

Simplified Approval Process

Annex 4 : Gender assessment and action plan

**SAP: Upscaling “Naatangee” integrated family and
village farms for a resilient agriculture in Senegal**

Senegal | Centre de Suivi Ecologique

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I. Introduction

1.1. Context

The impacts of climate change are expected to vary geographically and farmers from developing countries already experience increased unpredictability of weather patterns associated with extreme weather and climatic patterns. Senegal experienced severe drought in the years 1983 and 1984 and its rainfall is rare, variable and unpredictable. Climate drivers impact different lives and livelihoods among Senegalese communities in complex ways. Subsistence agriculture among rural communities is not just a livelihood but also a culture that defines gender norms and division of labor at household level. Climate-change impacts have a potential to change gender and social relations at local level either positively or negatively.

The population of Senegal is estimated at 15,726,056 (ANSD projection, 2018), of which 50.2% are women and 49.8% are men. This demographic structure reflects the potential weight of women as human resources at the national level. Yet the participation rate of women in the economy remains low at 33.3% compared to that of men, which is 69%. Unemployment affects 40.4% of the female population versus just 18% of the male population. Life expectancy in the country is, in average, around 67.7 years and higher for women (69.6 years) than for men (65.5 years)¹.

Representation of women in decision-making bodies is still low despite the efforts made by the State. In addition, the precariousness of living conditions and discrimination in access and control of resources, among other issues, particularly affect women. In the agricultural sector, women do not own lands so they spend time for water and wood collection and they cannot participate in income-generating activities.

However, at international level, Senegal has ratified most international conventions, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

At national level, in accordance with the PES Priority Action Plan (PAP), the State's commitment to gender equity has been formalized through the adoption of the National Strategy for Equality and Gender Equality (SNEEG 2 2016 -2026) and recently, the highlighting of gender in the new name of the Ministry in charge of women and the family: Ministry of Women, Family and Gender. This political will is also reflected in the establishment of gender units in ministries and the appointment of gender focal points in all directions, institutes, projects and programs, including ANIDA. This strategy makes it possible to take into account gender considerations in the implementation of all activities based on a gender assessment including the agricultural sector (access and control of resources).

1.2. Gender assessment

The gender assessment of the current project on “Upscaling “Naatanguée” integrated family and village farms for a resilient agriculture in Senegal” is guided by CSE and GCF gender policies. Both men and women have crucial roles in responding effectively to climate risks, which when well analyzed,

¹ World Bank Data, 2018

could play an important role in building resilience as well as sustaining the livelihoods of the local community members. The core elements of the GCF Policy highlight three main focus areas:

- i) Women, as well as men significantly contribute to combating climate change. Shifting the paradigm towards low-emission and climate-resilient development pathways, which GCF's mandate, requires a large number of individual and collective decision by women and men. A gender-responsive approach is essential;
- ii) Climate-change impacts are not gender neutral as women and men are affected differently, to the detriment of women and GCF Policy embraces gender-responsive approaches addressing the existing gender inequalities that are likely to be exacerbated by climate change; and
- iii) The gender inequality, vulnerability and risks should not be addressed separately and therefore, CSE Gender policy pronounces the need for equal benefits for men and women during any interventions and financing.

II. Methodology

This assessment involved on-desk review, interviews and consultations with communities and key stakeholders from the agricultural sector in Senegal. The data are mainly taken from:

- Data resulting from the targeting strategies of Naatangué farms and beneficiaries
- Village monographs of farm implantation sites
- Reference situations on households and beneficiaries
- Study reports of effects on Naatangué farms
- ANIDA expert mission reports

The main points for the gender analysis were to identify the existing gender inequalities and gaps in relation to climate change in the agricultural sector and how women and men are contributing to climate action.

III. Literature review

3.1. Regulatory framework

The Government of Senegal (GoS) has decided to adopt a gender-sensitive approach and to progressively integrate gender issues into the country's development priorities. The development of two action plans for women empowerment in 1982 and 1997, and the evaluation of the second Women action plan (PANAF 1997-2001) which has been conducted in 2003 confirm the commitment of the authorities to improve living conditions and to promote equality and gender equity.

