

Gender Mainstreaming: Learning Assessment Report of Five SCIP Funded Projects



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April 2014

Financed by the SCIP Fund;

The SCIP Fund is financed by the Governments of the UK, Norway and Denmark.

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Glossary

ACCRA	Africa Climate Change Resilience Alliance
BoWCYA	Bureau of Women, Children and Youth Affairs
CAE	Christian Aid Ethiopia
CC	Community Conversations
CCA	Climate Change Adaptation
CLA	Cluster Level Association
CRGE	Climate Resilient Green Economy
CSC	Climate Science Centre
CSO	Civil Society Organisation
DFID	Department for International Development
EAS	Ethiopian Academy of Sciences
EEA	Ethiopian Electricity Agency
EPA	Environmental Protection Authority
EPCC	Ethiopian Panel of Climate Change
ESACCAP	Environmental Service and Climate Change Analyses Program
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
FMT	Fund Management Team
FZS	Frankfurt Zoological Society
GDP	Gross Domestic Product
GHG	Green House Gas
GoE	Government of Ethiopia
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
HoA-REC&N	Horn of Africa Regional Environment Centre & Network
IPCC	Intergovernmental Panel on Climate Change
ISCA	Institute for Environmental Services Certification and Accreditation
MEF	Ministry of Environment and Forest
mMSR	Mechanism to Motivate, Support and Reward Results (mMSR)
MoU	Memorandum of Understanding
MoWCYA	Ministry of Women, Children and Youth Affairs
MRV	Measurement Reporting and Verification
OCAM	Organizational Capacity Assessment Matrix
PA	Protected Area
PHE-EC	Population, Health and Environment-Ethiopia Consortium
PVCA	Participatory Vulnerability & Capacity Assessment
R&D	Research and Development
SCIP	Strategic Climate Institutions Programme
SHG	Self Help Group
SNNPR	Southern Nations Nationalities and People's Region
TERI	The Energy and Resources Institute of India
WSA	Women Support Association
WSD	Wildlife for Sustainable Development

Executive Summary

The Strategic Climate Institutions Programme (SCIP) Fund in Ethiopia set out to assess the gender mainstreaming efforts of its funded projects by selecting five projects as case studies. The five reviewed projects are being implemented by Christian Aid – Ethiopia (CAE), Ethiopian Electricity Agency (EEA), Horn of Africa Regional Environment Centre & Network (HOA-REC&N), Population, Health and Environment – Ethiopia Consortium (PHE-EC) and Oxfam – Africa Climate Change Resilience Alliance (Oxfam-ACCRA). The projects are at different levels of implementation and are mainstreaming gender to varying degrees. The gender assessment revealed several factors that determine the extent to which SCIP projects are able to integrate gender in implementation, key among which are highlighted below:

- The GoE's **Climate Resilient Green Economy (CRGE)** vision and strategy does not yet have a detailed gender integration framework and this has limited the ability of reviewed projects to mainstream gender based on an agreed national framework. Projects had to rely on organizational commitment and capacity to integrate gender into their climate change projects;
- Projects implemented by organizations that have substantial **commitment and experience in gender based development approaches**, even if they have limited experience in the climate change arena, are able to use this comparative advantage to mainstream gender in projects. The gender assessment highlighted that the degree of gender sensitivity of a project is not dependent on the length of time it has been operational, but on the gender mainstreaming capacity of the project partner;
- **Good 'development' practices** facilitate mainstreaming of gender. Projects that are participatory, inclusive and pro-poor are able to give priority to gender issues and have made clear attempts to consider the differentiated needs of women and men in their implementation strategies;
- The **level of implementation** influences ease of gender integration. SCIP projects are being implemented at federal, regional, woreda and community levels. Gender mainstreaming seems to be easier when implemented at a more defined and smaller level i.e. community based project level rather than federal or regional policy level;
- A number of SCIP projects promoting **fuel efficient and greener household appliances** focus on women with the potential to ease their household burdens and contribute to improving their health in the longer term;
- There is a **disconnect between gender analysis and practical implementation**. In projects where gender analysis was done well, the outputs did not automatically translate into effective mainstreaming of gender throughout the project cycle; and
- Ethiopia is currently striving to meet the developmental needs of its citizens and the most vulnerable and poor are women. Therefore, the focus of some projects on women might be because of women's poverty levels – a **development default** – rather than an intention to right gender imbalance.

In addition to specific recommendations provided to projects the gender assessment has come up with the following broader recommendations:

- The **capacities** of funded projects in gender mainstreaming knowledge and skills should be developed. As part of this process, projects should be assisted to strengthen their monitoring and evaluation systems to include gender specific indicators, gender disaggregated data and monitoring and reporting against these;
- Climate change adaptation and mitigation initiatives are relatively new to Ethiopia and the pilot projects are at varying levels of mainstreaming gender into their plans and implementation – the diversity and levels of capacity posing opportunities for learning and cross fertilization. Therefore, **linkages and synergy** should be created between projects to enable them to undertake gender responsive, coordinated and cross-fertilized climate resilient projects. This would contribute to knowledge management by way of learning and sharing among current projects and broader stakeholders;
- Projects are using a range of strategies to support women, particular focus given to **economic strengthening and availing energy efficient household appliances** to promote sustainable development. In order to contribute to gender equality, socio-cultural aspects also need to be considered and addressed concurrently;
- Gender mainstreaming requires **commitment and deliberate focus** in policy and practice that seeks to understand specific capacities and needs of women and use the same to implement gender responsive projects. The phased implementation of the SCIP Fund poses an opportunity for projects that are in their startup phase and make them gender responsive;
- **Vulnerability assessments** reveal women’s and men’s differential vulnerabilities to climate change and adaptation mechanisms and form good entry points to understanding and mainstreaming gender in the climate agenda. Such assessments should be invested on; and
- The SCIP Fund is currently supporting pilot projects that will form the basis for future projects in climate change adaptation and mitigation initiatives. The gender assessment process revealed existence of inbuilt capacities and potentials for **continuity** that needs to be focused on, supported and followed up.

1 Introduction

Gender and climate change mitigation and adaptation are closely linked. On the one hand climate change contributes to gender inequality while gender inequality further exacerbates effects of climate change. The Strategic Climate Institutions Programme (SCIP) Fund is supported by the Governments of UK, Norway and Denmark, managed by KPMG to support the Government of Ethiopia (GoE) and various other stakeholders to deal with effects of climate change and set the stage for greener development.

In March 2014, the SCIP Fund Manager commissioned a learning assessment on gender mainstreaming efforts in its funded projects. This study explores gender mainstreaming across vastly different projects at various levels of implementation. It presents findings by way of five case studies that explore key strengths in mainstreaming gender and areas needing improvement. The resultant consolidated trends and lessons are also highlighted along with conclusions and recommendations. The outputs of the study are to inform respective projects and the broader SCIP portfolio as they relate to gender mainstreaming in climate change initiatives.

2 Background

Climate change is shifting and re-calibrating the development paradigm necessitating taking stock of its negative effects and the opportunities it creates for greener economies in the future. Gender too being a development issue is intricately related to the climate change agenda.

Women's and girls' reproductive and productive roles at the household, organisational and communal levels closely link them to the climate agenda. It not only makes them vulnerable to its negative effects, but also affords them with skills and knowledge that if properly used, could enable them to positively contribute to climate adaptation and mitigation and thus more resilient and green development. Mainstreaming gender in climate initiatives makes good development sense – affording women and men equal opportunities to engage in, influence and benefits from sustainable development.

The FDRE launched its ambitious Climate Resilient Green Economy (CRGE) initiative in 2011. DFID designed and funded the Strategic Climate Institutions Program (SCIP) in support of this initiative. The Fund is one component of the programme. Managed by KPMG, it provides support to 27 multi-sector Ethiopian stakeholders working on the climate agenda. This fund has a total budget of £9.5million and has a timeframe of May 2012 to January 2016. The SCIP Fund requires mainstreaming gender in its funded projects and accordingly awarded grantees have outlined their proposed strategies in project and related documents. With a view to understanding how gender was being mainstreamed practically, the project commissioned a consultant to undertake a review process of five representative projects. The specific objectives were:

- a) assessing the experience of five SCIP projects in terms of implementing gender sensitive work;
- b) making recommendations to improve gender mainstreaming in the five projects; and
- c) consolidating this learning in a single document which presents lessons for the entire Fund and wider stakeholders.

3 Methodology

The gender assessment began with desk review of project documents of the selected five SCIP projects. Documents reviewed included project proposals, monitoring and evaluation frameworks particularly respective logical frameworks, periodic progress reports and IEC materials, where available. Framing strategic documents of the FDRE CRGE and SCIP Programme were also reviewed. Subsequently a draft gender review and analysis tool and a gender report outline were developed, reviewed and refined based on feedback from the SCIP Fund Management Team (SCIP FMT).

The consultant led an anchor workshop in order to facilitate introductions, get firsthand understanding of the projects, and what they have been able to accomplish so far. The workshop generally laid the foundation for the assessment and served as first step in transferring ownership of processes, learning and outputs.

Using the gender review and analysis tools (Annex 2: Data collection tool - gender checklist) key informant interviews and focus group discussions were undertaken at organisational and field project sites level including with beneficiaries, government counterparts and other relevant stakeholders. Appreciative Inquiry (AI) – a strength-based approach – was used in designing the assessment tool, data collection and report compilation. The assessment process was participatory and included key stakeholders namely SCIP FMT, respective project staff, project beneficiaries and where applicable, representatives of the next layer of supported organisations.

The key findings were compiled as case studies and shared with respective organizations. Following this assessment, findings have been further refined. The broader lessons and recommendations have been added and submitted to the SCIP FMT as first draft. The final gender assessment document has taken into consideration feedback provided at various levels.

Going forward, the lessons are to inform implementation of the five projects as well as the broader SCIP Fund project partners and the fund itself to enable it provide support in mainstreaming gender more effectively in the future.

4 Findings

4.1 Case Study One: Oxfam-ACCRA

4.1.1 Background

The aim of Oxfam ACCRA's project is to strengthen the capacity of government for CRGE planning at federal, regional and woreda levels in a participatory, pro-poor and gender responsive manner. The project essentially is a capacity development support to Ministry of Environment and Forest - MEF (formerly the Environmental Protection Authority) to implement a Mechanism to Motivate, Support and Reward Results (mMSR). The project focuses on relevant government institutions in Somali and Oromia regions – working in two woredas in each region – to equip them with the ability to plan, implement and monitor activities to deliver the Climate Resilient Green Economy (CRGE) strategy, and to leverage and/or access finances for such activities.

The Oxfam-ACCRA consortium comprises of CARE International and Oxfam and partners with the MEF and related environmental agencies in Oromia and Somali Regional States. This review was conducted in Chiro Woreda, as a sample unit.

The project intends to support optimal use of climate finance resources through strengthening planning capacity in selected government institutions and aims to achieve this by increasing the capacity of local government institutions to undertake CRGE planning, in a participatory, pro-poor and gender sensitive manner. The learning generated will be disseminated and used to build institutional capacity for CRGE planning and implementation at regional level.

4.1.2 Gender considerations

The project is designed to mainstream gender in the planning and implementation process of CRGE in a participatory, transparent and responsible manner. This was planned to be supported through a gender expert consultant to support the woreda planning process to meet the specific needs of women and girls and to ensure that they are included in woreda adaptation and climate change risk reduction plans. This was also to give women and girls an opportunity to feedback on the implementation of these plans. In addition, lessons from this process will inform ACCRA's mMSRr support to MEF and regional states.

Institutional capacity building in gender mainstreaming is one of the outputs of the project. Oxfam-ACCRA's Organisational Capacity Assessment Matrix (OCAM) report revealed that there was low level of understanding of gender and its analysis tools for planning at woreda levels. Findings of the OCAM pointed out woreda level government institutions seem to have the theoretical gender base, but no clear targets and indicators to successfully integrate gender in their development plans and subsequent implementation. As a result the ACCRA project invested in and developed a gender mainstreaming guideline for CRGE planning which was used to inform the woreda planning process.

4.1.3 Gender in practice

Oxfam has a gender policy and a gender focal person that was involved in the development of the planning guideline which includes a gender integration section (Refer Annex 3: Excerpt from Oxfam-ACCRA draft investment planning guide – Gender section).

Initially a launch workshop to introduce the project was held in which relevant sector bureaus, zone and woreda representatives participated. A CRGE planning Task Force was set up at federal, regional and woreda levels comprising of relevant woreda level sector bureaus including the woreda Administrator that serves as the chairperson and the Rural Land and Environment Protection Bureau as the secretary. With a view to understanding and developing capacity, an assessment was undertaken at the regional and woreda levels focusing on the conceptual understanding of climate change and CRGE, planning, gender and implementing structures.

