

ETHIOPIA'S CLIMATE RESILIENT GREEN ECONOMY (CRGE) FACILITY

Assessing Gender Issues for the CRGE Facility's Initiative and Develop Framework that Facilitate Gender Integration

Report

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## **Abbreviations**

BoANR	Bureau of Agriculture and Natural Resources
BoH	Bureau of Health
BoWCA	Bureau of Women and Children Affairs
CA	Conservation Agriculture
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CBOs	Community Based Organizations
CRGE	Climate-Resilient Green Economy
CSA	Central Statistics Authority
EDHS	Ethiopia Demographic and Health Survey
EFCCC	Environment, Forestry and Climate Change Commission
EIA	Environmental Impact Assessment
EWDCS	Ethiopian Women Development and Change Strategy
EWDCP	Ethiopian Women Development and Change Package
FDRE	Federal Democratic Republic of Ethiopia
FHHs	Female Headed Households
FTC	Farmers Training Center
GDP	Gross Domestic Product
GHG	Green House Gas
GGGI	Global Green Growth Initiative
GM	Gender Mainstreaming
GOs	Governmental Organizations
GTP	Growth and Transformation Plan
KII	Key Informant Interview
KIs	Key Informants
M&E	Monitoring and Evaluation
MHH	Male Headed Household
MoA	Ministry of Agriculture
MOH	Ministry of Health
MRV	Monitoring, Reporting and Verification

MoWCA	Ministry of Women and Children Affairs
MSE	Micro and Small Enterprise
NAP	National Adaptation Plan
NGOs	Non-Governmental Organizations
PFM	Participatory Forest Management
PSNP	Productive Safety Net Program
REDD plus	Reducing Emissions from Deforestation and Forest Degradation
SDGs	Sustainable Development Goals
WAD	Women Affairs Directorate
WDG	Women Development Group

## Key Terms<sup>1</sup>

**Community work:** Is an activity that involves the collective organization of social events and services. This type of work is seldom considered in economic analysis. Women's work in the community is like that of reproductive work while men's work involves community leadership and management.

**Debo /Gilgele:** Is an Ethiopian traditional community mobilization system used to undertake farming activities where people come together and work for individuals for free, and taking turns. Gilgele is for female only community group with the same principles of Debo.

**Development Agents (DAs):** Are government employees who provide training and technical support to the farmers on agriculture, livestock and conservation works.

**Gender Analysis:** Refers to the qualitative and quantitative assessments used to determine the differential impacts of development activities on women and men, and the effect that gender roles and responsibilities have on development efforts.

**Gender Awareness:** Refers to the recognition of the differences in the interests, needs and roles of women and men in society, and how they result in differences in power, status and privilege.

**Gender Division of Labor:** The "gender [or "sexual"] division of labor" refers to the allocation of different jobs or types of work to men and women, usually by tradition and custom. Unequal gender division of labor refers to a gender division of labor where there is an unequal gender division of reward.

**Gender equality:** Is the absence of discrimination based on a person's sex in providing opportunities, in allocating resources and benefits, or in access to services.

**Gender equity:** Refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men

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<sup>1</sup> Messeret Legesse, 2018; UN Women training centers; UNICEF, 2017; MoA, 2011

have different needs and strengths and that these differences should be identified and addressed to rectify the imbalance between the sexes.

**Gender indicators:** Are tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals. Indicators are statistics with a reference point (a norm or a benchmark) against which judgments can be made.

**Gender mainstreaming:** Is a globally accepted strategy for promoting gender equality. It involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects.

**Gender relations:** Are the social relationships on the bases of which power is distributed between women and men. Such relations create and reproduce systemic differences in men and women's position in a given society and defines the way in which responsibilities are given and claims are allocated and the way in which each are given a value.

**Gender responsiveness:** Is the potential of policies or programs which explicitly take measures to reduce the harms and discriminatory effects of gender norms, roles and relations.

**Gender Stereotypes:** are a set of characteristics that a group assigns to women or men (e.g. domestic work does not fall under men's responsibilities). Gender stereotypes are often incorrect (do not reflect an individual's actual capacity) and usually limit what a person is permitted and expected to do in the society.

**Gender transformative:** are actions that actively seeks to understand the underlying causes of gender inequalities and takes effective action to transform the unequal power relations between men and women, resulting in improved status of women and gender equality.

**Gender-aware policies/programs:** are policies/programs that recognize that women as well as men are actors in development and that they are often constrained in a different way to men. Their needs, interests and priorities may differ and at times be in conflict with each other.

**Gender-blind policies/programs:** Are policies/programs that fail to distinguish between the different needs of women and men in their formulation and implementation. Thus, such policies are biased in favor of existing gender relations and therefore are likely to exclude women or exacerbate existing inequalities between women and men.

**Gender-neutral policies/Programs:** are policies/programs that use the knowledge of gender differences in a given context to target and meet the practical needs of both women and men. Gender-neutral policies do not interfere with existing gender relations.

**Gender-Sensitive Budgets:** is budget that is allocated to undertake interventions that are targeted towards addressing gender inequality issues within a context and as identified through gender analysis. Gender or women's budget initiatives are not separate budgets for women. They include analysis of gender targeted allocations (e.g. special programs targeting women).

**Gender-sensitivity:** Is the ability to consider gender norms, roles and relations and gender awareness. It includes gender awareness on concepts of equality between women and men, counting and valuing women's work, respecting their view.

**Effective Participation:** refers that women and men have the potential and the ability to equally engage and articulate their needs and interests and take responsibilities for development actions.

**Practical Gender Needs:** Are responses to immediate and perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as provision of water, health care and employment.

**Productive role:** Refers to the activities carried out by men and women to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family.

**Reproductive roles:** Refer to the activities needed to ensure the reproduction of society's labor force. This includes child bearing, rearing, and caring for family members such as children, elderly and workers. Reproductive work involves all tasks associated with supporting and servicing the current and future workforce. It includes childcare, food

preparation, care for the sick, water and fuel collection, shopping, housekeeping and family health care. Women and girls are mainly responsible for these activities, which are usually unpaid and undervalued.

**Sex-Disaggregated Data:** Is quantitative statistical information on differences or similarities between women and men that allows one to see the existing realities (either pointing towards gender gaps or equalities).

**Strategic Gender Interests/Needs:** these are needs that are felt by either women and men in achieving greater equality and change existing roles, thereby challenging women's or men's subordinate position. They are more long term and less visible than practical gender needs.

**Triple role of women:** Refers to the fact that women tend to work longer than men as they are usually involved in three different gender roles — reproductive, productive and community work.

**Women Development Group (WDG):** Is a group established in a community with the intention of mobilizing women for different purposes. In a single WDG, there are 30 women and 6 sub groups of 1 to 5 networks. For instance, these 1 to 5 groups are being utilized by the health extension workers to provide trainings and services on health-related issues as they can be used by other service providers (agriculture extension etc).

**Women-specific Projects:** are projects that use the knowledge of gender differences in a given situation to respond to the practical gender needs of women. These projects often do not address the existing division of resources and responsibilities in other words strategic needs.



## **1. CHAPTER I. INTRODUCTION**

### **1.1. Background**

Ethiopia's economic growth and development heavily depends on natural resources and agricultural activities. Around 83% of the population is small holder farmers, of which 26% are female headed households (FHH). The small holder agriculture is therefore a dominant sector that contributes to 85% of the total employment and foreign exchange earnings, and approximately 55% of the GDP (CSA, 2016; MoANR, 2017). This indicates that the livelihood of the rural population is intimately intertwined with the utilization of natural resources. Unequal distribution and usage of resources, inappropriate farming and management practices, compounded by high population growth rate (4.6 children per women in average), resulted in an extensive pressure on natural resources (ATA, 2017; Meseret, 2018). Thus, vulnerability to the impacts of climate change, with implications for food security, livelihoods and economic development, is presently one of the major challenges faced by Ethiopia.

Ethiopia's overarching development plan (Ethiopia's Growth and Transformation Plan) has set ambitious targets to elevate the country to middle income country status by year 2025 (National Planning Commission (NPC), 2016). Considering the fact that Ethiopia is highly vulnerable to climate change, the plan determined to pursue a net-zero greenhouse gas emission growth, while, at the same time, building the resilience of the economy to climate shocks. Choosing a low-emission rather than a carbon-intensive path for the 2025 horizon is both responsible and will have significant sustainability co-benefits for Ethiopia. The pursuit of a green economy would also enable Ethiopia to capture the new climate financing and economic competitiveness opportunities that such a path can offer (FDRE, 2011).

Accordingly, since 2009, several initiatives, which include the Climate Resilient Green Economy (CRGE) Strategy, CRGE institutions (e.g. CRGE Units in line ministries and in Regional States), a national Monitoring, Reporting and Verification (MRV) system and a CRGE Facility of Ethiopia's CRGE Initiative, have been established and have undergone changes.

The development of the Climate Resilient Green Economy (CRGE) Strategy in 2011 has provided a strong basis for climate-resilient development planning across sectors and levels of government (FDRE, 2011). The strategy has three objectives: (i) fostering economic development and growth, (ii) ensuring abatement and avoidance of future GHG emissions and (iii) improving resilience to climate change (FDRE 2011). It entails mitigation and adaptation objectives, notably the Green Economy Strategy (GES) and the Climate Resilient Strategy (CRS). The National Adaptation Plan (NAP-ETH), which was developed in 2017-2018, further elaborated how Ethiopia will adapt to climate change over the coming fifteen years (FDRE, 2018).

The Ethiopian government established the CRGE Facility in 2012 as a financial mechanism to support the implementation of priorities identified by the CRGE strategy. The facility was mainly used to support the implementation of the priorities set out in the CRGE Strategy and the development and implementation of CRGE Investment Plan that are identified as part of the iPlan Process. The 'iPlan' is an integrated planning process under which CRGE sector investment plans will be developed (MoFEC, 2012).

The CRGE Facility sits in and is staffed with a Financial and Technical Team by the Ministry of Finance (MOF) and the Environment, Forest and Climate Change Commission (EFCCC) respectively. The facility is provided with additional support from national and international technical advisers who are made available upon request. It coordinates closely with other key sector institutions including the National Planning Commission (NPC) and the Prime Minister Office (PMO) (CRGE Facility Operational Manual, 2015).

The facility has three overall objectives: - mobilization and allocation of climate finance, improved coordination between different CRGE stakeholders, and the proper facilitation of the usage of climate finance to achieve the full integration of CRGE within the GTP.

The Facility is responsible for:

- Helping to attract and secure funding that can be allocated to CRGE actions;

- Helping to determine the optimum allocation of available funds to approved actions;
- Monitoring, evaluating, verifying and reporting the results achieved by funded actions; and
- Providing fiduciary assurance to the providers of finance (Ibid).

As can be inferred, there is very little articulation of gender issues in the objectives of the facility. However, given all government structures mandated by proclamation to mainstream gender equality<sup>2</sup>, the facility as a government led initiatives responsible for the integration of gender issues in to its technical as well as financial initiatives.