Senegal's option to develop a National Strategy for Equality and Gender Equity (SNEEG) responds to the dual concern of having (i) a global framework that clarifies the country's vision on gender and the commitment of the different components of society to realize this vision and (ii) an operational instrument that makes visible gender issues in society, to propose appropriate measures to remove

the constraints to equality and equity between men and women and to achieve the desired changes in gender.

The first version of SNEEG was adopted in 2015 for a period of 10 years and has been revised for the period 2016-2026. Since its adoption, many actions have been implemented to reduce these gender inequalities.

3.2. Gender, Agriculture, and Climate Change

In Senegal, agriculture – which is 90% family farms – is mainly led by men who control most of the resources and factors of production. Accordingly, agricultural constraints are experienced differently by women and men. These farms are significantly affected by climatic changes such as irregular rainfall, prolonged dry season, increased temperature and rainfall deficit. These changes translate into lower productivity, low producer incomes, increased food insecurity and high vulnerability of rural households. In addition, poor access to finance and weaknesses in organizational and technical capacities limit the resilience of rural farmers, especially women.

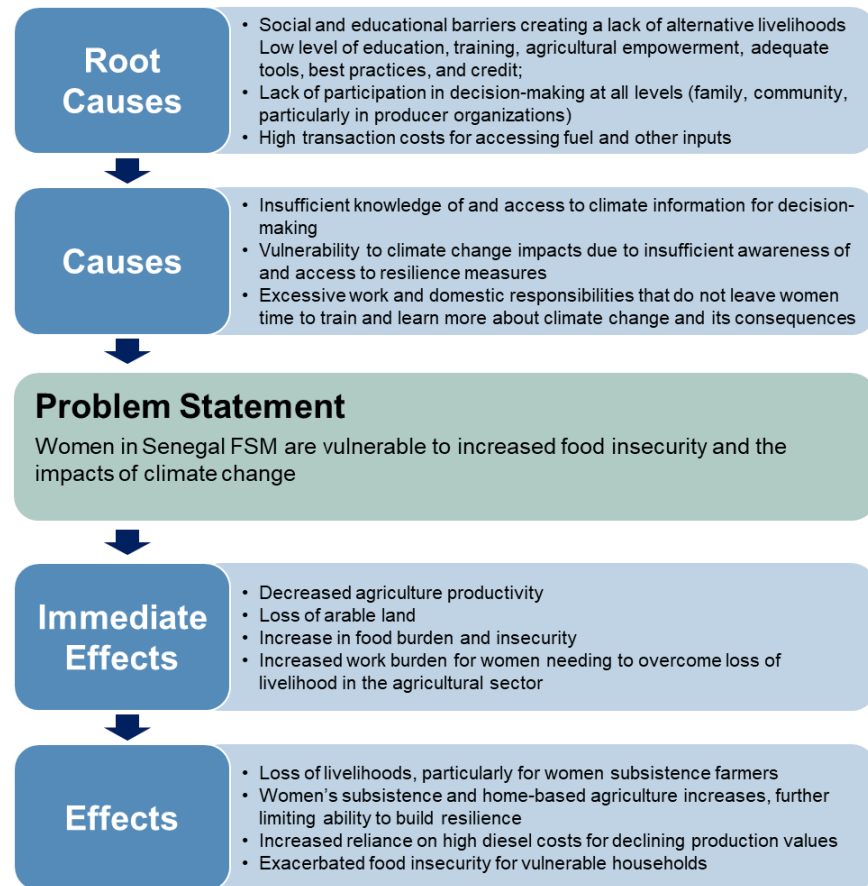
The effects of climate change are the same for rural people, but men and women have different livelihoods to cope with climate change. As a result, women's vulnerability is greater as is the impact on their livelihoods.