A woreda level CRGE planning guide was then developed and training provided to woreda, zone and regional representatives that included gender mainstreaming in the investment planning preparation. Secondary data was collected and based on information gaps primary data collection instruments were developed and administered. The primary data collected had equal number of female and male respondents.

Planning was undertaken through a workshop which included community representatives from eight Kebeles in Chiro that had equal male to female representation. Planning included problem identification and prioritization which was then synthesized by the Task Force. The plan which was developed by each sector was then consolidated along with a corresponding budget. The draft CRGE plan was presented to the woreda cabinet and approved. A similar process was then followed with the zone and region to finalize the planning process and adopt the woreda CRGE plan. Academia and relevant private sector agencies were represented at the planning workshops.

4.1.4 Demonstrated strengths of project gender approach

Project achievements in terms of successfully integrating gender considerations are highlighted below under several categories.

In the assessment we tried to find out women's roles - the time spent on tasks and what the implications are. Climate change vulnerability affects women and children the most and therefore our questionnaire gave it adequate coverage. These findings were then incorporated in the plans.

– Woreda Official

Technical understanding of gender issues

- The project was implemented by staff that had an understanding of gender. An attempt was made to develop the Task Force's and related woreda planners' capacities in mainstreaming gender in planning and this was guided by the Planning Guide.
- The monitoring and evaluation framework of the woreda plan is gender disaggregated and has attempted to put clear targets, roles and responsibilities – who does what, when and how. Baseline and targets by year have been established. Once the plan is operational the woreda should be able to track progress across specific gender indicators and targets.

Process of including women

- Community women were involved in needs identification and prioritization and actively participated in CRGE planning. The woreda level project Task Force comprised of individuals responsible for relevant portfolios, thus it mirrored the existing gender mix.
- Starting from the launch workshop, consultative meetings and primary data collection, women were represented and participated well. During this planning process it became clear that Hararghe women are familiar with various household appliances and their operations. The planning took this into consideration when considering introduction of energy efficient appliances. In addition, during meetings women were expressive of their likes and dislikes during discussions. This helped in vetting ideas for the plan and in agreeing what would work and would not.

Prioritizing women's issues in planning

- Gender was integrated in the ACCRA project, from the questionnaire design for primary data collection to the final woreda plan development. The planning process tried to identify gender roles which were analyzed and informed the CRGE plan development. The project was designed and implemented in support of CRGE where the priority sectors; crops, forestry, livestock and water tried to target 50% women in the resultant plans, while the energy sector targeted higher – up to 90%.
- The primary data collection that was undertaken to inform the planning process included constraints to adaptive capacity of women and men. As part of this women were asked about climate change related vulnerabilities and how they have been able to deal with these challenges and adapt to them. This information was used to analyze trends and inform the CRGE plans. For example, in Chiro Woreda women engage in selling chat to generate income particularly during difficult times. As a result, the chat trade business and how to create market linkages and promote a savings culture was included in the CRGE plan.
- The planning process also tried to understand what exposes women to vulnerabilities and what assets they decide on and what they don't. Primary data collection revealed that women are not the decision makers in relation to large assets, but are on smaller assets like milk and eggs. At the same time, during difficult times women are responsible for caring for the whole family including children and elderly and/or unwell. This prevents them from traveling in search of employment unlike their male counterparts. The assessment revealed Chiro women's unique strengths in addressing their challenges and adapting to change, and the nature of their vulnerability.
- Access to information and means of acquiring information for women and men that emanated from the survey were used in planning. Such means included mobile phones, radio, television and the Kebele early warning system – with men having more access and control over these means of communication. Therefore planning included establishing early warning systems that included men and women. It was also uncovered that women in Chiro and surroundings had developed an information sharing culture –not only about their immediate environment but also about broader national and world trends.

- The planning process didn't focus on and address the root causes of gender inequality like socio-cultural issues. However, in trying to meet women's specific needs the planning took into consideration their current needs and means of alleviating their burdens. Sometimes there were visible, evident and direct issues. Activities like distributing fuel efficient stoves will contribute to longer term impact of time saving that will give women time for education and other productive opportunities. In addition the project assumes that involving women in diversified livelihood activities will enhance their capacity to decide, provide access to technology and education which in turn will result in improving gender inequalities.
- Saving and credit activities target 50% women. In West Hararghe women are used to saving and the project has built on this strength. The plan also includes supporting the organisation of women to engage in and improve their livelihoods.

Case story:

Chiro women have skills in marketing, are innovative and engage in petty trades. One cultural practice involves women that come together in a milk equb (savings and credit group) where individual members contribute a container of milk each to one of their members on a revolving basis. The woman then takes the collected milk to the market and sells it for a sizable profit. This benefits women in various ways. One it puts higher income at her disposal. This in turn saves her time in terms of reducing the need to engage in petty trade every day to earn the same amount of income. The amount enables her to decide on and purchase more expensive household items or save for unforeseen family situations – thus reducing vulnerability.

Approach to building gender understanding in the woreda structure

- In order to inform the woreda CRGE investment planning and render it gender sensitive, training was provided to the taskforce members and other relevant experts in gender mainstreaming. In addition, as part of the CRGE investment planning guide a section addressing and detailing gender mainstreaming has been included.
- The woreda cabinet is familiar with the ACCRA project and has been involved in and endorsed related planning activities and processes followed. Some of the planning Task Force members are also in the woreda cabinet so there are close linkages and synergy. The woreda cabinet believes that this project will ensure women's participation and encourage them to use more energy efficient technology, benefitting them and the environment.
- The woreda level Task Force has designed and undertaken the whole planning process with the support of Oxfam ACCRA. Therefore the Task Force which will continue to exist beyond this planning period will be responsible for implementing the plan once it has secured funding. The Task Force has also discussed and agreed on how to replace members when they leave the Committee. The team is quite confident that it will be able to undertake similar planning in the future demonstrating how it owned the process and is committed to its implementation. It is to be noted that the woreda Task Force has been trained in gender mainstreaming.

4.1.5 Areas for Improvement

- The project has been a successful pilot in terms of mainstreaming gender into woreda CRGE planning. However, gender responsive CRGE planned activities do not go much beyond traditionally assigned roles e.g. organizing for stove production, irrigation based vegetable and fruit production and poultry. Despite the importance and emphasis given to gender mainstreaming in the CRGE planning process, the output in some instances still was not as gender transformative as intended.

- The woreda CRGE plan did not specifically incorporate the root causes of gender inequality like socio-cultural issues.

4.1.6 Recommendations

- As a successful pilot planning process, it is important to document processes and lessons learned to serve the implementing organisation, but also others within the SCIP portfolio and those interested in CRGE planning at decentralized levels. The lessons on gender should be specifically focused on and crystalized.
- Oxfam ACCRA could learn from this process and devise future means where the planning process ensures that gender transformative activities are included along with corresponding strategies. Gender transformative activities are those that break gender stereotypes and help to engage women in what is traditionally considered 'male' domains. For example women should not be relegated just to the traditional vegetable production and should be capacitated to engage in marketable crops like coffee production. Women should be provided support to engage and succeed in such activities serving as role models for the community by breaking the gender stereotypes and demonstrating that they are capable.
- During implementation of the woreda CRGE plan, the potential impacts of new roles and technology introduction to women needs to be tracked and activities refined so that unintended consequences are not exacerbating already existing challenges women and girls face.
- Root causes of gender inequality like socio-cultural matters need to be targeted and prioritized if the project is to contribute to gender transformation and equality. Women do not have the power to decide on family assets including finances and are limited in their ability to manage climate change risks through, for example, diversifying crops, storing food or seeds or saving money. Therefore project activities that explore the reason for such gender dynamics and try to address these power imbalances will contribute to transforming gender relations so that these become more and more equitable.

4.2 Case Study Two: PHE-EC

4.2.1 Background

Population, Health and Environment-Ethiopia Consortium (PHE-EC) and its project implementing partners, Wildlife for Sustainable Development (WSD) and Frankfurt Zoological Society (FZS) are currently implementing the project entitled *Building institutional capacity and participatory leadership in Awash and Simien Mountains national parks for resilience, mitigation and adaptation to Climate Change (BICAS-RMACC)*. WSD is responsible for project implementation at Awash national park.

The project aims to build the institutional capacity of multiple stakeholders in mitigating the impact of climate change and ensuring climate adaptation and resilience in Awash and Simien Mountains National Parks. The pilot brings together stakeholders from local communities, government, private sector, higher educational institutions to support the protected areas and provide direction. The communities benefit from capacity development and biodiversity entrepreneurship. Awash park is under pressure where adjacent communities, livestock and wildlife are vying for its limited resources. This review focuses on the Awash national park component of the project.



Figure 1 Association member makes milk container

4.2.2 Gender considerations

One of the major objectives of the project is building the capacity of women and youth groups to enable them to engage in biodiversity entrepreneurship through developing their knowledge and skills base. At the same time the project aims to change attitudes towards conservation of the park and contribute to local sustainable development. The project aims to give priority to women's participation in all activities e.g. leadership and skill training, workshops and taskforce meetings. The religious and cultural barriers for active participation of women is intended to be addressed through direct participation of religious and community leaders to ensure their buy in and support.

The project recognizes that cultural practices hinder Afar women from developing adaptive capacity to life confrontations and has therefore started creating awareness in this regard. A case in point is that of the pastoral community's focus on livestock as the most important livelihood asset. Pastoral communities therefore attempt to increase the number of cattle holding, which in turn requires more resources to maintain; thus contributing to added pressure on the surrounding ecosystem. This makes women vulnerable in not having diversified livelihoods opportunities.

The project document highlights organizing women and girls from around the protected areas to engage them in various income generating activities such as tour guiding, cultural dancing and others. These activities also bring about improved understanding in environmental conservation and climate change resilience building.

4.2.3 Gender in Practice

The project after consulting with the community is trying to make women primary beneficiaries of the project and is in the process of organizing them in groups to engage them in environmentally-friendly income generating activities.

The project also undertook a market assessment, as a result of which women and youth groups were organized and trained on developing cultural handicrafts from palm trees in Awash Fentale and tour guiding in Fentale. It is hoped that this will supplement women's income that traditionally have no access to income. It will also promote their culture and that the women will benefit from the Park in an environmental friendly manner.

Training has been delivered on various topics including income generating for the organized women and broader CRGE, RH and conflict management for the broader target group. Although the issue of women and climate change is addressed to an extent, the project has not mainstreamed gender in all capacity development materials and delivery.

Climate change affects women more and the burden of family care, house construction and livestock care falls on Afar women. Women travel far to ensure the wellbeing of their families that includes construction of houses and fuel wood collection. They are aware that if there are resources available in their immediate surroundings they don't need to travel in search of resources.

Culturally, women do not have the same opportunities as men to access or share information within their communities. Generally, in the Afar community women are responsible for all family care and they do not have time to access information although the Dagu¹ system is a very efficient traditional system of sharing information in the area.

4.2.4 Demonstrated strengths

Project achievements in terms of successfully integrating gender considerations are briefly highlighted below.

- The community is developing a sense of ownership and is contributing to the park rehabilitation. As a result, the park is rehabilitating and the frequent resource based conflicts between communities, communities and the park and communities and wild animals are reducing. This collaborative approach has made the park safer and attractive to tourists from which the project organized women are to benefit from through park related income generating activities.
- PHE-EC and its project implementing partners are attempting to make the project gender sensitive and efforts have been made to make women understand the root causes of their problems and how they relate to the environment; available resources and the need to engage in alternative livelihoods for sustainable development.

¹ Dagu is a traditional Afar human-based communication system where information is efficiently passed from person to person

- The women are aware of and able to articulate about climate change and the problems it poses and gave examples of key effects such as deforestation and its impact. They also discussed the reduction of grazing land, lack of drinking water for human and cattle and how it is their responsibility to meet these needs within their community.

When we visited other places in Ethiopia I learned that women can become anything they wanted as long as they are educated – I even learned they could be pilots. I have become the head of BoWCYA and I want to be able to serve women and my community. The women’s group will be leaders and want our children to do the same.

Momina Hassen, Chairperson, Women Group

- Gender training has not been specifically provided to project beneficiaries but as part of other capacity development work the issue of women and the climate has been entertained.

- Attempt has been made to include a few women in the Task Force and gender mix was considered while organizing the study tour.

- The project has identified and budgeted for gender responsive activities like training women in climate smart biodiversity entrepreneurship.

- As a key concern that emerged from the OCAM on level of women’s participation, the project is attempting to increase the number of women participating in and benefitting from the project.
- Pastoral women in Awash are not organized like other women in the nation and there are many cultural practices that prevent them from confidently expressing themselves in public. As a result of the project there are demonstrable changes where women are organized and some have started expressing their opinions in workshops. These glimpses of change are encouraging and show that they are capable of challenging the existing status quo.