### **1.2. The situation of women in Ethiopia**

Women constitute nearly half of the country's population. They are disproportionately affected by existing gender norms and rules which are often in favor of men (Azeb et.al, 2015). While improvements are observed over this situation, the level and pace of improvement in the situation of women is relatively slow. While there is an overall agreement on the fact that gender inequality remains to be serious problem in the country, it has also recognized that there are differences in the level, kind and degree of disadvantages faced by women based on factors related to their locality, age, marital status, religion, ethnicity, level education to mention few (MoANR, 2017). For instance, in urban settings women in general have better access to socio-economic services like information, education, amenities, health, transportation, to mention some than their rural counterparts.

In many of the rural settings of Ethiopia, rural women, and specifically Female Household Heads (FHHs), are identified as the most disadvantaged groups where they are seen to be at a more disadvantaged position where they have severe shortages of labor to engage effectively and efficiently in farming activities, lack of access to means of production, access to and control over productive resources such as credit and financial services, inputs,

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<sup>2</sup> Proclamati on 691/2003 E.C has entrusted the ministries the power and mandates to Address women and youth affairs in the preparation of policies, laws and development programs and projects

technology, agricultural extension services and land is dominant (Alebachew 2011; MoWA 2006, MoANR, 2017). On the other hand, married women's (74 per cent of women farmers) access to inputs and services and many of the services is through their husbands and as a household as it is assumed that training and access to other resources will be available to them via their husbands. This assumption often negatively affects married women's decision-making power and level and effectiveness of participation in relevant development interventions (MoANR, 2017).

These disadvantaged positions that women find themselves in, exist despite the fact that they contribute as much as 70% of on-farm labor in post-harvest activities and take on 60% of marketing activities (Ibid). According to a cross country study carried out by the World Bank (WB), women farmers produce from 13% up to 25% less than their male counterparts; mainly due to the lack of decisions over inputs and input use, marketing, and use of income which are predominantly made by the male members of the households (WB, 2015).

While general improvements in promoting gender equality have been made in recent decades, women in Ethiopia still struggle to access resources without the mediation of men; this is especially the case in rural areas (Alebachew et al., 2018). Women are the most vulnerable, least prepared and likely to be worst affected by climate change (Aklilu and Alebachew, 2009). The situation of women in pastoral areas is not better. For instance, in Afar women face numerous restrictions and prohibitions which limits their participation in community and development affairs. They have limited access to and control over productive resources including information, almost nonexistent decision making at HH and community levels as well as restricted access to good quality and quantity of food. As in many parts of the country access to quality and quantity of food as well as priority in serving food is given to men and boys (Balehey et al. 2016).

Women's limited access to and control over resources and information, and their limited input in decision-making processes, increases the vulnerability of many women to climate change. The impacts of climate change will be experienced differently by men and women, in both rural and urban areas. There is a general understanding that there is gender

differential impact of climate change, and that policies, programs and interventions need to address these differentiated impacts in both mitigation and adaptation responses (MoANR, 2017). Mitigation and adaptation interventions should take into consideration the specific needs and priorities of both men and women. Failure to consider these needs and priorities, according to MacGregor (2010), would make any response to climate change insufficient, unjust and, therefore, unsustainable, leading even to an increase in the existing gender gap. However, knowledge about specific gender issues prevalent across the different sectors which are relevant to combat climate change across the different eco systems, is limited (Mersha & Laerhoven, 2017). Recognizing this gap, the CRGE facility with the financial support from Global Green Growth Initiative (GGGI), commissioned a consultancy.

This report aims to highlight, as much as possible at relevant sectoral level, the gender differentiated impacts of climate change in Ethiopia. It further tries to discuss the constraints and barriers that hinder women farmers' effective adaptation to climate change and mitigation against adverse climate change impacts, through reviewing existing secondary data. Moreover, it analyses the mandate and capacity of the CRGE facility to propose on the best course of action on how the facility contributes to wider efforts of addressing gender equality issues, and develop a framework to guide the implementation of the recommendations.

### **1.3. Objective, Scope and Limitation**

**General objective:** To identify existing gender equality issues relevant to the implementation of the CRGE strategy vis a vis/in line with the CRGE facility's mandate, and to develop a framework that facilitates the integration of gender equality issues.

**Specific objectives:**

- Clarify and indicate key relevant gender equality issues to climate change in Ethiopia
- Assess the functions of the CRGE facility
  - By identifying the current challenges and opportunities to promote gender equality

- Propose improvements to its various functions in order for the facility to effectively promote Gender Equality and women's Empowerment in support of achieving equitable environmental benefits
- Develop a framework to guide the implementation of the recommendations

### ***Scope of the work***

***Technical:*** The assignment requires:

- a) The conducting of a desk review on existing documents about gender; written in the context of climate change in Ethiopia in correspondence with the six selected sectors of the CRGE strategy (Power, Building/Green Cities, Forestry, Soil, Livestock, Transport and Industry) and produce a short summary document.
- b) The reviewing of the CRGE facility's administration and programmatic processes.

### ***Limitation***

There is a general paucity of sex and gender disaggregated quantitative data on climate change vulnerabilities, risks, mitigation and adaptation in Ethiopia. This is true for almost all sectors excluding agriculture. Moreover, documents on Climate Change and gender in the Transportation sector were not found at all. Further, the issue of gender and climate in urban development dimension is not publicly available; if it is studied/researched at all.

Similarly, most of the researches/studies carried out in relation to gender and women heavily focused on the adaptation aspect, leaving the mitigation part invisible. Thus, this report has mirrored this reality. Moreover, due to time and resource limitation, the development of the facility's gender framework was not supported by a detail gender audit of the facility and its stakeholders. The timing of the assessment coincided with the Christmas and New Year break of most of the key staff of the Development Partners (DPs), which resulted in the limited participation of the DPs in the assessment process.

## 1.4. Framework and Methodology

### *Framework*

As it is mentioned above, the CRGE facility, taken as one initiative of the government of Ethiopia, is mandated by proclamation to mainstream women's issues and gender across its programmatic and administrative functions. The facility works with the gender mainstreaming principle which is a global strategy that is aimed at bringing about gender equality and the empowerment of women. It is defined as " a strategy for making women's as well as men's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres. The ultimate result is to ensure that that women and men benefit equally and inequality is not perpetuated"<sup>3</sup>. In line with this, the GoE mandated all its ministries to mainstream women issues into their policies and programs through Proclamation no 691/2010. All Government Ministries are expected to mainstream gender within their various remits (*Federal Negarit Gazeta No. 1 27th October, 2010 Common Powers and Duties of Ministries address women and youth affairs in the preparation of policies, laws and development programs and projects.*)

Hence, the principles of gender mainstreaming were employed to conduct the document review as well as to gather information from primary sources. The analysis of both the primary and secondary level data was done at three levels of analysis: Macro, Meso and Micro level.

**Table 1: Level of Analysis**

<b>Levels of analysis</b>	<b>Target group/documents</b>	<b>Information and data</b>
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<sup>3</sup> UN Economic and Social Council, 'Coordination of the Policies and Activities of the Specialized Agencies and Other bodies of the United Nations System: Mainstreaming the gender perspective into all policies and programmes in the United Nations system', Report of the Secretary-General, E. 1997/66

Macro level	Policy, strategy, and program documents related to the facility and CRGE	The extent of gender sensitivity of these documents using a gender lens <sup>4</sup>
Meso level	Key informants at the facility	Identify gender responsiveness and effort made towards integrating gender equality into their responsibility, challenges and potential way forwards
Micro level	KII with key staff of selected grantees/stakeholders	Experience and challenges faced by the grantees/stakeholders regarding mainstreaming gender into the facility funded projects, capacity development efforts targeted towards the facility staff, as well as their expectation from the facility towards that end.

The development of the gender framework for the facility was mainly influenced by the suggestions that were made by the facility and its stakeholders as well as international experience of institutions with a similar function and mandate as the facility. E.g. the Green Climate Fund (GCF), and Global Environment Facility (GEF).

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<sup>4</sup> Criterion like whether the policy/strategy's goal and objectives, priorities as well as target groups was informed by the findings of a gender analysis on climate risks; if it includes initiatives that bring direct benefits to women, youth and other vulnerable groups, clearly lay down the road map for active participation and empowerment of women, whether it integrate relevant gender equality issues across the different components of the strategies/policies, and if budget is allocated for gender specific action and the availability of gender-responsive monitoring and evaluation systems were used.



## ***Methodology***

A qualitative approach was predominantly employed for this assignment. Quantitative data was included wherever statistics from document reviews were identified. Key Informants' Interviews (KII) were applied to collect primary data for the study.

***Document Review:*** Documents such as domestic legislation and policies as they relate to gender, as well as gender relation to climate change response and climate change financing were identified and reviewed. Attempts were made to look at international experiences and best practices in the area. A list of documents which were reviewed is annexed herewith (Annex 1).

***Key Informant Interview (KII):*** Selected informants from the majority of the sectors identified by the CRGE strategy were interviewed. Specifically, the main informants were the CRGE program/directorate/unit manager and Women Affairs Directorate (WAD) and staff of the identified sectors. An interview guide was used during the interview to facilitate the process (Annex 2).

### **1.5. Quality Assurance, Data Processing and Analysis**

Every discussion was tape-recorded and transcribed. Notes taken during the discussion were elaborated with additional information acquired from the tape records and by adding themes and statements obtained from the discussion. Information collected through review of documents and Key informant interviews were analyzed within the framework of the study objectives. Data obtained from desk review and official records were also analyzed using a checklist and content analysis technique.

### **1.6. Ethical Consideration**

Before involving the Key Informants (KIs) into the discussion, respondents were briefed about the objectives of the assessment. The collected data is utilized for the intended purpose as indicated to the respondent. The privacy of respondents is also maintained.

## 1.7. Sampling techniques and size

**Sampling technique:** Purposive sampling techniques were used for the selection of key informants from the relevant sectors and organizations, included in the CRGE strategy to shed a light on the progress so far as well as existing experiences from people who are currently engaged as well as mandated to be engaged in the sector. The key informants were picked from an appropriate department/directorate based on the relevance of those departments to the objective of the assignments.

**Sampling size** Apart from the CRGE facility, a total of five sectors were selected from which 13 informants were interviewed.

### a. Sample size at Meso Level

**Table 2: Sampled organizations and offices**

No.		Offices /Departments	No. of KIs
1	CRGE Facility	CRGE Facility technical staff members	2
2	Ministry of Finance	WAD Head Finance Team Head	2
3	Environment, Forest and Climate Change commission	The forest sector transformation unit WAD Head and Technical Team Head	4
4	Ministry of Agriculture	CRGE related focal person	1
5	Ministry of Transport	WAD Head and CRGE related focal person	2

6	Ministry of Urban Development and Construction	WAD Head and CRGE related focal person	2
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### **1.8. Data analysis methods**

The desk review and analysis at macro and meso levels were done from a gender perspective and arrived at a conclusion whether the outcomes were gender responsive or not, and with possible way forward. The secondary data, which was summarized using the document review matrix, was analyzed together with the data from KII. Both the recorded qualitative data and the KII notes were summarized into major categories, which, in turn, informed the conclusions and recommendations of this assignment.

