easily be used for better gender integration in all project activities in 2017.

The report clearly demonstrates that women smallholders play the major dairy management role at household level and their needs should hence be central to the project to ensure sustainability and effectiveness of the project. The report indirectly shows that a focus on women dairy farmers would be key to make significant and effective improvements to the dairy value chain since they greatly

outnumber male dairy farmers and because messages communicated to male family members may not reach the actual women undertaking most of the work. The report recognizes that some deeply rooted gender inequalities such as men's decision making and ownership over land and livestock or a too simple focus on women's participation can negatively affect the project if the project is not aware of the gender relations. The report proposes concrete activities that could overcome these challenges. It recognizes for example that participation in training shall not be based on ownership but rather on who performs which tasks and it recognizes that the project may not contribute to greater gender equality if women's workload would increase but their say over dairy income would decrease. Not unimportantly, the risk for workload increase may also lead to more child labour as boys and girls already undertake quite some activities in the dairy sector as explained in the report. The report suggests discussions groups -based on experience from other SNV projects- to discuss with men on e.g. more allocation of land for fodder. In that way, the project could address social norms that currently hamper the success of the project. Similarly, the Gender Analysis of AGP recommends that AGP "should challenge the existing negative social norms to address women's time constraint & burden" (see the Gender Analysis for the AGP). Lastly the report recognizes that the project can have unintended negative consequences on gender relations, doing 'harm' to gender equality and women's empowerment, especially if men would take over dairy farming or would start controlling women's income from dairy farming.

The report sheds more light on women's major obstacles in the dairy sector and EDGET-related opportunities and challenges. The report indirectly confirms that special attention to women involved in calf rearing has been a good choice by EDGET given that women play the major dairy management role at household level. The report mentions the relevance of women and youth participation in enterprises and raises the relevance of fodder enterprises that could be set up by women and youth. It indirectly indicates that the project's specific attention to involving female headed households (see section on 'sex-disaggregation of data' below) is not sufficient. Currently many other women seem to e.g. miss out on trainings because their male household members attend. The annual plan 2016 indirectly indicated that women's participation in training and DFEG meetings could be improved.

The report identifies recommendations -and related indicators- relevant to all project activities and that would address the major aspects required to contribute to project effectiveness<sup>10</sup>. Most of the recommendations and indicators are concrete and could be directly integrated in project activities and monitoring. The report describes that women are currently in control of most of the incomes from dairy farming. It however warns that the project could have the unintended negative effect that men could take over dairy farming if it becomes more lucrative, thereby depriving women of income generating opportunities, household nutrition and possibly increasing women's (and possibly boys' and girls') already high workload without much return. Gender-specific recommendations and indicators such as the one on maintaining the control over income are therefore important to include in the monitoring system to see that women do indeed benefit from the activities and do not just see an increase in workload.

The report also identifies women's workload as a major obstacle. It seems particularly important for EDGET to address the issue of fodder production to reduce women's workload and increase milk production. Proposed activities such as fodder enterprises set-up by women, discussing with men to ensure more land allocation for fodder production and a focus on (credit for) concentrate feeds are a way to mitigate this challenge.

### **Annual plan 2017**

The annual plan for 2017 does not yet integrate the concrete recommendations from the gender and youth strategy. It says that EDGET would translate the report findings into action in 2017. It is not

<sup>10</sup> An FAO-ILRI training report from 2011 identifies the following key constraints faced by women in the livestock production/management in the Horn of Africa while further recognizing wide diversity: "a. Limited access to services, credit, technologies, trainings and information; b. Difficult Access to markets (mobility issue and lack of trading skills); c. Poor Participation in decision making process at the household, community and village level; d. Limited control over income and frequent loss of majority of the income over men, who do not reinvest in the household; e. Poor participation in farmers cooperatives/lack of women farmers cooperatives that would enable them to achieve economic empowerment while connecting to rural finance institutions and markets."

clear whether EDGET has understood that the recommendations would apply to the overall activities and not just to outcome 4 on women and youth participation.

- Although one of EDGET's guiding principles is to 'work with women who have the prime responsibility for calf rearing and dairy activities and give special priority for participation in the project to female headed households', the description of its overall activities for 2017 is gender blind (i.e. does not specify if both women and men farmers will be reached, how, and does not specify targets for each of them). On the basis of the gender and youth strategy, one would expect that a short explanation is given for each of the activities (i.e. each section of chapter 3) how gender relations will get attention in 2017, particularly women's participation in training, their inclusion as lead farmers, their participation in coaching activities and farmer to farmer learning activities, their participation and leadership of DPUs/cooperatives/enterprises, their access to agro-input dealers and the milk transportation system and how the project would target both women and men for nutrition awareness. EDGET still adopts its focus on households, including a minor focus on female headed households, instead of realizing that women and men in male headed households may not have the same interests, may not share their incomes and may not pass on new information and knowledge to each other.
- Despite the guiding principle on working with women, the project also has a potentially conflicting guiding principle to 'work with smallholder dairy farmers who have the potential to supply emerging rural markets (due to their use of cross-breeds, improved and increased feeding and improved farm management). These smallholders are the starting point for the development of a rural milk value chain'. The gender and youth strategy demonstrates that women dairy farmers have an interest to obtain cross-breeds and use improved and increased feeding. However, a small number of additional activities may need to be undertaken (such as the proposed discussion groups with men on allocation of land for fodder and credit to buy feeds) to ensure women dairy farmers could be seen as these smallholders with potential. If EDGET would make this extra effort, it may actually result in a faster growing and more sustainable dairy value chain since most of the dairy farmers, women in reality, would benefit.
- The targeted number of women under outcome 4 is terribly low (105 women for 4a) compared to the targets of oftentimes thousands for other project activities. The outcome might also go more towards including women and youth who currently do not engage in dairy farming. While this could be a very good addition to other project activities, the primary focus of gender mainstreaming in all other project activities shall be on women dairy farmers. In addition, annex C2 mentions that the relatively small budget for this outcome has decreased because the pilot actions arising from the gender and youth strategy are not that cost-expensive, making one think that integrating the recommendations from the gender and youth strategy in other parts of the project is considered less important.
- The annual plan 2017 indicates that it wants to use left-over money of the project to scale its nutrition activities. Outcome 4, which was as much delayed as the nutrition component, is not mentioned for scaling up (rather the budget was decreased as explained above).

### ***Gender-specific interventions***

As indicated in previous sections, gender issues had not received much attention from EDGET yet until 2016. Also, the gender-specific activities for the outcome on women and youth enterprises (outcome 4) still had to start in 2016. The gender specialist is not aware to what extent these activities have started in 2016. The annual plan 2017 and the gender and youth strategy do not specify and the annual report 2016 might not be ready for the next few weeks or months.

As for the 2017, the target number for 2016 for this outcome (120 women and youth) was considerably lower than for other outcomes (usually at least 1000 or even tens of thousands).

It is not entirely clear from project description -including after review of the gender and youth strategy- what would be the aim of the gender and youth enterprises/dairy farmer organizations or for 2017 called dairy groups. If the gender-specific activities are similar to the AGP Common Interest Groups, results may be promising and EDGET could benefit from liaising with AGP staff for best

practices. Organizing women in these AGP common interest groups had benefited women from male and female headed households through increased access to inputs, income from diversified income generation activities and from improved technical skill in amongst others livestock development. A good follow-up technical support system with frequent visits to the groups seems to have been key to the success. EDGET may benefit from the conclusion of the AGP evaluation that warned that groups need to be formed based on 'expressed real common interests' of members. The evaluation stated that the groups shall decide from a range of women-friendly business plans on what they want to do as a group (see the Gender Analysis for the AGP).

#### ***Sex-disaggregation of data and results chain***

The annual reports hardly disaggregate for numbers of women and men participants from male headed households. As such, the GRF specialist could not get insight into the extent to which women from male-headed households might benefit from the interventions, or possibly gender inequalities might be increased because of a focus on the male head of the household. Apart from data on female headed households, it would be important to collect data for both women and men within these male headed households to measure if the project is successful in its explicit strategy "to primarily work with women who have prime responsibility for calf rearing and dairy activities and to give special attention to female headed households for participation in the project".

It is not obvious from the annual plan for 2017 to what extent and how EDGET may integrate the indicators proposed in the gender and youth strategy in its results chain and for monitoring purposes.

#### ***Nutrition***

Rightly the project identifies a good example identifying that more ability to use and sell evening milk might reduce the intake of evening milk by household members and could be a nutritional risk as such. Studies confirm that aspects such as household food consumption and nutritional status may not improve much or could even worsen without adequate attention to gender issues if women do not get more control over income and resources<sup>11</sup>.

The gender and youth strategy currently demonstrates that women are mostly in control over the income from dairy farming (at least in the regions where the study was conducted) although the risk exists that men would take over if the business becomes more lucrative. Apart from depriving women of their income generating activities, the project will need to be careful that household food consumption would not be at risk in that instance.

The annual plan 2017 specifies that it wants to scale up its efforts for awareness on nutrition but does not specify how it will address related gender issues.

#### ***Organizational support to addressing gender issues***

Apparently EDGET does not have a gender specialist on staff (see earlier documents and annual plan 2017, section 4.2 and annexes C, D and G) and did not seek the coaching support from AgriProFocus. EDGET staff participated in the gender workshop on results but not in the more general gender workshop and the gender workshop on gender analysis.

### **3. Conclusions and recommendations**

#### ***Conclusions***

The project seems to realize that the dairy sector, including proposed interventions, provide opportunities to contribute to gender equality. It further seems to realize that addressing some gender equality aspects is imperative since the project may otherwise worsen the already existing deeply rooted gender inequalities. It is not certain if the project realizes sufficiently that project effectiveness may be greatly enhanced by applying a stronger gender focus.

On the basis of the available project documentation, the GRF specialist concludes that:

<sup>11</sup> An FAO-ILRI report of 2011 states that: "women tend to reinvest the vast, majority of her income in the household while men are not likely to do the same. There is evidence that income under the control of women is more likely to be used to improve family welfare, women spend up to 90% of their income on their families, while men spend 30- 40% (FAO, 2011)."

- A stronger gender focus in overall project activities is possible (if e.g. incorporating the recommendations from the gender and youth strategy) and crucial for project effectiveness and to counteract any unintended negative consequences the project might have on gender relations
- Project documentation needs to provide more information on the gender effects of the interventions. For better project documentation, monitoring may likely need to be adjusted by collecting sex-disaggregated data (and not just per type of household) and including a few gender-specific outcomes (e.g. on women's/men's control over income from dairy farming).

## **Recommendations**

### **EDGET continuation and finalization**

#### **1. Annual plan 2017**

It is important that EDGET demonstrates for all of its planned activities (each section of chapter 3 of the annual plan 2017) how gender issues will get attention. Basically, EDGET could integrate the relevant proposed activities from the gender and youth strategy in each section of chapter 3. It is important that the recommendations from the gender and youth strategy are seen as integral to overall project implementation, not just for the gender-specific outcome 4.

- Make attention to gender issues a key element of work for 2017, communicate this attention to all staff, share the gender and youth strategy as the basis for 2017 interventions, and provide staff with the necessary support.
- On the basis of the gender and youth strategy, give a short explanation for each of the activities (i.e. each section of chapter 3) of the annual report how gender relations will get attention in 2017, particularly women's participation in training, their inclusion as lead farmers, their participation in coaching activities and farmer to farmer learning activities, their participation and leadership of DPUs/cooperatives/enterprises, their access to agro-input dealers and the milk transportation system and how the project would target both women and men for nutrition awareness.
- Adjust the focus on households, including a minor focus on female headed households, to a focus on female and male dairy farmers. Set targets for both groups realizing that majority of dairy farmers (the ones undertaking most of the activities for dairy farming) are women and so majority of the targeted people shall be women.
- Incorporate a number of additional activities to ensure women dairy farmers are a significant number of 'the smallholders with potential'. Incorporate the activities suggested by the gender and youth strategy such as the proposed discussion groups with men on allocation of land for fodder and explore if credit facilities could be an option for women to buy improved feeds.
- Clarify the main target group of women for outcome 4, clarify the purpose of the activity and consider significantly raising the target number and budget.

As indicated in previous sub-sections it would be important:

- That field staff not only focus on increasing women's participation as a goal in itself but focus on increased women's participation as a means to enhance project effectiveness and to contribute to greater gender equality.
- To report on the extent to which women's participation results in benefitting from the project (in terms of increased decision making or income controlled and used by women etc.).

In addition to the gender and youth strategy, the following documents could assist EDGET in making the project more gender-responsive:

- The guidelines provided in the Gender Equity Strategy of AGP-LMD.
- The Guidelines for Gender Mainstreaming in the Agricultural Sector of GoE's Ministry of Agriculture. The following sections may be particularly useful: Agricultural Extension System, Ethiopian Meat and Dairy Development System, Agricultural Input Systems, possibly the National Animal Health Diagnostic & Investigation System, and the National Artificial Insemination System.

## **2. Gender objectives and indicators**

It would be up to EDGET and EKN to decide how relevant it is at this stage of project implementation to strengthen the results chain. At the little least it would be important:

- To include targets for female and male dairy farmers for 2017 (see above, recommendation 1).
- For EDGET to confirm which proposed indicators from the gender and youth strategy it will generate data for.

## **3. Sex-disaggregated reporting and documentation on the effects of project interventions on gender relations**

The GRF specialist recommends to collect sex-disaggregated data for all project interventions, including on women in male-headed households. If it is still possible to adjust the monitoring system for reporting over 2016, it would be a quick win to collect these sex-disaggregated data. If additional indicators as proposed in the gender and youth strategy could still be incorporated it would be an even bigger win (see recommendation 2, second item). Data collection would need to be followed by good analysis and reporting of gender discrepancies, followed by the formulation of recommendations for the last year of programming.

Although the gender and youth strategy and GRF specialist conclude that gender attention has not received much attention until 2016, sex-disaggregated data reporting may reveal:

- That EDGET has done more to incorporate gender issues than was documented in previous reports.
- Intended and unintended positive and negative effects that the project may have had on gender relations. Although the gender and youth strategy report reveals interesting findings, its purpose was not to monitor the work of EDGET. Also, the broader scope of EDGET's annual monitoring may bring up other issues.

## **4. EDGET's exit strategy, evaluation and follow-up to EDGET**

It would be important that EDGET also integrates gender aspects in its final products, such as the knowledge products, exit strategy and end-term evaluation:

- EDGET shall see if it could integrate key gender issues, as identified in the gender and youth strategy, in the dairy sector in the identified knowledge products (see annual plan 2017).
- EDGET shall see if it could address key dairy gender issues with its project partners that will continue beyond the life of the project such as government agents and private sector partners. Particularly if no follow-up is foreseen for EDGET, it would be important that the project addresses these key gender issues in the last year and that it is part of its exit strategy. Capacity building of the extension service providers and other stakeholders to address gender issues may be important.
- Opportunities may also exist for EKN to engage in policy dialogue on gender issues in the dairy value chain with other donors and government officers.
- EDGET and EKN shall further provide recommendations on how gender aspects could be included in the ToR for the EDGET final evaluation. (The questions presented further down for the EKN gender assessment could serve as entry point to consider for the evaluation.)

## **5. Support for addressing gender issues**

It would be good for EDGET and EKN to consider if a gender specialist (consultant or staff), the identification of gender focal persons or a gender task force to support gender integration could be hired for the remainder of the project duration. While all staff would need to have a mandate to mainstream gender in their work, this person(s) could take a key role in assisting staff to incorporate the recommendations from the gender and youth strategy in overall project activities, to assist in development of a gender-responsive monitoring system and in analysis of data, to assist in day to day field operations including but not limited to gender training or coaching, and to assist with end of project gender integration. It would be crucial though that the project does not wait for the arrival of such person but already makes a head-start by communicating increased gender commitment to all staff and integrating recommendations from the gender and youth strategy in the annual plan and related implementation of activities.

### **EKN future programming**

It would be important for EKN to realize that women are the major dairy smallholder farmers but that women smallholder dairy farmers face some additional challenges to men. It is recommended that any dairy smallholder programming initiated by EKN has a strong gender focus. This is not only important to align with MFA's and GoE's gender policies but even more so to ensure project effectiveness and a structural approach to improving the dairy value chain. In terms of gender equality, it also reduces the risk of women losing out, losing their opportunities to earn a living.

Given the EDGET experiences, the GRF specialist would recommend considering the following:

- To design a project to which women and a strong gender approach are central and to make this an explicit requirement because of women's disadvantaged position (this may be the only option that guarantees that project partners align with MFA's own Gender Policy). Such a project could be very similar to EDGET in terms of the type of activities but it would much more strongly set targets and develop approaches to reach women dairy smallholder farmers, thereby not shunning away from taking the little extra effort to facilitate women to become high potential suppliers of the emerging markets and developers of the rural milk value chain.
- Even if not opting for such a strong focus, EKN continuous messaging that gender equality is important would be important.

For any type of smallholder dairy programming, the GRF specialist recommends requirement of:

- A good gender assessment/analysis by EKN that informs EKN's project design (see suggestions below). I.e. the assessment shall be ready before EKN engages in discussions on future programming.
- A good gender analysis by the project partner that informs their programming. An initial gender analysis shall be part of the proposal stage. It shall clearly demonstrate that this analysis informs the selection of the key project beneficiaries, the design of the activities and the results chain (outcomes, impact, outputs). During inception phase a more detailed gender analysis would need to take place. Again the resulting program plan shall clearly demonstrate that it has been influenced by the analysis. A strong gender-responsive results chain with outcomes that demonstrate 'to/for/by whom' they are targeted and requires sex-disaggregated reporting and a good gender analysis of collected data (see suggestions further down for a gender-responsive results chain).
- Not accepting a delay in implementing gender-related activities and monitoring.
- Reporting against the results chain and making revisions to project activities where needed, based on good monitoring.
- Integration of a strong gender focus in establishing the baseline, for mid-term evaluation and for final evaluation.

### **Gender assessment/ gender analysis (and evaluation)**

The GRF specialist would recommend to undertake a gender assessment prior to EKN's project design that looks into how project interventions, gender-specific activities and other activities, have contributed and could have contributed to project effectiveness and increased gender equality. The main outcome of such an assessment shall serve as a gender analysis that informs the design of a future project. The gender and youth strategy could serve as important background material for the assessment.

As explained in previous sections, it would be important to go beyond measuring women's and men's participation, to analysing how the different project interventions play out in terms of gender relations including division of labour, control over income, access to resources and decision-making.

Key questions of the gender assessment could include:

On calf rearing and forage:

- What is the number of female and what is the number of male dairy smallholder farmers (people undertaking the actual work)? To what extent did the project work with women rearing calves? Was this number representative to the total number of women dairy smallholders? What special attention was paid to female-headed households? Was attention paid to women from male-headed households?



- Did the interventions -including for example fodder making, improved and increased feeding- result in increased workload for women and/or men, if so for whom and at the expense of which other activities? What land was allocated for forage planting, was it at the expense of other land uses? Who decided about land allocation for forage? To what extent were female farmers/ male farmers reached by agro-input dealers? What made women/men decide (not) to purchase improved feeds? Did any of the interventions on calf rearing and forage/fodder result in an improved value chain and related increased income and increased opportunities for economic livelihoods? Which household member decided how the income was used (did it result in increased women's economic empowerment)? In case of an underrepresentation of women or lack of focus on women, to what extent did it have negative consequences on project effectiveness (e.g. the agro-input dealers did not seem to know how to reach out to female dairy smallholders or nutrition might be at risk if men take more responsibility for dairy farming, especially if women may no longer control the dairy income/produce)?
- To what extent did the increased income or the interventions themselves result in increased access to, availability, stability and nutritional status of different household members (women, men, girls and boys)?
- Did the interventions contribute to other aspects of women's empowerment such as increased women's voice in household decision making, increased voice within communities or political voice? Did gender norms change, e.g. men taking the contribution and opinion of women more seriously?

On dairy enterprises/SPUs/cooperatives/milk collection centres/ farmer organizations:

- How many women dairy enterprises (or dairy groups) were established? Was special attention paid to both female headed household and women in male headed households? To what extent were women already engaged in dairy farming and did they have the required knowledge?
- What was the percentage of women's participation in farmer organizations/ enterprises/ DPUs/ milk collection centres/ farmer organizations? (both female household heads and women from male headed households)
- What was the percentage of women's leadership of these different organizations?
- Did the women-led enterprises/ women's participation and/or leadership in the different organizations result in an improved value chain and related increased income and increased opportunities for economic livelihoods? Which household member(s) decided how the income was used (did it result in increased women's economic empowerment / more joint decision-making)? In case of an underrepresentation of women or lack of focus on women, to what extent did it have negative consequences on project effectiveness (e.g. if women are the major producers of milk but they are not participating in leadership of the milk collection centres the MCCs might function less effectively)?
- To what extent did the increased income or the interventions themselves result in increased access to, availability, stability and nutritional status of different household members (women, men, girls and boys)?
- Did the interventions contribute to other aspects of women's empowerment such as increased women's voice in household decision making, increased voice within communities or political voice? Did gender norms change, e.g. men taking the contribution and opinion of women more seriously?