4.2.5 Areas for Improvement

- Pastoralist women in the Afar region face a multitude of gender related challenges that include polygamy, early marriage, female genital mutilation (FGM) and being overburdened with work that has direct bearing on the success of this project. The project is in its pilot phase and although there are encouraging trends in terms of benefitting women and influencing the existing negative gender status quo, substantial work remains.
- The women are highly motivated to succeed in their new business of handicraft production from palm trees and have ideas of how to produce high quality and innovative products. The ten women that started out have managed to increase the group to twenty. But they admit to being distracted by the many daily challenges they face within their communities which is taking time and effort away from their productive efforts. They are already overburdened in their reproductive pastoral lives.
- The project has focused activities that target women, but the monitoring and evaluation system is not gender disaggregated.
- Project sustainability exists conceptually but not in terms of plan and action and the implementing structures are not yet ready or prepared to take over the project and continue.
- The Awash national park and its surrounding area are environmentally vulnerable where the community depends on livestock posing a threat to the park. The responsibility of ensuring family and community wellbeing rests on women without the required resources or decision making ability which makes them even more vulnerable.

4.2.6 Recommendations

- The project is trying to contribute to alleviating women's burden by undertaking some activities that will contribute to gender equitable development. However the work needs a lot more investment – reflection, re-planning and implementation – in a much more focused manner.
-
- The park-woreda, inter-regional and regional Task Forces are responsible for the overall project implementation. And as such it is imperative to develop their capacities continually in gender mainstreaming. In addition all attempts should be made to get more and more women to be part of implementing structures such as these.
- The project is trying to augment the income of women by engaging them in the palm leaf craft production and it is planned that they engage in this during their spare time. The women will open a shop in town to display and sell their products, to be supported by the project in paying the initial rent and purchase tools and materials. Since the head of the association is also the Head of the Women's Affairs Office the project must make use of this opportunity for creating sustainable linkages for these women with government offices, and develop their capacities and monitor progress.
- The project needs to provide focused and intensive support to ensure that the women's initiative is cohesive and successful as otherwise it will not only discourage the said women, but also be a negative example for others.
- The project needs to analyze the potential gender implications of the current activities and address those that might bring unintended consequences. For example, Afar women are organized in palm leaf handicrafts production and future sale. This is very positive as it will contribute to increased income and improved livelihoods. However they are already overburdened in their reproductive pastoral lives and therefore the project needs to ensure that it is not adding to their burden.
- Resources like cattle and dairy products are consumed and are not sold. This might need to be looked at in the future as one means of income generation for women while ensuring family nutrition.
- The project needs to invest in addressing the root causes of gender inequality and how to strategically start working to bring lasting solutions. For example, in Afar the women are overburdened with work. Therefore, any support provided to them should be able to also address this imbalance so that men engage to reduce women's workload which will give them needed time to engage in other productive income-earning activities.
- The experience sharing visit has had good results and it would be good to invest in another similar initiative that looks at gender and climate focused learning as it will provide practical lessons while motivating the women and creating a sense of competition within them.
- Continuous awareness creation on environmental challenges and how to be able to address these should take place, particularly focusing on women that in the Afar culture assume a lot of roles within and outside the household and makes them highly vulnerable to the negative effects of climate change.

4.3 Case Study Three: Christian Aid Ethiopia/ WSA

4.3.1 Background

The project entitled *Building climate resilience through the promotion of green enterprises in pastoral and agro-pastoral zones of SNNPR and Gambella* is implemented by Christian Aid in collaboration with three local civil society organisations – Women Support Association, Action for Development and Agri Service Ethiopia. The project seeks to build climate resilience of pastoral and agro pastoral communities through promotion and deployment of appropriate renewable green technologies. The project (November 2013 – January 2015) is operational in five and two Woredas of SNNPR and Gambella respectively. By the end of the project period, it would have brought about increased demand for climate positive practices and technologies among targeted population; created technical and business capacities of existing and new green enterprises; enhanced capacities of local actors for promotion and management of green enterprises; deployment of green technologies for resilience and captured and disseminated lessons on green enterprises technologies lesson for scale up.

The project enables local groups to run solar/energy kiosks to increase access to off-grid power and river current turbines to increase income through irrigation. The project has an applied research component where River Current Turbines will be deployed and tested for irrigation for the first time in Ethiopia. The focus of the gender mainstreaming review is the project implemented in South Omo Zone, South Ari Woreda of SNNPR which is being implemented through WSA.

4.3.2 Gender considerations

The project result targets women starting from the outcome level *Capacity of pastoral/agro-pastoral women/youth resilience built through promotion of green enterprise* to singling out women as key beneficiaries, owners and implementers of the project that revolves around green enterprises - solar kiosks.

The implementation aims at developing the capacity of women's groups to run the green enterprises and directly benefit from employment and income generation through the green enterprises. It is also planned that women and girls will be the principal beneficiaries of the increased access to renewable energy due to the green enterprises – solar lanterns, improved cook stoves etc. As a result women are intended to benefit in terms of reduced workload for fuel collection, removal of indoor air pollutants from the home, and increased learning opportunities for girls.

Women are very disadvantaged in general and more so as a result of climate vulnerability. Although gender consideration denotes inclusion of women and men in an equitable manner, this project seeks to focus almost exclusively on women.

4.3.3 Gender in practice

CAE and WSA have an organisational gender mainstreaming commitment and capacity. At WSA new and existing staff members are provided with training on gender and gender integration is discussed every quarter. The organisation has put in place gender sensitive organisational and project implementation mechanisms.

CAE and its local partner WSA have been trying to advocate for climate change mitigation and green development before the startup of the current project. Particularly, when the organisation learned of girls' education being hampered as a result of fuel wood collection, it introduced solar powered lanterns that reduced their workload and provided opportunities to study.

There are already many demonstrable achievements regarding gender equity matters. This is as a result of organizing self-help groups (SHGs) which were operational before this project, which have strong foundations and have managed to address a lot of gender and climate issues e.g. relative vulnerability of women to climate change and how they should adapt to climate change and reduce vulnerabilities. Coupled with this is the energy efficient technology introduction pilot which has given the women and the community the opportunity to get some valuable experiences in the field. Building on existing women's associations has facilitated the quick startup of the project.

The project is implemented in close cooperation with the Cooperative Office, Mine and Energy Office, BoWCYA, local green technology suppliers, and other relevant structures including local government administration offices. The project works almost exclusively with women's groups and management enterprises.

In CAE/WSA implemented South Ari leg of the project, of the total target of 480 beneficiaries, 160 individuals are directly benefited through WSA. The 160 women are organized in eight self-help groups (SHGs), each comprising 20 women. Of the eight SHGs, five are existing ones that WSA has been working with previously and have proven successful while the three are newly established. Assuming a family size of 7-8 per household, the total anticipated reach for indirect beneficiaries comes to 1280 individuals. In this project these SHGs are called enterprises although they are organized and function using SHG approaches and tenets from assessment to establishment. The idea is to grow these SHGs to enterprise level and enable them to manage solar kiosks. The introduction of these kiosks and thus green technology was chosen to benefit women through developing their capacities, introduce them to technology and generate income. It is also hoped that introduction of energy efficient appliances would reduce women's work loads, facilitate their productive work and the girl child's ability to attend and thrive in school.

The monitoring and evaluation framework has set gender indicators and gender disaggregated data is collected at all levels of project implementation. Staff members have knowledge of CRGE and believe that in line with the vision, the project is designed to directly contribute to reduction of carbon emission, promotion of green technology and gender equity.

The project tries to address the root causes of gender inequality by empowering women economically and technologically which is hoped to positively affect the other sectors. Economic empowerment contributes to improved influence and decision making and reduces women's complete dependence on men. SHGs discuss climate change and adaptation issues as part of their regular meetings. Community conversations (CC) are the mechanism used by SHGs whereby they discuss issues related to gender and climate change and its implications. These discussion outputs inform family dialogues that are held at respective households. The community's livelihood is based on agriculture and the project is trying to diversify livelihood avenues as adaptive mechanisms.

The solar kiosk will be run by women. The women will try and secure buy in from their men during family dialogues. Men also participate in the newly established SHGs in addition to project related meetings. SHG members have access to information, skills and services and these in turn are cascaded to respective families and community at large.

Meetings and trainings are scheduled at a convenient date and time for women as is the income generation activity. It is planned that the 20 members of SHGs that will be managing the solar kiosks will do so by taking shifts, thus attempting not to affect their household and other related responsibilities.

The cultural and social barriers which are at the heart of gender inequalities are being addressed through regular SHG processes where they discuss and tackle issues of common concern. E.g. previously women in South Ari could not sit and eat at the same table as their husbands, go to the market to sell their goods, or decide on the small amount of money they earned. Nowadays, the SHG members are changing these gender dynamics through economic empowerment and addressing socio-cultural barriers. Women's increased financial contribution at household level has changed male perception about the value and role of women within the household. One indicator of this change is that men have demanded and are engaging in self-help groups.

All activities of the project including SHG meetings record gender disaggregated data along with decisions made. In addition to the regular, weekly, monthly and quarterly reports there are event based reporting in which challenges and lessons are included. Energy efficient equipment like solar lanterns demonstration highlights vulnerability and use for women and children.

4.3.4 Demonstrated strengths

The project is building on an earlier initiative. The project is benefiting from the existence, abilities and relations of the existing organized groups. Some of the notable strengths in successfully integrating gender considerations are briefly highlighted below.

- The project is building on organized SHGs with developed savings culture and proven track record in engaging in IGAs and increasing their income. This in turn has enabled them to improve their entrepreneurial skills and abilities to

Case story

Hirut Mengesha is married and mother to five girls living in Shishir in South Ari woreda of SNNPR. Four years ago she became a member of Bereket and along with other members they established the SHG, learned to save and had her capacity developed by the WSA facilitator and as a result was able get knowledge and skills in topics that include HIV and AIDS, reproductive health, family relations, entrepreneurship etc.

She recalls that earlier women couldn't access loans but were then able to do so through their SHG, that too without collateral. Her husband was very impressed with her ability to get loans without collateral which started changing the family dynamic. She states that as a result of increased income she is able to send all of her five girls to school and wants them to be educated and aspires for them to get tertiary education as well. She is vehement that her girls don't repeat her life which she attributes to not having been educated and thus being dependent.

Beyond her immediate family she advises her community members and advocates on issues related to family planning, HIV/AIDS and raising children particularly girls so that they are not discriminated against. She sees a key role for women in the climate change agenda. She aspires for women to have access to irrigation and be technically able to engage in farming without solely depending on rain water. In order to address the issue of deforestation to which fuel wood is contributing, she is happy that they are working on availing fuel efficient stoves.

She dreams of buying land and constructing a house in the future. In addition she wants to start a flour mill business.



Figure 2 Hirut Mengesha with her solar powered flashlight

purchase school materials for their children, send them to school and generally improve the lives of their families.

- At a personal level women have improved self-esteem arising from self-sufficiency, their dependence on their husbands/men have decreased, they are able to make informed decisions about their livelihoods and are beginning to see a brighter future for themselves. They are becoming role models for their children, particularly girls and within the households they are beginning to be viewed as important contributors to the household. And this in turn is increasing their status within the community.
- Women have started owning assets and are starting to make decisions in consultation with their male partners where previously they were not able to input into family decisions including the welfare of their children. They are demonstrating their leadership abilities within their houses and communities and are participating in the social affairs of their environment or surroundings. They have started socializing with their female friends more and they value the bond created within their self-help group members where they sit to drink coffee, address personal and communal issues and more importantly get time to relax and access support.
- It is within this framework that the current climate resilience and green enterprise promotion project is being implemented. Although it is in its early phase, the women are able to understand the magnitude of climate change and its effects and thus contribute towards the vision of CRGE.
- The SHG women are aware of climate change, its effects and their vulnerabilities towards it. They believe that their entrepreneurial skills already acquired will assist them in setting up and managing solar kiosks.
- It is to be noted that women were provided solar lanterns as part of an earlier project through which they were able to light their homes, enable their children to study and sometimes were even able to assist other community members to charge their cell phones. So they understand the value of energy efficient and green technology. Their improving economic capacity will allow them to be able to purchase and use such equipment themselves, if they wanted.
- Currently the men in the village are happy with the SHGs and are impressed with their women's abilities and contributions to the household. Particularly the men are impressed with the ability of women to access loans without collateral. They also believe that the community is witnessing things not seen in generations as a result of women organized in self-help groups. The women are excited about the solar kiosk as they believe it is adding another layer to their current engagement in rearing cattle. Government has already given them land for their solar kiosks and women believe the business will not only change the current generations' lives but also that of their grandchildren's.
- The success in participating in the SHGs has increased women's confidence where they are able to become outwardly focused in their perspectives as they become more aware and invested in their surroundings. The women in the Bereket SHG described how their communities are challenged by climate change, how deforestation has affected farming yield that is reducing over time. They were able to articulate the need to access more fuel efficient appliances – the reason for choosing to use fuel efficient stove that will help reduce their dependence on fuel wood.