Specifically, the following vulnerabilities are noted:

- As a result of customary practices, the rules and modes of land ownership are based on more male-friendly transfer systems. The scarcity of cultivable land in some areas of Senegal, the slowness in land allocation procedures are the most mentioned constraints in this area. If women can access the land often, they are given land of lower quality and often accessibility is difficult. Although women are involved in nearly 82% of the agricultural work (agriculture, livestock, fishing) versus 79.4% for men; they only benefit from 13.4% of plots, versus 86.60% for men. Specifically, for agricultural land, this differential would be 60.9% for men and 31.1% women (According to the National Strategy of Equality and Gender Equity 2016-20).
- Critical absence of financial means for women to acquire factors of production because of their status and more particularly distribution options that favor criteria based on the status of head of households (There is a very clear predominance of male-headed households. Nationally, 82.8% of households are male-headed compared to 17.2% for female-headed households. In urban areas, 24.2% of households are female-headed compared to just 11% in rural areas, according to DAPS 2014 survey).
- The distribution methods for new hydro-agricultural schemes, which are often based on more women-centered arrangements, according to quotas which do not exceed 15% of the surface area, whereas men are often taken individually into account as household chiefs;
- Women are almost universally positioned in processing of agricultural products;
- Lack of support to reduce disparities between women and men in actions supporting the sectors and the value chains while the State allocates significant resources to the sub-sector that more men benefit from;

- the maintenance of women in the production tasks of family units without any real income benefit to their efforts, although they are the pillars of the various operations required for agricultural routes.

Figure 1: Problem Tree for Gender, Food Security, and Climate Change for Senegal Small-scale Farming



Through the creation of rural Naatangué farms and other efforts, ANIDA has effectively worked to:

- increase and create opportunities for rural women's access to productive resources (land, inputs, financing, credit, equipment and agricultural infrastructure);
- strengthen the technical, organizational and managerial capacities of rural women and improve their access to training support services;

IV. Gender assessment in the project intervention areas

4.1. Presentation of the role of women in agriculture, agroforestry and rural areas

In Senegal, the unemployment rate for people aged 15 years old and over is estimated at 16.9%. This phenomenon is slightly more important in rural areas where 18.7% of the working population is unemployed against 15.5% in urban areas. According to sex, unemployment affects women (27.6%) more than men (8.6%).

Production factors

Productive capital covers all the goods that can be used to produce and / or generate income. With regard to personal possession, men are in the majority the holders of productive assets, unlike women who mainly own less valuable assets, in particular small livestock, poultry, kitchen utensils, etc.).

Men mainly own the goods relating to agricultural land, large livestock, agricultural equipment, houses, other non-agricultural land (residential, commercial), means of transport (bicycles, motorcycles, cars).

Table 1: Example of resources profile

Resources	Access	Control
Land	The whole household	Men
Agricultural equipment	The whole household	Men
Horses	Men and boys	Men
Livestock	The whole household	Men
Seeds	Men	Men
Agricultural inputs	Men	Men
Labor	Men and boys	Men
Money	The whole household	Men
Water	The whole household	Men Women