Other project interventions (without explicit gender notion in outcomes/objectives):

- To what extent did women/ men participate in training, coaching and farmer-to-farmer training? What were the challenges to make the training relevant to the interests of female and to male dairy smallholder farmers? To what extent is a gender perspective incorporated in the training manuals, including on social gender norms (such as on intra-household decision making)?
- To what extent were women/ men included as lead farmers for the various activities? If women were underrepresented, why was that the case, how could this challenge be overcome?
- Did women and/or men take advantage of increased opportunities for the use of evening milk? What was the effect on workload of women and men? Did it result in increased income, who controlled the income? Was there a positive or negative effect on the nutritional status

of household members (e.g. a reduction in milk intake by farm households) or other aspects of food security?

Where it is too early to look into effects on intra-household food security, including nutrition, or forms of women's empowerment, the gender assessment could look into the extent to which intra-household gender relations have been taken into account in project design and to what extent they are at play in the communities.

Questions would further need to be incorporated to analyse the project and broader support systems in place. It would for example be important for the identification of follow-up recommendations to know:

- To what extent staff and management are capable and committed to integrating a stronger gender perspective in the last year of programming, if specific gender staff is on board or could be hired and to have a better picture of the gender balance (number of women and men) of staff and management.
- The capacity and commitment of other stakeholders, for example the dairy extension service providers, to integrate a stronger gender perspective in their work.

### **Results chain**

A more gender-responsive result chain, which stays very close to EDGET's results chain, could look as follows:

Impact:

- Improved nutritional status of children (boys and girls alike) in regions XYZ
- Increased dairy income by female dairy smallholder farmers in regions XYZ (or if EKN is convinced it shall not put women so central despite their key management role at smallholder level: increased dairy income by a representative number of female and male dairy smallholder farmers in regions XYZ)

High-level outcomes:

- Utilization of Dairy products by female dairy smallholder farmers increased
- Volume and quality of milk marketed by targeted female dairy smallholder farmers increased
- Diversity and volume of processed dairy products produced by female dairy smallholder farmers increased
- Acceptance of control of dairy income by female dairy smallholder farmers increased
- Dairy sector & institutional issues, including gender challenges, better addressed by project partners
- Women & youth participation in dairy farmer organizations/ enterprises/ cooperatives/ DPUs/milk collection centres increased
- Women's leadership in dairy farmer organizations/ enterprises/ cooperatives/ DPUs/milk collection centres increased

If not wanting to put women so central, the above outcomes could read 'by a representative number of female and male dairy smallholder farmers'.

Low-level outcomes:

- Improved awareness of value of Dairy Products [for children] by women and men in regions XYZ
- Increased volume & Quality of Milk Produced by female dairy smallholder farmers
- Improved technologies, strategies, and access to capital (assets) of female and male VC actors
- Increased use of improved inputs and services by targeted female dairy smallholder farmers and female and male VC actors
- Increased allocation of land for fodder production by male family members of female dairy smallholder farmers
- Increased acceptance of female dairy smallholder farmers' tasks and resources by male family members
- Improved coordination and capacity, including in addressing gender challenges, of key Dairy sector Institutions

## Outputs

6.1 Awareness raising events/campaigns on value of dairy products for child nutrition organized targeting both women and men care providers

6.2 Affordable & Accessible dairy products targeting children developed

1.1 Female-led Dairy Farmer Groups promoting milk production and marketing organized and strengthened

1.2 Better quality inputs & services to female smallholder dairy farmers and female and male VC actors available

2.1 Female-led milk collection and cooperative enterprise processing centres established

2.2 Development of technologies & strategies in processing and marketing for female smallholder dairy farmers supported

2.3 Business relationships & investment in production, processing and marketing by female smallholder dairy farmers supported

2.4 Affordable & Accessible dairy products targeting children developed

3.1 Acceptance of female dairy smallholder farmers' tasks and resources and their need for land for fodder built

4.1 Dairy sector stakeholders that address critical constraints, including gender constraints, for dairy sector development supported

5.1 Women & Youth dairy enterprises established

5.2 Women & Youth participation in and leadership of farmer organizations/ enterprises / cooperatives/ DPUs/ milk collection centres promoted

6.1 Knowledge institutes' gender-responsive action research and capacity building for dairy development stimulated

6.2 Knowledge base of gender-responsive "best practices" in dairy production, processing and marketing developed and disseminated.

## Appendix 1. Reviewed documents

### EDGET project documents

7. Annual plan 2016
8. Annual report 2013
9. Annual report 2014
10. Annual report 2015
11. BEMO
12. M&E plan from April 2015
13. Project proposal
14. Updated Plan from August 2013
15. Gender and youth strategy (2016)
16. Annual plan 2017

### Other documents

8. Determinants of Nutritional Status of Women and Children in Ethiopia, Woldemariam Girma, Timotiows Genebo, Ethiopia Health and Nutrition Research Institute, November 2002, Addis Ababa, Ethiopia.
9. Gender Analysis for the Agriculture Growth Program, Holster International Research & Development Consultancy (HIRDC), September 2016, Addis Ababa, Ethiopia.
10. Gender Equity Strategy, Agricultural Growth Program, Livestock Market Development, USAID, March 2013.
11. Guidelines for Gender Mainstreaming in Agricultural Sector. Ministry of Agriculture (of Ethiopia). Prepared by women's Affairs Directorate of MoA. Addis Abeba, October 2011.

12. Multi-Annual Strategic Plan 2014-2017 (publieksversie). Embassy of the Kingdom of the Netherlands in Addis Ababa, Ethiopia.
13. Preliminary Gender Profile of Ethiopia, UN WOMEN and the European Union, November 2014, Addis Ababa, Ethiopia.
14. Report on the FAO-ILRI Training Workshop "Understanding and Integrating Gender in Livestock Projects and Programs", 22 – 25 November 2011, Addis Ababa, Ethiopia
15. SNV Gender Policy from: [http://www.snv.org/public/cms/sites/default/files/explore/download/snv\\_gender\\_policy\\_2016.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/snv_gender_policy_2016.pdf)

## **Appendix 2. Detailed review of gender components in each project document**

This appendix provides a detailed overview of the gender components described in each project document. The appendix serves as reference for EKN and EDGET staff, either when reviewing and discussing this memo on findings and recommendations, or when requiring a summary on project gender plans and interventions.

### **The BEMO (Activity Appraisal Document):**

The two copies of the BEMO received (Word and PDF file, December 2012) do not disclose whether EKN Policy Staff assigned a Gender Equality Policy Marker to the project by administering the Policy Marker in MFA's Pyramid system. In case the Policy marker is GM -1 "significant", the project would need to live up to this expectation.

EKN informed the GRF specialist of the changes to the project since development of the BEMO, resulting in an adjusted plan, dated 30 August 2013. The BEMO itself, referring to the original results framework, refers to 6 anticipated project outcomes, 3 of which are gender-sensitive. However, for the first 2 gender-sensitive outcomes, the indicators are not gender-sensitive the way they are phrased in the memo. The memo provides 3 indicators for the other gender-sensitive outcome, one of which could be interpreted as gender-sensitive, the other 2 are not the way they are phrased. With the absence of gender-sensitive indicators, collection and analysis of monitoring data may not reflect the gender differences that the project may have an influence on (whether negative or positive). The lack of such data may hence contribute to a lack of understanding on the project's contribution to gender results.

The BEMO reports that specific attention is asked during the inception phase and baseline for:

- Household impact of the interventions and possible undesired outcomes (e.g. reduction in milk intake by farm households due to evening milk sales opportunities; hence a reduction in nutritional status).
- The M&E plan to pay serious attention to the impact of the interventions on household level in terms of income (m/f), workload and nutritional status (also intra-household).
- Provision of Gender Guidelines or a specific gender approach for the project by SNV to EKN.

The use instead of intake of evening milk is seen as a risk for the nutritional status. The BEMO itself does not specify how gender relations might be at play: who will process the milk, at what time of the day (so instead of what other activities), who will be responsible for the daily intake of milk or dairy products by children, will access to these products for household consumption remain the same, who will decide whether to sell the products and what amounts, who will benefit from selling the products?

The BEMO does not make any mention whether support systems are in place to adequately integrate gender aspects in the project. For example, it does not refer to the presence of a project gender expert or responsibility/commitment/capacity by all project staff to integrate gender aspects, and does not refer to whether a gender analysis would be undertaken.

### **Updated plan (30 August 2013)**

The updated plan refers to 7 strategies, one of which is "To primarily work with women who have prime responsibility for calf rearing and dairy activities and to give special attention to female headed households for participation in the project". No further explanations are given as to why and how this target group is addressed. The remainder of the document speaks in general terms to work with

households for increased milk production and for example activities on in-packet milk pasteurization, butter, yoghurt and cheese making. It does not specify if women or men are currently engaged in these activities, who may be engaged as a result of project interventions and who controls the money in case of increased incomes.

The revised project activities are described without any reference to changes in gender relations despite the fact that they are quite likely to lead to very different gender outcomes than the originally proposed activities, which would welcome a revised gender analysis (if there was one). For example, the shift from aiming to reach formal dairy sector processors to the informal and semi-formal market may lead to differences in opportunities for women, noting that when formal systems come in place gender relations and patriarchal relations lead to men benefitting most. If gender issues are sufficiently addressed, women may benefit from access to the informal and semi-formal markets and off-grid processing. A shift from commercial feeder to backyard fodder cultivation could also lead to significant differences in gender relations. Who would have paid for the commercial feeder? Who is responsible to cultivate the backyard fodder, how much time would it take compared to current practices? Who will benefit from the increased milk production, who will sell and/or process the milk? Who controls the money earned by these activities?

Where the plan speaks of packaged, pasteurized milk and nutritionally enhanced long shelf-life yoghurt drinks for better nutrition of children, it does not report on the economic capacity and commitment of women and men to buy these drinks. Also, neither the plan nor its results chain specify that both girls and boys shall benefit equally from the enhanced nutrition. It might be better to disaggregate for the nutritional status of boys and girls. An older study (but regions are different etc.) however states that there is no significant difference in prevalence of malnutrition by sex of the child (see Determinants of Nutritional Status of Women and Children in Ethiopia).

The plan reports that the project will hire recent graduates for the house to house service delivery and will aim to hire 50% women. No mention is made of the gender balance of the other positions, all of which more senior, or of the required capacity to integrate a gender perspective.

The results chain contains one output and one outcome that could be considered a gender result:

- Output: women and youth entrepreneurship: a) women and youth dairy enterprises established and b) women and youth participation in and leadership of farmer organizations and enterprises promoted
- Outcome: women and youth participation in dairy farmer organizations and enterprises increased.

Note: this is different from the Bemo outcomes and fewer gender-sensitive outcomes. It is also important to realize that women and youth participation in FOs and enterprises may not necessarily promote gender equality and women's empowerment. Ideally the outcome would have e.g. referred to increased leadership (see second part of the output).

## **Proposal**

Program purpose and expected program impact are gender-sensitive.

Program purpose number 2 of 3: To improve the enabling environment for sustainable and gender inclusive dairy sector development at milkshed and national level.

Expected program impact (of 6 impacts):

Household level:

1. Increased dairy income, food and nutrition security at farmer household level with specific attention to women and children
2. Improved nutritional status of consumers (disaggregated)

Enterprise and sector level

4. Smallholder producers, particularly women and youth, become an important and sustainable part of the formal business.

It recognizes gender equality as a cross-cutting element. However, the result framework summary does not have gender-sensitive indicators although 3 of the 6 related identified 'key changes' are gender-sensitive.

In describing the cross-cutting elements, the proposal provides good background information on gender issues in the dairy sector:

- The dairy sector is one of the most suitable agricultural activities to empower inclusion of women and youth in economic development activities. In Ethiopia in households that have commercial or non-commercial cattle keeping, women spend considerable percentage of their time looking after the dairy animals, milking and at times delivering milk to collection points while the men take responsibility in grazing and in provision of animal feed. Women are also good in preservation mechanisms of making butter and local cheese from of the unconsumed milk. ... Women and youth membership in producer group associations /cooperatives is quite limited though the knowledge and responsibility lies in them. These groups should also be capacitated to become assertive in such memberships and leadership in order to voice opinions. Assertiveness is also very important at the individual households to enable them to make decisions on income from milk, butter and cheese and decide on nutrition choices of their children and their family in general. They will be encouraged and promoted to participate on capacity building programs and special program funds will be allocated to encourage and support innovation for women and youth engagement.

In the same section, it further specifies a number of specific activities that will be undertaken:

- The program will include gender issues in the base line surveys and the M&E system – *was done to some extent, see notes on the M&E plan*
- Conduct and support research regarding the relation between gender and formal dairy value chain development
- Develop criteria to evaluate the possible and real impact of practices on gender (possible impact on labor and income opportunities and division, consumption of dairy products etc.)
- The program will monitor what changes occur in gender aspects in various stages of the value chain. Labor and income division are aspects to be monitored, like the workload of women, access to extra financial returns, etc. Lessons drawn from monitoring of these aspects will be taken into account in EDGET-EADD strategies
- The innovation fund includes conditions for gender equity. A separate sub-fund for gender- and youth equity supporting best practices in the value chain may be established - *it would be good knowing if this has been done.*

Addressing gender inequality is not described as a key factor for success for the project. In the detailed description of the result areas and its activities, an occasional reference is made to special attention to women, or a specific group of women such as pregnant women, without much of an explanation. The reasoning for the selection of the 3 gender-sensitive 'key changes' is not given. No reference is made to a gender analysis, so it is unclear to the reader why these 3 'key changes' are written in a gender-sensitive way and not the others and why the remaining text and indicators are largely or entirely gender-blind.

### **M&E plan (April 2015)**

One of the five objectives of the project is: To improve nutritional statuses of children and women through dairy consumption. It is later explained that EDGET will organize different behavioural change communication intervention to increase milk consumption at household level, with particular emphasis to children under age of 5 years, pregnant & lactating mothers.

One of the 10 key interventions is:

#### **8. Promoting Women and Youth participation in dairy development**

The project will support establishment of women/youth dairy groups. The groups will be engaged in milk production, input supply, or in dairy products marketing. In addition, we will work in all of our 51 targeted Woredas to promote women & youth participation in membership and leadership of dairy farmer groups (pre-coops). Women will also get high priority and full involvement in all interventions starting from beneficiary HH selection up to input – output marketing. In addition to this the project field staffs will be properly trained and coached to address gender issues in all of our interventions so that they can play a vital role in addressing critical issues concerning gender in the project. The project gender action plan developed in the initial phase will be further refined and necessary attention will be given in realizing the action items on the ground.

Same results chain as in case of updated plan (so see above).

Outcome indicator: proportion of women participating in targeted dairy farmer organizations and enterprises

Output indicators: number of women/ youth dairy enterprises and groups established & number of women/youth dairy farmers who received leadership capacity development support

The outcome indicator targets for until 2017 are low: 50% for dairy extension services, 10% for input marketing and 15% for collection, processing and marketing. No baseline information is available.

The M&E matrix/measurement plan further reveals that:

- Many of the household indicators are disaggregated for female and male headed households.
- Children's nutrition is not disaggregated.
- Indicators referring to targeted farmers, dairy extension service providers and to farmer groups are not regularly disaggregated.

### **Annual plan 2016**

The program aims to continue extension activities, forage development, the milk transportation system, the work with the agro-input dealers and the dairy institutional support such as with the artificial insemination centres. It plans to augment the supplementary cow feed activities and the development of dairy processing centres while it will start the development of milk collection systems.

The establishment of dairy groups of women and youth is planned for 2016. The target for 2016 (120 women and youth, 36 groups) is relatively small compared to all other activities (mostly at least 1000 or even tens of thousands per year). At the time of the M&E plan, the targets for just this outcome still had to be determined. It may be good knowing why this target is so low for 2016, especially since these activities do not seem to have taken place in 2016, and what the target would be for 2017.

The annual plan does indicate that women are given high priority and full involvement in all project interventions. It also explains that the project requires that women engaged in dairy activities at the household level are invited to training and coaching sessions of the DFEGs and that special attention is being given to the selection and support of women lead farmers. The report states that an assessment will be conducted to analyse how EDGET can improve women's participation in training and DFEG meetings and whether special measures have to be taking by the DFEGs, such as the timing of the group meetings, the need for childcare during meetings etc. In addition, the report states that EDGET will place increased priority on the inclusion of female headed households in the project's dairy farmer training and field level coaching and advisory service delivery. -

The plan further states that the project field staff are being properly trained and coached to address gender issues in all project interventions, so that they can play a vital role in addressing critical issues concerning gender in the dairy sub-sector.

A nutrition specific baseline study will be conducted and a Behaviour Change Communication (BCC) Strategy will be put in place, in coordination with all stakeholders. The aim is to improve diet diversification including increased milk consumption in children, and pregnant and lactating women. It is not clear from the plan if gender considerations will be taken into account for the development of the baseline and BCC strategy. It may be important knowing the interlinkages between cultural norms (for example knowing if women are given the responsibility to feed the family, therefore having a responsibility for nutrition), women's and men's access to income for household nutrition and women's and men's say over the use of their own farm produce (for example who decides whether to sell the milk or consume by the household). The annual plan seems to state that related work will take place with groups of women and men, which would be promoted especially if women are given the responsibility for household nutrition but do not control the required resources.

Remarkably the focus is on milk consumption without attention to lactose intolerance. Although the average Ethiopian may be less lactose intolerant than many other Africans, the following study

indicates that lactose intolerance occurs and yoghurt, including traditional fermented milk (ergo) can be an option aside from other options <https://www.omicsonline.org/open-access/occurrence-of-lactose-intolerance-among-ethiopians-2157-7110-1000505.php?aid=62010>

### **Annual/narrative reports 2013/2014/2015**

The annual report over 2013 does not pay attention to gender issues. This is not very surprising as the year was categorized by project challenges that required revision of the design due to external and internal stakeholder issues. For the performance measurement plan (in annual report still in less complete state) see 'M&E plan'. See 'updated plan' for the results chain.

The annual report over 2014 refers to the same result chain as in the 'updated plan'. It explicitly states 6 guiding principles of the project, one of seven includes:

- Work with women, who have the prime responsibility for calf rearing and dairy activities, and give special priority for participation in the project to female-headed households.

The report explains that the strategy on 'Women and youth entrepreneurship', one of the four key project components, will be further developed in 2015. Likewise, the nutrition objectives and strategy, nutrition being one of the other key project components, would be developed in 2015.

The 2014 report reports on the activities that took place for the other two components 'milk production, input supply and related services' & 'milk collection, processing and marketing'. It reports that about one-ninth of selected households for the extension groups are female-headed and explains why no more FHH could be selected. It does not indicate what the overall percentage is of FHHs in the region. For one of the activities, the report indicates how many fhhs participated, for other activities this is not indicated. In none of the activities the number of women (either from FHHs or male-headed households) and men participants is provided.

In 2015, the number of FHHs that participated in project activities rose to about one-seventh for animal feed. Training and extension support to FHHs consisted of about one-ninth of all participants. From a subsequent table it appears that all participants from male-headed households were male.

Other descriptions, including the case studies, on project activities are gender blind. Interestingly no information is provided as to the land allocation for forage production even though resource competition is described as one of 4 major reasons why not many farmers plant forage. It would be good to know if there is a risk that land is allocated that would have otherwise been used for (other) forms of household food security and nutrition.

### **Gender and youth strategy**

The 2016 EDGET gender and youth strategy, which includes a gender action plan and a gender analysis, is a highly relevant document to facilitate adequate gender mainstreaming. The report could be used to facilitate better gender integration into all project activities in 2017.

The report concludes that EDGET's interventions were mostly lacking a gender equality and youth perspective. The project has the intention to work on these issues but lacks a strategy and the steps for doing so. It refers to some theory/common practice saying that women and youth are not always recognized when commercialization of dairy takes place, missing opportunities for commercialization, partially because of women's limited access to capital, their limited business skills and limited access to services.