4.3.5 Areas of Improvement

- The project is using SHGs as a framework for development on which the climate change adaptation project is built on. So far the project hasn't invested in documenting how the SHGs transformed into the solar enterprises and implications on gender relations.
- The project predominately focuses on females that are demonstrating encouraging progress. Although males are involved to a certain extent they might start feeling threatened as traditional gender roles slowly change.
- Community awareness on what the CRGE is and how it is going to work at decentralized levels is limited. Gender framed within the CRGE is a critical area needing focus and clarity.
- The relationship between traditional and indigenous community based structures and SHGs is not clear.

4.3.6 Recommendations

The project has recently started and is on track. The following issues should guide implementation from here on:

- The project already has a very sound gender basis. So it is important to establish clear and specific baseline information that will be tracked across the project period in terms of what is hoped to be accomplished in terms of climate change adaptation from a gender lens. This exercise need not be overly complex. It could use the information that emanated from the PVCA and choose a few indicator/s to track;
- There are impressive results demonstrated by existing SHGs as they relate to gender relations within the household and community. And women engaging in CCA project particularly the solar kiosk is a paradigm shift for the community. The project should therefore track positive or negative outcomes. This will help in measuring positive results and addressing potential negative repercussions that might arise from changing power relations. It should also contribute to assessing whether it is contributing to gender transformative roles as it relates to climate change adaptation so that men and women start playing more equitable roles within the household and community;
- The project needs to invest and give priority to documenting lessons of gender considerations in this climate change adaption project. The project is using SHGs as a framework for development on which the CCA project is being superimposed. The lessons need to be well documented for CAE/WSA as well as for the rest of SCIP projects. Here it would be good to understand the role of SHG in contributing to gender sensitive programming by comparing results between the women only and mixed group and those newly established with those that existed;
- It is very encouraging that males have also taken the initiative to organize themselves having seen the demonstrable results of SHG women. This interest should be leveraged in order to ensure men's buy in and support to the women that are on their way to claiming their rights. The project should consider providing gender orientation to men and women;
- As part of programming the existing indigenous knowledge of the community and particularly those of women in terms of climate change vulnerability and adaption needs to be documented and lessons used in programming;

- WSA plans to bring about SHGs' sustainability through establishing a federation of CLAs - the federation to play the supportive role that WSA is undertaking now. For this the organization should ensure that gender is given priority, adequately tracked and sustained. This should be supplemented by developing the federation's capacity, focus, vision and commitment to gender equity and create strong linkage with relevant government bodies;
- Equip women with the environmental awareness required to empower them. For this they need to be continually informed about CCA and be kept abreast of developments in the CRGE and its implementation processes;
- Map the relationship between community-based indigenous structures and SHGs in terms of roles, complementarities, linkages to ensure that both are thriving. The SHG movement might contribute to engendering the running of indigenous institutions; and
- There is a need to create awareness of the community on CRGE. Particular attention should be drawn to how gender intends to be addressed within the CRGE so that it guides community based work.

4.4 Case Study Four: HOA-REC&N

4.4.1 Background

The *Environmental Service and Climate Change Analyses Program (ESACCAP)* is a project that aims to sustain growth and create greater resilience to climate shocks through strengthened institutional capacity of the Ethiopian government, Ministry of Environment and Forests (MEF), private sector and civil society to effectively respond to the CRGE Agenda. ESACCAP (September 2013 – February 2015) is being facilitated by the Horn of Africa Regional Environment Centre & Network (HoA-REC&N). HoA-REC&N facilitates, strengthens and advocates for initiatives related to environmental conservation and natural resource management. The implementing partners for the project are the Climate Science Centre (CSC) and Ethiopian Academy of Sciences (EAS). ESACCAP aims to ensure that institutional capacity is built at all levels of environmental service institutes and climate sectors in Ethiopia.

The project sets out to establish two institutions namely the Institute for Environmental Services Certification and Accreditation (IESCA) and the Ethiopian Panel of Climate Change (EPCC). The IESCA will be responsible for certifying institutions in sustainable environmental impact analyses, environmental monitoring and evaluation, environmental auditing and measurable, verifiable, and reportable systems that meet international requirements and standards to ensure social and environmental safety and cultural acceptability.

The EPCC on the other hand will establish a database of validated and verified climate research to create synergy among policy makers, development experts, and scientific communities.

4.4.2 Gender Considerations

The project is in its initial stage of project implementation and as such the associated findings and recommendations are plans of how the project seeks to mainstream gender in future implementation.

The **Climate Science Centre (CSC)** plans to work with individual and institutional beneficiaries. The project which is at startup phase works at policy level posing an opportunity to consider strategic issues of women as climate change affects women the most. This component will provide policy advice and CSC will incubate the certification institute until it is in a position to be run as a business charging for the certification training and accreditation and sustaining itself and services.

The **Ethiopian Academy of Sciences (EAS)** on the other hand is established as an act of parliament and is gazetted. The government requested EAS to focus on two objectives of biotechnology and CRGE. The project with SCIP is built on its second objective of CRGE promotion.

In Ethiopia available information is not compiled and synthesized so policies are not adequately informed by them. Academia being the knowledge generation sector EAS will compile, synthesize, summarize and disseminate climate related information as an output to relevant sector ministries and international organisations. This will be a regular and continuous effort which necessitated a mandated structure, thus the creation of EPCC. EAS will incubate the institution until such a time that it is capable of being self-sufficient and independent. EPCC is attempting to mirror the general infrastructure of the IPCC with adaptations to the national context. The project will benefit all sector ministries and other relevant organisations and individuals. The project will put in place a sustainable guide for green development benefiting the community at large, its indirect beneficiary. The organization plans to integrate gender issues in all of its work.

The EAS has a policy and procedures manual that includes a gender policy to guide its gender sensitivity. The project, being at inception stage, intends to mainstream gender and will focus on it parallel along with other activities. It believes that individuals involved in the project are aware of gender although it hasn't undertaken capacity development focused on gender mainstreaming.



Figure 3 Workshop participants in discussion

The Academy is interested in rendering its organisation and implementation structures gender sensitive and wants to get equitable representation in its members, staff and working groups. It has found it hard to bring on board women scientists as the number of women actively working in the science field is limited. In addition, the degree of required career achievements make it even more difficult to recruit female members.

The EPCC will have a secretariat, an executive committee and a chair and working groups, each having technical support units. Reports will have lead authors, authors and technical

review groups. Gender responsiveness will be included in the criteria for selecting authors and within the review groups. It is hoped that the MoWCYA and the gender units of the sector ministries will be part of the process. The EAS products will have several review processes and the third review will be done at government levels where sector ministries and MoWCYA could wield additional influence in ensuring gender integration.

4.4.3 Demonstrated strengths

Project achievements in terms of successfully integrating gender considerations are briefly described categorized under the CSC and that of EAS.

- The **CSC** targets line ministries and academia in which women are not well represented. This project thus provides a good opportunity to integrate gender considerations for greener and gender responsive development. MoWCYA as one of the key stakeholders is expected to play a key role in ensuring inclusion of women and that they benefit equitably from the project.
- Within its organogram CSC provides for a gender responsible position which is not currently staffed although the Coordinator is filling this role in the meantime. As one output the IESCA will develop a section that includes gender sensitivity in the environmental and social impact assessment.
- **EAS** organized EPCC is setting up a gender task force within its structure demonstrating its commitment to gender. It is to be noted that the IPCC as an international structure, is not constituted in this manner. The gender task force is to serve as a cross-cutting support to all the other working groups although the role of the gender task force is not as yet defined.
- In addition, EAS will produce a newsletter that will have a standing column dedicated to Women in Science. This is hoped to promote the participation of women scientist and raise the profile of those

that exist. Although the newsletter is in the process of drafting its maiden issue, the Academy has managed to collect information for the first few issues.

4.4.4 Areas for Improvement

Some areas needing improvement are separately highlighted below, first for CSC and then for EAS.

- **CSC:** The project is at startup phase and hasn't yet mainstreamed gender in its plans. In addition it doesn't have gender policy or framework to guide its plans and implementation.
- The project hasn't thought through the differential needs of women and men and how it could equitably serve both and is challenged by how to mainstream gender in its work.
- CSC doesn't have clearly defined gender indicators in its monitoring systems.
- **EAS:** The CRGE document has not sufficiently addressed gender and how it is to be mainstreamed although the role of women is crucial in climate mitigation and adaptation. The Academy is challenged by lack of tools to address the gender mainstreaming aspect in the climate agenda. It believes that currently the practice of engaging women seems to be more an issue of development rather than climate change adaptation. The country being poor it engages in a lot of poverty alleviation related work that mainly targets women. So when a project, even climate related, is designed and implemented it has to work with women by default as they are the poorest and marginalized and not because there was intentional analysis and focus from the climate resilience perspective.
- EAS is in the process of designing its monitoring and evaluation systems for the project.

4.4.5 Recommendations

- **CSC's** certification is a good position to influence gender inequalities and thus women's strategic interests. Making gender a compliance requirement would enforce gender mainstreaming in projects and organizations.
- Although the project hasn't done much in mainstreaming gender in its work, it being at startup phase poses an opportunity for integrating it well going forward. CSC is preparing to undertake planning and design of further implementation strategies during which time it should consider preparing gender guidelines and policy statements to guide its work. The CRGE strategy and its gender implications need to be given special focus in this process.

- The Centre would like to be provided support in mainstreaming gender in its work related to climate change adaptation and mitigation. Particularly it wants support in identifying critical gender indicators and means of implementing activities and tracking these. It also is interested in integrating gender considerations in the baseline studies it is going to undertake.

As a country we have not addressed our development issues whose main targets are women, so currently we are confusing development for climate adaptation and mitigation. Other developed countries that have addressed development earlier find it easier to clearly focus and single out gender issues in mitigation & adaptation and pursue them.

- EAS Staff

- Centre should link with organized women supplementing their income through use of natural resources and recognize, certify and assist them to change into environment friendly livelihoods by charting out ways of engaging in climate responsive and resilient

initiatives.

- Policy advocacy should be undertaken to create an enabling socio-political and cultural environment for women.
- In the initial phase the training and certification is free but in the future the Centre will operate on a fee for service basis. Special means need to be designed to get women to participate and benefit from the services of the Centre e.g. through promoting leadership, fellowships and availing scholarship.
- The **EAS** component of the project will synthesize research that is already conducted in order to peer-review, summarize and present to sector ministries. So it will need to intentionally focus on simple means of gender mainstreaming. One way could be to initially compile disaggregated data and documenting encountered challenges in the process. In the longer term, it could influence the need to have gender-disaggregated data by sector.
- In the proposal gender is designed to be a key focus as women and girls are disproportionately affected by the climate agenda. Gender sensitivity is planned to be brought about through special Task Force that will be set up to ensure gender sensitivity of project whereby women and girls are able to actively participate in research analysis, trainings and conferences and influence policy recommendations. Given the high importance riding on this task force the project has to prioritise and invest in its establishment, composition and capacity to bring about gender sensitivity.
- Compiled reports will address the sector vulnerabilities, their impacts and possible adapting mechanisms. Decision makers will be provided with specific summary briefs to emphasize constraints and actions as they won't have the time to read voluminous reports. The project could use a gender lens to analyze and prepare the briefs.
- HoAREC&N should review this system to intentionally integrate gender considerations in the project by including clear targets, disaggregating data and singling out gender indicators to establish baseline and measure progress against.

4.5 Case Study Five: EEA

4.5.1 Background

The Ethiopian Electricity Agency (EEA) is implementing the project titled *Energy efficiency regulatory framework development and implementation*, September 2013 – February 2015. The project aims at contributing to the GDP through energy efficiency as a result of reduction of Greenhouse Gas (GHG) emissions and environmental degradation. It aims to achieve this through energy auditing and labelling, public advocacy and influence as well as establishing energy efficiency demonstration centres.

At the heart of the project is the establishment of a national standard to be approved by the Ethiopian Standards Agency after developing a draft framework through reviewing national and international experiences and documents. This would capacitate the Ethiopian Electricity Agency to undertake energy audits to ensure energy efficiency. In addition the project aims to create awareness among citizens to adopt energy efficient and conservation measures and set up demonstration centres in six regional towns to showcase the benefits of energy efficiency and conservation.

The project is implemented through a Project Committee that is led by the Electric Trade Competency Certification Director and others drawn from key relevant functions within EEA. The team is responsible for overall project implementation, monitoring and assuring that it will meet its set objectives. It is partnering with the Indian based The Energy and Resources Institute of India (TERI) that provides technical support and capacity development.

Other governmental and private agencies, including parliament will be involved in the project either as facilitators of project implementation or end users of its output. It is to be noted that energy conservation and GHG reduction is the main mandate of EEA.