## **2. CHAPTER II: FINDINGS AND ANALYSIS**

### **2.1. Macro Level Analysis**

The GoE has demonstrated strong policy commitments to bringing about gender equality and women empowerment across the country's development including socio-economic and political arena. It has signed and domesticated several international and regional policies or

development frameworks and conventions. The framework and conventions include the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, Agenda 2063 and 2030 Sustainable Development Goals (SDGs), the Maputo Protocol, the Maputo Plan of Action, and Malabo Declaration. The Ethiopian Constitution guarantees equality before the law: equal rights to land, property, employment, maternity leave and pay, and equal rights between the male and female counterparts in marriage. Provision is made for affirmative actions to address the historical legacy of discrimination.

The 2009 National Ethiopian Women's Policy, followed by the National Women's Development and Change (NWDC) Strategy and Package has set within its framework the mainstreaming of women issues in the country's social, economic and political affairs.

Furthermore, the GTP II which is the country's overarching development strategy (GTPII) included a pillar focused on women and youth which is aimed at "Promoting women's and youth empowerment, ensure their effective participation in the development and democratization process and enable them to equitably benefit from the outcomes of development" (NPC, 2016). Gender responsive budgeting (GRB) is expected to be implemented across all sectoral ministries, while guided by the National gender responsive budgeting guideline developed by the Ministry of Finance and Economic Cooperation (MoFEC) in 2012.

The government has restructured the women's machinery into MoWCA and, through Proclamation no 691/2010, expanded its mandate to render a comprehensive protection and promotion of women's rights and to coordinate the efforts of the Women Affairs Directorate (WAD) established in the sectoral ministries.

In the same token, several legislative and policy frameworks have been established to provide formulas on how climate change effects can be eradicated or at least reduced as mainly the impacts of climate change is getting more apparent evidenced by drought, food insecurity and disease outbreaks.

The framework ranges from standalone climate change mitigation and adaptation processes, to the mainstreaming of climate change into decision-making processes at a national level (Aura R. et al, 2017).

Before the launch of the CRGE strategy in 2011 which is the first comprehensive national strategy regarding Ethiopia's response to climate change by positioning climate change within the national development goals (Eshetu et al. 2014), there were many instruments that the country used by way of committing the country to build a climate resilient economy. Some of the key instruments were: The Kyoto Protocol of 2005; the National Adaptation Programme of Action (NAPA) since 2007; the Ethiopian Programme of Adaptation to Climate Change (EPACC 2011), and Nationally Appropriate Mitigation Action (NAMA in 2007) to mention the key ones. It is expected the identified sectors could use the CRGE Strategy as a basis for developing their plans that is climate-resilient and development of green economy as well as fulfilling the aspiration to become a middle income country. Some of the plans are such as the 10 years Agriculture Sector Policy and Investment Framework (2010-2020); and the National Adaptation Plan (NAP-ETH), developed in 2017-2018.

The Environment Forest and Climate change Commission (formerly MEFCC) is the lead agency responsible for coordinating the national adaptation and mitigation activities related to climate change. Further, the GoE has also established an environmental council composed of line ministries and other stakeholders, whose roles range from the development of climate change and environmental sustainability policies/strategies, to implementation of related programs. It is anticipated that the role of mainstreaming gender is taken as a responsibility and gender is indeed mainstreamed in all its policies and programs. As a government entity, it also enjoys the responsibility of mainstreaming gender in all it works and has established therefore a gender directorate to support that.

Taking the above-mentioned aspects into consideration, and looking at the mandate and institutional arrangement within the context of ensuring the integration of gender issues in climate discussions and interventions, document review and analysis was carried out on key national policies and frameworks for their gender sensitivity.

## ***Institutional Arrangements***

The establishment of the Ministry of women's affairs at all levels of government structure is one way of showing government's commitment to gender equality. The government also established a Ministry of Women's and Children's Affairs charged with the responsibility of overlooking and coordinating the works of sectors in their efforts to address gender issues. The change and development package developed by the ministry identified some women issues relevant to climate change response intervention.

Further the WADs within the sectors are also not actively contributing towards improving the integration of gender within the context of CRGE's framework mainly due to their limited human and financial capacity, inadequacy of resourcing and integration of the machineries into decision-making and planning processes. The financial capacity, as indicated in gender budget analysis carried out in the year 2012, the annual budget as well as expenditure of the Women Affairs Directorates (WAD) of the MoA and the then Environmental Protection Authority was stated as miniscule to carry out any meaningful activity (AU, 2012).

While financial capacity limitations exist, these Departments almost exclusively relied on donor support to conduct their business (AU, 2012). Similarly, the MoWCA (then MoWCYA) has limited technical, financial and human capacity to promote and monitor the mainstreaming of gender issues in agricultural and climate change policy and program design, implementation and monitoring activities. In the government structure, the MoWCA and the WADs are mandated and almost the only actors to properly integrate women's and gender issues relevant to their specific sector. The introduction and enforcement of the civil societies and charities law, hampered the contribution of the civil societies who have been actively working on promoting and addressing gender inequality in the sector (Biseswar 2008; Østebø 2015, Azeb, 2017).

*“Though MoA has a very women's affairs directorate at the national level and even developed its own gender mainstreaming manual, however, its structure fades away as*

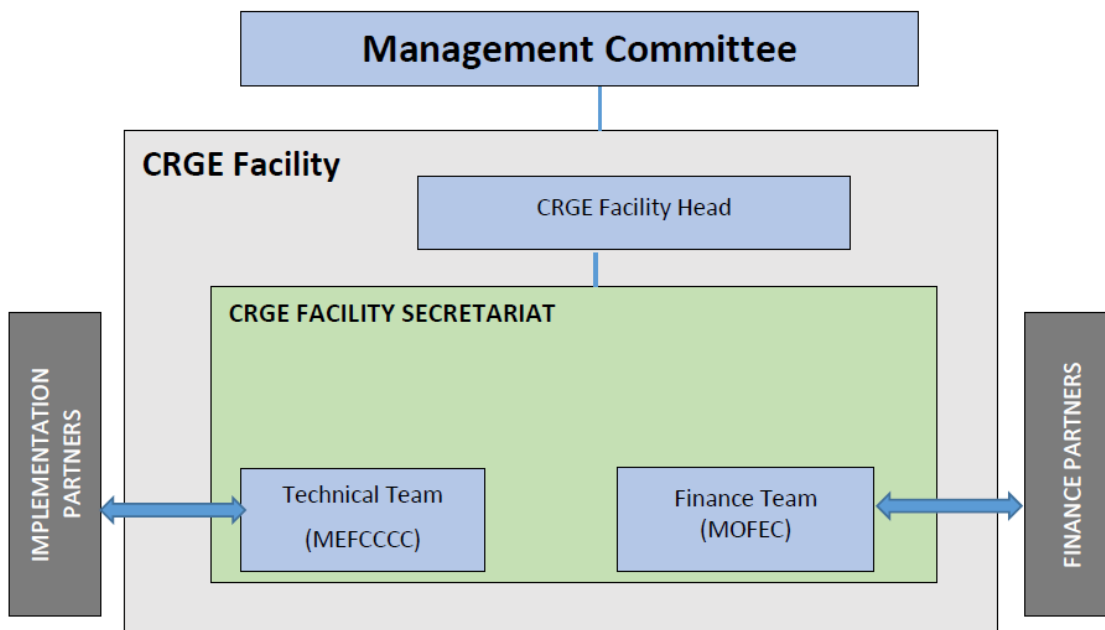
*at Zonal and woreda level where the actual implementation is meant to take place. In almost all cases, at the wereda level a gender focal person is assigned with no or very limited knowledge of gender issues. where it contributes to the absence of any analysis or program designed focusing the vulnerability of women to climate change” (ibid, pp 21).*

The KIIs’ result also confirms the above findings. Weak linkage between the CRGE unit in the sector ministries and the WADs, and the capacity gap of the WAD, are identified by almost all KIIs as one of the key constraints in addressing gender issues in their respective sectoral climate change related programming.

The involvement of the women machineries in policy/program development is very weak and their participation was reported as “just a formality”. For instance, as it is reported by Azeb 2017, during the CRS-AF’s preparation process, in the beginning only one expert represented the MoANR/WAD while at a later stage in the last few sessions one additional expert from the then MoE/WAD joined the discussions. The fact that it is a formality is affirmed by the fact that no one from the WADs were engaged and able to contribute in the enrichment of the TOR for the CRS-AF’s process. (Azeb, 2017). The WADs’ contribution, even if they would have been part of the process would have been limited as their lack the relevant expertise in climate change-related discourses (Azeb, 2017see also Biseswar 2008, KII findings).

There is limited knowledge by implementers of the policy instruments related to women and gender. This is further aggravated by the lack of policy and program documents in clearly articulating the challenges to women to effectively adapt and mitigate to climate change impacts (Ibid.).

The CRGE Facility was established with the aim of coordinating and managing climate related finance flows. It is mandated to harness domestic, international, public and private financial resources to support the implementation of and institutional building for the CRGE Strategy (CRGE 2011). The diagram below depicts the institutional structure of the facility.



Source: CRGE facility Operations Manual, 2015

The EFCCC has established a dedicated CRGE Unit as the facility’s technical wing with the responsibility of working with stakeholders to identify the priorities for climate change related initiatives. The initiatives can include support to identifying research gaps and also the support and the refinement of climate action plans.

A review of the CRGE strategy as well as the facility’s operation manual shows that the documents are short of in clearly laying out the accountability structure required to advancing gender equality across the priorities of the strategy. Both the Ministerial Steering Committee –which is stipulated as the highest decision making body in the CRGE strategy as well as the technical committee have completely failed to include the mandated actors to raise ‘gender’ or ‘women’s’ issues in development of policies and their implementation MoWCA and Sectoral WADs. This resulted from the non-representation of the women’s machineries in the CRGE strategy development process; and on the other hand it has resulted



the weak identification and integration of relevant women and gender issues in the strategy as it will be discussed below under key strategy and policy sub section.

Moreover, there is no clear direction or guidance given on how to achieve gender parity across the different parts of the institutional setup. Women's representation in stakeholder is also not clearly laid out further marginalizing the opportunity for women to express their views, this is also seen in the composition of committees. The lack of clearly stipulating the representation of women at different structures poses a challenge in getting women's issues identified, discussed and addressed (Aura R. et al., 2017).

### ***Selected Key Climate Change Related Policies and Strategies***

#### **Climate Resilient Green Economy Strategy (CRGE) 2011**

As it described in previous sections, the CRGE Strategy integrates climate change adaptation and mitigation; and resilience building measures into the country's development planning objectives. It has recognized agriculture, health, water and energy, buildings and transportation as the most vulnerable sectors to climate change (MoFEC 2011). More than 150 potential green growth opportunities were identified; out of which 60 were prioritized for inclusion.

The CRGE strategy is weak in terms of identifying gender equality issues and in elaborating the challenges to women relevant to the different identified priority sectors. The only initiative that mentions the potential positive impact on women is the Rural Energy and Efficient Stoves Initiative. While focusing of the reduction of GHG emissions by through the provision of efficient stoves, the strategy indicates the initiative's contribution towards increasing rural household income, health, gender equality without providing no specific information as to how it will contribute to gender equality (CRGE 2011). Though this is critical, it is a narrowly focused interventions to address the challenges to mitigation and adaptation in the sector. There are potential in the sector that can have massive benefits for example by increasing rural household income, health, women's empowerment and

education (CRGE 2011). There is no other gender specific adaptation measure highlighted. There is no other gender specific adaptation measure highlighted.