The report clearly demonstrates that women smallholders play the major dairy management role at household level, while men in the area of the research are more involved in cash crops. Women's needs should hence be central to the project to ensure sustainability and effectiveness of the project. The report recognizes that while men take some responsibility for the provision of forage, women's workload is very high partially because they spend on average 2 hours a day collecting fodder. The report concludes that discussions with men are needed to ensure more land allocation for fodder and hence a significant reduction in workload or chance for production increase by women dairy managers. At the same time, agro-dealers of supplemental feeding struggle to connect to women farmers despite women's interest. The report also suggests women-led fodder enterprises. The report states that women are interested in cross-breed dairy. However, some deeply rooted gender



inequalities such as men's decision making and ownership over land and livestock can negatively affect women's business. The report a.o. recommends to use artificial insemination or an organized finance scheme to ensure women's access to cross-breeds.

The report describes that men are the main members and taking the lead of the project-initiated dairy processing units/ cooperatives and dairy farmer extension groups, which should not have been the case given the central role women play in dairy management. The report mentions that the project shall be careful that men do not take over dairy management, thereby depriving women from their livelihoods. The report concludes that women in the research area do currently have most of the ownership of the income from dairy farming. It recommends to analyse over time if this remains the case.

Extension officers seem to primarily invite men to the trainings despite women's lead role as managers of dairy. The report further mentions that not all topics of the training curriculum respond to women's needs. A practical challenge the project needs to overcome is that women do not have much time for training because of their workload and because they cannot be away from their cattle for too many hours. The report therefore suggests short, practical training, not far away from their homes, quota for women's participation and an active approach towards convincing men that women shall attend the trainings.

Remarkably the livestock and fisheries department of the GoE does not seem to have programs for women. Women and Youth affairs however does to some extent and hence it is suggested to work with them and facility and provide capacity support to this department. Another recommendation is to expand work on the butter value chain given women's role in making and selling butter.

The report concludes with an action plan with practical activities for the last year and related suggested indicators.

### **Annual plan 2017**

Although reference is made to the gender and youth strategy, recommended activities from the strategy have not been included in the annual plan. Rather it states that EDGET would translate the report findings into action in 2017 and will undertake some pilot action from the gender and youth strategy.

On the gender-specific outcome (outcome 4), the plan states that 34 dairy groups for women and youth would be supported. In the remainder of the document it is not clear to what extent women will be involved or their challenges will receive extra attention. The plan describes that nutritional awareness raising will receive major attention in the last year of operations. It is not clear to what extent women and/or men will be approached and how.

Various annexes and texts refer to EDGET's human resources. Apparently no gender office or focal point is on board.

## Annex 8 Findings and Recommendations BENEFIT Partnership

The first draft of these findings was submitted to EKN on January 19<sup>th</sup> 2017, largely based on reviewing documents received by GRF (apart from the GAPs), see Appendix 1 to this Annex. After the visit of the GRF specialist to Addis Ababa and the Gender Mainstreaming Workshop was held (2 and 3 February 2017), this document has been updated. In general, the earlier findings and conclusions are kept in, but where the situation changed due to the activities in the Workshop and/or because of the (draft) Gender Action Plans, this is indicated in separate “added notes”; a section on the Gender Action Plans was also added.

### 1. Overall findings:

#### 1.1 The BEMO (Activity Appraisal Document):

The Activity Appraisal Document (BEMO) for the BENEFIT Partnership project identifies the policy marker for Gender Equality as “significant”. This EKN document refers to the gender and nutrition expert, who will be “shared” by the partnership, and notes that women and youth were included in a stakeholder analysis in the proposal, though noting that “*their relative interest were not set out in detail*”.

In describing the four individual projects in the BEMO, gender is reflected in two of the four projects: (i) in ISSD by the project goal: “*To improve female and male smallholder farmer access to and use of quality seed ....*”; and (ii) in CASCAPE by referring to gender (and nutrition) sensitive criteria and methods for planning and research and supporting woreda and regional offices in the identification of gender and/or nutrition sensitive best practices. The description of ENTAG and SBN as in the BEMO does not include references to gender in goals, outcomes, outputs or activities.

#### 1.2 BENEFIT Partnership documents

Almost all reviewed BENEFIT documents somehow refer to gender, often in the combination with nutrition. The following selected findings are mentioned here:

i. **BENEFIT Partnership document of 20160209 (Report CDI-15-104):** This document presents the result chain for the BENEFIT Partnership and its Theory of Change (ToC). Gender equality is not explicitly mentioned as an objective or result area, but the document expresses the intention to addressing gender (“*Adequate support is provided to the four projects with respect to gender & nutrition considerations*”) and various targets for women as project participants or beneficiaries are mentioned.

In the description of the PCU, the engagement of a Gender and Nutrition (G&N) expert is emphasised. When describing the four projects, ISSD is found to have a special focus on women farmers through the intermediate outcome of improved access and use of quality seeds for (also) women. It is assumed (in ISSD’s ToC) that increasing the understanding of women’s seed demand in informal seed systems and raising their decision-making authority on seed decisions will lead to improved agricultural productivity.

CASCAPE aims for 30% of their project participants to be women. Certain activities targeting women from the first phase, however, will not be continued under CASCAPE2, apparently because these activities do not belong (or link to) to CASCAPE’s core activities. But CASCAPE will continue to support the identification of gender sensitive best practices, including measuring the effects of improved technologies on the labour burden of men and women, especially paying attention to labour constraints of women, e.g. by testing weed management tools and working on other labour saving technologies. Women will also be involved in technology verification and validation activities and targeted by introducing home-gardens.

The description of the ENTAG project does not refer to gender results or interventions, except a statement on women in sesame cultivation: they are excluded from the sales process and face a double work burden, whereas working as daily labourers on large scale farms is particularly

disadvantageous for women. But it does not appear that this finding influences any ENTAG interventions.

SBN intends in the current phase to focus more on female and young farmers. The paragraph on social inclusion commits to the target of 25% direct participation of women in project activities, including to the use of gender sensitive diagnostic methods.

ii. **Various BENEFIT documents on M&E, such as M&E Framework (160902), Result Chain (20161002) and the 27 key indicators of the BENEFIT Partnership** (undated; received in Dec 2016) also demonstrate the intention to implement gender related interventions and/or interventions that are gender sensitive or gender responsive (pilots, technologies, etc). The Result Chain document (excel sheet) includes the note that for every indicator (sex) disaggregated data will be collected (M/F/youth), which especially seems to apply to number of farmers reached and persons trained. Most gender related indicators, however, rather reflect outputs (e.g. increase in supported companies specified for gender) or efforts towards integrating gender (e.g. number and type of gender related interventions). There are few gender indicators that reflect the effect of gender related interventions. The main ones in the M&E Framework (160902) are the number of women in leadership roles in project activities and training and women entrepreneurship improved. However, in the more recent Result Chain excel sheet, only the indicator related to number of women in leadership roles seems to remain.

iii. **Gender Equity Status of Projects in BENEFIT** (November 2016). This report presents the findings from the Gender Audit conducted in autumn 2016 among the 137 staff of the PCU and the four projects through an online questionnaire, with response of 58 staff (9F and 49M). The end goal of the gender audit was formulated as *"to have a gender action plan that can be implemented in each project and to improve gender equality within all cycles of the project"*. This report presents some interesting findings, such as the following obstacles to gender in project planning: lack of staff training on gender, lack of gender analysis tools and low project priority for gender issues.

The respondents observed that female beneficiaries see the projects as beneficial, although the number of female beneficiaries are small. Interestingly, all respondents (except from ENTAG) strongly agree that their projects contribute to the empowerment of women and the changing of unequal gender relationships. All four projects are also perceived as to contribute to increased gender equity in access to resources and in decision-making. Though various conclusions seem self-evident, the report is still without explicit conclusions or recommendations, which will be provided after validation and discussion of the findings with the project staff.

**Added note:** The findings of this Gender Audit were discussed during the BENEFIT gender workshop of February 2 and 3. The comments of the participants related to the methodology of the Gender Audit and to the content of the findings. The workshop participants found that part of the findings did not reflect the actual situation, for example, because some staff was new and/or had misunderstanding about the degree of gender-responsiveness of the projects. However, the findings still reflect the perceptions of staff, whether they are correct or not. During the workshop also recommendations were identified, see annex 5 (BENEFIT workshop report) for details.

iv. **BENEFIT Partnership Annual Plan 2017.** This document presents insight in the activities of the PCU and the four BENEFIT projects, especially those for 2017. The intention to focus on increased integration of gender (and nutrition) in project activity- and organisation levels is repeated. The lessons learnt in 2016 include several gender related lessons, such as the identified need within ISSD for improving its staff's understanding of gender, including about how male and female farmers can benefit from ISSD investments; the finding that increased agricultural production does not necessarily lead to increased household food security, indicating intra-household food distribution as essential (CASCAPE); and the experience that specific training for women has positive effects (SBN). For the PCU and these three projects also gender related activities have been foreseen for 2017, the details of which are presented in Annex 6 (PCU), Annex 8 (ISSD), Annex 11 (CASCAPE) and Annex 16 (SBN).

This document shows that ISSD and SBN have set targets for direct participation of female farmers, but to a very different degree: 4320 women of 18,000 smallholder farmers (24%) in case of ISSD and 200 of 55,000 (0.36%) in case of SBN (both for 2017<sup>12</sup>). (NB: As mentioned above, CASCAPE aims for 30% of its project participants to be women, without giving an absolute number).

The Annual Plan does not include an annex with gender activities for ENTAG. Neither the main text on ENTAG refers to gender, apart from two sentences on social inclusion, gender and youth which state that *“Women will get priority in accessing ENTAG services developed for CASCAPE and SBN (in case of equal qualifications) but this will not be communicated. Women will be supported when they want to speak during platform meetings or training”*. This has not been further elaborated. Communication with PCU and ENTAG staff learned that they were finding it hard to identify gender issues in a trade and investment oriented project as ENTAG.

**Added note:** During the GRF assignment the GRF Specialist and ENTAG staff (both in the Netherlands and in Addis) cooperated in identifying concrete options for gender mainstreaming / gender activities in ENTAG interventions.

**v. SBN documents:** three SBN documents were received and reviewed, which dealt with the training on the 20 steps approach. It is observed that the proportion of female headed households is 20% in Amhara and 30% in Tigray. There are more challenges for women (and youth) than for men to improve sesame production, e.g. due to lack of collateral. For 2016 a SBN Gender and Activity Plan was prepared, which is very commendable. This Plan included training for young sesame farmers, training for female headed households involved in sesame farming, and an analysis of the roles and constraints of wives in male headed households. Women were found to appreciate the 20 steps training to improve sesame production, even though they might not be able to implement all 20 steps.

**vi. CASCAPE documents:** the current CASCAPE project is the follow-up of a previous project that reportedly paid more (explicit) attention to women, for example, by handing out poultry / sheep to female headed households, in addition to other activities that currently still target women. The previous project had gender staff at regional level and conducted a Gender Analysis study, collecting data in 2014 and 2015.

The CASCAPE documents that were reviewed by the GRF Specialist included the Manual on Gender Analysis Tools (2015) and the Gender Analysis Report of 2016, analysing the data collected under the previous project. This report has as sub-title *“Gender-based roles and constraints in agricultural production”* and contains interesting findings. Reported conclusions include:

- When female farmers are able to make more decisions, this benefits the households, hence interventions that specifically target women benefit households
- It is important to create awareness among men about the benefits that female farmers bring to the household.

Though the findings of the Gender Analysis provide some (partly anecdotic) evidence that CASCAPE's interventions can contribute to more gender equality / women's empowerment, the ambition of CASCAPE 2 (the current project) seems mainly limited to having women as participants (30%) and addressing several more practical needs of women, such as women's home gardens and testing labour saving techniques (to off-set increase in women's labour due to increased production).

**Added note:** the findings of the CASCAPE's Gender Analysis have been summarized in a workshop presentation, see output 12 (in list of section 1.3.3 of the main report).

**vii. ENTAG:** No documents specific for ENTAG had been received for review, apart from the Inclusive Business Toolkit, which is used by ENTAG. This document refers to inclusive business, which is understood as inclusion of the poor and/or disadvantaged, but without explicitly referring to

<sup>12</sup> In case of ISSD the target for the end of the project (by 2019) is even higher with 40% of all farmers in direct participation being female (or M/F = 1.5/1).

ensuring that both male and female actors are included. The Toolkit describes four “Key Tools” and provides guidelines for interviewing, none of which can be considered as gender-sensitive.

**Added note:** The GRF specialist provided some first suggestions for making this Inclusive Business Toolkit more gender-sensitive, see output 22 (see 1.3.3 main report).

### **1.3 Gender in agricultural policies / guidelines**

**Ministry of Agriculture:** The Guidelines for Gender Mainstreaming in Agricultural Sector for GoE's Ministry of Agriculture (prepared by the Women's Affairs Directorate of MoA) aim to “*serve as a practical tool for incorporating gender issues into the overall endeavours of the agricultural sector to narrow the gaps of existing gender inequality and to ultimately contribute to sustainable agricultural development of the country*”. The provision of clear direction and procedure for the implementation of Gender Mainstreaming in the MoA and other organizations/institutions in common areas of interventions is a main specific objective of these Guidelines. The Guidelines emphasize the importance to transform the entire societal attitude recognizing that equality and empowerment of women can only be achieved by taking into account and addressing the relationships between women and men.

This document identifies key issues, guidelines, checklists and indicators for over 25 sub-sectors, various of which are relevant to one or several of the BENEFIT projects, such as Agricultural Extension System; Food Security Program; Agricultural Input Systems; Ethiopian Seed Enterprise System and Agricultural Technical and Vocational Educational Training System; and Ethiopian Agricultural Research System. These guidelines emphasize the importance to target both female headed households as well as women in male headed households (apart from targeting men...).

**ATA:** The Ethiopian Agricultural Transformation Agency (ATA) is the government agency that strives to accelerate the growth and transformation of Ethiopia's agricultural sector, with its mandate focused on improving the livelihoods of smallholder farmers across the country. Under the Sustainable & Inclusive Growth program, gender equality is an explicit program area. The Growth and Transformation Plan II (GTP II) promotes gender mainstreaming in view of three inter-related objectives: (i) ensure the provision of agricultural inputs and technologies are made available equitably to female and male farmers, including women in male headed households; (ii) ensure agricultural advisory services and targeted support are provided to both female household heads as well as women in married households; and (iii) enhance institutional and human resource capacity for gender mainstreaming among all stakeholders.

**MASP 2014-2017 of EKN Addis Ababa:** This policy document of the Netherlands Embassy emphasizes the increased participation of women and youth in increasing agricultural productivity and market access in surplus producing areas. Regarding the cross-cutting issue of women's rights, the document stresses that “The Embassy will focus on further strengthening the gender component in the existing thematic priority programs”.

## **2. Conclusions and Recommendations**

### **2.1 Gender Policy Marker**

The BEMO (Activity Appraisal Document) of EKN assigned the Gender Equality Policy Marker “significant” to the BENEFIT Partnership project (or: G1). A proper G1 project requires that gender equality is included in the project design as a significant result or objective. This is not clearly the case for any of the four BENEFIT projects, despite the fact that three of the four projects (apart from ENTAG) aim to target (also) women farmers and/or are committed to gender sensitive approaches. Considering the nature of the projects, they have good potential to meet the requirements of a proper GM=1 project, though in case of ENTAG more work is needed to find out to how and to what extent this will be possible.

**Recommendation:** It is recommended that gender equality is more explicitly integrated in the design of especially ISSD, CASCAPE and SBN as an objective or result area; in case of ENTAG the extent to which this is possible should be explored. See also the recommendation under 2.2.

**Added note:** The workshop and the Gender Action Plans indeed aim to achieve this.

## 2.2 Gender in objectives, results and ToC

There is apparent commitment to implementing gender activities and target (also) women in ISSD, CASCAPE and SBN, as demonstrated by various already ongoing activities and the quite ambitious gender action plans that are annexed to the Annual Plan 2017. What seems missing, however, is a clear vision on the purpose or objective of doing so, which goes beyond reaching women farmers and/or women's participation<sup>13</sup> in particular activities, though there are a few exceptions. For example, women having access to quality seeds is rather an outcome.

In several BENEFIT documents (and/or of individual projects) references are made to purposes of addressing gender issues, such as "*addressing specific needs of women*" and implementing the "*do no harm*" principles (in an earlier PCU Gender action plan without any status) and to actually improve "gender equality" (in the Gender Audit report). This demonstrates that within the BENEFIT Partnership there is no real consensus of what gender mainstreaming is expected to achieve. The PCU impact statement and outcomes do not have an impact or outcomes that reflect the efforts that are planned (and/or already done) on targeting women and/or integrating gender issues in the BENEFIT projects, unlike there one on nutrition ("*improved access to appropriate food*").

**Recommendation:** The BENEFIT Partnership should formulate a clear goal (or goals) of gender mainstreaming that go(es) beyond "do no harm". It is recommended that the "impact statements and outcomes" and the Theories of Change of the BENEFIT Partnership and the individual projects better reflect the intended effects of the gender activities which are already implemented and still planned, in particular, in terms of improvements in gender equality and/or women's empowerment. This would mean adding increased gender equality (or equity) and/or women's empowerment as an objective or outcome. It is important that the pathways to achieving such objectives or outcomes are also made explicit.

**Added note:** This has been discussed during the workshop. During group work all projects identified several reasons for or objectives of gender mainstreaming. However, the workshop participants were reluctant to actually integrate gender objectives / outcomes into their ToCs / Result chains. One reason they gave was that only very recently they achieved agreement about the current result chains, and no one is now wanting to go back to make new changes. The GRF Specialist urgently recommended that in that case the BENEFIT projects at least identify such gender objectives / outcomes in a narrative text accompanying the Gender Action Plans.

## 2.3 Gender indicators and baselines

The latest Result Chain excel sheet for the BENEFIT projects mentions that data for all indicators will be collected in a disaggregated way, in particular indicating whether farmers are male, female or youth. In addition, gender is reflected in a limited number of indicators, more often related to outputs or interventions (such as "*# and type of gender related interventions...*") than actually on outcome level reflecting the effects of the interventions. The EKN indicator of number of women in leadership roles is included in the M&E matrix, however, the pathways to this indicator still seem unclear (i.e. the link with specific activities). Two baseline questionnaires have been reviewed (CASCAPE and ISSD), which contained mainly technical questions related to agricultural practices. It has been informed that the baseline surveys for BENEFIT have been largely completed.

**Recommendation:** It is recommended that gender indicators are reviewed and updated once the gender objectives, outcomes and/or activities have been reviewed and updated. It is important that also indicators at outcome level are included, as long as it is realistic that BENEFIT interventions influence these indicators. The Women Empowerment in Agriculture Index (WEAI), which includes 10 indicators and five empowerment domains related to agricultural development,

<sup>13</sup> It is important to also keep in mind the purpose of having women participating in project activities, ensuring that women and men benefit equally from these activities and/or that inequalities between men and women are reduced, e.g. by social, economic and/or political empowerment of the women. Moreover, only focusing on participation of men and women may obscure any specific gender issues (inequities).

may provide inspiration for potential indicators. Gender indicators will be also be discussed during the workshop and in the process of completing the project specific gender action plans. Considering that most baseline surveys have already been completed, ways have to be identified to establish the baseline values for any new indicators, e.g. by some focused surveying. It is also recommended that targets are set, especially once baseline values are known, striking a middle between a good ambition and a realistic feasibility.

**Added note:** This has been discussed during the workshop, including the importance to have also gender indicators at outcome level. Such indicators should be part of the Gender Action Plans of each BENEFIT project and the PCU. In the first draft of the GAPs (received by the end February 2017), however, most GAPs only included gender indicators at output level.

#### **2.4 Gender Audit for BENEFIT**

The Gender Audit has been a good initiative which has led to interesting findings. Even though the Gender Audit Report does not yet include explicit conclusions and recommendations, various recommendations seem obvious. A main conclusion is that the findings from this audit are perceptions, which are not necessarily always in line with facts, as is illustrated by the example of ISSD: ISSD scores lowest on the question whether gender equity goals and objectives are in place in the project designs, whereas it is the only one of the four projects that actually refers to gender in its goal ("*access to seeds for male and female farmers*"). Another conclusion is that this gender audit does not (cannot) replace a gender analyses among the projects' beneficiaries; a gender audit and gender analysis are rather complementary. Last but not least, it is appreciated that the gender audit also addressed gender issues within the organisation, such as diversity and a women friendly working environment.