4.5.2 Gender considerations

The project aims to serve women as end-users as it relates to accessing energy efficient resources. It also is designed to benefit women in terms of job creation and environmental conservation. Energy efficient technology is hoped to benefit the general population particularly those in rural areas as more and more conservation at urban centres could save up energy that in turn could be made available to them.

EEA, as the project owner, will improve its capacity to fulfill its mandate of energy conservation and efficient use. Women and men are the end use beneficiaries through access to energy efficient equipment and cost reduction. Particularly women that are responsible for cooking and household care of family would have improved health as a result of using greener appliances. The legal framework will require organisations and people to gradually make greener choices.

4.5.3 Gender in practice

The EEA as a government agency doesn't have a specific gender policy that guides its work but works under the framework of the national policy². In addition it has a gender mainstreaming focal person that provides technical assistance although currently the position is not staffed. The Project Committee does

² National Policy on Ethiopian Women, 1993

not have gender mainstreaming skills and depends on the organisation's gender focal person, when available.

The organisational human resources consist of existing EEA staff, both men and women. So the current composition of project implementation staffing mirrors existing staff mix which is almost exclusively made up of male engineers at management levels and women in support functions like finance and administration. Thus the Project Committee as main implementing structure consists only of male staff members.

The log frame as the main monitoring and evaluation document has not integrated gender considerations and targets are not gender disaggregated.

The project assumes that most end users are women given their current responsibilities related to cooking and caring for the whole family and related energy utilization.

4.5.4 Demonstrated strengths

Project achievements in terms of successfully integrating gender considerations are briefly highlighted below in terms of project intent expressed in the documentation.

- The project document describes how as energy efficiency and conservation increases nationally, demand for energy and thus appliances will increase. Such appliances especially used for cooking and lighting purposes directly impact women and children. Evidently women will benefit from improved and greener cooking stoves that will save them precious time, reduce health hazards from indoor pollution and save the girl child time that she could put to more productive use like studying. It is also anticipated that women will get employment opportunities in local manufacturing of greener appliances. EEA undertakes capacity development at two levels – human and institutional. Currently it attempts to develop human capacities in a gender equitable manner.
- At the result level, women, particularly rural women, will benefit from energy conservation so that they start utilizing electricity for household use. The project also hopes that it might change men's outlook and motivate them to be involved in reproductive responsibilities like cooking when they have more modern appliances in the kitchen. And this technology improvement might contribute to changing the gender dynamic in terms of reproductive roles.
- The project intends to meet the practical needs of low income Ethiopians, the majority of whom are Ethiopian women. Usually women make decisions on less costly household equipment that might include less energy efficient ones.

4.5.5 Areas for Improvement

- The project is a strategic level intervention and a potentially highly influential project. However, it has not mainstreamed gender in its plans and preliminary activities.
- The M&E system is gender blind and does not disaggregate data by sex. The implementation plan and corresponding budget too have not identified and budgeted for gender mainstreaming activities.

4.5.6 Recommendations

- The Project Committee needs to prioritize gender as a key requirement, ensure gender capacity and mainstream the issue within project. Gender mainstreaming capacity needs to be developed for all concerned.
- In order to address the strategic interests of women, EEA should think through how women became beneficiaries by design or by default as users of kitchen appliances.
- The Project Committee needs to prioritize gender as a key requirement, ensure gender capacity and mainstream the issue within the project. Gender mainstreaming capacity needs to be developed for all concerned.
- The project needs to look at what the gender considerations are in the various components of the project and the activities and strategies used. The project needs to have a gender lens in reflecting on ongoing activities and strategies – review the project document, have gender checklist to review and track project progress and where needed, make amendments.
- In trying to influence citizens to conserve energy and encourage them to use energy efficient appliances, gender needs to be integrated starting from the message development and how it affects women and men differently given the status of women including their access to information and media outlets. The messages should be gender sensitive and if possible transformational so as to address the root causes of gender inequality and contribute to changing the existing dynamics.
- At the household level the role of women and men in terms of deciding versus inputting into whether to buy household electrical appliances or not and the type of appliance to be bought should be well understood. This information should be used for all project activities particularly to develop messages and target public awareness campaigns. This dynamic differs across urban and rural locations and different economic and socio-cultural settings.
- The M&E system is gender blind and does not disaggregate data by males and females. The implementation plan and corresponding budget too have not identified and budgeted for gender mainstreaming activities. The M&E system needs to be refined to clearly integrate gender with gender indicators and disaggregated data. Baseline data on gender and climate issues should be adopted, where available.
- The demonstration centers – energy parks – that are to be set up in the regional towns and supported by university research and development (R&D) units – should consider integrating gender from design to equitable inclusion of females and males in research and development and final outputs. Project should be able to encourage women’s participation in new technology design and introduction.

5 Key emerging trends

The five SCIP projects are at varying levels of mainstreaming gender. Issues of significance derived from the five case studies are consolidated below as key emerging trends.

- Projects that identified gender as an organisational priority, invested in taking practical steps to develop capacity in gender mainstreaming skills at project level, integrated it into monitoring and evaluation frameworks, implemented and tracked progress taking corrective action where needed. This was well demonstrated by Oxfam-ACCRA and CAE-WSA where visible results of gender mainstreaming could be seen.
- There is an encouraging focus on energy efficient household appliances as a key gender response to climate change. At the same time projects need to reflect whether this strategy is a result of intentional design or brought about by default as women are relegated to that role and if this will bring about fundamental influence on existing factors that perpetuate gender inequality.
- Gender mainstreaming seems to be much easier when implemented at community based project level rather than strategic policy level as the sphere of influence is limited and easier to plan and implement gender responsive activities and strategies. Similarly it is easier to render a project that is being implemented by a newly set up structure gender responsive rather than one that is being run by an existing structure that hadn't focused on gender as a key priority. Oxfam ACCRA is the outlier that was able to successfully mainstream gender in the woreda plans, but that is because the organisation itself is committed to gender.
- Engaging women in economic strengthening activities is an effective and sound strategy to improve their lives and that of their families. In doing so projects need to be careful so as to not end up overloading them through this additional engagement particularly in those communities where they are already extremely overburdened with their reproductive and productive roles in respective households and communities.
- Projects that have worked on creating a sense of project ownership among their target beneficiaries have been successful in integrating gender. This is demonstrated by CAE/WSA where the self-help groups are empowered and own the project objectives, strategies and intended benefits; PHE/WSD where the community surrounding the Awash Park is taking a proactive role in conservation; and Oxfam-ACCRA where the woreda Task Force and cabinet have demonstrated commitment to the woreda CRGE investment planning process and its implementation going forward.
- Role models and role modelling are effective in terms of motivating and spurring the rest of the target groups to action. In the case of PHE the BoWCYA Head and Chairperson of the women's income generating group is serving as role model for her peers while at CAE/WSA the successful SHG like Bereket are contributing to motivating women and men to be similarly organized to meet their development needs.

- The simple act of using the gender checklist to collect data in the focused group discussions and key informant interviews were found to be thought provoking and reflective exercises which were able to indicate areas which needed to be addressed in gender mainstreaming. Several participants in the data collection processes stated that it would have been useful to have reflected on such questions during project design which would have contributed to effective integration of gender considerations.

6 Lessons Learned

Review of the selected case studies revealed many noteworthy lessons, of which salient ones are illustrated here.

- Gender mainstreaming requires continuous and focused attention and commitment from project design, implementation, to monitoring and learning.
- Organisational supportive and reinforcing culture is critical for successful mainstreaming of gender. Gender mainstreaming becomes effective when it is the role of all concerned project staff and relevant structures and not left to be addressed by an assigned person or unit. The same applies to integrating gender into each activity and strategy through a gender lens rather than singling out separate activities.
- Vulnerability assessments that seek to find out women's and men's vulnerabilities to climate change and adaptation mechanism have proven to be good entry points to understanding the relationship between gender and the climate agenda as demonstrated by the PVCA undertaken by CAE/WSA. If used well the outputs of such assessments provide a practical guide on how to render project design and implementation gender responsive.
- There is a disconnect between the gender analysis and practical application stage. In projects where gender analysis was done well, it did not naturally translate into effective mainstreaming of gender, demonstrating that intentional and continual focus and commitment to ensuring gender focus is required. For example projects that undertook vulnerability assessments came up with rich information that necessarily did not all make it into plans and implementation.
- Projects with good development practice by way of being participatory, inclusive, pro-poor and sustainable also tend to be concerned about and committed to mainstreaming gender in their work. For this institutional commitment and available frameworks like gender policy are of paramount importance – facilitating and holding accountable translation of intention to action.
- Projects that build on existing successful work have a higher chance of being effective in mainstreaming gender in climate change adaptation projects. A case in point is the work that is currently being implemented by CAE/WSA that is already showing good results because it is building on successful projects. This also goes on to demonstrate that development particularly when it relates to the climate change agenda is a long term investment that needs to build on previous works.
- Women's economic strengthening is an invaluable means to bring about multi-pronged and faster development. However, in order to contribute to gender equality, socio-cultural aspects need to be considered and addressed concurrently.

7 Conclusions and Fund level recommendations

7.1 Conclusions

The SCIP Fund is well positioned to influence development trends. Therefore the lessons it draws on gender and climate change could influence and form the basis for successful implementing of existing and future projects. The CRGE vision and strategy does not yet have detailed implementation guideline and plans which has curtailed the capacity of projects to be guided by and tease out gender mainstreaming aspects to inform their plan and implementation. In addition the CRGE vision and strategies are not well understood and internalized across the reviewed projects. So the magnitude of gender mainstreaming in SCIP project is directly correlated to organizational, project and individual commitment to gender mainstreaming.

The SCIP projects have short lifespans and thus those projects that build on existing and related projects have a higher chance of building on longer term complex processes. Moreover, climate change related activities are relatively new to the nation and do take time to understand, implement and demonstrate results. The phased implementation of the SCIP Fund portfolio poses an opportunity for those projects that are in their startup phase. And these pilot projects are supposed to demonstrate good results and form the basis for future projects in the climate agenda. The review highlighted that the degree of gender sensitivity of a project wasn't dependent on the length of time it has been operational.

The Fund is supporting a wide variety of projects contributing to climate change adaptation and mitigation in the nation, with a variety of approaches to gender. One focus area is investing in energy efficient technology that is customized to local needs.

Within the current scope there is so much diversity and capacity that pose a lot of opportunities for learning and cross fertilization. For example the practical lessons drawn from community based initiatives could feed those at the strategic and policy levels. A case in point is the need to consider gender roles and lifestyle like sedentary or pastoralist when coming up with policy guidelines regarding energy efficient appropriate technology.

7.2 Fund level recommendations

Gender mainstreaming requires deliberate focus in policy and practice to differentially understand and support women's and men's roles, vulnerabilities, adaptive capacities so as to ensure gender responsiveness in design, implementation, monitoring and learning stages of a development initiative. In line with this some fund level recommendations are described as follows.

Developing capacities: SCIP needs to invest in developing capacities of funded projects in gender mainstreaming knowledge and skills. The capacity development should also include how gender mainstreaming should be reflected in the project's M&E framework that includes the log frame with clear indicators, provision for disaggregated data and learning. Experiences of organisations that are well versed in the subject of gender responsive climate initiatives could be shared for cross learning. Such capacity development training could be held at SCIP grantee level which will then need to be customized and

cascaded to implementation level. It is also important for SCIP to single out and provide focused and customized support to strategic projects that have national or strategic level of influence e.g. EEA, HoAREC&N. If there are climate change adaptation and mitigation guidelines, it is recommended that these be customized and disseminated to serve as framework for project implementation.

Monitoring and evaluation: This should be another area of focused capacity development. M&E investment will render the projects gender and climate responsive where they are able to invest and establish a baseline, undertake vulnerability assessment in terms of gender as it relates to climate change, use information to plan, develop clear M&E framework with gender indicator/s, gender disaggregated data, monitor using the framework, track progress and refine, document and learn. Simple tool/s like a gender checklist (Refer Annex 1: Gender mainstreaming checklist) could be adapted and availed to guide staff to integrate gender in M&E. It is also recommended that progress reports include clear gender disaggregated data and a section that describes how gender related activities have been implemented along with resultant achievements.

Care should be taken to not make gender consideration a superficial and disjointed process. For this mainstreaming at all levels of project cycle should be ensured while also giving it the individual focus so that it is not 'lost'.

CRGE: SCIP having been set up to support this national initiative the Fund needs to invest on popularizing the CRGE so that it is understood and internalized. In addition, there should be a face to face or virtual information update mechanism that shares developments in CRGE implementation. Particular focus should be given to teasing out the gender mainstreaming aspect of the strategy so that it serves as a point of departure and framework for the projects.

Linkages and synergy: There is a need to put in place mechanisms that create linkages and synergy between projects. In addition to obvious benefits this would assist the project in creating a solid foundation for future projects by serving as a successful pilot model of how to undertake gender responsive, well-coordinated and cross-fertilized climate resilient projects.