It is evident that the strategy underplayed the role of the complex sociocultural and political factors of the impact of climate change on people. Despite the strategy recognized the effects of climate change on people's livelihood and social well-being in its vision statement, it keeps silent on the differential impact of climate change on men and women; by only focusing on its economic growth oriented aspects. The strategy provides no explanation on how the gendered nature of climate change problems and the solutions thereof can be addressed. (Azeb, 2017)

The CRGE Strategy plans to raise awareness and encourage public participation to realize this abatement potential. This awareness campaigns is geared towards informing pastoralists and farmers to improve animal value chain efficiency. There is no mention of how gendered roles come into play (Aura R., 2017).

The abovementioned identified areas of the strategy which requires further strengthening has pointed to the need for strategy revision for deeper gender integration across the different priority sectors, institutional setup, as well as the potential for effective participation and benefits for women from the various investments that go towards the identified levers.

### **Climate Resilient Strategies-Agriculture and Forestry (CRS-AF), Water and Energy (CRS-WE), and Transport (CRS-T)**

As it is indicated above Ethiopia's CRGE consists of mitigation and adaptation strategies, which are the Green Economy Strategy (GES) and the Climate Resilient Strategy (CRS). The national GES was issued in 2011, while CRS aspect of the strategy is expected to be developed by the relevant sector related strategies. Accordingly, so far three sectoral CRSs, namely CRS-AF and CRS in Water and Energy and CRS in Transport were issued.

CRS-AF sets out strategy for ensuring that Ethiopia's economic growth in agriculture is climate resilient through focusing the three sectors identified as the most vulnerable to the impacts of climate (crops, livestock and forestry).

As indicated earlier, agriculture is a sector where the role of women is very significant and therefore the need to identify potentials for equitable participation and benefit from investments geared towards mitigation and adaptation, therefore any related strategy and program needs to take their specific realities and issues into consideration.

The CRS-AF rarely mention the term 'gender' women or females. Where it indeed mentions any of these terms it hardly provides an explanation of what the gender and climate related challenges, impacts and pursuant actions should be. More than the presence of the "terms", however, the bigger challenge is the lack of the documents giving the issues the attention it deserves. In the instances where the terms are used it portrays women as being impacted by climate change but without articulating specific mechanism to address their vulnerability. Besides these mentions, the documents treat men and women as homogenous groups and use a 'gender neutral' language (Azeb, 2017).

Their potential role and contribution in protecting the environment is not mentioned at all. This is mainly due to the strategy framed the concept of adaptation mainly as a response to exogenous climate-change problems without giving the role of non-climate drivers like gender; the required attention.

This significantly sidelines women as vulnerable groups to participate and benefit from other significant and impactful mitigation and adaptation actions. It also indicates that there is a clear gap in the understanding levels on what the gender issues are in the climate change discussions as the strategy development process was not complemented by any form of gender analysis (Azeb, 2017). Despite the strategy recognized the impact of climate change on people's livelihood and social well-being, the economic growth-oriented motive it uses resulted in the lack of acknowledging the fact women in particular are disproportionately affected, given the social context, and that such language without emphasizing the distinct vulnerability has the potential to perpetuate the unequal treatments and position of women.

The pointing out of 'women', 'disabled' people and 'children' as being the 'most vulnerable' though critical, without indicating and critically elaborating why such vulnerabilities exist and what the strategy to address should be, it becomes a superficial exercise in addressing gender issues. This approach hides the magnitude of the challenges, hides the existing potentials available and results in interventions that will have a non inclusive and unsustainable development outcomes and impacts both for the people that are involved and the climate (Ibid).

The CRS identified 41 adaptation options (out of 350 suggested options), using four criteria including relevance and feasibility; contribution to economic growth; equity and distributional issue; and balancing the present and future effects. Gender- and poverty-related issues are dealt with by the equity and distributional criteria in the document.

And the 41 options are further categorized under nine themes of which Social protection for high priority groups including women and children is one theme and the remaining themes ( capacity building and institutional coordination, information and awareness, crop and water management on farm, livestock, value chain and market development, sustainable agriculture and land management, natural resources conservation and management, disaster risk reduction) include nothing on gender and women issue.

*“...by equating gender with women, the document fails to consider gender as a structural and relational factor. As a result, women are singled out as a 'high priority group' under the theme of 'social protection' while the remaining eight themes and adaptation options under them are presented without any form of social disaggregation and in a non-gendered way” Ibid, pp 7).*

The CRS-WE attempted to include a few issues regarding the impact of climate change on women despite it is very limited and lacks deeper analysis and thinking. For instance, there is an overall statement which stipulate the contribution of improved access to water to women's lives despite it is not supported by the necessary details which is required to understand the what, why and how aspect.

Five priority sub areas which are; Power Generation, Energy Access, Irrigation, Access to water, Sanitation and Hygiene, and cross-cutting issues were identified by the CRS. The impact of lack of access to modern energy services on women's workload, their participation in productive activities like education and employment as well as their health was recognized. Same statement was made on the implication of lack of access to clean water and sanitation. Moreover, the CRS committed to develop a Gender Action Plan, which is estimated to require in the order of \$1m to capture the impact of the water and energy related programs' on gender equality despite its implementation is yet to be materialized. The remaining critical priority areas irrigation and power generation even lacks the shallow analysis the other areas enjoyed.

Regarding the question of how adaptation occurs (policy idea), as the vulnerability assessment did not consider gendered power relations, institutions and other socio-economic drivers, gender-responsive adaptation options are hardly considered at this level. Out of the 11 identified strategic priorities identified as response to the challenges, only one (the development of the gender action plan) reflects the identified women issues.

On the other hand, the CRS-Transport is completely genderblind on its content.

### **(Intended) National Determined Contributions (INDC) 2015**

(Intended) National Determined Contributions (INDC) is based on the CRGE Strategy and intends to address both climate change adaptation and mitigation objectives. The INDC gives recognition to women as it has included them as one of the vulnerable groups and it intends to improve their status in its long-term goal. The INDC however does not include any gender and climate related actions that should be included rendering the INDC gender blind (Aura R.etal, 2017). On the other hand, the INDC recognizes the need for women's participation without defining the mode, level and degree of their participation (Ibid).

### **Ethiopia's Programme of Adaptation to Climate Change (EPACC)**

Ethiopia's Programme of Adaptation to Climate Change (EPACC) was developed to replace Ethiopia's 2007 National Adaptation Programme of Action (NAPA) which was a gender blind document. EPACC's has 13 priority options, of which one is regarding the issue of

enhancement of environmental sustainability and cross cutting issue (Gender, Children and Youth). The EPACC identifies women as one of the most vulnerable groups who need financial resources to adapt to changing climate trends. It acknowledges that women and children are severely affected as their designated responsibilities are in relation to fetching water and collecting fuel wood, and taking care of the sick and the wellbeing of the household (Ibid). The EPACC intends to look into providing avenues for women, as vulnerable groups, to access resources that will enable them to adapt to and mitigate climate change impacts. The EPACC delves into the root impacts of climate change and its specific impact women. As a result of inadequate resources, enhancing women's adaptive capacity lies in providing avenues for obtaining such resources. This is evident by the prioritization of gender impacts in addressing climate change (Ibid).

On the other hand, one of the shortfalls of the EPACC is it fails to identify the accountability mechanism for the gender equality results. It has not specifically identified institutions who should take the lead and the responsibility to address gender and climate related, thereby holding institutions accountable a big challenge. The fact that the EPACC has not shown how prioritization will be addressed, makes it difficult to address priority actions that will suit women's adaptive capacities under the EPACC (Ibid).

Criteria for assessment for gender responsiveness	Policy and programme analysed		
	Climate Resilient Green Economy strategy (2011)	(Intended) National Determined Contributions (2015)	Ethiopia's Programme of Adaptation to Climate Change
Gender analysis on climate risks, impacts and vulnerability	None	None	Acknowledges that the world's poorest people, especially women, are also the most vulnerable to climate change because they have limited access to adaptation resources Considers gender perspective as an important set of criteria for prioritization and planning of adaptation needs and activities
Identification of gender, vulnerable groups and youth	Women	Women and children Other vulnerable persons targeted include farmers, pastoralists, elderly, persons with disabilities and refugees	Women, children, elderly, disabled and poor people
Direct benefits to women, youth and other vulnerable groups	Ongoing project increasing rural household income and increasing health and gender equality by using efficient stoves for women	None	The programme seeks to empower and strengthen adaptive capacity of women and other vulnerable group Skill training for women on value addition for diversifying livelihood option
Participation and empowerment of women and youth	Composition of CRGE ministerial committee is silent on gender representation	None	Supports women's saving and loans groups and farmer-based organizations
Support and enhance education, training and capacity building	None	Climate Resilient Green Economy Strategy (CRGES) provides a basic formula to enhance capacity and training for women	Not specified
Budget allocation for gender specific action	Scaling-up of rural energy efficient stoves with nine million	Not specified	Not specified
Mainstreaming gender	None	None	Crosscutting issues, like gender, should be considered when planning interventions that address climate change and adaptation
Gender responsive M&E systems	None	None	None

Source: Aura et.al, 2017

## Ethiopia's National Adaptation Plan (NAP-ETH)

NAP-ETH is a key element of the country's response to climate change, under the framework of the national Climate-Resilient Green Economy (CRGE) Strategy. Ethiopia's NAP process was launched in 2017 with the goal of reducing vulnerability to climate change by building adaptive capacity and resilience (FDRE, 2018). EFCCC commissioned a detailed gender analysis to inform the implementation of the plan with a better understanding of gender issues as they relate to vulnerability and adaptation to climate change. The analysis is currently underway and its findings are expected to inform the commission's and other relevant stakeholders' initiatives respond to the specific needs and realities of women.

## **2.2. Meso Level Analysis**

A meso-level analysis was conducted to highlight Gender equality issues documented through researches and studies relevant to the different sectors prioritized by the CRGE. The findings of the analysis are presented under each major sector below.

### ***Gender, Climate Change and Emergency***

Rural women in Ethiopia are responsible for securing food, water and energy for their Households and maintaining the household's wellbeing. The effects of extreme climate events- droughts, floods and rising temperatures, among others- are putting greater pressures on women and particularly poorer women farmers and livestock herders thus posing additional challenge to them to shoulder the adverse consequences on the household.

As has been illustrated, climate change impacts men and women differently. It gives the traditional labour division a new dimension and increases the household burdens of women. For example during emergency men could be forced into migrating while women will be left behind with children with additional responsibilities of taking over the role men played. In

addition to adding to women's time constraint, it requires them to take on additional responsibilities without necessarily having the right skills and knowledge (MoANR, 2017).

While migration will cause additional burdens and vulnerabilities, it adds to the level of malnutrition as there are increased scarcity of food and morbidity. Health status deteriorates with the onset of separations of family and vulnerabilities that come as a result of shortages of food and incomes. For instance in pastoral areas, the shortage of food forces women to gather wild foods, which otherwise are not in their regular diet to provide for and feed their families, as they would have also lost their livestock (Homewood 2008).