**Recommendation:** It is recommended to have a "management response" of the PCU and the four projects on this Gender Audit Report, reacting on the findings. When perceptions do not tally with facts, it is important to pay attention to these "gaps", e.g. by improving internal communication about the projects. Several other recommendations that can be derived from the gender audit are in line with activities that are already foreseen in the Gender plans of the Annual Plan 2017. These include the need for gender analyses for projects that have not yet conducted these, need for gender awareness and increased priority for gender.

**Added note:** The Gender Audit was discussed during the workshop. Comments were made on the findings and recommendations were given. It is recommended that a next version of the Gender Audit is prepared, which includes the recommendations. Project management should then also indicate how and to what extent these recommendations will be implemented. It is likely that part of these recommendations are already addressed in the current GAPs (such as gender training).

#### **2.5 Gender Activities in 2017 for PCU, ISSD, CASCAPE and SBN**

The Annual Plan 2017 includes four annexes with gender (and nutrition) activities for the PCU and ISSD, CASCAPE and SBN. The gender activities are quite comprehensive by including gender capacity building and integrating gender in planning, implementation, monitoring and communication & documentation. The gender activities for the PCU aim to embed gender better in the individual projects, including incorporating gender in the objectives and indicators and ensuring projects improve (gender) equity. The PCU Gender activities also address gender within the organisation (such as gender sensitive HR policy and anti (sexual) harassment policy), networking and identifying action research topics on gender and agriculture. The gender activity planning for 2017 is mostly formulated in very general terms like a blue print approach. The concerned annexes hardly include concrete examples of integrating gender into specific project interventions (gender mainstreaming), apart from the "*development of guidelines for gender mainstreaming*". The activity planning still lacks information about who will actually implement the activities (responsibilities), when and/or at what scale.

**Recommendation:** It is recommended that the activity plans for 2017 (and beyond) are as soon as possible be operationalized by translating them into more concrete activities, setting priorities, indicating the responsible persons for their implementation and setting times lines, also

ensuring available budgets, if and when additional funding be required. The main responsibility should lay within the PCU and the individual projects, with the role of the gender (and nutrition) expert of PCU limited to general support and a limited number of specific gender activities, in line what is realistically possible (see also recommendation 2.8). It is expected that this process will start during the workshop of February 2 and 3, leading to Gender Action Plans for PCU and the individual projects within one month after the workshop. NB It is also recommended that a gender action plan for ENTAG be developed, see recommendation 2.10.

**Added note:** During the workshop and the preparation of the first draft of the GAPs , the gender activity plans from the Annual Plan 2017 were used as input. The resulting GAPs are relatively more specific, especially those for the four projects. The PCU GAP still remains rather general as well as ambitious. The lack of specificity, however, is partly due to the nature of PCU: supporting the other four projects based on their needs and requests, which may complicate detailed planning.

## 2.6 Gender mainstreaming vs specific activities for women

The reviewed documents demonstrate that gender considerations are already integrated in various activities of BENEFIT projects, such as improving (also?) women's access to quality seed of their preference (ISSD), paying attention to women's labour constraints when testing innovative technologies (CASCAPE) and also training women farmers in improved sesame production (SBN). However, whereas these activities seem relevant, it is not always clear why gender is integrated in these activities and not in others.

**Recommendation:** In the context of strengthening gender mainstreaming and developing gender action plans, it is recommended that also a systematic review is conducted of all project activities of the four projects in order to assess whether and to what extent it is opportune to address gender issues when implementing these activities. This can involve adding gender sensitive content to a (training) manual or toolkit, ensuring a more gender balanced group of participants in training or outreach events, identifying and addressing specific constraints for women farmers as compared to male farmers, and/or supporting that also women develop into lead farmers.

## 2.7 Women and youth as target groups

In various documents women are mentioned as target groups, referring to "female farmers", "females", women" and sometimes also "women in leadership roles". Though some documents clearly refer to female household heads and –occasionally- also women in male headed households, it is often not sufficiently clear which categories of women are actually meant. This is important because women do not form a homogeneous group and the different categories of women often have different needs and constraints. It is also a flaw that in the reviewed documents no distinction is made between male and female young farmers when referring to youth, whereas it is highly likely that the roles, constraints and needs of male and female young farmers differ in a number of respects.

**Recommendation:** It is important that different categories of women are always clearly distinguished. These categories are likely to include female farmers from female headed households; women active in agriculture but from male headed households; women wage labourers; and women as (potential) entrepreneurs, e.g. providing services to farmers. Where references are made to women or female participants, it should always be clear which category/ies of women are meant. NB This also may apply to men. It is also important that male and female young farmers are distinguished. Gender analyses should also assess such differences and interventions should also explicitly address any constraints of the female young farmers. In reporting about youth, data should be sex-disaggregated.

## 2.8 Intra-household issues

It has been noted that the glossary of the M&E Framework report of BENEFIT defines the concept "smallholder farmer" as "agricultural rural household depending on family labour...". By apparently treating farmers as equal to their households, intra-household differences may easily be overlooked, including different roles and needs between male household heads and women family labour in male headed households. Moreover, by using this definition, it can be confusing, when referring to farmers, whether individual persons are meant or all (adult) members of a farming household. Evidence



demonstrates that benefits accruing to one household member (in particular the male household head) are not always automatically shared with other household members<sup>14</sup>. Intra-household differences can also be relevant when assessing access to appropriate food (nutrition).

**Recommendation:** (1) It is recommended to review the definition of “farmer” (or smallholder farmer) to avoid confusion and to encourage that relevant intra-household issues are not easily obscured. It should also be clear that the concept “farmer” is “gender inclusive” in the sense that both male and female persons can be included by the definition of farmer. In practice this can mean that within one household both husband and wife can be considered as farmer, with both of them eligible as participants in (same or different) project activities. (2) Attention to intra-household issues is especially warranted where these are linked to core project activities and expected outcomes, e.g. in decision making on investments in agricultural production and/or spending income from improved agricultural production where husband and wife both contributed to. Also in view of the nutrition related impact / outcome, intra-household issues are relevant, both in terms of differences in improvement in access to nutritious food for different household members and because of the need to target both men<sup>15</sup> and women in nutrition related interventions.

**Added note:** During the workshop the importance to address (also) intra-household issues was discussed, but generally project staff felt reluctant to do so. This may also be due to the lack of knowledge and skills on how to do this. It is therefore recommended that **EKN** promote attention to intra-household issues, e.g. by sharing lessons from the SMIS project, such as about their experience with both husband and wife jointly attending training events and using Gender Model Families (GMF) as an extension model.

## 2.9 Responsibilities for gender mainstreaming

In the current set-up of the BENEFIT Partnership, the PCU is supporting the four projects by providing gender and nutrition expertise through one Gender and Nutrition Expert. Her Terms of Reference state that this expert “*will have overall responsibility to ensure strategic development, delivery of project results and client satisfaction for the integration of gender in the agricultural development project components*”, also promoting the quality of “*rights-based Nutrition projects and programmes*”. The roles in the ToR seem to make this expert the key responsible for mainstreaming gender and nutrition within the BENEFIT Partnership, for sensitization and communication, and for M&E and reporting, including developing appropriate gender and nutrition indicators, providing gender and nutrition training and coaching and developing messages on gender and nutrition results. Considering these tasks and the complexity of the BENEFIT Partnership with four projects and specific PCU activities, it appears that the responsibilities for this expert are unrealistically high. Though the individual projects are –to a varying degree- committed to implement gender related activities integrated into their work plan, the apparent absence of gender expertise in the projects appear to require a disproportionate amount of responsibility from the part of the Gender & Nutrition Expert.

**Recommendation:** It is recommended that the responsibilities of the Gender and Nutrition (G&N) Expert is reviewed and adjusted with possibly her role more emphasizing “support” to the projects and the projects becoming more responsible themselves for actual implementation. All project staff members should also have own responsibilities for a gender sensitive / responsive way of implementing their own activities. Because the support of the PCU Gender and Nutrition Expert cannot reach all 150 staff members, the proposed Taskforce on Gender and Nutrition (as referred to in M&E documents<sup>16</sup>) and/or project specific gender focal persons should complement the tasks of the G&N Expert and be responsible for the integration of gender (and nutrition) at project level. End responsibility for mainstreaming gender and nutrition, however, should always lay with project management.

<sup>14</sup> See the gender study for Horti-LIFE (another EKN supported project) finding that it is not uncommon (in Oromia) that improved income from production is used by men “to marry an additional wife and buying her a new house”.

<sup>15</sup> Also men need to be aware of nutritious diets because they often influence the actual nutrition pattern.

<sup>16</sup> The BENEFIT Collaboration Framework of September 2016 foresees that a Gender and Nutrition think tank will be established in the last quarter of 2016. It is not clear whether this TaskForce is functioning at this moment.

**Added note:** This has been discussed during the workshop. The Project Manager of the BENEFIT Partnership (██████████) expressed that it is the project management, both of the Partnership and the individual projects who are responsible for gender mainstreaming in their projects. The role of PCU's G&N expert is supporting. Moreover, all staff members have own responsibility.

**Additional recommendation** therefore is that project management be prominently responsible and communicates commitment for gender mainstreaming to project staff and partners. At regional level the responsibilities for gender mainstreaming should also be clearly formulated. Having well-functioning gender focal persons and/or gender task forces seem imperative; draft GAPs of several projects already foresee gender focal persons. The reportedly successful experience of the SMIS project with Gender Working Groups should be explored to see how lessons can be learned for the BENEFIT projects. **EKN** can promote this, e.g. by organizing a learning event in which SMIS' gender experiences are shared with the BENEFIT projects (as well as other Food security projects).

## 2.10 ENTAG

The ENTAG project is different from the three other BENEFIT projects because of targeting trading companies, and not farmers. The scope of the ENTAG interventions is also very different, even though complementary, to the three other projects. The nature of the ENTAG interventions and the characteristics of its target groups make gender mainstreaming leading directly to improved women's empowerment and gender equality less obvious. A meeting with the project coordinator and the GRF Specialist, however, demonstrated that there are options for paying attention to gender considerations, for example, within the inclusive business model, by promoting the business case for women's inclusive business and through the MBA component.

**Recommendation:** Even though not included in the Annual Plan 2017, it is recommended that also a gender action plan for ENTAG be developed, including activities, objectives/outcomes and indicators, even though it will be more of a challenge than for the other 3 projects.

**Added note:** During the workshop the ENTAG Project Manager developed a (draft) GAP for 2017, taking into account the earlier discussed options for gender activities. Several gender (output) indicators were identified, as well as two outcome indicators (relating to strengthening the position of women's entrepreneurs). Though challenging, it will be important that also for ENTAG the goal or objective of gender mainstreaming be formulated and agreed upon, also because this will help the ENTAG project staff in explaining their mandate re gender to partners and clients.

## 2.11 Gender Action Plans

During the workshop first steps were taken towards the development of Gender Action Plans, which thereafter were fine-tuned and shared with GRF. Four of the five GAPs All apart from the ISSD GAP) were prepared for 2017 only<sup>17</sup> and submitted in the form of an Excel matrix, without further (narrative) explanations or additional text. The Excel overviews include information on proposed gender activities linked to existing result or activity areas, information on timelines (when?) and responsible persons (who?) as well as indicators, though mainly at output level. However, when comparing the information in the Excel overviews with the provided guideline (by GRF in coordination with EKN) the submitted GAPs still lack essential information, in particular related to gender in the projects' objectives and outcome (including gender outcome indicators) and information on responsibilities for gender mainstreaming. GRF has provided feedback on the submitted GAPs, see Annex 14.

It has been agreed with EKN that the BENEFIT projects use 2017 to complete and refine their GAPs, covering the remaining duration of the BENEFIT Partnership (i.e. until end 2019), also ensuring that all elements of the guideline are addressed. These GAPs should be submitted to EKN at the same time that the Annual Plan 2018 is submitted.

<sup>17</sup> The idea was that the GAPs would be prepared for the entire remaining project duration (i.e. until the end of 2019), but the suggestion to (also) consider the gender activities presented in the concerned annexes of the Annual Plan 2017 might have led to preparing a GAP for 2017 only.

The GAP for ISSD was considerably different and stronger than the other four BENEFIT GAPs, providing also narrative explanatory text, covering the entire project duration and addressing almost all the requirements. However, considering that in 2017 also gender analyses within ISSD will be conducted as well as gender sensitive seed value chain analyses, it is suggested that also ISSD submits an updated GAP informed by the results from these analyses and first year's field experience.

**Recommendation:** In 2017 the BENEFIT projects should both implement their GAPs for 2017 as well as use the first experience to expand their GAPs to the entire project duration and address the missing elements. **EKN** should follow-up on the implementation of the 2017 GAPs and see to it that together with the Annual Plan 2018 new versions of the GAPs are submitted that cover the entire project period and meet the requirements of the provided guidelines (see Annex 13).

## Appendix 1. Main reviewed documents

BENEFIT Partnership documents (including PCU documents):

1. BENEFIT Collaboration Framework
2. BENEFIT M&E Workshop Recipe Book "Combining Ingredients for BENEFIT Synergy through M&E"
3. BENEFIT M&E Workshop 22 & 23 June 2016, Addis, The Golf Club
4. BENEFIT Partnership 20160209
5. BENEFIT M&E Framework 160902
6. BENEFIT PCU Gender Action Plan and Indicators; undated document by N. de Roo, apparently without any formal status (and not valid anymore)
7. BENEFIT Partnership 2016-2019: Annual Plan 2017
8. ToR Gender Audit
9. Gender Equity Status of Projects in BENEFIT: A gender Audit Report, Version: November 2016. By Selamawit Firdissa (PCU), Seblewengel Tesfaye (PCU), Eshete Amsalu (ISSD), Sjors Bijen (SBN), Amleset Haile (CASCAPE), Helen Getaw (ENTAG) and Nina de Roo (WUR)
10. Result Chain of BENEFIT 20161002
11. BENEFIT Result chain indicators (the 27 partnership indicators) (not dated)
12. ToR of PCU Gender & Nutrition Expert (not dated)
13. PCU Gender M&E Matrix and detail activity plan (GAP for PCU) of end February 2017

ISSD documents:

1. ISSD Ethiopia, Baseline Survey on Seed Access and Use
2. Gender Action Plan ISSD-Ethiopia 2017-2019 (dated: 20170308)

CASCAPE documents:

1. Manual on Gender Analysis Tools: Biruktayet Assefa and Nina de Roo, 2015
2. Concept note on gender, nutrition, livestock and IFM in CASCAPE 2 – 1 page (not dated, by file name suggests from May 2015)
3. Gender Analysis in CASCAPE Interventions: Gender-based roles and constraints in agricultural production, 2016: N. de Roo, B. Assefa, A. Ahmed, B. Boka, M. Tadessa, J. Tariku, H. Tekie, B. Zelleke and M. Spanjer.
4. CASCAPE Baseline survey
5. Gender Mainstreaming plan CASCAPE 2017 (of end February 2017)

SBN documents:

1. A gender and youth sensitive strategy for rolling out of the 20-steps (not dated)
2. BENEFIT-SBN, Women and Young Farmers Training on "20 steps" Report: Andualem Tadessa, May 2016
3. BENEFIT-SBN Gender and Youth Activity Plan 2016
4. SBN Social Inclusion & Gender project activities 2017 (SBN's GAP, dated: 20170223)

ENTAG documents:

1. Inclusive Business Models – Link Methodology (abridged version); CGIAR / CIAT (Toolkit used by ENTAG)
2. ENTAG Gender Action Plan (dated: 03021017)

Other documents:

1. Activity Appraisal Document (BEMO) for the BENEFIT Partnership, by EKN Addis Ababa
2. Guidelines for Gender Mainstreaming in Agricultural Sector. Ministry of Agriculture (of Ethiopia). Prepared by the Women's Affairs Directorate of MoA. Addis Ababa, October 2011.
3. Multi-Annual Strategic Plan 2014-2017 (Publieksversie). EKN Addis Ababa, Ethiopia (undated).
4. Comic Relief Maanda Initiative – MEL Indicator Bank: Trade, Enterprise & Employment (Gender indicators potentially relevant for ENTAG)
5. Agricultural Transformation Agency (ATA) of the Government of Ethiopia: Gender Equality – Why is transformation needed in this program area? See: <http://www.ata.gov.et/programs/sustainable-inclusive-growth/gender-equality/>

## Annex 9 Findings and Recommendations Horti-LIFE

The first draft of these findings was submitted on November 18<sup>th</sup> 2016 based on reviewing the first received Horti-LIFE documents, EKN's MASP 2014-2017 and selected GoE policies and guidelines. Thereafter several more documents were reviewed, such as the Workplan 2017 and the second draft of the Gender Analysis were reviewed and some comments added. Appendix 1 present the reviewed documents. After the visit of the GRF specialist to Addis Ababa and the Gender Mainstreaming Workshop (30 January 2017) this document has been updated. In general, the earlier findings and conclusions are kept in, but where the situation changed due to the activities in the Workshop and/or because of the Gender Action Plan, this is indicated in separate "added notes".

### 1. Overall findings:

#### 1.1 The BEMO (Activity Appraisal Document)

The Horti-LIFE project falls under the BEMO for the Ethio-Dutch Horticultural Development Programme (ED-HDP) to be implemented by EHPEA and Wageningen UR. There are two notes to this file, clarifying why there is a deviation from the original BEMO. This deviation consists of EKN entering into two contracts (instead of one), of which the second one would be with the Ministry of Agriculture (MoA) to support small holders in the horticulture sector. This second project has become the Horti-LIFE project with SNV as consortium lead. The BEMO nor the notes refer to gender issues and/or any gender equality assessment of any of the two projects. From these documents it cannot be deducted whether the Horti-LIFE project has been assigned a Gender Equality Policy Marker (i.e. to be inserted in the Piramide data system of the Netherlands Ministry of Foreign Affairs), however, personal communication with EKN learned that the gender marker "significant" had been assigned.

#### 1.2 Terms of Reference for the Horti-LIFE project

This ToR, also referring to the Smallholder Horticulture Development Component of the Ethio-Dutch Programme for Horticultural Development, hardly refers to gender. There is one sentence stating that "Attention will be given also to sustainability and gender equity". In the "project framework" the target of at least 30% female growers is included.

#### 1.3 The Horti-LIFE proposal of SNV

This proposal includes one gender-related result in its objectives / results, i.e. in outcome 2: "*Smallholder fruit and vegetable growers (of which at least 30% female growers) in the targeted horticulture clusters receive substantially higher net incomes (40% increase or more)*", with as corresponding indicator the number of female horticulture growers in the project (with 9000 as target by the end of the project). For various other indicators (such as income spent on more nutritional food and access and variety of fresh produce available to households) data will be collected in a sex-disaggregated way, though without including sex disaggregated targets.

The Horti-LIFE proposal includes various references to gender approaches and/or activities, including two sections that are specifically on gender (2.3 and 3.2.4). Under component A (supporting emerging commercial horticulture producers) the target has been set of including female horticulture producers as at least 30% of the small holder farmers involved in component A activities, especially the Farmer Field Schools. Activity area 2.5 of the work plan for component A aims to enhance gender equality, with the following sub-activities and deliverables:

No.	Activity	Timing	Deliverable
2.5	Actively enhance gender equality		
2.5.1	Undertake gender analysis	First semester	Gender analysis study
2.5.2	Develop project gender strategy, prioritise best gender opportunities and formulate gender sensitive approaches	First semester	Project gender strategy
2.5.3	Provide gender sensitization of staff and project stakeholders	Second and fourth semester	Two workshops staged

2.5.4	Implement gender sensitive approaches and activities and gender disaggregated data collection for all indicators	Continuously from second semester	Technical staff gender sensitive
2.5.5	Review gender strategy at mid-term	End of 2 <sup>nd</sup> , 3 <sup>rd</sup> and 4 <sup>th</sup> semester	Gender progress report

Section 2.3 of the proposal is on gender in component A and refers to the above steps (gender analysis, gender strategy, gender sensitization and implementing activities targeting women), envisaging that the gender strategy will be detailed and formalised in the inception period. The gender strategy will stand on three pillars: gender relations, gender agency and gender structure, which are presented in a comprehensive diagram at the bottom of section 2.3. This section also presents the commitment of the consortium towards each of these pillars, see next box:

- [Gender relations]: Stimulating a more equal division of labour. The consortium will therefore create awareness on labour division equality, but also introduce labour saving technologies, gender sensitive planning (making it easier for women to actually attend meetings) and favour those crops that are considered women's crops. NB the diagram also refers to intra-household decision-making as part of this pillar.
  - [Gender agency]: It will stimulate that women have more access to resources and control over assets. The consortium will prioritize women for trainings (on technical and entrepreneurial skills); support women's groups and associations and give them preference when target groups are selected.
  - [Gender structure]: It will contribute to a gradual change in gender norms that at present inhibit female engagement. The consortium will therefore promote the emergence of role models: female lead farmers, extension workers and field staff and enhance female leadership. It will explicitly enhance female leaders' involvement in programme activities, but also give special attention to the participation of male champions who display gender-sensitive attitudes and behaviours and openly advocate for gender equity.
- Source: Horti-LIFE Technical proposal, section 2.3, page 69.