Transformative gender: Where possible projects should consider addressing transformative and strategic gender issues that address root causes of gender inequality. For example reviewed projects had aspects of investing in energy efficient household appliances to benefit women. This analysis and support is laudable as it will facilitate the household work of a woman that will need to be taken a step further to ensure that it is contributing to influencing the gender dynamic at the household level.

Market linkages: Where relevant it is recommended that focused support and follow up be provided to projects to ensure a market linkage that is based on indigenous knowledge and research. Women's equitable engagement should be given central focus.

Sustainability: Sustainability as it relates to benefiting women and men equitably beyond the project period is important. The review process revealed that each project had inbuilt capacities and potential for sustainability that needs to be focused on, supported and followed up on.

Knowledge management: The SCIP project needs to invest in knowledge management of the current pilot initiative. It particularly needs to focus on documenting current experiences, learning and cross fertilization. If possible investing in experience sharing visits across projects would hasten learning and translation into action. The Fund should also invest in similar and periodic review of gender mainstreaming at more targeted levels.

Annex 1 – Gender Mainstreaming Checklist

Application levels	Do consider.....
Policy level	
a. Do policy makers recognize specific vulnerabilities of women to climate change? b. Does this knowledge translate into policy formulation? c. Do policy frameworks support women’s empowerment? d. Are there advocates that ensure gender doesn’t go off radar?	<ul style="list-style-type: none"> - Undertaking assessment of women’s and men’s vulnerabilities to climate change - Allocating resources for women’s participation in climate change initiatives - Establishing a system for using and reporting on gender sensitive indicators at national level - Continually engaging women’s Ministry and organizations in climate change discussions and decisions
Strategic level	
a. Is there a gender framework – guideline, policy – that guides your work? b. Is there an understanding of the CRGE and its gender implications? c. Do the project staff members have knowhow and capacity on gender and its integration in the climate agenda? d. Are women and men equitably represented in the key project structures from national to community levels? e. Has the project budgeted adequately to address gender consideration in project implementation?	<ul style="list-style-type: none"> - Preparing a simple gender checklist if organization doesn’t have a gender policy - Training project staff on mainstreaming gender in climate change - Allocating sufficient resources for integrating gender considerations in project implementation
Project implementation level	
Project Design	
a. Does the goal of the proposed intervention seek to correct gender gaps through addressing practical needs and/or strategic interests of men and women? b. Is the project designed to address the root causes of gender inequality in climate change?	<ul style="list-style-type: none"> - Getting the participation of women and men in needs assessment, focusing on indigenous knowledge on adapting to climate change - Understanding roles of men and women in climate change adaptation

Application levels	Do consider.....
<p>c. Did the project include factors constraining the adaptive capacity of women to climate change?</p> <p>d. Has the project taken into consideration potential risks that may further exacerbate gender inequality?</p>	<ul style="list-style-type: none"> - Examining and developing a plan that meets specific needs of women and men - Addressing women's and men's immediate needs while also seeking to correct root causes to gender imbalances on climate change - Assessing risks e.g. health of women and men from use of climate change technologies
Implementation	
<p>a. Does the project implementation involve men and women equitably?</p> <p>b. Are the needs and interests of women and men considered?</p> <p>c. Are project strategies designed to benefit and cater to men and women's specific needs and interests e.g. timing, space?</p> <p>d. Do women have equal rights and access to project resources such as information, skills and services?</p> <p>e. Is the project implementation reflective of the cultural assets and barriers to women and men's engagement?</p> <p>f. Based on project type: Do women and men have equitable control over critical livelihoods resources? Do they have access to climate change technology? Does capacity development include gender sensitive selection, material and delivery?</p>	<ul style="list-style-type: none"> - Getting equitable participation of women and men in project implementation - Putting in place a project team with requisite knowhow on gender mainstreaming & budgeting for developing capacities - Benefitting women and men equitably - Including women and men in project management and implementation structures through addressing socio-cultural barriers - Introducing women to appropriate climate change technologies - Presenting women with continuous access to information
Monitoring and evaluation	
<p>a. Is the project monitoring and evaluation system designed to collect, analyze and report gender-disaggregated data?</p> <p>b. Does the project include measurable indicators for attaining its gender objectives?</p> <p>c. Do monitoring, assessments and evaluations focus on gender as a key area of learning?</p> <p>d. Are the internal and external communication outlets i.e. newsletters, brochures, gender sensitive and transformational?</p>	<ul style="list-style-type: none"> - Developing gender sensitive indicators - Tracking participation of women and men in project outputs, processes and results - Collecting and analyzing gender disaggregated data - Having a gender mainstreaming section in reporting template - Using monitoring findings to refine project activities and strategies
Project phase out	

Application levels	Do consider.....
<p>a. Does project sustainability strategy ensure continued benefits to women and men?</p> <p>b. Has this plan taken into consideration the need for equitable influence of women and men in follow on structure/s?</p>	<ul style="list-style-type: none"> - Including women in phase out structures - Equipping project continuation team with gender mainstreaming capacity

Annex 2 – Gender Mainstreaming Checklist

Gender Checklist for Assessing Gender Mainstreaming in SCIP Projects

GENERAL

Name of the organization:

Implementing Structure:

Implementing strategies/approaches:

Direct beneficiaries:

Indirect beneficiaries:

Implementation period:

1. STRATEGIC LEVEL

- a. Is there a gender framework (e.g. guideline, policy, checklist) that guides your work?
- b. Is there an understanding of the CRGE and its gender implications?
- c. Do the project staff have knowhow on gender and its integration in the climate agenda?
- d. Are women and men equitably represented in the key project structures from national to community levels?

2. PROGRAMMING LEVEL

2.1. Project Design

- a. Are the project goal and objectives gender sensitive? Do they intend to benefit men and women in an equitable manner?
- b. Does the goal of the proposed intervention seek to correct gender gaps through addressing practical needs and/or strategic interests of men and women?
- c. Is the project designed to address the root causes of gender inequality in climate change?
- d. Did the project include factors constraining the adaptive capacity of women to climate change?

2.2 Implementation

- a. Does the project implementation involve men and women equitably?
- b. Does the project implementation process consider the needs and interests of women and men?
- c. Are women and girls represented in project implementation structures?
- d. Are project strategies designed to cater to men and women's specific needs and interests e.g. timing, space?
- e. Do women have equal access to information, skills and services?
- f. Do women have equal rights and access to project resources as men?
- g. Do women equitably benefit from project benefits?
- h. Is the project implementation reflective of the cultural assets and barriers to women and men's engagement?

- i. Are project outputs gender sensitive and responsive?
- j. Is climate change technology adopted equally accessible to women and men and take into consideration existing gender barriers? and/or
- k. Does capacity development include gender sensitive selection, material and delivery? and/or
- l. Do women and men have equitable control over critical livelihoods resources?(if working at household level)

2.3 Monitoring and evaluation (M&E)

- a. Is the project monitoring and evaluation system designed to collect and analyze gender-disaggregated data?
- b. Does the project reporting template provide for gender disaggregated data?
- c. Does the project include measurable indicators for attaining its gender objectives?
- d. Do monitoring, assessments and evaluations focus on gender as a key area of learning?
- e. Are the internal and external communication outlets (e.g. documents, newsletters, brochures) gender sensitive and transformational?

2.4 Project phase out (sustainability)

- a. Does project sustainability strategy ensure sustained benefits to women and men?
- b. Has this plan taken into consideration the need for equitable influence of women and men in follow on structure/s?

2.5 Risks and opportunities (Benefits)

- a. Has the project taken into consideration potential risks that may further exacerbate gender inequality e.g. increased income being controlled by men, increased gender conflict etc.?
- b. Does the proposal identify potential health risks to women and men from the use of new technologies?

2.6 Resource Allocation

- a. Has the project budgeted adequately to address gender consideration in project implementation?

Annex 3 – Excerpt from Oxfam ACCRA Draft Investment Planning Guide – Gender Section

1.1 Mainstreaming Gender in Woreda CRGE Investment Planning

1.1.1 Conceptual Understanding of Gender Mainstreaming

Gender mainstreaming is a process of ensuring that all of our development works and the way we perform them contribute to gender equality. It involves managing the balance of roles, needs, benefits, and power between women and men. This means that both women and men are given attention equally, considering their different needs and perspectives at all stages of the program cycle – design, implementation, monitoring and evaluation. Gender mainstreaming implies changes to structures and processes. It aims to ensure that the concerns and priorities of women and men are given adequate consideration and women and men have equal opportunities to setting goals and priorities and to participate in and benefit from development programmes.

Gender mainstreaming, in woreda climate resilient green economy (CRGE) planning, refers to ensuring:

- Gender issues are visible in situation analyses and problem statements of CRGE;
- Differential gender needs are explicitly addressed in CRGE design and implementation;
- CRGE planning objectives explicitly address the identified gender needs;
- Monitoring and evaluation instruments and data facilitate visibility of progress in addressing the gender related goals and objectives;
- CRGE plans contribute to the process of articulating a shared vision of sustainable human development and translating it into reality.

Accordingly, woreda CRGE plans should examine existing practices, ensure benefits of women and men equally, do not harm or exclude women, and help to redress existing gender imbalances. This requires efficient knowledge and awareness of the ways gender relations affect the achievement of the CRGE plan of work, so that they address gender issues wherever appropriate.

1.1.2 Importance of Gender Mainstreaming in Woreda CRGE

Gender mainstreaming is a globally accepted strategy for promoting gender equality. It is important not only for achieving gender equality and improving the social and economic positions of men and women but also to reduce poverty, boosting economic growth and strengthening citizenship. The climate resilient green economy (CRGE) strategy of Ethiopia intends to reduce green house gas emissions, reduce, vulnerability of livelihoods to the impact of climate change, and to boost green economic growth. Woreda CRGE investment plans should therefore integrate gender in all aspects while meeting CRGE objectives. Much more is the importance of mainstreaming gender in woreda CRGE planning due to the strong relationship between gender and climate change and greater vulnerability of women to the impacts of climate change than men counterparts.

1.1.2.1 Gender & Climate Change

The ties of women and men with climate change are viewed within the broad framework of their relationship with the environment. Although at first glance, the relationship between human society and the physical environment seems to be gender-neutral, affecting both women and men in a similar way, upon closer examination one realizes that the relationship is not neutral. The differentiated socio-cultural construction of men and women's roles means that the linkages between people and the physical environment impact differently on both sexes. As men and women have different roles in the family, community and work-force, they are likely to have different personal attitudes, priorities and power over resources when it comes to environmental protection. Climate change alters the pattern and availability of environmental resources and hence affects both men and women differently. Men and women also interact differently with the environment, which provides them with different opportunities to protect it. All this requires that strategies for promoting environmental protection at the country, local and community level approach men and women differently.

1.1.2.2 Vulnerability of Women to Climate Change

Women, as a result of societal historical developments and their capacity of giving birth, are bound to nature in a special way. Hence, women are expected to be particularly vulnerable to future changes in climate, but also have particular knowledge and skills that can contribute to climate solutions. Women in the developing world are largely responsible for producing and providing food for their families. The impact of climate change on agriculture also means that, women, constituting the majority of poor people, are most adversely affected. Women depend more than men on the ecosystems that are threatened by climate change. They lack access to and control over natural resources, technologies and credit. As a result, women are more vulnerable than men to seasonal and episodic weather phenomena and to disasters resulting from climate change. On the other hand, women's responsibilities in rural areas go far beyond their household duties.

Integrating a gender perspective into climate change adaptation planning and decision-making is important because of the critical roles women play in supporting households and communities. Women are often the main actors in managing natural resources such as land, forests and fisheries. These sectors are those that are seriously affected by climate change impacts such as drought, variable precipitation and flooding. Because of their experiences in these areas, women are aware of changes in their environment and have acquired important knowledge and skills that can help craft effective adaptation strategies.

1.1.3 Approaches to Gender Mainstreaming in CRGE planning

The first step in mainstreaming gender in to woreda CRGE planning is undertaking gender analysis through various analytical tools. Information from gender analysis enables CRGE planners to design gender strategies. These gender strategies need to address the needs of both men and women and should inform monitoring and evaluation with clear set of gender sensitive indicators. Implementing gender strategies requires capacity building actions to actors involved in CRGE planning and implementation. The framework for gender mainstreaming in CRGE is schematized in Figure 3.