Poor rural women often have unequal access to information and resources, and are under-represented in decision-making which makes them even more vulnerable to extreme weather events (AU, 2012). Unless interventions aimed to empowering rural women and strengthening their limited adaptive capacity and diversifying their narrow livelihood and income sources are put in place, climatic variability and extreme events will damage food security and the wellbeing of smallholder farmers and pastoralists, with women bearing the brunt of the impact due to the responsibilities they hold in relation to food security and the wellbeing of households (Ibid).

**Box 1: General facts on Vulnerability of Women to Climate Change in Ethiopia**

- Women constitute half of the Ethiopian population (49.6%) (CSA, 2010).
- 26% FHHs with 23% of them in rural and 39% in urban areas.



- Almost all of the rural women are directly dependent on agriculture and environmental resources for their livelihoods.
- Women are engaged in productive activities (including crop farming and livestock herding) and the management of natural resources and household assets.
- Women have long been marginalized or even ignored in major decision making processes at all levels.
- Women's limited access to resources and decision-making processes increases their vulnerability to climate change.
- Rural women have the major responsibility for household water supply and energy for cooking and heating, as well as for food security, and are negatively affected by drought, uncertain rainfall and deforestation (AU, 2012).
- FHHs are more vulnerable to the impacts of climate variability compared to MHHs, mostly due to the endowment effect. On average, household income in FHHs declined by 12.4% due to climate variability, while income declined by 5.7% in MHHs (Gender-Differentiated Impacts of Climate Variability in Ethiopia, A Micro-Simulation Approach, =Tefamichael Wossen, 2016).

### ***Gender, Climate Change and Water***

One of the critical impacts of climate change that affects women and their function is the increased water stress, increasing frequency and intensity of floods and deteriorating water quality. Women use water for domestic purposes (domestic use, for small ruminants, backyard gardens) while men usually use it for agriculture related functions. (irrigation). Thus, these distinct roles mean that women and men often have different needs and priorities in terms of water use.

In drought-prone areas affected by desertification, for example, the time absorbed by water collection will increase as women and children (mostly girls) will have to travel greater distances to find water (Au, 2012, Balehegn and Kelemework 2013; Azeb 2015). In the southern lowlands of Ethiopia (Borena, Guji and South Omo) pastoral women may spend 4-5

hours a day to fetch water for household use. In Chiro Zone, some women are forced to spend

about 2-3 hours per day to fetch water for household consumption. In Mechare, water scarcity for domestic use and livestock caused women and girls to travel 2–3 hrs to fetch water (AU, 2012). This aggravated their workload as well as could potentially expose them to harassment or sexual assault, especially in areas and times of conflict (Ibid).

### ***Gender, Climate Change and Energy***

Ethiopia is endowed with diverse energy resources that can support the needs of its people. However, greater than 90% of its rural energy needs are predominately satisfied by biomass (>90%)(Yohannis and Helawi, 2008, FDRE, 2011). This has led to massive deforestation at the same time making climate change one of the gravest threats to the people. Climate change thus affects the availability, diversity and distribution of forest and significantly reduces the availability of energy sources in rural areas. Lacking alternatives and efficient energy sources women spend more time travelling in search of wood. The maintenance of traditional cooking methods already exposes the family to exposure to indoor pollution induced health impacts. The water and Energy CRS recognized the negative impacts the lack of access to modern energy services imposes on women. For instance, WHO estimates that indoor air pollution is responsible for 72,400 deaths annually or 31 DALYs/1000 annually; and women are more affected due to the existing gender division of labour. Moreover, households spend on average 300 hours/year and up to 3,796 hours/year collecting firewood, mainly by women and girls. The undue work burden and time poverty of women is one of the factors that limits women's ability to engage in education, formal employment sector, and other activities that they would wish to engage in.

Substantiating the above statement, there is also evidence in pastoral areas where women in Afar are engaged in the production and sell of charcoal and firewood. The intensive use erodes ecosystem resilience and further complicates the impacts of climate change and the food security situation of pastoral communities. Similar intervention of making available relevant and context specific energy saving stoves goes a long way to address the challenge women face at the same time contribute towards developing climate resilience of communities (AU, 2012).

### ***Gender, Climate Change and Health***

Climate change has impacts on human and animal health, where it is manifested in effects on vector- and water-borne diseases and reduced availability of food and feed resources. As it is indicated in the section above, it also places additional burden women's health mainly due to their physical orientation, their prescribed roles within the households and the additional work they have to do (AU, 2012). Without interventions reversing the impacts of climate change, the negative effects will continue to grow and contribute towards destitutions and malnutrition, where women are seen to further push themselves and go without food in order to ensure the scarce food they have goes to nurture their children. This kind of self sacrifice is an extension of their nurturing and reproductive role (Ongoro and Ogara 2012).

### ***Gender, Climate Change, Agriculture and Food Security***

While both women and men plays key role in ensuring HH's food security, women take the lion share. Similarly, their domain of economic engagement also varies. Women often engages in growing backyard gardens or purchasing, processing, and managing food and other natural resources, and are responsible for raising small ruminants. Whereas, men are generally responsible for larger livestock and farming crops. In these contexts, responsibility for adaptation to climatic and broader environmental changes mainly falls on the women's shoulders, including finding alternative ways to feed their household members (AU, 2012). And this is more pronounced for the FHHs. Land is the scarcest resource for FHHs than MHHs in terms of size of landholding and limited means of using the land. While the national average land holding per all households is 1.37 ha, it is 1.4 ha for MHHs and 1.1 ha for FHHs (which is 21 per cent less farm size than MHHs) (AU, 2012). The labour shortage is also more pronounced in FHHs. A case study in different parts of the country revealed that the extent of involvement of FHHs in weeding of major crops is 84 per cent while this proportion is 43 per cent for women from MHHs (wives) (Lulseged et al (2015), Ibid).

Similarly, their adaptation choice and alternative vary too. MHHs adaptation preferences focus on on-farm adaptation measures, such as cropping time adjustment, crop diversification, planting cash crops (such as Khat and buckthorn) and soil conservation,

while off-farm and non-farm diversification adaptation measures preferred by FHHs (Azeb et al, 2016). Sharecropping arrangements put FHHs in a disadvantaged position which resulted in on-farm adaptation almost impossible for them. This is due to the arrangement often transfer the right to decide on types of crop, timing and farming management is taken away from FHHs to the man which helps him to rent land, diversify his adaptation measures, and get additional income(ibid).

MHHs are more mobile and have less domestic responsibilities, and can therefore rely on income from temporary labour migration during bad harvest times. Although female household heads considered temporary mobility as a useful measure, they did not employ it, as they are responsible for caring for the children(ibid).

### ***Gender, Climate Change and Transport***

There is a paucity of information on gender equality issues in the transport related works of the CRGE. As it is indicated in the earlier section, the CRS- Transport failed to recognize the differential realities and needs of women. The KII also revealed that the WAD of the sector ministry does not have the capacity to identify relevant issues. International experiences however identified some examples on how gender could be mainstreamed in Sustainable Urban Transport project. For e.g. in Vietnam, targets were set for women to make up 20 percent of the construction workforce and 30 percent of station employees. The transit system establishment dedicated waiting areas for women on platforms, shop space for women-owned businesses, and women-only carriages with additional seating for children and storage space for prams/shopping. Efforts to target women metro users included the installation of secure street lighting and security cameras. In the Ethiopian sector, there could be similar issues that could be addressed however, any plan should be based on a thorough understanding of the transport sector.

### **Constraints and Barriers to Women Farmers' Effective Adaptation to Climate Change**

Women's vital role in agriculture, food security and environment protection is overlooked mainly due to the existing patriarchal system and culture that put women in subordinate position and discriminate them from actively participate and benefit out of HH and

community based development processes. As a result, women are least prepared, and disproportionately affected by natural disasters climate change.

### ***Policy and Institutional Constraints***

An overview of recent studies shows that gender dimensions are still not fully considered in climate adaptation policy responses. In their analysis of 31 Sub-Saharan African countries' National Adaptation Programmes of Action (NAPA), Holvoet and Inberg (2014) found limited gender sensitivity. Based on such observations, studies warn that adaptation policies may perpetuate or even reinforce gender inequality (Bee et al. 2013; Arora- Jonsson 2011; Pearse 2016). This is true for most of Ethiopia climate change related policies reviewed in the previous section of this document.

Lack of gender and sex disaggregated data and absence of study and analysis on women vulnerability to climate change prevents a thorough understanding of the gender dimensions in each sector. The limitation in understanding compounded with the deep-rooted attitudinal problem with regards to women empowerment and equality contributes to the limited gender sensitivity of climate responses and women's inability to effectively adapt to the changing climate. More often, interventions targeted at women farmers largely consist of ad hoc and unconnected self-standing projects, which if persisting, will remain gender-neutral and ineffective in addressing the practical and strategic needs of women (Misrak, 2008). There is also weak accountability for the gender equality outcomes especially at lower level. The limited financial and human resource support institutional capacity worsen the situation which often led to gender neutral programs which tend to operate within the existing gender division of resources and responsibilities and this leaves out women from taking their share of technological products and extension services (AU, 2012).

Women's access to and participation in extension services are limited, it being much lower for married women. FHH's access to extension services is reported to be 10 to 15 percent less than MHHs. The key reasons for women's low participation in extension services may be summarized as cultural whereby women face constraints in operating and going far

outside of the home, women's low level of literacy and the time imposed to fulfill domestic responsibilities. Exasperating the situation is the shortfall on the services side in that it is not designed and delivered in a way that women's needs and situations are addressed (MoANR, 2017). Similarly, technology development often does not take the unique situation, challenges and realities of women in general and that of the different groups of women (age, marital status, disability, education level to mention few) specifically. This compounded with women's poverty and limited access to credit services resulted in lower level adoption of agricultural technologies by FHHs than MHHs which contributes to coping capacity to climate change. In Ethiopia, 20 per cent of MHHs have access to credit compared to 13 per cent FHHs and the situation is worse for married women as they are believed to be represented by their husbands (Ibid).

### ***Socio-Cultural Barriers***

Ethiopian women's role in reproductive, productive and community service subjected them to longer working hours and multiple responsibilities without the necessary resource and decision making power. The gender division of labour which often favor men compounded with shortage of labour (specially for FHHs) and time and labour saving technologies, both for domestic and agriculture related activities exacerbated the time constraints and drudgery of the activities that women are engaged in and their capability to adapt to climate change (AU, 2012). Similarly, traditional gender inequalities limit pastoral women's opportunities for adaptation to climate change (Selam Balehey, Girmay Tesfay and Mulubrhan Balehegn). Rural women, being the poorest of the poor, are more vulnerable to the ills of climate change, and the traditional inequalities with men are exacerbated by the consequences of climate change (Dhanashri 2010). Women and children are 14 times more likely to die than men during climate change-induced disasters (Araujo et al. 2007) and exposed to sexual and other forms of violence during social chaos that follow climate-induced disasters (Reuveny 2007).

In most Ethiopian culture women are not allowed to plough land which forced FHHs without older male family member to share-out or lease-out their plots for other farmers often on

the basis of equal share of the produce. Further these households seem to have less access to oxen and face financial limitations to hire labour for ploughing and managing their land. The fact that lease arrangement is often being made on annual basis, the leasee or the shareholder applies limited amounts of inputs and technologies (fertilizer and improved seeds) on the FHHs' plot. This has resulted in the limited productivity and meagre shares to FHHs, which is often inadequate to meet food and cash needs of the family (AU, 2012).