Under component B, capacity building, the following activities are foreseen in the proposal:

No.	Activity	Timing	Deliverable
4.1	Needs assessment for education training		
4.1.1d	Identify gender specific needs and constraints and propose ways of addressing them in the university courses	First semester	Gender mainstreaming reports
4.1.4f	Identify gender specific needs and constraints and propose ways of addressing them in the ATVET courses	First semester	Gender mainstreaming reports

In the narrative text of section 3.2.4 the consortium proposes the following:

- Promotion of a culture of gender equity in the educational institutes
- Equal access to education and to the labour market
- Gender equity in the educational profession and
- Gender sensitive curricula, teaching materials and modes of delivery.

The overview of local experts (section 6.2) includes the name of a gender equality and mainstreaming expert, including a brief summary of her experience. The proposal does not indicate at what basis she will work within the Horti-LIFE project, i.e. whether she would be engaged at a full time basis or as a short-term expert.

**Added note:** The SNV team explained that the experts mentioned in section 6.2 of the proposal are a pool of experts to illustrate the access the consortium has to certain expertise, however, there is no budget for these experts. Moreover, it was mentioned that the professional expertise as described in the ToR did not refer to gender expertise.

#### **1.4 The Horti-LIFE Inception Report (January-June 2016)**

This report presents the project's Theory of Change (Annex 1) which includes the target of reaching at least 30% women among the smallholder farmers. The sentence at the bottom of the ToC diagram "promises" the mainstreaming of gender and environmental issues in all intervention areas, however, without a proper explanation where, what and how gender issues would be addressed.

The Inception Report does not demonstrate that within the inception phase actual gender related activities took place, apart from designing a gender study "to see how women can benefit equally from the project" (i.e. the gender analysis), which was to be conducted in the second half of 2016 (see also 1.6). The inception report saw this study as crucial for designing a practical approach to include women in the Horti-LIFE activities, particularly in the Farmer Field Schools (FFSs).

The section on capacity building of the horticultural sector does not refer to a gender analysis or study (i.e. to identify gender specific needs and constraints) and/or to an approach for mainstreaming gender issues in the capacity building activities. Personal communication learned that a main reason for this was the fact that other (larger) projects already supported the A-TVETS (the agricultural vocational education institutes) on gender strategies.

The information in the inception report indeed confirmed that no gender expertise had been provided during the inception phase. However, the project now has a gender focal person.

Interestingly, a footnote in the inception report refers to the Gender and Youth Empowerment in horticulture Markets (GYEM) project implemented by SNV, announcing the envisaged integration of Horti-LIFE and GYEM activities in Oromia and SNNP. However, it does not yet explain what this will mean for gender activities under Horti-LIFE.

**Added note:** More information on the cooperation with GYEM was obtained later. The original idea was that GYEM would outsource FFS activities to Horti-LIFE (i.e. technical support from Horti-LIFE to GYEM); however, in the course of developing their Gender Action Plan, Horti-LIFE cooperated with GYEM, with GYEM giving advice on gender issues.

#### **1.5 Annual plan (work plan) and budget 2017 for Horti-LIFE**

The annual plan refers to "supporting gender diversity" in the section on Component A1 (on access to inputs, services and markets for smallholders), however, without explaining what this means in practice.

The annual plan foresees that under Subcomponent A2 (improved extension / FFS) results from the gender study (i.e. gender analysis) would be included in the second crop cycle, but still not indicating what and how. The annual plan also refers to the cooperation with GYEM, the Gender and Youth Empowerment in Horticulture Markets project, also being implemented by SNV, but financed by Comic Relief. This cooperation means that Horti-LIFE is now expanding its extension work to two more woredas (i.e. GYEM outsourcing extension work to Horti-LIFE). However, it is not clear from the annual plan whether GYEM will support Horti-LIFE in addressing gender issues.

There are no references to gender under the other components, apart from a reference to the gender study in the section on program management, but again without indicating what activities will be implemented.

**Added note:** The recent Gender Action Plan satisfactorily explains how gender will be integrated in all its components, with a focus on the FFS activities, some attention to gender in Value Chain activities and Capacity building in horticulture education, whereas the options for integrating gender in any "enabling environment" activities is uncertain, also because the latter activities will depend from "demand" from GoE.

**1.6 The Gender Analysis for Horti-LIFE:** The ToR for the gender analysis formulates the objectives of this study as (i) analysing the gender roles in horticulture and identify constraints and opportunities for women smallholder farmers in horticulture development; (ii) to design a practical

approach how the project can ensure that these needs are met while working on FFS and Spray Service Providers; and (iii) Identify indicators to monitor the progress of the project on gender aspects to be collected during the baseline. The ToR provides a grid with the six main analytical questions and the three clusters of recommendations.

The study has been conducted in four woredas in total (2 kebeles per woreda), with one woreda in the following regions: Amhara, Oromia, SNNP and Tigray. The draft report on the gender analysis became available in November 2016; the final report (of December 2016) was shared with GRF in January 2017.

The report presents a literature review, the findings on gender division of roles, access to resources, information and cooperatives, and control over resources and benefits. All topics have been analysed at household level, for horticulture activities and at community level. The report also includes suggested strategies and recommended actions as well as a list of suggested project indicators.

This report presents interesting information, also demonstrating differences in the gender situations in the four regions. However, the report does not always sufficiently distinguish between women of male headed households and women as heads of households (between 20 and 25% of any given population in Ethiopia), even though this had improved to some extent in the final version of the Gender Analysis report. The report often remains rather vague about the scale of its findings, e.g. when reporting that married men spend (part of) their increased income on a second wife (in Oromia). The recommendations are valid in the sense that they certainly will contribute to more gender equality and women's empowerment, but the report does not indicate who should implement the recommendations (e.g. all through Horti-LIFE?) and/or whether and how the Horti-LIFE project can realistically implement all of them given its scope, duration and available means. This doubt concerns recommendations such as organizing skill training for men on domestic activities and/or changing the bylaws of all community institutions to make them more gender-sensitive (see also 2.3 below).

**1.7 Gender equality in policies of MoA:** The Guidelines for Gender Mainstreaming in Agricultural Sector for GoE's Ministry of Agriculture (prepared by the Women's Affairs Directorate of MoA) serve as a practical tool for incorporating gender issues into the overall endeavours of the agricultural sector to narrow the gaps of existing gender inequality and to ultimately contribute to sustainable agricultural development of the country. The provision of clear direction and procedure for the implementation of Gender Mainstreaming in the MoA and other organizations/institutions in common areas of interventions is a main specific objective of these Guidelines. The Guidelines emphasize that the aim is to transform the entire societal attitude recognizing that equality and empowerment of women can only be achieved by taking into account and addressing the relationships between women and men.

This document identifies key issues, guidelines, checklists and indicators for over 25 sub-sectors, including Agricultural Extension System, Food Security Program, Agricultural Input Systems, Horticulture Development System and Agricultural Technical and Vocational Educational Training System and Ethiopian Agricultural Research System.

**1.8 ATA:** The Horti-LIFE proposal refers to the Ethiopian Agricultural Transformation Agency (ATA), which is the government agency that strives to accelerate the growth and transformation of Ethiopia's agricultural sector, with its mandate focused on improving the livelihoods of smallholder farmers across the country. Under the Sustainable & Inclusive Growth program, gender equality is an explicit program area. The Growth and Transformation Plan II (GTP II) promotes gender mainstreaming in view of three inter-related objectives: (i) ensure the provision of agricultural inputs and technologies are made available equitably to female and male farmers, including women in male headed households; (ii) ensure agricultural advisory services and targeted support are provided to both female household heads as well as women in married households and (iii) enhance institutional and human resource capacity for gender mainstreaming among all stakeholders.



## 2 Conclusions and Recommendations

### 2.1 Gender in ToC, objectives and the Gender Equality Policy Marker

Considering the ToC (as per Inception Report) and the overview of goals and outcomes, the main gender related outcome of Horti-LIFE is the 30% participation of female smallholders. However, there is no indication to what extent this 30% participation will lead to more gender equality and/or women's empowerment (i.e. the women might just physically be attending the FFS sessions without changing much in gender relations). Therefore it seems questionable whether the Gender Equality Policy Marker can be considered as "significant" (i.e. GM=1). However, Horti-LIFE has the potential to become a GM=1 project, given the good intentions regarding gender equality in the Horti-LIFE proposal and the intention to mainstream gender in all Horti-LIFE interventions in the inception report (as in the ToC Annex).

A stronger formulation of gender equality and/or women empowerment in impact or results is also in line with EKN's MASP 2014-2017 which refers to "the role of the horticulture sector to empower women and to ensure household food/nutrition security".

**Recommendation:** It is recommended that the ToC and objectives / outcomes of Horti-LIFE better reflect the improvement in gender equality and/or women's empowerment. This can be achieved by adding increased gender equality and/or women's empowerment to the impact level and/or one of the outcomes. But this also requires that the pathways to achieving increased gender equality / women's empowerment are made explicit (see recommendations for gender mainstreaming in activities).

**Added note:** The Gender Action Plan of Horti-LIFE (final version was submitted by mid-April 2017) well addresses the above recommendation. Based on this Gender Action Plan, the gender marker "significant" is also warranted.

### 2.2 Gender mainstreaming

The work plan of the proposal commits to gender mainstreaming in component A (especially in the work with small holders) and component B (university and ATVET); section 2.3. and 3.2.4 indicate various concrete areas (e.g. more equal labour division, including intra-household decision-making) that will be addressed by the project. The ToC in the inception report commits to gender mainstreaming in all interventions. These commitments seem more far-reaching than the only gender indicator (of 30% female small holders) and the focus of the gender analysis on women's participation in FFS seem to suggest.

**Recommendation:** It is recommended that proper efforts are made to genuinely mainstream gender in all interventions and activities where a gender perspective might be desirable and/or useful to contribute to more gender equality and/or women's empowerment. Two combined approaches are suggested: (a) reviewing all activities / activity areas to see whether and how gender equality issues can be integrated and (b) starting from the three pillars of section 2.3 of the proposal identify pathways how these can be reached by already identified activities and/or by adding some specific gender activities. This exercise might be done (or reviewed) during the foreseen workshop for Horti-LIFE.

**Added note:** The gender Action Plan adequately mainstreams gender in Horti-LIFE's activities, with a focus on the FFS component, but also attention to gender in the other components.

### 2.3 Gender analysis

The gender analysis does not cover all components of the Horti-LIFE project, but was purposely designed for selected activity areas under component 2A. The findings in the gender analysis report are in line with the ToR in the sense that the main analytical questions are addressed and recommendations formulated for women's access to and participation in Farmers' Field Schools (FFS) are identified.

The gender analysis report presents interesting findings, for example, providing evidence that differences in gender relations in the four project regions can be quite substantial. The gender study also finds that the money after the sales of produce is (largely) controlled by the men (in male headed households). The report writes that it is not uncommon that more money leads to "*men marrying an additional wife and buying her a new house*". Such findings call for paying explicit attention to the importance of intra-household decision-making on horticulture production and how to use its benefits. Many of the recommendations seem relevant to the FFS component. However, it is not clear to what extent the recommendations have already been aligned with the FFS approach of Horti-LIFE and/or whether the FFS approach can be practically adjusted to integrate these recommendations.

**Recommendation:**

- (1) It is recommended that the findings and recommendations of this report need to be further elaborated into the overall FFS approach and/or the FFS approach adjusted to uptake the recommendations. This can best be done in close cooperation between the gender expert and the FFS technical experts. The findings of the gender analysis report certainly will contribute to better approaches for involving women (and men) in the FFS component, however, at the same time, the current role divisions among men and women should also be challenged, in particular by aiming at more equal access to resources and on decision-making on horticulture production and on the use of the income from increased horticulture production.
- (2) An important issue to be addressed is how to deal with the involvement of women of male headed households in FFS. Both the MoA Guidelines and the recommendations of the gender analysis report suggest that these women also need to be involved. Their involvement is important to improve their productivity in the VC segments they are active in. Also, if women are active in weeding, skills in "scouting" of pest would be highly useful to them. However, in case their husbands are also active in horticulture, this means that the option of two members per household in FFS needs to be explored. NB. In case of female headed households the participation of women is more self-evident.

The gender analysis report does not much comment on the content of the FFS manual apart from technical subjects.

**Recommendation:** It is recommended that the FFS explicitly aim for empowering the participating women and contribute to gender equality by integrating gender equality messages where appropriate and relevant. For example, when discussing about the profit of horticulture and the need to set aside part of it for future investments, the importance of joint decision-making by husband and wife should be highlighted.

The gender analysis includes an annex with suggested gender indicators. Apart from indicators that measure the participation of women in FFS, it is good to see that an indicator on husbands sharing domestic tasks is included as well as an indicator on women's access to assets.

**Recommendation:** It is recommended that Horti-LIFE indeed will include also gender indicators measuring women's empowerment and/or more gender equality. These can also be aligned with the gender mainstreaming in Horti-LIFE and finalized in or after the workshop.

The issue of nutrition is hardly addressed in the gender analysis (was neither mentioned in its ToR), however, improved nutrition is an intended outcome of Horti-LIFE. The gender analysis did find that men tend to spend extra income rather on personal items. Also experiences in other countries learnt that additional household income does not automatically leads to the intake of more nutritious food.

**Recommendation:** It is recommended that given its intended outcome of improved household level nutrition, Horti-LIFE explores options to integrate nutrition messages in its activities, e.g. within the FFS modules, and targeting both men and women.

**Added note:** The above recommendations were based on the draft Gender Analysis report, although most recommendations still apply to the final version of the report. Even though the final report still has various drawbacks (apart from interesting information), the Gender Action Plan of Horti-LIFE is well mainstreaming gender into Horti-LIFE's activities, in particular in the FFS sub-component, also addressing intra-household issues.

## 2.4 Other Issues:

At the time of preparing the first draft of GRF's comments on the Horti-LIFE project, also the following issues were flagged as points of attention. At the time of finalizing this report (end of April 2017) some notes can be added:

- Gender expertise within Horti-LIFE and/or gender focal points.  
**Added note:** It appears that gender expertise might be adequately in place, especially by support of GYEM and the availability of a gender focal person (at national level). Regular Horti-LIFE staff have also been assigned responsibilities for implementing gender activities. For example, the 11 district coordinators are responsible for gender within the FFS activities in their district. It would be useful that EKN, in its follow-up of the implementation of Horti-LIFE's Gender Action Plan, also monitors whether this turns out to be adequate.
- Any need to pay attention to gender issues within component A1?  
**Added note:** This has been done in the Gender Action Plan.
- The Gender Analysis refers to wage labourers working in horticulture production. Are here gender issues to be addressed?  
**Added note:** Because Horti-LIFE works with smallholder farmers, wage labourers are not common. This is different, however, for the sister project of EPHEA which is working with commercial farms.
- Gender based role division: to what extent should Horti-LIFE challenge existing role divisions and promote a more equal one, including a better share of domestic work to be taken up by men (as also suggested in the gender analysis).  
**Added note:** This will be –at least to a certain extent- addressed in the short gender sessions which will be included in several bi-monthly FFS meetings.
- Gender considerations in component B will also be very important, as these might also contribute to more structural changes.

**Added note:** This concerns the capacity building in vocational education (with ATVETs) and MSc courses. In the vocational training already other (and larger) projects are supporting the development and implementation of gender strategies. In its activities with ATVETs Horti-LIFE will therefore only address gender issues related to its concrete activities, which mostly relate to constraints for female students' participation in practical sessions / field plots. Where Horti-LIFE contributes to (improving) ATVET courses, gender will be included in the ToR of the consultant working on course improvements. The same applies to consultants working on improvements in relevant MSc courses.

### **Appendix 1. Reviewed documents**

1. Small Scale Horticulture Development. Annex 9 Technical Proposal. SNV Netherlands Development Organisation, CINOP and CropLife Africa & Middle East. The Hague, July 29<sup>th</sup> 2015.
2. Small Scale Horticulture Development Programme (Horti-LIFE). Inception Report January-June 2016. SNV Netherlands Development Organisation and Ministry of Agriculture and natural resources.
3. Terms of reference to Undertake Gender Analysis Study for Horti-LIFE Project. SNV, Ethiopia, Horti-LIFE (not dated)
4. Gender Analysis for the Horti-LIFE project in Oromia, Amhara, SNNPR and Tigray. SNV Ethiopia and MAE Consulting PLC. (draft, not dated; and final report of December 2016).

5. BEMO
6. Annex A. Terms of Reference. Ethio-Dutch Programme for Horticultural Development; Smallholder horticulture development project. MoA 5/27/2015.
7. Workplan and Budget 2017. Horti-LIFE (of 2016 11 23).
8. How to setup and support a Farmers' Field School in Ethiopia. Horti-LIFE. September 2016.
9. SNV Gender Policy from:  
[http://www.snv.org/public/cms/sites/default/files/explore/download/snv\\_gender\\_policy\\_2016.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/snv_gender_policy_2016.pdf)
10. Multi-Annual Strategic Plan 2014-2017 (publieksversie). Embassy of the Kingdom of the Netherlands in Addis Abeba.
11. Guidelines for Gender Mainstreaming in Agricultural Sector. Ministry of Agriculture (of Ethiopia). Prepared by women's Affairs Directorate of MoA. Addis Abeba, October 2011.
12. Gender Equality – Why is transformation needed in this program area? Ethiopian Agricultural Transformation Agency (ATA) <http://www.ata.gov.et/programs/sustainable-inclusive-growth/gender-equality/>
13. Gender Action Plan for Horti-LIFE. Draft version of February 2017 and Final version of April 2017.

## Annex 10 Findings and Recommendations SMIS

The Small Scale and Micro Irrigation Support Project (now abbreviated as SMIS, but earlier as SSMISP) is a 5-year duration project jointly funded by the Netherlands (EKN) and Canada (DFATD). DFATD has entered into an agreement with EKN Addis Ababa, with EKN as lead donor and DFATD as silent partner. This means in practice that it is EKN that monitors the implementation of SMIS, and therefore also has the mandate to discuss gender mainstreaming within SMIS.

### 1. Overall Findings

#### 1.1 BEMO

The BEMO provides the general description of the project, which aims to support GoE through the Ministry of Agriculture with the implementation of the Small Scale Irrigation Capacity Building Strategy, in particular in the following strategic directions: (i) improve existing and develop new irrigation infrastructure; (ii) strengthen on-farm irrigation water and crop management; (iii) establish and strengthen appropriate institutions; and (iv) strengthen improved output supply, credit and marketing systems. The objective of the SMIS project indicates that the approach of the project should be “gender-responsive”.

The SMIS project consists of three components, and for each of the three intermediate outcomes a list of indicators is presented, which include several gender related indicators, see next table.

Outcome	Gender related Indicators (outcomes and outputs/results), selected from the full list
<b>Intermediate Outcome 1:</b> Improved planning, design and construction of <b>gender equitable</b> and sustainable small-scale and micro irrigation schemes by public and private institutions in a coordinated manner and according to integrated watershed-based approach	<p>Re A-TVETs/Centres of Excellence for Water Management:</p> <ul style="list-style-type: none"> <li>At least 100 students, of which <b>at least 25% female</b>, trained per year in each selected A-TVET in the field of SSI, micro-irrigation and irrigated agriculture from PY3 onwards, including <b>mainstreaming of gender issues</b>.</li> </ul> <p>Re Micro Irrigation:</p> <ul style="list-style-type: none"> <li><b>At least 100 youth and women</b> trained in hand-drilling technique and basic equipment provided by end PY5</li> <li>At least 1600 government staff participated in workshops and training related to micro-irrigation by end of PY5, <b>including mainstreaming of gender equality issues</b>.</li> </ul>
<b>Intermediate Outcome 2:</b> Improved management of <b>gender equitable</b> and sustainable small-scale and micro irrigation schemes by water users’ organisations (WUOs) and individual users respectively with support from key public institutions	<ul style="list-style-type: none"> <li><b>Women actively participate in decision-making related to irrigation</b> in at least 80% of WUOs in pilot SSI schemes by end of PY5</li> <li>At least 800 households, <b>including at least 200 female-headed households</b>, practicing micro-irrigation on a total irrigable area of 1600 ha receiving training in O&amp;M skills and water management by end of PY5</li> </ul>
<b>Intermediate Outcome 3:</b> Improved water, soil and crop management practices for irrigated (and rainfed) crops adopted by <b>(male and female)</b> farmers	<ul style="list-style-type: none"> <li>At least <b>3,000 male farmers and 3,000 female farmers</b> in pilot SSI schemes and <b>400 male farmers and 400 female farmers</b> practicing micro irrigation received training in improved water, soil and crop management practices by the end of PY5</li> <li>1,600 government staff received short-term or refresher training courses in various topics related to improved water, soil and crop management by the end of PY5, <b>including mainstreaming of gender equality issues</b>.</li> </ul>

In the section “Appraisal” the BEMO mentions that this project is fully in line with the MASP 2014-2017 of EKN Addis Ababa. It is also mentioned that this project provides a good contribution to the “Rio Markers” with a 40% climate contribution. It is remarkable that the BEMO does not refer to the

extent that this project contributes to gender equality, because given the above intentions a gender marker “significant” would be quite well warranted.