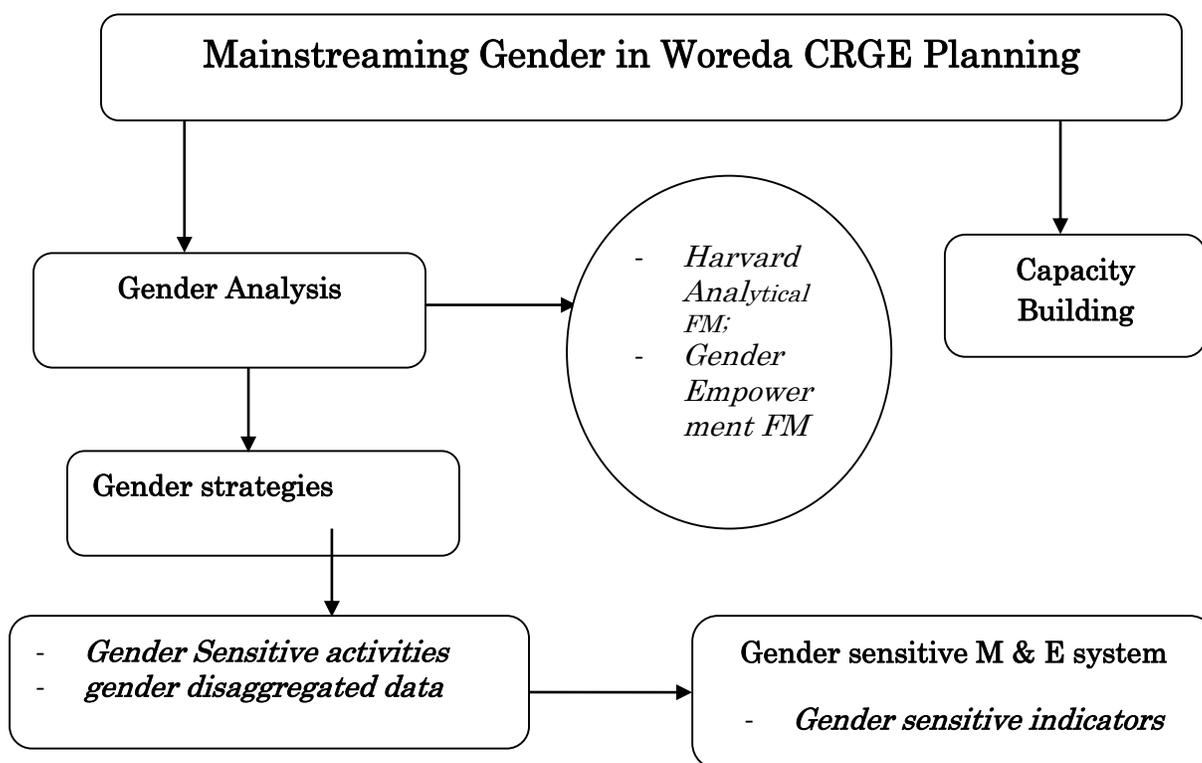


Figure 4: Framework for mainstreaming gender in CRGE planning

Gender Analysis in CRGE Planning

Gender analysis is the process of examining roles, responsibilities, access to and control over resources, exercises of decision making and power, needs and potentials, relations, and its impacts on the position and situation of both men and women. In doing so, gender analysis addresses: whether gender disparities exist in a given locality; why gender disparities exist; whether the disparity is a matter of concern; and how that gender disparity could be addressed.

Gender analysis for woreda CRGE planning can be undertaken by different analytical frameworks such as Harvard gender analytical framework, gender empowerment framework, etc. The Harvard analytical framework often referred to as the "gender roles framework" is the most widely known and used in agriculture sector. It is a grid (also known as a matrix) for collecting data and consists of: the activity profile (analysis of roles); the access and control profile; analysis of decision making; and analysis of influencing factors. Table 1 provides key elements of Harvard gender analytical tool for CRGE planning. However, this analytical tool for gender analysis should be complemented by gender needs assessment for gender strategy design.

Table 2: Key elements of Harvard gender analysis tool for CRGE planning

Gender Profiles	CRGE Questions to be addressed
Gender Roles profile	Who does what? When and where the work performs?
Access and control profile	Who has access to and who has control over productive resources such as land, livestock? Who has access to and who has control over benefits such as: climate and weather information, assets (land, income, savings, etc) necessary for adaptation to climate change; technical assistance and extension services; etc.
Decision making Profile	Who participates in decision-making? Who makes the final decision?
Influencing factors profile	What socio-economic, cultural, political, environmental and other factors govern gender relations, roles, access to and control over resources, and decision making.

Gender Roles Assessment in CRGE

Understanding roles of men and women for CRGE planning requires knowledge on pillar sectors of the CRGE strategy and the trip roles of men and women (productive, reproductive, and community roles). Activity listing under each CRGE sector in relation to the triple roles is therefore the initial step in this regard as exemplified in Table 3. CRGE planners should ask which activities under each sector are carried out by women and which by men, including the amount and/or proportion of work done, the length of time required, and the seasonality of each activity. Daily calendar, seasonal calendar, and proportional piling are important PRA tools for identifying roles of men and women.

Table 4: Gender Roles Assessment in CRGE

CRGE Sectors	Gender Roles		
	Productive roles	Reproductive roles	Community roles
Agriculture	<ul style="list-style-type: none"> - Farmland management (tillage, planting, weeding; fertilizer application, harvesting, etc) - Livestock management (herding, feeding and watering, milking, vaccination, hay making, silage making, etc) - Grain marketing; - Livestock marketing; etc. 	<ul style="list-style-type: none"> - Food preparation; - Milling; - Clothing; - House cleaning; - Child caring; etc. 	<ul style="list-style-type: none"> - Mass-based Soil conservation; - Farmers' days/field days; - Participatory planning; etc.
Forestry	<ul style="list-style-type: none"> - Household plantation management (seedling raising, tree planting, weeding, replanting, etc) - Logging; - Pole selling; - Forest land clearing; etc. 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Community nursery works; - Community plantation activities; - Etc.
Energy	<ul style="list-style-type: none"> - Cooking stove production; - Fire wood collection; - Cow dung collection - Fire wood selling; - Cow dung selling; 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Community energy infrastructure management (installation, record keeping, maintenance, etc)

Access to and Control over Resources Assessment in CRGE

Assessing access to and control over resources in woreda CRGE planning refers to understanding of: which key resources in agriculture, forestry, and energy are accessed and/or controlled by men and women for emission reduction goals; and which resources are accessed and/or controlled by men and women for vulnerability reduction goals. Access to resources is about the possibility or freedom to make use of key CRGE resources such as land, livestock, energy services, water, forests, etc. While control over is about ownership of these resources. Using matrix for access and control over resources (as indicated in Table 5), assessment can be undertaken by household surveys, key informant interviews, focus group discussion, and by review of secondary data sources.

Table 6: Assessment Matrix for Access to and Control over resources

Key CRGE resources	Access to		Control over	
	Men	Women	Men	Women
Land				
Cattle				
Small ruminants				
Homestead plantations				
Community Forest				
Energy services				
Agricultural extension services				
Saving and credit services				
Water points				
Others.....				

Analysis of decision making

Decision making in woreda CRGE signals advanced form of control over resources. It is about exercising rights and making choices on allocation, alteration, exchange, and transfer of key CRGE resources for various purposes. For example, some households could be interested to plant perennial trees on their parcel of land which formerly was used for annual crop production. Others may be interested to shift their livelihood strategies from sole rain-fed agriculture to supplemental small scale irrigation or may go for small ruminants in place of cattle. Still, either of household members might have sold their cattle to construct sheet metal roofed house. The central question in analysis of decision making is therefore “who makes these decisions”.

Decisions could be made either by the head of the household (often the man), by the woman, by both, or by the participation of most family members. The level of decision making by either of decision makers also varies depending on the value associated with a particular decision. Woreda CRGE planners should therefore start with listing all forms of possible decisions made at household and community levels and ask to identify which decisions are made by women, men, and both. A simple decision making matrix (as indicated in Table 7) could be used by woreda CRGE planners to help them identify types and levels of decision making.

Table 8: Assessment matrix for decision making

Types of decisions	Men only	Women only	Both
Decision to sell livestock			
Decision to buy livestock			
Decision to rent land			
Decision to sell grains			
Decision to save in one's name			
Decision to buy food			
Decision to plant trees			
Decision to allocate land for new initiative			
Decision to get access to credit services			
Decision to get extension service			
Decision to send children to school			
Decision to participate in public gatherings			
Decision to visit relatives and have leisure			
Others.....			

Analysis of Influencing factors

Diverse socio-economic, environmental, cultural, and attitudinal factors in different contexts and at different levels influence gender roles, access to and control over resources, and type and scale of decision making by men and women. Another dimension should also be considered in woreda CRGE planning on top of the conventional thinking of influencing factors in gender analysis. That is, vulnerability of men and women to effects associated with climate change. In order to clearly understand the type and level of influence, woreda CRGE planners should start asking:

- Why women and men perform different roles in a particular socio-economic and agro-ecological setting;
- Why women and men have differential access to and control over key CRGE resources;
- Why women and men make decisions differently; and
- What factors contribute to differences in vulnerability of men and women to the impacts of climate change?

Household surveys, focus group discussions, and key informant interviews are powerful instruments to gather data pertinent to influencing factors. Information generated from analysis of influencing factors combined with other three components of gender analysis will provide the basis for gender strategy formulation.

Gender Strategy

Gender strategy is the way of meeting gender objectives. In woreda CRGE planning, gender strategy formulation involves identification of gender needs and setting out various activities to meet emission reduction, vulnerability reduction, and gender balanced green economic growth aims.

Gender Needs Assessment

Practical gender needs and strategic gender needs are the two broad need categories of men and women in development. Practical gender needs are regular and immediate gender needs felt by both gender groups. While strategic ones are long term in character and relate to balance of power and decision making. While conducting gender needs assessment, woreda CRGE planners are required to consider what needs of men and women be addressed for emission reduction in prioritized CRGE sectors, for vulnerability reduction, and balanced economic growth. Information gathered from gender analysis will provide the basis for gender needs identification. Gender needs assessment process should be participatory.

Gender Sensitive CRGE Activities

Identification of gender sensitive CRGE activities is grounded up on gender needs assessment and the three interrelated objectives of CRGE. Planners are required to ask:

- Which gender needs for emission reduction should be addressed;
- Which gender needs for vulnerability reduction should be addressed; and
- Which gender needs for economic growth should be addressed; and
- What numbers and/or proportions of men and women should be involved in all or either of activities planned to meet identified needs.

Examples of potential gender sensitive activities for emission reduction targets in prioritized CRGE sectors would be: allocation of degraded land for women, landless youth, and other disadvantaged people to plant trees, reclaim land, produce livestock feed, undertake beekeeping, etc; organizing climate smart saving and credit women groups; provision of energy saving cooking stoves for women; link pastoralist women to potential buyers of their livestock and livestock products; introduction of solar panels for electric power generation; etc.

Gender sensitive activities for vulnerability reduction could be: expansion of women saving and credit groups; establishment and training of climate change adaptation and disaster reduction mixed community groups; establishment of climate information center for mixed community groups; expansion of land certification for women; involve men and women soil, forest, and water conservation activities; establish and sustainable manage nearby water points to reduce the impact of drought on women and the entire community; etc.

Activities for balanced economic growth of both men and women have been found to be interwoven in both emission reduction and vulnerability reduction activities. For example, allocation and reclamation of degraded lands help to reduce emissions and at the same time increase the economic viability of land. Saving and formation of credit groups and promotion will help to reduce vulnerability to climate change through financial asset building.

Capacity Building in CRGE Investment Planning

Gender sensitive capacity building stems from information gathered during gender analysis and gender needs assessment. Men and women do have both varying and overlapping needs and constraints and CRGE efforts to address them will potentially involve capacity building activities. These capacity building activities can take various forms and the following are some examples in woreda CRGE investment planning:

- Training women in production and management of energy saving cooking stoves;
- Provision of starter capital for asset formation for organized climate smart groups;
- Training both men and women in tree nursery establishment;
- Training women in saving and credit management; etc.

Gender Sensitive Monitoring and Evaluation in CRGE

Gender sensitive monitoring and evaluation is a process of ensuring gender sensitive activities are implemented according to plans. It is based on gender sensitive indicators and should be part of the entire monitoring and evaluation system of a woreda CRGE investment plan. Woreda CRGE planners should consider gender sensitive indicators in all activities for emission reduction, vulnerability reduction, and balanced economic growth. These gender sensitive indicators could be: number of women and men involved in different CRGE activities; amount of women's income increased due to CRGE activities; level of women's vulnerability to climate change reduced; proportion of women accessing new water points; etc.

Annex 5: Bibliography

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Annex 6: Terms of Reference

Gender Mainstreaming: learning and support for selected SCIP Fund projects

Introduction to the SCIP Fund

The Strategic Climate Institutions Programme (SCIP) Fund was set up by DFID with the aim of enhancing capacity across a range of stakeholders within Ethiopia to contend with the challenges of climate change. The Fund is managed by KPMG. It provides demand-driven grant support to government, civil society, academia and private sector actors for strategic and institution building activities on climate change. The SCIP Fund runs from May 2012 to May 2015 (total budget of £9.5 million).