The gender biased cultural thoughts and practices and socially constructed structures inhabit women from taking part in leadership position and participation in development planning. In pastoral societies, women do not participate in a collective decision-making such as migration to different locations, even the decision affects them.

*“For instance, no women participated in Edo (rangeland scouting) as compared to the 100% of husbands in the pastoral communities. The exclusion of women from community decision-making is that the male scouts usually look for factors that are relevant with regard to their livestock, mainly availability of grass, absence of livestock diseases, parasites and predators. However, factors which are very critical to women, such as proximity to water and health centers, are not even considered and women suffer from a lot of health and sanitation issues during migration to areas which were selected by male scouts (Selam et al. 2018, pp 9)”.*

The existing differential treatment of men and women in inheritance rights specially in pastoral areas creates unequal wealth distribution which has a profound effect on women's ability to survive drought and related stress ( Balehegn et al. 2013, Ibid).

### ***Information Barrier***

Gaps in information that prevent a comprehensive understanding of Ethiopia's gender issues in relation to climate change mitigation and adaptation.

- Women often portrayed only as vulnerable group – despite the fact that they are not only victims of climate change but also contribute considerably to adaptation.

Women's close dependence on natural resources has positioned them well to understand and innovate livelihood strategies adapted to climate change and resulting food insecurity (Aoyagi et al. 2011). For instance, rural women and girls are the first to learn about declining water quality and quantity (Denton 2002).

- Available literatures mainly focuses on rural context leaving the urban dynamics overlooked. Moreover, there are sectors (e.g. transport, water, and health) with very limited or no information in relation to climate change in general and climate change and gender in particular.

### **2.3. Micro Level Analysis**

The micro-level analysis was conducted to identify existing gender mainstreaming practices in the CRGE's facility initiatives by looking into its functions, setup, gender related outcomes it seeks to achieve and bottlenecks it aspires to address. As part of the analysis, discussions were made with key stakeholders to understand the dynamics within the facility as well as their capacity to identify and integrate relevant gender equality issues. The findings of the analysis are presented thematically under each major sector below.

- The analysis found that stakeholders in the five sectors and at all levels were aware of government's commitments and had sought to ensure women's participation in different initiatives. However, most of the core CRGE staff do not have the required level of understanding on gender issues vis-à-vis their core sectoral work.
- While each sector has a WAD, the staff are not involved in CRGE related program/policy design, implementation or monitoring. They were not routinely invited to participate in relevant committees and the WAD also seems to lack the relevant expertise on gender and climate related issues.
- The different process guidance put in place by the facility attempted to integrate gender equality issues. For instance, the CRGE strategic outcome map of the facility's monitoring and evaluation system manual recognized the need to addressing social outcomes like gender equality to make green and climate resilient growth successful.



It also requires sex disaggregation of indicators under pillar 4 and 5 of its impacts, outcomes and indicators for CRGE Facility Portfolio investments. Similarly, the Concept notes and proposals template also indicate the need to demonstrate expected benefits to gender equality. This does not mean however there is no room for improvement in the abovementioned documents. It is however weak in terms of defining what cross cutting indicator means. Further it limits the project proposal from mainstreaming of relevant gender issues in the outcome-level, sectoral indicators (Pillars 1-4) pertinent to the programme / project in question. The documents need to be further strengthened in terms of guiding project proponents to think beyond the collection and reporting on sex disaggregating data and identify sectoral specific gender issues and relevant strategies to address the identified issues. Further, documents like project/program appraisal templates need to be re-oriented to ensure the integration of gender issues into the Climate Change related programming.

- The stakeholder engagement Matrix listed out gender groups as one potential group to participate in the project design process. EFCCC's WAD also indicated the commission is currently in the finalizing and publishing its Gender Mainstreaming Guideline, and recently finalized its women's development and change package where relevant gender issues in relation to Climate Change mitigation and adaptation are clearly identified. The two documents are yet to be utilized.
- In terms of institutional arrangement, WADs are established in all sectoral ministries with the mandate to provide support to mainstream gender equality to all directorates and programs including the CRGE unit in their respective ministry. This is however not happening due to;
  - Limited capacity of the WAD; as the climate change is recently integrated in the line ministries the KIIs indicated the presence of huge capacity gap in terms of understanding sector specific gender issues. The WAD is also constrained by their limited number of staff, thereby limiting the extent of support they are expected to provide across the different departments. However, our interviewees report that besides their limited number, the WAD representatives who are granted a

seat at the table also have to deal with a limitation in terms of expertise in climate change-related discourses (Azeb, 2017, Biseswar 2008).

- Weak linkage between sectoral WAD and CRGE unit in the sector; both are crosscutting issues with no established clear joint working modality.
- Lack of country and sector specific gender mainstreaming guideline; despite the fact that the commission has developed a guideline, it is not yet disseminated. Further the other mainstreaming guidelines developed by sectoral ministries did not include any CRGE related activities.
- The CRGE strategy and sectoral CRs are weak in mainstreaming gender equality which affects the level of integration of gender equality issues of climate change response initiatives given their overall guiding role.
- The analysis also pointed out that the ToR given to the facility's staff integrate a responsibility of gender mainstreaming. However, this is not reflected in the performance assessment checklist. The lack of integration in the checklist results in gender equality not being integrated and getting the required attention.

Please see below the summary of the stakeholders discussions' findings

- Finding 1 Relevant policies are weak in areas of gender equality integration-mainly due to lack of gender analysis during Program/policy design as well as weak participation of the women machinaries in the process. This translates into the lack of identification of clear gender related activities that need to be addressed with sufficient budget.
- Finding 2 There is an overall understanding on the need to mainstream gender equality by almost all stakeholders. However, investments neither have their own gender specialist nor use the specialist expertise available in line ministries (WAD) in project design or monitoring.
- Finding 3 Limited capacity and understanding on gender issues of the CRGE unit in sector ministries as well as in the Facility
- Finding 4 Limited technical capacity of the WADs in the area of CRGE

Finding 5 No specific budget allocation to gender equality related responsibilities of the facility particularly to provide technical support thereby developing capacities on gender and climate and sectoral CRGE unit

Finding 6 Loose accountability of the facility staff to gender equality results /outcomes

### **3. CHAPTER III. Recommendations and Framework**

Climate Change mitigation and adaptation related funding contributes a lot to whether or not climate responses promote sustainable development, including steps towards greater gender equality and women's empowerment, or whether they exacerbate processes that disadvantage women and reinforce historical or structural inequalities (UNDP, 2011). To ensure more positive development results, identification and integration of relevant sector and local 'context specific gender issues as well as recognition of gendered implication of proposed activities into funding is key. The contribution of mainstreaming gender to the effectiveness and efficiency of climate interventions should be recognized. Gender equality considerations should be mainstreamed into the entire project cycle to enhance the efficacy of climate change mitigation and adaptation interventions, and ensure that gender co-benefits are obtained.

It is with this understanding that the following recommendations are made to the facility;

- i. **Develop Gender policy and Action Plan for the Facility:** This helps to guide engendering the function and investment of the facility vis-à-vis its mandate. Experience shows that putting place gender policy contributes to the better integration of gender in to investments. For e.g. once the GEF adopted a gender policy in 2011, which required GEF agencies to have "policies or strategies that satisfy seven minimum requirements to ensure gender mainstreaming" in all projects funded by the GEF, the proportion of gender-responsive projects more than doubled in every region as a result of the policy implementation.
- ii. **Develop/Disseminate Gender Mainstreaming Guideline:** Coordinate with EFCCC to ensure the gender mainstreaming guideline the

commission is currently publishing caters to the needs of relevant stakeholders included in the CRGE strategies. Develop and design a dissemination strategy to ensure uptake and utilization.

- iii. **Review and update guidelines and template of the facility to articulate gender issues:** To facilitate gender-responsive programming, incorporate specific sections that requires the articulation/elaboration of relevant and specific gender issues that need to be addressed into the proposal/concept note preparation guideline, M&E framework, and appraisal criteria. Project implementation reports, midterm and terminal evaluation reports, and other relevant monitoring and evaluation (M&E) documents also must be required to report on gender equality results.
- iv. **Include Gender analysis and action plan as a mandatory criteria as part of eligibility requirement to access funding from and/or through the facility;** the facility will be able to ensure the mainstreaming of gender issues in funding proposals if all proposals give due attention to the issues. One way of ensuring this is to require that all proposals to be submitted to the facility should undertake and attach the gender analysis with gender action plan. The gender analysis and gender action plan which will be annexed to the funding proposal should include an overview of the gender equality situation in the targeted sector(s), description of gender issues that may be relevant to the project, and list of proposed interventions to address the identified gender issues. The analysis needs to be complemented by an action plan which includes gender-responsive activities, gender performance indicators and sex-disaggregated targets and baseline. This also needs to be reflected in the proposal's M&E framework with mandatory gender indicators at all level. Specific indicators to track the project's impacts on women will also be required. All M&E related tasks (including ToRs for M&E related activities) need to look at the progress related to the gender dimensions of the investment. Possible questions to be included when conducting gender analysis and possible gender sensitive indicators are attached

herewith. This change should be reflected in the facility's relevant documents and templates especially its Project/program Concept Note and Proposal Preparation Guideline and Templates, and Monitoring and Evaluation System Manual.

- v. **Ensure engagement of gender and climate expertise** in the project design and implementation. Ensure active participation of gender expert in the ESMF and vulnerability assessment team so that gender equality issues as part of social issues are identified and strategies to address the issues proposed. proposal submission needs to present evidence that the project implementation processes will be assisted by gender and climate expertise. Given currently the capacity of the sectoral WAD is not at the required level, in the short run ensure projects hire gender and climate expertise with additional responsibility of developing the capacity of the WAD.
- vi. **Hire gender and climate expert** in the facility to follow up the design and implementation of the gender policy and mainstreaming guideline as well as supporting the gender mainstreaming efforts of the stakeholders.
- vii. **Carrot and Stick approach to investment proposals:** Establish gender rating system to identify level of gender integration into investment proposals with ratings of gender blind, gender sensitive and gender responsive. While incentive like expediting approval process to be available to gender responsive proposals, gender blind proposals will not be pushed through the system at all.
- viii. **Gender Readiness Fund;** the Facility establish gender readiness fund with the objective of developing sectors' gender and climate capacity thereby engendering investment proposals. This will also support sectoral CRGE units to carry out sector specific gender analysis and capacity development interventions.
- ix. **Gender in Climate Change Community of Practice:** The facility could support MoF WAD on establishing a community of practice to facilitate learning amongst stakeholders.

- x. **Revisit performance assessment checklist of the facility staff** to include relevant and appropriate level of gender responsibilities.