## **1.2 Descriptive Document**

The Descriptive Document of the “Uitvoeringsorganisatie Bedrijfsvoering Rijk” (“Haagse Inkoop Samenwerking”) was reviewed, but only the main document, as the annex with the Terms of Reference had not been received by GRF. In the list of “staff needed” a national gender specialist was included for 48 months and gender expertise was also mentioned among the (short-term) international subject matter specialists.

## **1.3 Inception Plan**

The inception plan foresaw the following gender related activities:

- Promotion of gender equality in staff recruitment;
- The needs assessments for capacity building would also look into gender (and social development) awareness and practices among the partner institutions;
- The collection of gender-disaggregated data was foreseen; and
- Gender mainstreaming was aimed at.

## **1.4 Annual Progress Report July 2015 – June 2016**

The Annual Progress report, apart from referring to gender throughout the report (e.g. gender-responsive, gender mainstreaming, etc) also includes a separate section (4.1) on gender and nutrition, demonstrating quite impressive statements and achievements (also as compared with the other reviewed Food Security projects), such as:

- Planning includes gender perspectives, e.g. in each activity, strategic and practical ways to promote active participation by women will be developed.
- Gender mainstreaming training for SMIS and PIT (Project Implementation Team) experts was undertaken to ensure gender responsive development in SSI schemes, WUOs, organizational and water management practices, A-TVET SSMI training programs and irrigation extension and MI support services. In total 143 staff (94 male and 49 female) received the gender awareness and mainstreaming training in the reporting period.
- Gender Working Groups (GWGs) from key Partner Institutions (PIs) have been formed in each of the four regions. The purpose of the GWG is to ensure that gender issues in SSI and MI are integrated in all stages of the capacity development process. The GWG in each region was actively involved in facilitating inclusion of gender in the PY2 plan and initiate gender issues to be considered in the planning and monitoring of their respective institutions.
- A training resource manual was developed on gender mainstreaming in SSI and MI to support PITs in this area.
- A SSI and MI based Gender Situational Analysis (GSA) was conducted with PIs participations. And the GSA recommendations have been fully incorporated in the SMIS PY2 Annual Work Plan and in each thematic area (see 1.7.2 for more findings related to the GSA).
- The GWGs developed a road map specifying the roles and responsibilities of PIs towards gender mainstreaming in SSI and MI. The aim is to strengthen PI’s commitment and create accountability mechanisms.
- Collaboration with ATA and the AGP-FCU (AGP’s Federal Coordination Unit) was established to support development of strategies and approaches for mainstreaming gender in household level MI and SSI.
- Under SMIS, gender mainstreaming includes nutrition awareness, but the progress on incorporation of nutrition in gender modules was less than satisfactory. SMIS planned to mobilize a consultant for developing nutrition focused training modules in PY2.

## **1.5 Performance Measurement Framework**

The performance measurement framework (PMF) of August 2015 is a detailed monitoring protocol presenting the expected results at all levels (from ultimate outcome to outputs) with a long list of corresponding indicators, baseline and target information, data sources, etc. However, this framework hardly includes proper gender performance indicators, apart from measuring the proportion of women in decision-making positions on WUO/IWUA management boards and collecting

sex-disaggregated data on the number of water users with new/improved irrigation services by PIs and for many other outputs (such as numbers of trainees). Several other indicators refer to gender-responsiveness, however, without indicating how “gender-sensitiveness” will be measured.

**Note:** during the meeting with SMIS project management (early February 2017), the GRF specialist was informed that this framework was being updated (see 1.8).

### **1.6 Second Annual Workplan July 8, 2016 to July 7, 2017**

This workplan reiterates SMIS’s commitment to mainstreaming gender (and nutrition) in all project activities and ensuring that all training will be gender-responsive. This workplan also foresees that the SMIS gender team will continue to collaborate with relevant partners such as ATA, Women Affairs Directorate (WAD) at MoA and regional institutions in undertaking all gender activities. Section 4.11 on Gender and Nutrition Mainstreaming states that the gender strategy of SMIS a combination is of gender mainstreaming in all PI (TC and PIT members) activities and gender-specific activities specific to each of the thematic areas. This section identifies the following (main) activities and expected results for the planning period:

- Develop operational/working manual on women’s leadership and empowerment in IWUAs.
- Organize experience sharing event in areas practicing gender-based SSI and HHMI development and management.
- Ensure at least 30% participation of women in all SMIS-supported capacity development events including women from married households and female-headed households (FHH).

Also in other sections of this workplan references are made to gender-responsive or gender-equitable approaches, to gender-disaggregated data collection and gender mainstreaming. The Logic Model (Appendix C in the workplan) refers to gender-responsiveness and/or gender equity in the ultimate and intermediate outcomes and in most of the immediate outcomes. However, this is not much (explicitly) reflected in the outputs as presented in this Logic Model, apart from collecting gender-disaggregated data and a few activities targeting women, such as training landless women in hand drilling techniques (though worthwhile in itself).

### **1.7 Gender analyses / audit**

Three gender studies have been produced since the start of the SMIS project: (i) Gender Review of Small Scale and Micro Irrigation, a situational analysis and capacity needs assessment report of June 2015; (ii) Irrigation Gender Situational Analysis of December 2016 and (iii) SMIS Gender Audit, draft of 12/11/2016 (not yet for further circulation).

#### **1.7.1 Gender Review of Small Scale and Micro Irrigation (June 2015)**

The first gender review (of June 2015) was originally not received by GRF, but in a later stage downloaded from the website of SMIS. Due to time constraints, only the Executive Summary was reviewed.

The purpose of this review was to inform the development of a gender mainstreaming strategy and action plan for the SMIS project. This study identified the following:

- Main issues and barriers to women’s equal participation and benefits to SSMI development and irrigated agriculture;
- Arguments for “Why to invest in women’s empowerments”;
- Strengths, gaps and opportunities, identifying key gaps in SSI development, WUA formation and extension services; and
- Actionable recommendations.

Five priority actions were recommended which can be summarized as follows:

- 1) Development of regional gender mainstreaming strategies, action plans and gender and irrigation task forces;
- 2) Capacity building on gender within the PIs
- 3) Development of special measures to support women to overcome gender-based constraints;
- 4) Explore and pilot women and youth friendly irrigation extension packages; and

- 5) Support the development of practical minimum requirements, guidelines, planning techniques and tips for gender and social development.

### 1.7.2 Irrigation Gender Situational Analysis of December 2016

This gender situational analysis assessed the current situation of gender and irrigation, focussing on women's and men's access to and control over irrigated land and resources needed to benefit from it. It compared experiences of men and women, drawing conclusions about gender equity and irrigation. Findings concerned eight topics well in line with the scope of the SMIS project: irrigation technology, irrigated crops, extension services, inputs for irrigation, loans for irrigation, marketing irrigated crops, involvement in WUAs and nutrition. The report presents interesting and relevant information, recognizing three gendered perspectives: (i) woman headed household; (ii) married woman; and (iii) married men. The report presents an example for each of these three. The example for the married man demonstrates the need but also the challenge of also involving married women in extension activities, see the box below.

Quote from a male household head about his wife:

*"I wish that she could participate in some programs I attend at the FTC (Farmers' Training Centre), so we could discuss how to apply new farming methods. But our DA says that only one person per household can attend. If I let my wife go in my place, then I will miss out, and my neighbours will wonder what is wrong with me."*

The analysis report contains recommendations that are relevant and quite feasible to take up in the SMIS activities, addressing the following topics:

- Recommendation to support women heading households, e.g. by labour and technology options that allow women to stay on and farm their land;
- Developing women-designed and –approved low cost options for micro-irrigation;
- Address women's isolation and invisibility by providing a broad set of gender-responsive irrigated agriculture support services to them; and
- Address gender inequalities at their roots by involving both husbands and wives in extension activities, planning for joint economic development, also improving women's access to and control over the means of production.

One of the more detailed recommendations related to the last bullets concerns the piloting of the Gender Model Family (GMF) program, which aims to modify household roles in order to lessen women's work load and increasing her participation in intra-household decision-making.

### 1.7.3 SMIS Gender Audit of 12/11/2016

A draft version, which is not yet for public circulation, was reviewed by the GRF specialist. This gender audit is very informative and complete, reporting on a staff survey and staff perceptions, but also identifying best practices and challenges and thus reflecting the status quo of gender mainstreaming in SMIS. The box below summarizes successes and challenges as identified by staff.

**Successes** of promoting gender equity as perceived by SMIS staff and PI representatives:

1. Institutional linkages strengthened for implementation of gender mainstreaming, e.g. by the signing of "team charters" to indicate institutional support as members of SMIS' Gender Working Groups and road maps prepared.
2. Gender issues mainstreamed in PIDM materials (Participatory Irrigation Development and Management) with the first version of the manual demonstrating that the involvement of women at every stage.
3. The greater participation of women farmers in irrigation is seen as a success, especially SMIS' insistence to involve married women. Now husbands and wives attend training together.

The list of **challenges** is longer, the following is a selection:

1. SMIS and PI staff are still vague about what gender mainstreaming is; the need for a clear (or clearer) strategy is felt, also needed for SMIS staff to better internalize gender issues.
2. Concern about the predominance of male staff, as well as the feeling that more professional women in key positions and institutions would make gender mainstreaming more effective.



3. The staff feel challenged by meeting the gender-responsive aspects **because they are not reflected in the PMF** (Performance Management Framework). Though the SMIS outcomes are all gender-responsive, the activities are not gender-sensitive enough and there is a lack of indicators measuring changes in gender relations.
4. Government staff expressed that gender awareness training was done so many times, but they are discouraged because they want to solve gender issues!
5. Commitment does not always reveal itself in practice, e.g. governments staff was said not to make enough efforts to achieve agreed women's quota.
6. Planning to target specific numbers of men and women is not enough, if not also "gender inequities" are addressed.

The third challenge in the above box coincides with the main comment of the GRF specialist on the SMIS project, i.e. that many of the high level outcomes are meant to be "gender-responsive", but without reflecting this in elaboration of the output and activities, and the absence of indicators that reflect the effects of gender mainstreaming (or of "gender-responsiveness"), e.g. in terms of improved gender relations, gender equality, gender norms and/or women's empowerment.

The gender audit report explains what "gender-responsive" programming should mean: (1) incorporating measures for gender equity and women's empowerment; (2) fostering women's inclusion; and (3) providing opportunities for women and men to gain social and economic benefit. The report adds that gender-responsiveness requires a "*paradigm shift*" from taking women into consideration to empowering women and challenging existing patterns of inequity. This means that specific gender-responsive activities need to be deliberately planned in order to be mainstreamed into SMIS. The report proposes a Gender Mainstreaming Framework for SMIS, consisting 7-elements, identifying the rationale, key activity and other activities per element. Also further recommendations and next steps are proposed in this gender audit report.

The main "weakness" of the reviewed version of the gender audit report is related to the structure of the report (e.g. the absence of any numbering of chapters, sections and sub-sections), which tends to complicate getting an easy overview and understanding of the report. However, it is expected that this will be addressed in the final version of this report.

### 1.8 Meeting with SMIS project management

On February 1<sup>st</sup>, a meeting was held in Addis Ababa with the SMIS project management, in which the EKN Policy Officer Gender and the GRF specialist participated. The International Chief Technical Advisor explained that in the first year of SMIS the gender focus was on "groundwork", such as gender training. Now the first lessons are emerging, and SMIS TA is reflecting on gaps and how to better integrate "gender responsiveness". Selected issues from the meeting are:

- SMIS applies a three stage approach: (1) Capacity building of staff of PIs; (2) joint implementation by SMIS and PIs; and (3) implementation by PIs only (mainly at woreda level), with monitoring by SMIS .
- Training manuals all have gender in it;
- In general strict quota for women's participation in training of final beneficiaries (farmers) are applied. This has meant in practice that some training sessions were cancelled because the minimum proportion of women were not present. But it seems to work!
- Women farmers often turn out to apply learnings better and more accurately than male farmers; household micro-irrigation is usually the domain of women; women are often well aware on water saving; SMIS is also promoting a woman-friendly pump.
- The regional Gender Working Groups turn out to be useful. The members meet monthly, and they get "homework" to do for the next meeting.
- Regarding the repetitive use of the term "gender-responsive" in the SMIS Logic Model and the PMF, which is hard to measure and therefore not really suitable as proper gender indicators, the Chief Technical Advisor explained that this had been copied from the ToR provided by EKN. He added that the PMF is currently being updated.

## 2. Conclusions and Recommendations

## 2.1 Overall achievement

Based on the reviewed documents and the meeting held with SMIS' project management, it can be concluded that the SMIS team is making good efforts to mainstream gender into the SMIS project with first lessons learnt and some good practices seem already in place. The TA team is supporting Implementing Partners within the irrigation sector to increase their capacity to work in a more coordinated, sustainable and gender-responsive manner. This means that the TA team has gender mainstreaming at field level not under its full control, but supports the IPs to do so. The fact that SMIS already accomplished a certain extent of integration of gender into interventions (including some first evidence of success) is therefore even more commendable. This first evidence of SMIS experiences demonstrates that some changes in gender relations / gender norms seem possible, e.g. providing training to both husbands and wives from the same household, women's involvement in IWUAs and generating enthusiasm for piloting the Gender Family Model as an extension approach (apparently now being piloted). SMIS demonstrates that it is possible to involve Implementing Partners in actual gender mainstreaming in activities, for which the commitment of SMIS' project management and the establishment of the regional Gender Working Groups at regional level apparently were crucial factors.

**Recommendations:** It is recommended that the SMIS project well documents its interesting gender mainstreaming efforts, its successes (best practices), but also any efforts that were less successful or failures, also as learning opportunities for others.

**It is recommended that EKN** (1) promotes that also the effect of gender mainstreaming is measured and documented and (2) supports the sharing SMIS gender mainstreaming experiences with other food security projects, for example, by organizing a learning event.

The following elements can be potentially interesting for sharing with other projects:

- The concept of the regional Gender Working Groups, involving PIs;
- The approach to ensure that husband and wives (of the beneficiaries) both participate in training sessions;
- The experience with piloting the Gender Model family approach;
- The experience with integrating nutrition in training modules (and possibly of integrating gender in modules); and
- Sharing the SMIS gender analysis and gender audit reports (once the final version is available) as good examples.

## 2.2 Gender in project planning

Although the ToR for this project was not received / reviewed by the GRF specialist, it appears that the fact that the ToR reportedly referred to gender-sensitive outcomes, combined with the inclusion of gender expertise in the list of "staff needed", helped gender perspectives being integrated from the start in the SMIS project, both by gender analyses being undertaken and by actually integrating gender concerns in SMIS interventions.

**Recommendation for EKN:** This seems a good lesson learnt that explicitly integrating gender considerations and gender expertise in the planning (ToR / tender documents) of a project contributes to actually mainstreaming gender in the project's interventions.

## 2.3 Gender responsiveness and gender indicators

Though it is certainly important that the SMIS interventions are all gender-responsive, i.e. addressing attitudes and bias which are impeding gender equality, formulating outcomes and indicators that mostly measure the success of gender mainstreaming by results being "gender equitable" or "gender responsive" is not enough (also because this is difficult to measure). In particular, this does not sufficiently recognize the ultimate goal of being gender responsive or gender equitable. Clearer gender performance indicators are not only needed to measure the effects of being gender-sensitive, but –as identified in the gender audit- this is also needed for SMIS staff (whether TA or IP) who want to know for what purpose they are doing mainstreaming, i.e. what is expected of them to achieve through gender mainstreaming.

**Recommendation:** The SMIS project should more explicitly clarify what the expected impact and results of gender mainstreaming are, in particular in terms of improved gender equality and women's empowerment. This should be reflected both in the outcomes at various levels and in the indicators of the Logic Model and/or the PMF. The intention to update the PMF is a good moment to also look at the existing gender indicators, to improve them and/or add new indicators. Some first suggestions are:

- Instead of (only) measuring the number of men and women (farmers) benefiting from new/improved irrigation services by PIs, also measure whether women having (own or joint) decision-making-power on using the irrigation services and on spending the increased income;
- Regarding women in decision-making positions in WUO/IWUA boards: not only being in a decision-making position (e.g. board member) counts, also the fact whether the women can actually exercise this and influence decision-making
- Apart from only collecting sex-disaggregated data on number of experts trained, also the proportion of female experts in higher positions within IPs may be measured and/or changes in gender norms or attitudes (of extension staff and/or male farmers towards female farmers);
- Access of (also) female farmers (FHH and women in MHH) to improved outputs, credit and markets.
- When working on an (improved) gender mainstreaming framework as recommended in the gender audit (see also 2.4) the gender indicators, especially at outcome level, should be sharpened, considering the above suggestions, but also own ideas.

**Recommendation to EKN:** EKN should promote that the Logic Model (apparently copied from the ToR) is strengthened in terms of better reflecting the effects of gender mainstreaming, i.e. by adding / improving gender indicators which actually measure increased gender equality / women's empowerment.

#### **2.4 Gender analyses and gender audit**

It is laudable that within the SMIS project two gender analyses and a gender audit were conducted, all of a good standard (at least as far as reviewed), and that project management appears open to follow-up the recommendations. In early February 2017 the gender audit report (prepared apparently in November 2016) was still in a draft version.

**Recommendation:** It is recommended that the gender audit report is finalized as soon as possible (if not yet done) and that the recommendations for a gender mainstreaming framework (or strategy) are followed up. It may be good that the project management prepares a management response to indicate how the gender audit's recommendations will be implemented, included timelines.

**Recommendation for EKN:** EKN should check the status of the gender audit, request for the final version of the gender audit report, and ask for a management response. EKN should follow-up on the implementation of the recommendations from the gender audit. In consultation with the SMIS project management, this gender audit report may also be distributed among other EKN funded projects as a good example.

#### **Appendix 1. Reviewed documents**

1. Addendum to the Activity Appraisal document (€300,000 or more) – Small-Scale and Micro Irrigation Support Project (SSMISP), EKN, February 2014 (BEMO)
2. Descriptive Document for the Small-Scale and Micro Irrigation Support Project (SSMISP) of EKN in Ethiopia (Addis Ababa). Uitvoeringsorganisatie Bedrijfsvoering Rijk. 16 June 2014. (Without Annex A, the Terms of Reference for the project).
3. Inception Plan for the SSMISP project. By Agriteam Canada Consulting Ltd. 14 November 2014.

4. SMIS - Gender Review of Small Scale and Micro Irrigation. Situational Analysis and capacity Needs Assessment Report. June 2015. Agriteam Canada Consulting Ltd. Sub-consultant: Marie-Katherine Waller.
5. SMIS - Annual Progress Report for the Period July 2015 to June 2016. August 2016. Agriteam Canada Consulting Ltd.
6. Performance Measurement Framework of the Ethiopia SMIS Project. Aug20-15.
7. SMIS – Irrigation Gender Situation Analysis. December 2016. Agriteam Canada Consulting Ltd.
8. Second Annual Workplan July 8, 2016 to July 7, 2017. SMIS project. June 2016.
9. SMIS Gender Audit. By Nancy Drost, International Gender and Nutrition Advisor. DRAFT 12/11/2016 (Not for circulation)

## **Annex 11 Outline for the Gender Action Plan for Horti-LIFE**

### **1. Gender as objective, outcome and/or outputs in the ToC / result chain**

Explain how gender (gender equality / women's empowerment) is integrated in the Theory of Change or result chain of the project, i.e. at the level of impact, outcome, and/or output, also demonstrating the linkages or pathways between the intervention areas and the various levels of results. This can be in a graphic form with a narrative explanation.