As of October 2013, 24 grantees and £6.821 million were approved for funding. Applications were submitted during four funding windows, with a few applications to come within a fifth and final funding window. The breakdown by window is as follows:

- 1st window: £482,450 committed to 3 grantees
- 2nd window: £ 798,749 committed to 4 grantees
- 3rd window: £ 3,390,220, committed to 9 grantees
- 4th window: £2,150,229 committed to 8 grantees

Context - Climate and Gender

In its response to climate change, Ethiopia needs to address both the impact on and potential opportunities for women and girls. More analysis is needed to fully understand the impacts and opportunities, and climate interventions need to be orientated towards women and girls.

The SCIP Fund stipulates that grantees should clearly include gender considerations in their project design, specifically to mitigate negative and improve positive climate change impacts on women and girls. This should be achieved through innovative actions that can be measured through project M&E processes. The lessons from SCIP Fund projects will be shared with relevant institutions for fostering gender aware, gender friendly and gender oriented climate change actions in Ethiopia.

Aims of the Assignment:

The aim of this assignment is three-fold:

1. To assess the experience of 5 SCIP projects to date in terms of implementing gender sensitive work, taking a case study approach to the exercise, which should be treated as a learning exercise with the grantees, an “appreciative enquiry” rather than an audit;
2. To make recommendations to improve gender mainstreaming in the 5 projects
3. To consolidate this learning in a single document which presents lessons for the entire Fund, and wider stakeholders

In order to assess the progress of projects in gender mainstreaming and provide guidance and support, where needed, gender mainstreaming consultancy support is proposed for a selection of SCIP Fund projects at different stages of implementation. All five (5) SCIP Fund projects are expected to deliver high impact in relation to gender and involve field visits to three selected project sites.

Activities:

The consultant will review each of the five project's documents (proposals, quarterly reporting and other relevant documents), visit project offices and selected field sites (summary of each selected project is attached) and support the projects to develop the following outputs:

1. Assessment of each project in terms of what is stated on paper in relation to gender, in the proposal, logframe, and subsequent reporting
2. Assessment of each project in terms of the reality of what is being done on the ground in relation to gender
3. As a result of both of the above, and working with project staff, make practical suggestions about strengthening gender consideration in implementation, and reporting. Where gender is not explicit in the logframe of a project, the consultant will support the project to integrate measurable gender outputs

The output of this action will also be shared with all SCIP Fund grantees as part of a learning event to be organized by SCIP FM.

Inputs and Resource Planning

The consultant will work for a maximum of 25 days, with guidance from the SCIP Fund.

Work Schedule	Days
Review documents, prepare tools to work with projects and arrange meetings with projects (supported by the SCIP Fund Manager)	4
Intensive discussion and work with each project management team (1 day each)	5
Field visit to 3 selected projects	12
Prepare final document and presentation for learning event	4

Specific Deliverables:

- a) A case study template (to be approved by the SCIP Fund Manager after the first 3 days of work)
- b) An overall report including:
 - i. An Executive Summary (no more than 2 pages) highlighting key findings and recommendations
 - ii. A case study on each of the five projects providing a summary of statements made in project documents regarding gender, and an analysis of the reality in terms of project implementation (no more than 5 pages per case study)
 - iii. A set of recommendations for each of the projects, to be discussed and agreed with project staff, to improve gender consideration in the projects (no more than 1 page per project)
- c) A presentation highlighting the key findings and recommendations, but also using attractive visual material (photographs from field visits, diagrams where possible) – as an input into a learning event

Reporting Responsibilities

The consultant will report to both the SCIP M&E Adviser, Philippa Tadele, and the SCIP M&E Programme Officer Arsema Tesfaye.

The consultant will be in direct contact with Arsema Tesfaye regarding the organization and logistics of the meetings and field visits.

Selected SCIP Fund Projects for Detailed Analysis

No.	Selected grantee (Windows 1-4)	Project Title/ Start date	Geographical reach / Implementation Region	Plans / implementation of Gender mainstreaming
1	Oxfam – ACCRA Consortium	Capacity Building to EPA to implement Mechanism to Motivate, Support and Reward Results (mMSR) Sep, 2012	Oromia and Somali	<p>Project Summary: The project will develop a CRGE Woreda Investment Planning guide. With the support of government and community stakeholders the guide will be field tested in 4 Woredas in Somali and Oromiya Regions to produce the first woreda level CRGE plans.</p> <p>Gender statement on project proposal: The planning and implementation process of the project will ensure participation, transparency and responsibility. The input of a gender expert consultant will support inclusion of gender issues in Federal and Regional policy, planning and implementation processes in relation to the CRGE. ACCRA's existing work on woreda planning processes is designed to ensure that the specific needs of women and girls are identified in woreda adaptation and risk reduction plans and that they have an opportunity to feedback on the implementation of those plans. Learning from this process will be incorporated into ACCRA's support to EPA and regional states on mMSRr.</p> <p>Gender Tracking on Q-report: Through the OCAM process low level of understanding and action on gender and development and on knowledge and application of methods and tools for gender analysis particularly at woreda level have been identified. Therefore gender mainstreaming guideline is developed and incorporated as part of the holistic woreda CRGE investment planning guide and data collection tools. Training in gender mainstreaming has also been one component of the training for woreda and regional CRGE taskforce members to the development of investment plan. Nevertheless, the size and ways of mainstreaming gender in woreda CRGE investment planning didn't evolve strongly during the planning workshop in one of the woredas (Midhega Tola). This requires re-thinking in upcoming planning workshops in other three woredas while enriching the preliminary plan in Midhega Tola woreda.</p>
2	PHE Ethiopian Consortium (PHE EC)	Building Institutional Capacity and Participatory Leadership in Awash and Simien Mountains National Parks for Resilience, Mitigation and	Afar, Amhara, Oromia	<p>Project Summary: The project recognizes the value of ecosystem services in protected areas, which can increase climate change resilience. It is working with various stakeholders around the Awash and Simen Mountains national parks by creating strong multi-stakeholder taskforces and promoting participatory leadership. The project aims to create partnership and collaboration in addressing key issues of stakeholders related to climate change resilience while meeting conservation objectives of the protected areas.</p>

No.	Selected grantee (Windows 1-4)	Project Title/ Start date	Geographical reach / Implementation Region	Plans / implementation of Gender mainstreaming
		<p>Adaptation to Climate Change (BICAS-RMACC)</p> <p>April, 2013</p>		<p>Gender statement on project proposal: one of the major objectives of the project is building the capacity of women, youth groups and local institutions to enable them engage in biodiversity entrepreneurship through the development of skills and knowledge. Women will be given priority for participation in all activities, leadership trainings and grassroots committee establishment. Religious and cultural barriers will be addressed through direct participation of religious and community leaders with support of the local government in both parks. The women associations and girls in the schools around both parks will be involved in environment and wildlife school clubs, be engaged in tour guide, cultural dances and awareness creation activities.</p> <p>Gender Tracking on Q-reports: Gender is addressed during stakeholder analysis and ten Afar women residing in and around the Awash National Park have received training on handicrafts development from Doum palm tree leaves. Women have also been fairly represented in the woreda-park level stakeholders' workshop and taskforce formation in Awash National Park. Moreover, women will be encouraged and given priority to participate in all activities, leadership trainings and grassroots committee establishment. In addition, in the formation of school clubs, girls have been given attention. Feasibility study on Income generating activities that economically empower women through capacity building has been conducted and documented in Awash National Park and a similar study is underway in Simien Mountains National Park. Based on the outcomes of the studies, trainings will be given to women and youths. There is a fair representation of women in most of SCIP' project activities under implementation in both SMNP and ANP. This has been proved in a number of occasions from the number of women who have participated in the various capacity building trainings and experience sharing field visit programmes.</p>
3	Christian Aid - Ethiopia	Building climate resilience through the promotion of green enterprises in pastoral and agro-pastoral zones of SNNPR and Gambella	SNNPR and Gambella	<p>Project Summary: The project seeks to build the climate resilience of pastoral and agro-pastoral communities in the target areas through promotion of locally appropriate green enterprises. The project enables local groups to run solar/energy kiosks to increase access to off-grid power and river current turbines to increase income through irrigation. The project has an applied research component where River Current Turbines will be deployed and tested for irrigation for the first time in Ethiopia.</p>

No.	Selected grantee (Windows 1-4)	Project Title/ Start date	Geographical reach / Implementation Region	Plans / implementation of Gender mainstreaming
		November, 2013		<p>Gender statement on project proposal: The implementation strategy for this project revolves around building the capacity of women’s groups, youth groups, and SME’s to run green enterprises. Women and girls (under youth groups) will benefit directly through employment and income generated through the green enterprises. Women and girls will also be the principal beneficiaries of the increased access provided to renewable energy by the green enterprises (solar lighting, improved cook stoves) and the benefits these provide in terms of reduced workload for fuel collection, removal of indoor air pollutants from home, and increased learning opportunities for girls.</p>
4	Addis Ababa University (AAU)/ Horn of Africa Regional Environment Centre and Network (HoA-REC&N)	Environmental Service and Climate Change Analyses Programme (ESACCAP)		<p>Project Summary: The project will establish two institutions - the Accredited Institute of Certification Environmental Service (AICES) which will be a certifying institutions that meets international requirements and standards and the Ethiopian Panel for Climate Change (EPCC) which will establish a database system to validate and verify climate research and create synergy among stakeholders</p> <p>Gender statement on project proposal: ESACCAP will work directly to enhance its institutional capacity and create meaningful opportunities for women and girls through effective integration of gender considerations into all aspects of identification, consultation, planning and implementation of activities. The Ethiopian Ministry Of Women's Affairs (MOWA), specifically the Children and Youth Affairs office will be crucial in securing greater economic independence for vulnerable groups of women and children, advocating for more women in leadership and increased safety from climate change induced hardships. Their role will include offering policy advice on improving outcomes for women in Ethiopia, managing Ethiopia’s environmental obligations in relation to the status of women and providing suitable women nominees for appointment in the ESACCAP Governing Boards/ Board of Trustees. The Ethiopian Panel for Climate Change (EPCC) is dedicated to establishing a special gender working group that will cross cut the technical working groups to ensure that women and girls are active participants in all aspects of the institution. The special working group will enable women and girls to actively participate in the research analysis from all three technical working groups, policy recommendations, trainings and conferences. By ensuring their participation, they will shape the direction of climate research and policy recommendations, and mainstream women and girl related concerns into the project’s agenda.</p>

No.	Selected grantee (Windows 1-4)	Project Title/ Start date	Geographical reach / Implementation Region	Plans / implementation of Gender mainstreaming
				<p>Gender Tracking on Q-report: As stipulated in the proposal, in the EPCC a special working group will cross cut the three technical working groups to ensure that gender sensitive recommendations are being submitted. The EPCC held a panel discussion on July 2, 2013 at the business school in Addis Ababa University Sidist Kilo campus. The representatives included two females and two male panelists. Furthermore, the project partners are reaching out to the Ministry Of Women's Affairs (MOWA) to foster a partnership. AICES and EPCC are currently recruiting for project staff and are actively looking to engage qualified female candidates to apply. Furthermore, two out of three of the (interim) project coordinators are women.</p>
5	Ethiopian Electricity Agency (EEA)	Energy efficiency regulatory framework development and implementation		<p>Project Summary: The project aims to create institutional capacity to establish adequate legal instruments for energy efficiency programme design and implementation. This will include energy efficiency standards, licensing procedures, energy efficiency labelling, and energy efficiency testing. The project will also work to create awareness across different sections of society. It anticipates achieving energy savings of 7MT and reducing 16 MT of GHG emissions at a national level.</p> <p>Gender statement on project proposal Uses of energy efficient appliances especially for cooking and lighting purpose would have a direct positive impact on women and children. The extra time that can be gained could be used for other pressing household activities or adult education etc. The saved energy would either be used for other demand or the saved energy bill would increase disposable income. In some parts of the country girls does not go to school at their school ages because of the need for domestic activities such as, assisting mothers in housekeeping and other supports at home. It could further avoid indoor pollution which largely affects women's and children's health. In general gender perspective aspects of the project is obvious not just in house hold level but as well in other areas like employment opportunities in local manufacturing of some appliances including solar water heater, improved Electric stoves etc. The shift in choice of primary energy sources which would be to a certain extent impacted by the project, may affect those women engaged in the manufacturing of traditional biomass fired cook stoves made of clay.</p>

No.	Selected grantee (Windows 1-4)	Project Title/ Start date	Geographical reach / Implementation Region	Plans / implementation of Gender mainstreaming
				<p>Gender Tracking on Q-report: Trainings were given in which 5 female and 12 male employees of EEA have participated. Those five female employees and few others are currently participating in different activities of the project. Females outside EEA will be benefited mainly from project impact at the end of the project. But during implementation and awareness creation activities they are benefiting as stated in the project proposal. Females will not only benefit from the project, but also support the implementation by saving energy.</p>