In the long run, the facility in collaboration with stakeholders and development partners including NGOs should advocate for;

- The revision of the CRGE strategy and sectoral CRSs to improve its gender equality commitments.
- The representation of women's machinery in governance structure of CRGE strategy and for the achievement of gender parity in the steering committee. Involving women and men equitably in the implementation of existing climate finance mechanisms would help ensure the sustainability and efficiency of such mechanisms (UNDP, 2011).
- Establishment of an innovation fund for gender sensitive climate change technologies

## **4. CHAPTER IV. Gender Analysis and Action Plan Templates<sup>56</sup>**

### **Part I: Gender Analysis: Template (Project/Program Level)**

#### **1.1. What is a gender analysis?**

It refers to methods used to understand relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other. A comprehensive gender analysis entails the examination of the different roles, rights, needs, and opportunities of women and men, boys and girls in a given project/program and geographic context. It is a tool that helps to promote gender – relevant entry points, policies and identify opportunities for enhancing gender equality in a particular project/program. In the case of climate change projects/programs, a well done gender analysis helps to identify specific issues and realities of women and girls in relation to the specific investment sectors as well as their needs. It also helps to identify and build on the diverse knowledge and capacities within communities/households that can be used to make them more resilient to climate related shocks and risks.

#### **When is a gender analysis used?**

Gender analysis needs to take place early in the planning process so that an understanding of gender roles and power relations is built into the project/program proposal documents including across all levels of the project result framework. All projects/programs should include an analysis of gender and include data on gender issues within the overall situation analysis.

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<sup>5</sup> This template should be completed and attached with project proposal

<sup>6</sup> Adopted from GCF

This template provides key questions to consider while developing a gender analysis for a particular project/program. Be sure to tailor these questions to the context of your project/program. Also, be certain to include quantitative data (i.e. sex – disaggregated) and qualitative data while developing the gender analysis.



## **Gender Analysis Questions which needs to be addressed at the project preparatory/planning stage**

- What is the division of labour among women and men in the project/program area?
- What are commonly held beliefs, perceptions, and stereotypes related to gender in the project/program footprint area which has direct and indirect relation to the project's sectoral focus
- What is the legal status of women in the project intervention area in relation to the project's sectoral focus?
- What is the participation between women and men in the formal/informal economy in the project area?
- In terms of the proposed project/program sectoral focus, will there be any anticipated differences in men's and women's vulnerability and adaptive capacity to climate change? If so, what are these?
- Are there existing gender inequalities that may be exacerbated by climate change impacts in the proposed project/program area?
- What roles women and men are anticipated to play in the context of the project/program? What will these entail in terms of time commitment and need for mobility?
- What resources (economic, financial, physical, natural, other assets relevant to the sectoral focus of the proposal) do women and men have access to? Who manages or controls access to these resources?
- Do women and men from vulnerable communities have equal access to information and opportunities necessary to participate and benefit fully from the anticipated outcomes of the project/program?
- Will services and technologies provided by the project/program be available and accessible to both women and men?
- To what extent do women and men from vulnerable communities participate in decision – making processes? What type of decisions are made by women? What are the constrains (social, cultural, economic, political) that restrict women's active participation in household and community level decision – making processes?

- Are there any opportunities to promote the leadership of women in local governance/political systems and formal/informal institutions? If not, what are some of the constraints that hinder women from assuming leadership roles?
- What are the differential needs/priorities of women and men in the context of the project/program? Will the project/program be able to address their respective needs and priorities? If so, how?
- What specific response strategies needed to address the identified the distinct vulnerabilities of women and men in relation to the program/project focus area?
- Are the specific knowledge and skills of women and men, being utilized to contribute to project/program outcomes and solutions?
- What are the opportunities and potential actions to challenge gender stereotypes and increase positive gender relations through equitable actions?

## **1.2. When should information from the gender analysis be considered?**

Gender analysis should be carried out at the initial stage of proposal development process along with problem/area of focus identification process. It should be done by gender expert/s or a team of experts led by a gender expert. The findings of the analysis should inform the design, formulation, implementation, and monitoring and evaluation of interventions. In each of these stages, project/program managers should keep a 'gender lens' in mind, looking at ways the project/program can address gender inequalities that emerge from the project/program; ensure the differential needs of women and men are addressed; ensure women and men have equal access and benefit to resources, services, and capacity development; ensure equal participation of women and men in management arrangements and as beneficiaries, partners and key stakeholders; and ensure women's equal participation in decision – making processes.

## **Part II: Gender Action Plan: Template (Project/Program Level)**

A project/program-specific Gender Action Plan (GAP) is a tool used to complement the follow up of the implementation progress of gender equality issues which are mainstreamed into sectoral project/program proposals based on the gender analysis findings. The project/program GAP is not a separate component rather it summarizes specific gender equality and equity related actions for better follow up. It mirrors the logical framework of the project and is an integral part of project/program design. GAPs include clear targets, gender design features and measurable performance indicators to ensure women's participation and benefits.

The GAP presents:

- Work undertaken to address gender issues in the project/program;
- Targets and design features, included in the project/program to address gender concerns and ensures tangible benefits to women and men, especially from vulnerable communities;
- Mechanisms to ensure implementation of the gender design elements;
- Gender - sensitive monitoring and evaluation indicators.

Below is presented a template of a GAP;

<b>Activities</b>	<b>Indicators</b>	<b>Targets</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Cost</b>
Impact Statement: Write the project/program impact statement here					

<p>Outcome Statement: Write the project/program outcome statement here</p>					
<p>Output(s) Statement: Write the output statement here. In many cases, there will be more than one output for a project or program; therefore, for each output</p>					

Please note that reporting of progress should include narrative to show the processes.

## 1. Sample gender sensitive indicators at the outcome/Impact level<sup>7</sup>

### Well-being and livelihood

- Number and percentage of poor women and men with increased resilience to deal with climate change (e.g. use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues, number / percentage of women-headed households provided with resilient home)
- Income change from land-based activities (agriculture or forestry) among households in program areas, disaggregated by sex of head of household
- Number / percentage of (female-headed) households / people with (no) access to low-carbon energy or transport solutions and infrastructure
- Perceived increase of land productivity in program areas, disaggregated by sex of head of household
- Time saved in collecting and carrying water, fuel, and forest products due to environmentally sustainable and climate change adaptation activities
- (Female-headed) household expenses on energy (electricity) / percentage change in expenditure on purchasing fuel for household energy needs by women
- Number of casualties from natural disasters, by sex
- Number of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management
- Number of cases of respiratory disease, carbon monoxide poisoning, and fire accidents, by sex (adults and children)
- Number and percentage of households using clean energy cooking facilities, by sex of head of household
- Number of reported cases of respiratory disease, disaggregated by sex, age and socio-economic group

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<sup>7</sup> Sibyl Nelson et al, 2017 and UN Women, 2016

- Level of women's mobility (e.g. in relation to low-carbon transport)
- Level of gender violence (e.g. in relation to lack of street lighting)
- Changes in access to common property resources in forest, disaggregated by gender and type of resources
- Changes in household nutrition, health and education, disaggregated by head of household

### **Economic Empowerment**

- Number of female entrepreneurs with adequate access to financing for low-carbon and climate-resilient investment
- Number and percentage of women and men with increased employment and income due to climate change adaptation or mitigation activities (e.g. improved energy facilities and services, improved farm productivity, etc.)
- Increased market opportunities for women-headed SMEs

### **Participation and Decision Making**

- Level of women's and men's awareness on women rights and rules for access to financial, natural and energy resources
- Evidence that policies, strategies and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation
- Evidence that relevant sectoral Climate Change related policies, strategies, and plans require participatory approaches and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions and technologies

### **Capacity Development**

- Sectoral policy, strategies and reforms include gender equality objectives based on gender analysis of need, demand and supply
- Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g. adaptations to land management

practices in marginal and fragile lands, adaptations related to changed rainfall patterns)

- Level of institutional and staff capacity to mainstream gender in the relevant sector
- Percentage of women participants in capacity development activities

## **2. Sample indicators at output level**

### **Sectoral planning and policies**

- Sex-disaggregated data routinely collected and applied to sectoral policy, planning, implementation, monitoring and evaluation
- Existence of gender-sensitive sectoral sectors' statistics and / or monitoring and evaluation frameworks (national / local-level databases)
- Evidence that national / local development policies, programmes and plans require participatory approaches and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Evidence that relevant sector-enabling policies, strategies and plans require participatory approaches, and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions
- Evidence that policies, strategies and plans supporting low-carbon and climate-resilient solutions are based on gender analysis of the different impacts of climate change on poor women and men / women and men from remote rural areas, and include gender equality objectives, measures, indicators and targets
- Budget allocated to gender equality supporting measures in sectoral planning and programming – gender-responsive budgeting
- Evidence that enabling policies and regulations for green SMEs include gender equality supporting provisions
- Existence of practically applied tools and techniques to incorporate women's role in relevant sector planning and consultations



- Number and percentage of women and men (from remote rural areas) who attend / are actively involved in sectoral planning and consultation meetings
- Female staff in organizational set-up

**Existing institutional structure / capacity to address gender-environment-climate change nexus**

- Number of women-owned enterprises supported with technical assistance (and % of total)
- Project budget includes allocations related to gender mainstreaming, including hiring of gender experts, conducting gender analysis, and collecting sex-disaggregated data
- Ministry of Women’s Affairs or Sectoral WAD participated in design and implementation of project

**Business model and technology solutions**

- Number and percentage of women adopting low-carbon and climate-resilient solutions
- Number and percentage of women with new / improved income-generating opportunities due to access to low-carbon and climate-resilient solutions
- Number and percentage of women involved in the design, distribution, management and utilization of low-carbon and climate-resilient solutions
- Proportion of women-led businesses / SMEs engaged in design / manufacturing / maintaining / distribution of low-carbon and climate-resilient solutions
- Number and percentage of (full-time equivalent) jobs (person-days) generated by the project for women and men, by pay rate and type of job: unskilled / technical / management / and supervisory roles (e.g. meter readers technicians, bill collectors, customer service staff)
- Number and percentage of enterprises established or expanded using low-carbon and climate-resilient solutions by women and men, by type of enterprise

- Number/ percentage of women in decision-making bodies of user groups/ committees

### **Access to Finance**

- Number of women accessing finance (and % of total)
- Evidence of the type of financial incentives used to encourage women's entry into the market for provision of low-carbon / climate-resilient products and services (e.g. finance packages, tax benefits and rebates, subsidies, pilot schemes, partnerships with financial institutions, the private sector or women's associations)
- Number / proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) for low-carbon / climate-resilient products and services
- Number of women / female-headed households benefiting from (innovative) financing and business models
- Number of low-carbon / climate-resilient supporting MFIs and other financial institutions with gender-sensitive crediting / lending policy

## 5. Annex 1: List of Reviewed Documents

- African Gender, Climate Change and Agriculture Support Program (GCCASP), A program of the NEPAD Planning and Coordinating Agency (NPCA) of the African Union (AU). (2012). Ethiopia Consultation Report. GeoSAS Consulting Service PLC , Addis Ababa, Ethiopia
- Aklilu Amsalu and Alebachew Adem. (2009). Assessment of climate change-induced hazards, impacts and responses in the southern lowlands of Ethiopia. Forum for Social Studies, Addis Ababa.
- Aklilu Amsalu, Desalegn Wana, Mesfin Kassa and Negash Teklu. Consortium Climate change impacts on Pastoral Women in Ethiopia: some evidences from the Southern lowlands
- Alebachew, A. (2011). Climate change and rural livelihoods in northern Ethiopia. Impacts. Local adaptation strategies and implications for institutional interventions. Forum for Social Studies, Addis Ababa
- Asian Development Bank. (2016). Mainstreaming Gender into climate Mitigation activities, Guidelines for Policy Makers and Proposal Developers
- Agricultural Transformation Agency (ATA). (2017). Annual Report 2017-2018
- Aura R. Nyasimi M. Cramer L. and Thornton P. (2017). Gender review of climate change legislative and policy frameworks and strategies in East Africa. CCAFS Working Paper no. 209
- Azeb Assefa Mersha and Frank Van Laerhoven. (2016). A gender approach to understanding the differentiated impact of barriers to adaptation: responses to climate change in rural Ethiopia
- Azeb Assefa Mersha and Frank Van Laerhoven. (2018). Gender and climate policy: a discursive institutional analysis of Ethiopia's climate resilient strategy
- Bewket, Woldeamlak and Alebachew Adem. (2011). Assessment of national policies and programs of Ethiopia from a climate change perspective. Paper submitted to the Ethiopian Civil Society Network on Climate Change, Addis Ababa.