### **2. Gender performance indicators / gender in the M&E framework**

Present relevant and measurable gender performance indicators for the various levels, preferably (also) as integrated in the monitoring or M&E framework. Indicate means of verification. Also indicate whether baseline values are already in place (or still need to be identified) and whether targets have been set. Targets seem most appropriate for output level of indicators, and to some extent for outcome indicators. Impact indicators can also concern an improvement with the baseline situation (e.g.) more decision-making power as compared to the baseline situation.

### **3. Gender activities**

Provide a detailed list of selected gender activities, were relevant also referring to the regular project interventions these gender activities are linked to. Consider to add a (brief) justification of the activity, especially if the reason for including this activity is not immediately obvious.

Present the activities as SMART as possible: describing them in concrete terms, including the scale at which they will be implemented, the timeline, who will implement the activity, the tentative budget (in case an extra budget is needed) and/or the need for other resources or expertise. As discussed during the workshop, the list of activities include those that are regular project activities in which gender considerations are being mainstreamed as well as specific (extra) gender activities needed to achieve gender results (such as gender capacity building). Also any gender activities related to the project organization can be added (gender-balanced field teams).

In case activities need to be piloted (and hence cannot yet be described in much detail), this is fine, but indicate the steps to be taken and the timeframe for these.

In case quite obvious gender related activities cannot be implemented for some reasons, also mention this.

### **4. Gender in the M&E process.**

Describe how gender indicators will be measured and reported upon (including gender-disaggregated monitoring). Also discuss if and how gender will be included in review processes, mid-term reviews, evaluations, and/or specific studies.

The information in the Gender Action Plan should also form a basis for assessing progress in the remaining project years.

## Annex 12 Comments on the Horti-LIFE Gender Action Plan

The draft Gender Action Plan of Horti-LIFE was dated 20160221. GRF provided comments within the document (output 17) and within an accompanying email. This email provided a few general comments and comments that could not be made within the document, see below. On 17 April 2017 a revised version of Horti-LIFE's GAP was received, which satisfactorily addressed the comments on the first version.

But for the sake of completeness here the comments on the first draft:

Thanks again for sending Horti-LIFE's Gender Action Plan (GAP). I read it in detail with interest, also in approval of most of the content. Your team did a good job; I am especially pleased with Guidelines for the gender sessions (6.1), hoping that these do not remain "suggestions", but that they will be actually adopted.

I do have some comments, most of which you find in comment boxes or track changes in the document (see attachment). In addition I add some comments below:

1. Gender has been clearly integrated in your ToC, well done! But it may help to explain two abbreviations/concepts used in your ToC: (i) what is exactly meant by M / F / FHH SHF? (I guess Male and Female members of MHHs and Female members of FHHs - Correct?) and (ii) the concept "gender sensitive", which is used in several boxes. Please, define this concept in the text, as in practice it can be given different meanings. Some glossaries define it as "assessing and taking into account gender issues" (I think you also mean this). However, others define gender sensitive as only recognizing gender issues, but not taking them into account, while using the concept "gender responsive" as also taking gender issues actually into account. (I am aware that this is a rather semantic discussion...).
2. About the target of at least 30% women benefiting from increased return and income: Section 5.2 states that this target of 30% female members "is no longer valid" because in male headed households both husband and wife will be made FFS member (this is indeed a nice new approach, instead of only targeting heads of households). However, this statement about "no longer valid" is a bit confusing to me as this 30% is still in the ToC as an outcome. I still favour to keep this (at least) 30% included, but if the participation of both husbands and wives work out well, you may achieve a larger participation of women than 30%. This means that the statement that "30% is no longer valid" will need some extra explanation. Also make sure that when reference is made to women's participation, it is clear whether FHHs are meant, or women of MHHs, or both.
3. During the workshop we also discussed gender indicators, including the option to include them in your current M&E framework. However, this gender action plan does not yet include gender indicators. Can you add them to the gender action plan and/or integrate them in your existing M&E framework and share this with us? Also, could you (briefly) describe how the gender indicators will be measured and reported upon? See point 2 and 4 of the outline for the GAP as previously shared with you, which I am attaching again.
4. Last but not least: The Gender Action Plan matrix includes a column on who is "lead", which is indeed important. However, it is not clear enough from where any specific gender expertise will come, for example, when organizing gender sessions for selected companies, e.g. who will conduct such sessions? Do you expect to hire some gender expertise? Or will GYEM be involved? Please, can you elaborate on this (briefly) somewhere in the GAP (e.g. in a narrative paragraph). Thanks!

## Annex 13 Outline for the Gender Action Plans for BENEFIT Partnership

The following sections are expected to be at least covered by the Gender Action Plans for the BENEFIT projects:

### 1. Gender in objectives, outcomes and outputs in the ToC / result chain

The Gender Action Plan should elaborate on the objective(s) of mainstreaming gender within the project's interventions. It should be demonstrated how gender (gender equality / women's empowerment) is integrated in the Theory of Change or the result chain of the project, i.e. at the level of impact, outcomes and outputs, also indicating the linkages or pathways between the intervention areas and the various levels of results. This can be in a graphic form with a narrative explanation.

In case of BENEFIT: It is preferred that gender is indeed explicitly reflected in the projects' individual result chains. During the workshop of 2 and 3 February some objections were raised to review the result chains again. In case that at this moment it is indeed not opportune to integrate and/or add gender equality into the results chains, the Gender Action Plan should at least indicate what impact / effects are expected from gender mainstreaming. Consider also the outcomes of session 6 of the Gender Workshop (group work on why gender mainstreaming and what is aimed to be achieved in terms of impact / effects).

### 2. Gender performance indicators / gender in the M&E framework

Present relevant and measurable gender performance indicators for the various levels, preferably (also) as integrated in the monitoring or M&E framework. Indicate means of verification. Also indicate whether baseline values are already in place (or still need to be identified) and whether targets have been set. Targets seem most appropriate for output level of indicators, and to some extent for outcome indicators. Impact indicators can also concern an improvement with the baseline situation (e.g.) more decision-making power as compared to the baseline situation.

In case of BENEFIT: During the workshop gender indicators were discussed / identified during group work. For several projects it seemed easier to identify and/or apply indicators at output level (such as numbers of female participants) than indicators at outcome level (measuring effect of gender mainstreaming). The fact that M&E frameworks were recently revised and agreed upon seems another reason for not (immediately) adding (new) outcome or impact level gender indicators.

However, considering that the M&E framework is a working documents, subject to changes / improvements during the lifetime of a project, it is expected that if currently it is difficult to identify or add gender indicators at outcome level, they are added later, e.g. after the completion of a gender analysis and based on its findings and recommendations.

Conducting a specific study on the effects of gender mainstreaming towards the end of the project can also be considered as an (additional) option.

### 3. Gender activities

Provide a detailed list of selected gender activities, were relevant also referring to the regular project interventions these gender activities are linked to. Consider to add a (brief) justification of the activity, especially if the reason for including this activity is not immediately obvious.

Present the activities as SMART as possible: describing them in concrete terms, including the scale at which they will be implemented, the timeline, who will implement the activity, the tentative budget (in case an extra budget is needed) and/or the need for other resources or expertise. The list of gender activities should include those that are regular project activities in which gender considerations are being mainstreamed as well as specific (extra) gender activities needed to achieve gender results (such as conducting a gender analysis and/or gender capacity building). Any gender activities related to the project organization can also be added (e.g. gender-balanced field teams).

In case activities need to be piloted (and hence cannot yet be described in much detail), this is fine, but indicate the steps to be taken and the timeframe for these.

In case quite obvious gender related activities cannot be implemented for some reasons, also mention this.

In case of BENEFIT: The overview of Gender Activities is also “work in progress”. This means that in the course of time adjustments and improvements should be possible, for example, based on the findings and recommendations of a project specific Gender Analysis and/or based on the first experiences with implementing gender activities.

#### **4. Gender in the M&E process.**

Describe how gender indicators will be measured and reported upon (including gender-disaggregated monitoring). The reporting on gender mainstreaming and its results should, in principle, be part of the regular reporting to EKN. Special gender studies, based on needs or opportunities, and/or collection of interesting case studies and best practices should also be considered.

Also indicate if and how gender will be included in review processes, mid-term reviews, evaluations, and/or specific studies.

#### **5. Responsibilities for gender mainstreaming**

Briefly discuss the responsibilities for gender mainstreaming within the BENEFIT Partnership, including at cluster level, largely as discussed during the workshop session on Friday afternoon, to ensure the responsibilities also are clarified for colleagues who were not attending the workshop.

NB: regarding the Gender Action Plan for the PCU: this fifth Gender Action Plan does not need to meet all the above requirements (only where applicable) because of the supporting and facilitating role of the PCU towards gender mainstreaming in the four projects.

The information in the Gender Action Plan should also form a basis for assessing progress in the remaining project years.



## Annex 14 Comments on the BENEFIT Gender Action Plans

### Feedback on Gender Action Plans (GAPs) from the BENEFIT projects By GRF – March 23 2017

This document replaces the earlier document with Feedback on the Gender Action Plans from the BENEFIT projects (dated March 7), in which the comments on ISSD's GAP were still missing. These comments have been integrated into this version.

This memo includes (A) general observations on the four GAPs, including the next steps to be taken (as also agreed with EKN) and (B) feedback per specific GAP.

For each of the five Gender Action Plans also comments were provided within the GAP documents itself. These were also shared with EKN, see outputs 18, 19, 20, 21 and 23 in the list of outputs in section 1.3.3 of the main report.

#### **A. General observations on the BENEFIT GAPs:**

Four GAPs of BENEFIT projects (of SBN, CASCAPE, ENTAG and PCU) had been submitted to GRF by the end of February 2017. These four are similar in several respects: they were prepared for 2017 only<sup>18</sup> and consist of an Excel matrix, without further (narrative) explanations or additional text. Most of the information in the Excel overviews is self-evident, but not always complete as in line with the provided outline. The Excel overviews include information on proposed gender activities linked to existing result or activity areas, information on timelines (when?) and responsible persons (who?) as well as indicators, though mainly at output level.

The ISSD GAP, submitted separately to GRF in the second week of March (for justified reasons), differs considerably, in particular because this document includes narrative explanatory text in addition to a matrix with the proposed gender activities, and because it covers the remaining project period, i.e. until 2019.

Most activities listed in the five GAPs concern integrating gender in already planned activities (or activities already under implementation) by (better) targeting male and female beneficiaries / participants, adding gender criteria in selection processes (e.g. of proposals or best technologies) and/or providing capacity building or awareness on gender. The GAPs of some projects include specific activities for women: home-garden activity (by CASCAPE) and a pilot on spice production with 300 women spice producers and one woman entrepreneur (by ENTAG). In addition, specific gender activities have been planned (such as gender analyses and gender training), complementing and supporting the more general activities in which gender concerns are integrated.

After the gender workshop of 2 and 3 February, a tentative outline for the BENEFIT GAPs was shared, which was prepared by GRF in consultation with EKN (attached as separate document). This note indicated five sections that at least were expected to be covered in the GAPs. Several of them, such as gender activities and output indicators, have indeed been addressed in the four Excel GAPs.

Others, such as the integration of gender in the ToC / result chain and the provision of gender performance indicators at outcome or impact level have not or not sufficiently been addressed. This also applies to some extent to gender in the M&E process (though sex-disaggregated data collection is generally proposed). Responsibilities for gender mainstreaming have been addressed in the sense that the responsible person(s) for individual activities have largely been assigned, but clear statements about overall responsibilities / accountability for gender mainstreaming (e.g. by the management) are still missing (though they have been expressed at the last day of the workshop).

<sup>18</sup> The idea was that the GAPs would be prepared for the entire remaining project duration (i.e. until the end of 2019), but the suggestion to (also) consider the gender activities presented in the concerned annexes of the Annual Plan 2017 might have led to preparing a GAP for 2017 only.

The above remarks hardly apply to the GAP of ISSD, which adequately addresses the five sections of the provided outline.

During the workshop the participants had expressed some reluctance to again review and update project results chains and M&E frameworks to include gender results and indicators, as the current ones were only recently agreed upon. This was understood and it was recommended in the outline that instead the GAPs should explain the goal of gender mainstreaming and its expected impact / effects, for example, by considering the outcomes of session 6 of the workshop (group work on what is aimed to be achieved by gender mainstreaming). This could have been done in a narrative added to the excel document. ISSD does this, stating that their project will contribute to women's empowerment.

It is repeated here that having a goal formulated for gender mainstreaming is very important, also because this is the mandate for requesting project staff and partners to integrate gender into their work. During the workshop also the importance of gender outcome indicators was discussed, though it was agreed that they can be added later when more insight in likely effect or impact is available, e.g. based on the outcomes of gender analyses and/or on first experiences with gender activities.

The PCU GAP foresees providing technical assistance to the individual projects to identify and incorporate gender indicators.

#### **Next steps for all GAPs**

Considering that several of the BENEFIT projects will conduct gender analyses in 2017, which will be important to inform gender activities and indicators, it is proposed by EKN and GRF that 2017 will be used to complete and refine the Gender Action Plans. This will allow that:

- The findings from the gender analyses and/or first lessons learnt be integrated in the GAPs;
- All elements of the outline for GAPs be addressed (i.e. the five sections); and
- GAPs cover the entire remaining project period, i.e. until the end of 2019.

The updates and completed GAPs are requested to be submitted to EKN together with the Annual Plan 2018 (i.e. in autumn 2017).

The GAP of ISSD already addresses most of the above requirements. However, considering that in 2017 also gender analyses within ISSD will be conducted as well as gender sensitive seed value chain analyses, it is suggested that also ISSD submits an updated GAP informed by the results from these analyses and first year's field experience.

For 2017 the already submitted Action Plans will be guiding for the implementation of gender activities, taking into account relevant feedback provided in the next pages (which concern general comments) and within the excel documents (which are mostly comments on individual activities or indicators). This does not exclude that within 2017 not already gender activities can be added or updated, e.g. based on analyses or first experiences, and/or gender indicators added or improved.

#### **General recommendations for completing / improving the GAPs (especially for those of SBN, CASCAPE, ENTAG and PCU):**

- i. Add a narrative part to the Gender Action Plans providing information that is not (or cannot) be easily added to the excel documents, thus ensuring that all elements (sections) of the outline for Gender Action Plans are addressed. Use ISSD's GAP as example or inspiration.
- ii. Even if gender will not (yet) be actually integrated in the ToCs / results chains of the projects, it is important to describe why the projects address gender (objectives of gender mainstreaming) and what is aimed to be achieved in terms of effects and/or impact. In case of the current results chain / ToC will be revised, consider also integrating gender, also indicating relevant pathways.

- iii. Add also gender indicators at impact and outcome level<sup>19</sup>. Ideally at least one or two such indicators should be included in BENEFIT's M&E framework and/or to the current 27 key indicators. For example, similar to the current indicator for nutrition achievements ("reached number of HH with improved access to appropriate food") also an indicator reflecting gender equality achievements would be appropriate. The PCU gender expert has a role in providing technical advice on this.
- iv. Wherever relevant and possible, set targets (ambition levels) for gender indicators, both at output and outcome level. The findings from the gender analyses might be helpful to assess baseline values and estimate realistic targets. But it is also useful to have some ambitions in this respect!
- v. The gender activities as presented in the GAPS submitted last month (February 2017) should be reviewed to assess whether updating, expansion and/or other changes are appropriate, given the gender analyses findings, first experiences in 2017 and suggestions provided by this GRF feedback (in this document and in the Excel documents).
- vi. Consider whether selected activities can also address intra-household gender issues<sup>20</sup>, such as labour division among household members and intra-household decision-making (jointly by husband and wife) on issues relevant to the concerned projects, such as about agricultural production and the use of (extra) income achieved due to increased production.
- vii. Regarding gender in the M&E process, also reflect clear commitments to address gender in project reviews / evaluations and in specific studies. Some of the submitted GAPS indeed already refer to reviewing gender activities or the implementation status of the GAP.
- viii. In general there is room for elaborating the information in the GAPS about responsibilities for gender mainstreaming. This includes presenting clear commitments of project management for gender mainstreaming. And where gender focal points are foreseen to be appointed (or gender staff is already in place, such as in ISSD), the responsibilities of these gender (focal) persons vis-à-vis the other project staff should become clear, also to avoid that other staff will refer all gender related activities to the gender staff / focal persons.
- ix. Consider the approach of Gender Working Groups as applied by the SMIS project, see also 4.6 under PCU, as a potential approach applied by the BENEFIT projects at regional level.
- x. Make sure that it is always clear whether and when specific gender expertise is needed (e.g. in case of gender analyses) and who will provide such expertise. The PCU gender expert has limited time available as she has to support 4 projects.
- xi. Special attention to youth is important and already done in several projects (e.g. by SBN; also reflected in the CASCAPE's Gender Analysis of 2016). Make sure that needs and opportunities for youth are disaggregated for male and female youth, collecting data about youth (and analysing!) should also be in a sex-disaggregated manner.

## **B. Comments on the individual GAPS**

### **1. CASCAPE**

The GAP for CASCAPE is titled "Gender Mainstreaming plan CASCAPE 2017". The plan presents the following information:

- Result level
- Gender indicator (output)
- Activity name
- Activity timeline
- Report intended
- Responsible person
- Partner
- Resources

Comments on individual activities (or indicators, etc) are provided within the excel document. More general comments are presented here:

<sup>19</sup> At this moment only ENTAG's GAP includes a few gender indicators at outcome level.

<sup>20</sup> This may not apply to ENTAG

**1.1 Activities in which gender has been mainstreamed:** The Gender Mainstreaming plan of CASCAPE seem to mainly address those activities already identified in Annex 11 of BENEFIT's Annual Plan 2017. These concern activity areas that reportedly were selected based on CASCAPE's 2016 gender analysis. Among the other activities that CASCAPE will implement in 2017, several others also appear to have gender implications. However, the Gender Plan states that in 2017 gender will not (yet) be addressed in these activity areas. This seems a missed opportunity, at least for several activities planned for 2017, because if they are implemented without adequate attention to gender, capacities may be built without gender awareness and plans developed that might be gender blind. Examples are Activity 4 (p52 of the Annual Plan 2017) on training of research staff on participatory action research and the preparation of bottom-up woreda development plans (the agricultural chapter) that will address technologies matching the local priorities, needs and interests.

**Recommendation:** In principle all 2017 activities should be considered for the potential integration of gender concerns. First learning from practical experiences is indeed important, but cannot always be used as a reason to implement gender blind activities in the meantime. Rather, such learning can be used for fine-tuning gender perspectives into these activities.

**1.2 Targets for gender output indicators and description of gender activities (2<sup>nd</sup> and 3<sup>rd</sup> column):** The gender indicators of the gender plan refer to outputs, with most of these indicators measuring the number of participating or benefiting women / female farmers. But neither the indicators or the description of the activities indicate what the expected scale of the activities and/or the expected numbers of beneficiaries / participants will be. CASCAPE's Gender Action Plan as prepared at the gender workshop of 2 and 3 February does refer to "proactive targeting", mentioning 30% as an indicative target.

**Recommendation:** It is helpful to indicate the ambition level for the activities of the gender plan by indicating the scale of activities in their description and/or by providing measurable targets for the indicators. For example: Next to "# of gender focal persons trained" as indicator, also the targeted number should be mentioned (e.g. 4, if 4 gender focal persons are foreseen). For some indicators rather the proportion of all outputs that are gender sensitive should be mentioned than (only) the absolute number. For example: Instead of # of best fit manuals using gender criteria, rather (or also) the proportion of manuals should be used that applied gender criteria. It is a different achievement when 5 of the 15 manuals used gender criteria than when 5 of the 6 manuals do so. NB. Without any further assessments or experiences, it may be difficult to set realistic targets at this moment for some of the indicators. But 2017 can be used to collect further information helping to better estimate targets for the GAP for the remaining project period. Such targets should be based on a good mix of realistic and ambitious considerations.

**1.3 Description of gender activities more SMART:** The gender activities are named (in the third column), adding the timeline, responsible person and whether budget is available (which is indeed relevant to mention). But the gender plan hardly explains how and at what scale the activities will be implemented, and in that sense they are hardly described "SMART".

**Recommendation:** There is room to describe the activities in more specific terms, indicating better how the activities will be implemented and -as already mentioned above- at what scale.

**1.4 Gender outcome indicators:** The gender plan does not (yet) include gender indicators at outcome level. The GAP of the PCU foresees technical support for the projects to incorporate gender indicators, which should focus on outcome indicators.

**Recommendation:** In the course of 2017 outcome indicators should be added; the CASCAPE Gender Analysis of 2016 demonstrated that CASCAPE I interventions influenced cultural changes and/or changes in decision making. This means that it is not unrealistic to identify gender indicators at outcome (or impact) level and integrate them in the M&E framework (of CASCAPE and/or BENEFIT). The gender plan (under activity 3.1.1) suggests that gender studies will be conducted (though not in 2017), which are expected to also assess results related to improved gender equity /

equality and/or women's empowerment, but also should assess any negative impact (such as increased burden of labour).

### 1.5 Gender focal persons:

**Recommendation:** It will be important to have a clear ToR prepared for them, to clarify their tasks and responsibilities vis-à-vis the responsibilities of all staff of the project (and partners). This is also to avoid that all responsibilities for integrating gender into CASCAPE interventions are being assigned to only the gender focal points.

## 2. SBN

The SBN Action Plan is titled "SBN Social Inclusion & Gender project activities 2017". This activity plan not only addresses gender concerns, but also labour, youth, food and nutrition, which topics indeed also warrant explicit attention. The action plan addresses all main SBN activity domains, apart from strategic sesame sector innovation. The plan demonstrates that SBN is committed to integrate gender and social inclusion perspectives throughout its activities. The activity plan provides the following information:

- SBN AD Code and name of SBN Activity Domain
- Name of the activity (what?)
- Explanation **why** attention to gender and social inclusion is given
- When (in which months the activity will take place)
- Where (in which regions or location)
- Who (staff, partners and/or other stakeholders involved in the implementation)
- Activity output indicators
- (SBN) Outcome indicators (part of the BENEFIT M&E framework)

Comments on individual activities are provided within the Excel document. The following are the more general comments and recommendations:

**2.1 Social inclusion and gender:** This action plan does not only address the integration of gender concerns in SBN activities, but also (other) social inclusion considerations. SBN apparently understands social inclusion to include explicit attention to labour (labourers working in sesame production?), gender, youth, food and nutrition. It is indeed admirable that apart from gender, also labour, youth and nutrition are addressed, though by making gender part of social inclusion there is a risk of diluting the explicit attention to gender issues. The action plan also gives rise to some confusion on the concepts of social inclusion vis-à-vis gender. The title of the action plan refers to "social inclusion & gender", suggesting that gender is separate from social inclusion, whereas several individual activities only refer to social inclusion, without clarifying whether also gender issues will be considered.

**Recommendation:** In order to make sure that gender considerations remain visible, it is recommended that in activities where social inclusion is meant to include gender, this is also explicitly mentioned by referring to "social inclusion and gender", as in the title of SBN's activity plan. This is also in line with common definitions of social inclusion, in which gender is often not explicitly mentioned, see example of the World Bank<sup>21</sup>. It will also be good to provide a definition of the concept "social inclusion" as understood by the SBN project and/or for all BENEFIT<sup>22</sup> projects.

**2.2 Women:** In various activities and (output) indicators the action plan refers to (also) women.

<sup>21</sup> World Bank describes social inclusion as: Social inclusion aims to empower poor and marginalized people to take advantage of burgeoning global opportunities. It ensures that people have a voice in decisions which affect their lives and that they enjoy equal access to markets, services and political, social and physical spaces.

<sup>22</sup> Section 2.2.4 of the BENEFIT Annual Plan is headed as "Social inclusion and nutrition....", whereas the two subsections are labelled "Gender" and "Nutrition", implying here that social inclusion equals gender....

**Recommendation:** Because the position, constraints and opportunities for women as female household heads can differ considerably from those for women in male headed households, it will be important to distinguish these two categories of women, both as target groups for activities, and when collecting data for output and outcome indicators.

**2.3 Youth:** The SBN project also pays explicit attention to youth.

**Recommendation:** It is also important to distinguish male and female young farmers, because their situation, constraints and opportunities can be different. The same applies to male and female (daily) labourers working in sesame production, given that also female labourers are involved in sesame.

**2.4 Outcome indicators:** The outcome indicators within the action plan appear existing indicators of the BENEFIT M&E framework, which relate to the concerned activity or activity domain. No new or additional gender performance indicators have (yet) been identified.

**Recommendation:** As many of the (outcome) indicators refer to farmers, the collected and reported information should distinguish between male and female farmers, including –where appropriate- between women farmers from female and from male headed households (sex-disaggregated data collection seem already foreseen in BENEFIT’s M&E framework). Data for youth (young farmers) should also be collected and presented (and analysed) in a sex-disaggregated way. Specific gender indicators at outcome level, reflecting improved gender equality or women’s empowerment, should be added in the updated GAP to be submitted to EKN with the 2018 Annual Plan.

### 3. ENTAG

The filename of the GAP for ENTAG is “ENTAG Gender Action Plan 03021017”. The plan presents the following information:

- Project Activity
- Gender issue
- How to integrate gender into the intervention
- Deadline
- Who
- How (methodology)
- Activity indicators
- Outcome indicators

Comments on individual activities are provided within the Excel document. The following are the more general comments and recommendations:

**3.1 Integrating gender into the ENTAG project:** Due to the nature of ENTAG (promoting trade), the project quite considerably differs from the other BENEFIT projects which focus on improving agricultural productivity and production. For example, the latter projects have components directly working with (smallholder) farmers, offering more obvious opportunities for addressing gender issues, e.g. by targeting and empowering also female farmers. In case of ENTAG various gender related activities seem evident, e.g. providing technical assistance to also female entrepreneurs. However, the expected gender results at outcome or impact level, are less easily identified. Conducting gender analyses in sub-sectors is important to get better insight in gender issues within ENTAG.

**Recommendation:** It is important that a clear ToR for the gender analyses is prepared and that the analyses are conducted timely (as foreseen in the GAP, in May 2017). Adequate gender expertise should be involved in preparing this ToR, conducting the gender analyses and drawing conclusions and making recommendations. Based on the findings and recommendations from these analyses, the GAP for ENTAG should be updated and/or expanded, both in terms of activities, indicators and by identifying expected gender results / gender impact. Such information should be added to the GAP to be submitted with the Annual Plan 2018.

**3.2 Capacity building:** Capacity building on gender is very important, including capacity to convince private sector actors about the business case of gender equity.

**Recommendation:** As already discussed with ENTAG representatives, ToT workshops for building capacity within ENTAG (and broader in Ethiopia) on presenting the gender business case to the private sector is important. Apart from including project staff for such capacity building, it is recommended to consider involving other relevant actors / organisations (e.g. platform representatives?) who can continue such capacity building after the ENTAG project has been completed<sup>23</sup>.

**3.3 Gender indicators:** It is good that the ENTAG GAP includes already both activity (output) indicators and (two) outcome indicators, though still without targets.

**Recommendation:** It is recommended to add targets to the indicators (wherever relevant), indicating the ambition level. There also seem room for adding / improving indicators, see also the suggestions within the excel document. Moreover, targets and/or additional indicators may be informed by the findings of the Gender Analyses.

**3.4 Inclusive Business Model Toolkit:** GRF also reviewed the Inclusive Business Model Toolkit. The concrete use of this toolkit within ENTAG has not been discussed. Apart from advising to collect gender-disaggregated data (e.g. on employment generation), this toolkit does not include any proactive gender approach.

**Recommendation:** Depending on the use of this toolkit within ENTAG, it should be considered to strengthen the gender aspects within this toolkit. This can be included as an activity in the GAP. NB GRF will provide more detailed comments on this Toolkit in a separate email.

#### 4. PCU

The filename of the GAP for the PCU is "PCU Gender M&E Matrix and detail activity plan"; the GAP consists of two excel sheets, one focusing on the indicators (BENEFIT-PCU Gender M&E Plan) and the other one on the activities. The following information is presented:

In the Gender M&E Plan:

- Gender indicators (and definitions) per result statement
- Means of verification
- When (to be measured)
- Intended report and use of data
- Responsible person

In the Gender Activity Plan:

- Output level result area
- Activity name
- Month(s) of implementation
- Report intended
- Responsible person
- Partner
- Resource (if needed) – NB this column has not (yet) been completed.

Comments on and suggestions for individual indicators and activities are provided within the Excel document. The following are the more general comments and recommendations:

**4.1 Gender indicators at outcome level:** It is good to see that the PCU aims to include also gender indicators at outcome level. However, the outcome here is formulated as "Gender, youth and nutrition mainstreamed into the four projects" and not as a result from gender mainstreaming reflecting improved gender equality or women's empowerment. The indicators thus reflect more

<sup>23</sup> GRF will share names and contact details of potential trainers with ENTAG / PCU.

whether gender has been mainstreamed than whether gender mainstreaming has been effective, maybe apart from the second indicators (IO14.4.2) on “improved situations of men and women”.

There are two observations here: (i) are these the most appropriate gender indicators at outcome level for the BENEFIT Partnership? And (ii) the present indicators could benefit from a more precise (or SMART) formulation of the indicators.

**Recommendation:** The BENEFIT Partnership should further brainstorm on appropriate gender indicators at outcome / impact level, reflecting the objectives and effect of gender mainstreaming (the latter also need to be elaborated, see general recommendation (ii)). These gender indicators can also be added to the key indicators of the BENEFIT partnership (see general recommendation (iii)). If the current three indicators remain to be used, they should be formulated in more concrete and practical terms. See also the GRF suggestions within the concerned excel sheet. In particular indicators IO14.4.1 and IO14.4.3 need to be reformulated to better reflect results rather than “activities implemented” (currently: “bottlenecks addressed” and “technologies piloted”). Indicator IO14.4.2 refers to “improved situations for men, women and youth”; it is suggested that this indicator is refined and concretized indicating the kind of improvements.

**4.2 Targets and deadlines:** In the current M&E Plan there are no targets for (quantitative) indicators and most deadlines are set within 2017.

**Recommendation:** Indicate as much as possible the estimated targets for the gender indicators, considering the ambition until the end of the project. When setting deadlines for achieving these targets, the entire project duration should be taken into account. For example, this would mean that many targets would be expected to be achieved by the last quarter of 2019 (and not yet in 2017).

**4.3 Gender indicators at output level:** These seem related to the gender activities as planned to be implemented by the PCU and mainly reflect whether and/or at what scale such gender activities have been implemented.

**Recommendation:** Review these indicators to see whether they can be improved and/or made more practical (see also the comments / suggestions within the excel document).

**4.4 Gender activities:** The second excel sheet presents a quite comprehensive list of gender activities, grouped per specific output. Most of the activities are appropriate for a unit as the PCU supporting four other projects, also reflecting the tasks of the gender and nutrition expert. Many are not (yet) SMART in the sense that it is already clear what exactly will be implemented and how (e.g. how many people trained for how many days in which subject), but rather remain more general intentions. However, the nature of the PCU and the position of the G&N expert (having a supporting role towards the four projects) explain why it may be difficult to formulate all proposed activities in very concrete terms at this moment. Still the entire activity plan seems highly ambitious given the large number of activities involving both the four projects as well as activities at national level. Even though there will be cooperation with the HR and M&E experts for certain activities, the activity overview raises the question whether the G&N expert can realistically implement all these activities successfully without being overloaded.

**Recommendation:** Use 2017 to review all activities, also based on the first experiences and identified needs of the four projects, to formulate them more SMART. This will also help to assess the workload for the G&N expert and the possible need for prioritizing activities and/or outsourcing any specific activities.

**4.5 Alignment with the GAPS of the four other BENEFIT projects:** In GAPS of individual projects also the PCU G&N expert is also identified as a responsible person, for example, as gender trainer.



**Recommendation:** Ensure alignment of the input / support by PCU's G&N expert in the various GAPs of the individual projects and the PCU's GAP. Harmonizing gender approaches across the BENEFIT projects might also be useful, unless different circumstances require different approaches.

**4.6 Focus on gender mainstreaming in regions:** It is very important that commitment and skills on gender mainstreaming are also found among all project staff at regional level. The participation of both regional and national BENEFIT staff in the gender workshop was a good example of this. When implementing the GAPs, a strong focus should be at the regional level, where actual project activities are being implemented. It may be a challenge to achieve commitment from all levels of (technical) staff. Certain PCU activities (such as training and backstopping through field visits) will contribute to creating commitment, awareness and capacity. Any good lessons learnt in this respect should be considered for replication.

**Recommendation:** The SMIS project has developed a promising Gender Working Group approach to support gender mainstreaming at regional level. The G&N expert should investigate this approach and possibly replicate this within the BENEFIT Partnership, adjusted to BENEFIT conditions, where applicable. (NB this is in line with sharing lessons learnt, which is already in PCU's GAP).

## 5. ISSD

ISSD's GAP is titled "Gender Action Plan ISSD-Ethiopia (2017-2019)". It is a Word document with narrative text, and includes a matrix with gender activities. The following information is presented:

- A statement on ISSD's commitment to women's empowerment, and a section on how gender is mainstreamed in the three pathways of ISSD's theory of change.
- Important focal areas of gender mainstreaming of ISSD
- Gender in Monitoring and Evaluation
- Gender activities (for 2017 – 2019) and
- Responsibilities for gender mainstreaming.

This means that all sections of the outline for the GAP have indeed been addressed, which is very commendable.

Some comments, but mainly suggestions, on individual issues in ISSD's GAP are provided within the GAP document. The following are the more general comments and recommendations:

**5.1 Pathways to women's empowerment.** The document nicely describes how gender is mainstreamed within the three pathways of the ISSD project, which is relevant. It does not (or not explicitly) describe what the pathways towards women's empowerment are, i.e. how the gender activities lead to women's empowerment (or more gender equality), although these can -to a certain extent- be deduced from the document.

**Recommendation:** when preparing a next draft of the GAP, ideally also the pathways to achieving "women's empowerment" (i.e. the objective of gender mainstreaming of ISSD) should be more explicitly addressed.

**5.2 Indicators at impact or outcome level.** The GAP document refers to the only current gender indicator, which assesses "the number of female farmers using quality seeds of their preference from informal systems".

**Recommendation:** The GAP suggests that more gender indicators at impact or outcome might be proposed when developing the monitoring process and tools on gender mainstreaming. This is indeed strongly recommended!

**5.3 Categories of female farmers.** The GAP does not distinguish between female farmers who are female household heads and others who are women of male headed households. This is important because of their different roles and constraints.

**Recommendation:** Because the position, constraints and opportunities for women as female household heads can differ considerably from those for women in male headed households, it will be important to distinguish these two categories of women, both as target groups for activities, and when collecting data for output and outcome indicators.

**5.4 Updating the gender activities.** The GAP plans for gender analyses (including gender sensitive value chain analyses).

**Recommendation:** Although it is suggested in the GAP, it is not always clearly indicated that the results of the analyses will be actually used for improving and adapting the gender mainstreaming and hence to improve ISSD's GAP. It is recommended that ISSD also submits an updated GAP (together with their Annual Plan 2018), which reflects the results of these analyses and –of course- also of ISSD's field experiences.

## Annex 15 Glossary of gender-related terms

*This list includes the definitions of the most commonly used terms in this report.*

<b>Gender</b>	Refers to socially constructed and therefore learned roles and responsibilities ascribed to men and women, girls and boys based on their sex. Gender is not the same as sex, the physical and biological attributes that make someone female, male or both. Gender comprises the expectations, roles, attitudes and behaviours of women and men. Gender roles change over time and vary within and between cultures, societies and classes.
<b>Gender Action Plan (GAP)</b>	A tool used to ensure that “gender mainstreaming” is tangible and explicitly visible in project design and implementation. The project GAP is not a separate component, but it mirrors the project interventions and results and is an integral part of project design. GAPs include gender related objectives, outcomes and outputs, gender related activities, gender performance indicators (at outcome and output level) and resources for implementing the GAP, such as gender expertise and/or budget. The activities of a GAP are usually a combination of regular project activities in which gender equality has been integrated, combined with selected specific gender activities, such as conducting a gender analysis and/or gender capacity building.
<b>Gender analysis</b>	Gender analysis focuses on understanding and documenting differences in the conditions, needs, roles, participation rates, access to resources and services, control of assets, decision making powers, opportunities etc. between women and men and their assigned gender roles. Gender analysis also looks into other diversity factors such as ethnicity, class or socio-economic conditions, and taking into account the given context. Differences can be examined at all levels (household, community, local and national levels). Gender analysis is a main tool for providing the basis for gender mainstreaming and to determine whether specific actions are needed for women or men in addition to mainstreaming activities.
<b>Gender audit</b>	Assessment of the extent to which gender equality is effectively institutionalised in the policies, programmes, organisational structure and/or proceedings (including decision-making processes) and in corresponding budgets of institutions and organisations.
<b>Gender blindness</b>	Gender-blindness refers to the failure to identify or acknowledge differences on the basis of gender where it is significant. Projects, programs, policies and attitudes which are gender blind do not take into account the different roles and needs of men and women. They maintain the status quo and will not help transform the unequal structure of gender relations.
<b>Gender equality</b>	Gender equality exists when men and women, boys and girls are attributed equal social value, equal rights and equal responsibilities; and men and women have equal access to the means (resources, opportunities) to exercise those rights and responsibilities. This does not mean that women and men will become the same, but rather that rights, responsibilities and opportunities will not depend on whether someone is born male or female.
<b>Gender equity</b>	This refers to a fair sharing of resources, opportunities, responsibilities and benefits between women and men, recognizing that development policies and programs should be designed in a manner that rectifies inequalities between women and men. Equity can be understood as the means while equality is the end, that is, equity leads to equality.

<b>Gender equality policy marker / gender marker</b>	<p>The Gender Equality Policy Marker (usually called: gender marker) has been developed by the OECD Development Assistance Committee (DAC). Its purpose is to track resource allocation for promoting gender equality by using a marker system with a scale of 0 – 2. It thus measures the extent to which a programme or project contributes to the advancement of gender equality and women’s empowerment, using the following scores:</p> <p>G0 - gender equality is not targeted  G1 – gender equality is a significant objective  G2 – gender equality is the principal or main objective.</p> <p>The EU has committed to have 85% of its new programmes marked 1 or 2 by 2020.</p>
<b>Gender focal point</b>	<p>Gender focal points are change agents whose overriding role is one of advocating for increased attention to and integration of gender equality and women’s empowerment in his or her agency’s policy and programming and in the related work of development partners.</p> <p>A gender focal point is not, however, intended to serve as a substitute for a full-time institutional gender specialist.</p>
<b>Gender mainstreaming</b>	<p>This is the process of systematically recognizing and taking into account gender issues (such as differences between the conditions, roles and needs of women and men) within core activities of projects and programmes and covering design, implementation and M&amp;E. Gender mainstreaming also takes into account the likely implications for men and women of planned interventions.</p>
<b>Gender sensitivity / gender responsiveness</b>	<p>Gender sensitivity refers to the willingness to address attitudes and bias which may be impediments to gender equality. Gender sensitivity entails not reinforcing stereotypes and consideration of difference between men and women.</p> <p>Note: In this and many other reports, gender responsiveness is used interchangeably with gender sensitivity to align with the wording that the projects use themselves.</p> <p>In some other instances, however, gender sensitivity and gender responsiveness are seen as a continuum in which both gender sensitivity and gender responsiveness refer to addressing gender norms and relations, but with gender sensitive seen as a first step to address gender norms and relations. Gender responsiveness then refers to more structurally addressing gender norms and relations by addressing root causes of gender inequalities.</p> <p>Gender transformation is the ultimate goal of the continuum, which refers to addressing gender norms and relations by addressing root causes and actively altering the balance of power in gender relations.</p>
<b>Gender relations</b>	<p>Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable.</p>
<b>Gender Indicators</b>	<p>Gender indicators are performance indicators that help assess or measure the effects of a policy, programme or project on changes in gender relations and the status of men and women, and hence the extent of advancement of gender equality and/or women’s empowerment. Gender indicators can be quantitative and qualitative. Gender indicators are usually identified at outcome (effect/impact) and output levels, have a reference point (benchmark) and targets, and have appropriate sources or means of verification.</p>

The following sources have been used (or adapted) for this glossary:

- UN WOMEN, Gender Equality Glossary, <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>
- European Commission /European Institute for Gender Equality (EIGE), Gender Equality Glossary and Thesaurus <http://eige.europa.eu/rdc/thesaurus>
- Asian Development Bank, <https://www.adb.org/themes/gender/project-action-plans>
- Organisation for Economic Co-operation and Development (OECD) - Development Assistance Committee (DAC), <http://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>