- Bitseat Sissay. (2011). The gender dimensions of climate change in Ethiopia: Impacts and policy responses. Paper presented at the bi-monthly public debate on climate change, environmental protection and sustainable development in Ethiopia, organized by the Forum for Social Studies, Addis Ababa.
- Biseswar I. (2008). Problems of feminist leadership among educated women in Ethiopia. *J Dev Soc* 24:125–158
- CSA (Central Statistical Agency) (2014) Ethiopia Mini Demographic and Health Survey 2014. Ethiopia Central Statistical Agency, Addis Ababa
- Federal Democratic Republic of Ethiopia (FDRE) (1995) Federal Democratic Republic of Ethiopia. Proclamation no. 1/1995. Proclamation of the Constitution of the Federal Democratic Republic of Ethiopia, Addis Ababa
- Federal Democratic Republic of Ethiopia (FDRE) (2011) CRGE vision: Ethiopia's vision for a climate resilient green economy, Addis Ababa
- Federal Democratic Republic of Ethiopia (FDRE) (2015) Ethiopia's climate resilient green economy climate resilience strategy agriculture and forestry. Ministry of Agriculture and Rural Development, Addis Ababa
- Federal Democratic Republic of Ethiopia (FDRE). (2011). Climate Resilient Green Economy Strategy. Green Economy Strategy . Addis Ababa.
- Federal Democratic Republic of Ethiopia (FDRE) (2007). Climate Change National Adaptation Program of Action (NAPA) OF Ethiopia. Ministry of Water Resources and National Meteorological Agency
- Federal Democratic Republic Of Ethiopia. (2011). Ethiopia's Climate-Resilient Green Economy Green economy strategy, Addis Abeba, Ethiopia
- Federal Democratic Republic Of Ethiopia. (2015). (Intended) National Determined Contributions (INDC)
- Federal Democratic Republic Of Ethiopia. (2013). Ethiopia's Programme of Adaptation to Climate Change (EPACC).
- Federal Democratic Republic Of Ethiopia. (). Ethiopia's Climate-Resilient Green Economy ! Climate Resilience Strategy: Water and Energy, Addis Abeba, Ethiopia

- Federal Democratic Republic Of Ethiopia, CRGE Facility. (2015). Monitoring and Evaluation System Manual
- Federal Democratic Republic Of Ethiopia, CRGE Facility. (2015). Operations Manual
- Fetien Abay(PhD) and Solomon Petros. (2016). Gendered Impacts of Climate Change: A case of Afar region, Ethiopia
- Global Environment Facility Independent Evaluation Office. (2018). Evaluation of Gender Mainstreaming in the GEF
- Holvoet N, Inberg L (2014) Gender sensitivity of Sub-Saharan Africa National Adaptation Programmes of Action: findings from a desk review of 31 countries. *Climate and Dev* 6:266–276.
- Lemlem Aregu, Ika Darnhofer, Azage Tegegne, Dirk Hoekstra, Maria Wurzinger. (2016). The impact of gender-blindness on social-ecological resilience: The case of a communal pasture in the highlands of Ethiopia
- Messeret Legesse Burussa. (2018). Assessment of Gender Issues for the ALC Initiative in Jimma and Ilu Aba Bora Zones, Ethiopia
- Margaux Herman. (2016). Women and Climatic Changes in Ethiopia: A Gendered Assessment
- Ministry of Finance and Economic Cooperation (MoFEC). (2015). Monitoring and Evaluation Manual, CRGE Facility
- Ministry of Finance and Economic Cooperation (MoFEC). (2012). Ethiopia’s Climate Resilient Green Economy (CRGE) Facility, Terms of Reference, 2012
- MoA (Ministry of Agriculture) (2011). Guidelines for mainstreaming gender in agricultural sector. Women’s Affairs Directorate, MoA, Addis Ababa.
- MoA (Ministry of Agriculture) (2011) Agriculture sector programme of plan on adaptation to climate change. Federal Democratic Republic of Ethiopia, Addis Ababa
- MoARD (Ministry of Agriculture and Rural Development) (2010) Ethiopia’s agricultural sector policy and investment framework (PIF) 2010–2020. Draft Final Report, Addis Ababa
- Ministry of Finance and Economic Cooperation (MoFEC). (2017). Climate Finance Tracking and Projection Approach and Methodology in Ethiopia

- Ministry of Transport of Ethiopia. (). Ethiopia's Climate Resilient Transport Sector Strategy. Addis Abeba, Ethiopia
- Ministry of Finance and Economic Development(MOFED) and Ministry of Environment and Forest (MEF). (). Climate Resilient Green Economy (CRGE) Project/program Concept Note and Proposal Preparation Guideline and Templates
- Ministry of Finance and Economic Development(MOFED) and Ministry of Environment and Forest (MEF). (2015). Climate Resilient Green Economy (CRGE) Project/program Appraisal Guideline and Templates (First Revised Version)
- Ministry of Environment, Forest and Climate Change. (2015). Ethiopia's Environmental and Social Safeguards Framework (ESSF) for the CRGE initiatives
- National Meteorological Agency (NMA) (2006). National Adaptation Program of Action of Ethiopia (NAPA). National Meteorological Agency, Addis Ababa.
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- Østebø MT (2015) Translations of gender equality among rural Arsi Oromo in Ethiopia. Dev Chang 46(3):442-463
- Selam Balehey, Girmay Tesfay and Mulubrhan Balehegn. (2018). Traditional gender inequalities limit pastoral women's opportunities for adaptation to climate change: Evidence from the Afar pastoralists of Ethiopia
- Sibyl Nelson and Anne T. Kuriakose. (2017). Gender and Renewable Energy: Entry Points for Women's Livelihoods and Employment
- Tesfamichael Wossen. (2016). Gender-Differentiated Impacts of Climate Variability in Ethiopia, a Discussion Paper Series submitted to Environment for Development.
- The Green Climate Fund. (2017). Mainstreaming Gender in Green Climate Fund Projects. A practical manual to support the integration of gender equality in climate change interventions and climate finance. Yeonsu-gu, Incheon, Republic of Korea
- UNDP. (2011). Ensuring gender equity in climate change financing
- Un Women. (2016). Leveraging Co-benefits between Gender Equality and Climate Action for Sustainable Development; Mainstreaming Gender Considerations in Climate Change Projects

- Victoria Team and Eyob Hassen. (2016). Climate Change and Complexity of Gender issues in Ethiopia
- Yohannis S. and Helawi L. (2008). Rapid assessment of biofuels development in Ethiopia (Synthesis and analysis). Paper presented at workshop organized by Melca Mahiber on assessment of biofuels and environmental impact assessment in Ethiopia. Ghion Hotel

## **6. Annex 2: Key Informant Interview Guide**

### **A. Questions for CRGE Facility Staff**

1. What are the major areas of focus of the facility in providing funding as well as forging partnership?
2. Do you think gender equality and women's issue are relevant to your sectoral focus? If yes how?
3. Are you required or mandated by your institution to include GE when you provide funding?
4. Does the facility have a written policy/guide with an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation that affirms its commitment to gender equality?
5. Are questions or criteria related to gender included in your program/project proposal review and approval process?
6. Is there any effort to systematically integrate gender into your programmatic (Climate financing and establish coordination mechanism) and administrative functions?
7. Do you have strategy to measure the impact of the facility's contribution on gender equality?
8. Is commitment to gender equality a criterion in the facility's selection of grantees?
9. Do job descriptions for professional positions include a skills requirement related to gender?
10. Is "gender" a measure included in professional staff's job performance criteria?
11. Has the facility budgeted adequate financial resources to fund proposals with specific gender equality outcomes?



12. What are the major achievements with regard to empowerment of women and gender equality?
13. What are the major setbacks regarding your effort to systematically integrate gender in the facility's policy /strategies/programs/and project formulation, implementation, M&E, communication, networking and knowledge management?
14. Do you think the facility could play a role in improving the impact of the climate change related programs' impact on women and gender equality?
15. What is your recommendation to your function's gender sensitive?

## **B. Sector Ministries**

1. What do you think are the top gender equality issues specific to your sector areas?
2. Do you think CRGE related programs/initiatives like yours could contribute to the promotion of gender equality in your sector?
3. Can you tell me about specific initiatives you know about that promote gender equality in natural resource management?
4. Are you aware of any current advocacy or policy initiative/s that address issues of equality between women and men in your sector? Do you take part in the initiative/s?
5. What potential role you could play to address the gender issues prevalent in your specific sector (opportunities/enablers)?
6. What are your major achievements with regard to empowerment of women and gender equality?
7. What are the major setbacks regarding your effort to systematically integrate gender in the facility's policy /strategies/programs/and project formulation,

- implementation, M&E, communication, networking and knowledge management (capacity, enabling environment, commitment, tools)?
8. What is your relation with the CRGE facility?
  9. Do you think the facility could play a role in improving the impact of your initiative on women and gender equality? How?
  10. What is/are your recommendation/s to strengthen systematic integration of gender equality into your sector?

### **C. Grantees**

1. What is the specific focus of your program
2. What are gender equality issues integrated into your programs?
3. How did you identify the gender equality issues integrated into your program?
4. Is gender mandated by your organization to be included in all programs/projects?
5. Are gender equality goals and objectives included in program/project designs?
6. Is there a person or department responsible for gender in your organization?
7. Does staff in your organization have the necessary knowledge, skills and attitude to carry out their work to include gender?
8. Is adequate training in gender planning and analysis provided for project and program staff?

9. Has your organization budgeted adequate financial resources to support your gender integration work?
10. Program/project planning, monitoring, evaluation, and advisory teams in my organization consist of members who are gender-sensitive?
11. Is the gender impact of projects and programs monitored and evaluated?
12. For your program/project, is there a needs assessment that includes an analysis of gender roles and responsibilities in the targeted community?
13. What are your major achievements with regard to empowerment of women and gender equality?
14. What are the major setbacks regarding your effort to systematically integrate gender in the facility's policy /strategies/programs/and project formulation, implementation, M&E, communication, networking and knowledge management (capacity, enabling environment, commitment, tools)?
15. What is your relation with the CRGE facility?
16. Do you think the facility could play a role in improving the impact of your initiative on women and gender equality? How?