Land rights and access to land

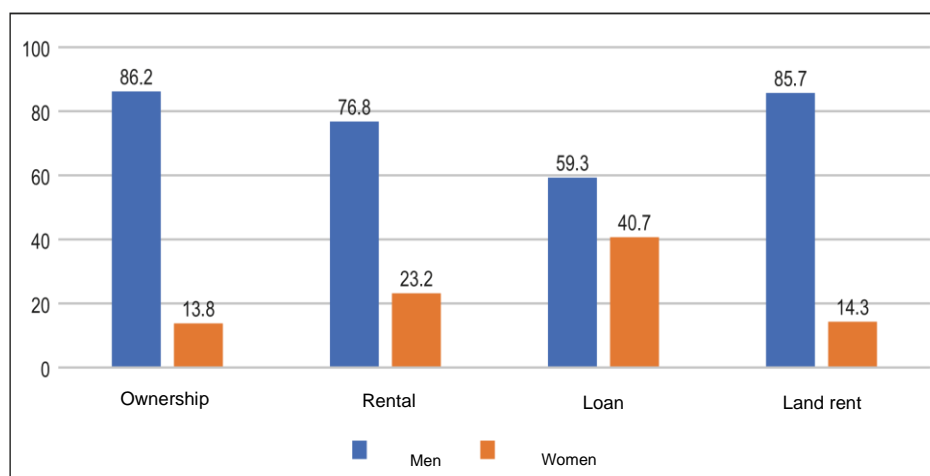
In the project areas, access to land is based mainly on customary rules rather than positive laws. The rules and modes of transmission of land ownership which are based on transfer systems more favorable to men. Indeed, traditionally, women in most customs have only indirect access to land. The scarcity of cultivable land in certain areas of Senegal, slowness in land allocation procedures are most often mentioned. They generally benefit from land acquired through the intermediary of a third party (usually a man: husband, lineage chief, etc.) for their production, but have no control over resources. If they can access land, they are often allocated land of lower quality and often difficult accessibility.

Given the importance of women in agricultural work, it is necessary to improve their access to land and productive capital as well as their agricultural income to address some of the gender issues. This requires strengthening women's productivity to make them a powerful leader. In addition, ensuring secure land rights for women and men, promoting sustainable forest management and alleviating poverty is also necessary.

Constraints and concerns of women in the project areas regarding land can be summarized in several points:

- Lack of property rights and especially control over the land due to their traditional social status;
- Lack of useful information to improve their land situation;
- Poor access to technologies to intensify agricultural practices on allocated degraded land;
- Reinforcement of the precariousness of the land situation of some women due to the increase in the needs of families for fertile land needs that are increasing with the segmentation of family farms, urbanization but also the arrival of new actors in the agricultural sector.

Figure 2: Breakdown by sex of the person responsible for cultivated areas and the occupation status of the plot



Source: Données de l'enquête agricole annuelle

Positioning women in value chains

At the level of agricultural value chains, women are less integrated and play the least qualified roles than men because of their low levels of literacy and education, their low income and their limited access to factors of production (capital, land) and funding. They are often simple employees (sowing or transplanting and harvesting work, in the processing, conservation and marketing of agricultural products) while the men occupy the supervisory functions (supply of inputs and production). They also dominate activities generating higher added value thanks to their strong purchasing power, which enables them to acquire means of production.

Benefit sharing from agricultural activities

Women often play an important role in agricultural production, they do not always have control over their shares of agricultural income and are frequently trapped in a cycle of low agricultural productivity and poverty, thus contributing to food security and nutrition problems for women and youth. There are several possibilities regarding profit sharing. Generally, the husband is responsible for managing the income generated by agricultural activities in households, however in women's cooperatives, profit sharing can be done between members according to established internal rules.

Time spent in activities

The participation of men and women and the time usually spent in agricultural and non-agricultural activities raises the issue of women's empowerment. The methodology of the Women in Agriculture Empowerment Index considers as non-autonomous a person who works more than 10.5 hours during the 24 hours in a day. The work considered includes working as an employee, work in one's own company (trade, transport, crafts, etc.), agriculture, livestock, fishing, sewing, preparing food, domestic work, taking care of others (children / elderly).

Table 2: Example of average time (in hours) spent in different activities regarding gender

		DIOURBEL		FATICK		THIES		Total	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Agricultural activities	Rainy season	7,0	5,8	8,6	6,5	8,1	5,4	7,8	5,7
	Dry season	4,5	3,6	4,3	1,6	4,5	2,4	4,5	2,6
Non agricultural activities	Rainy season	1,8	1,4	3,6	1,0	3,1	2,3	2,7	1,8
	Dry season	2,3	1,9	3,8	2,4	3,1	3,3	2,9	2,7
Housework	Rainy season	1,2	4,4	0,8	4,5	1,6	4,9	1,3	4,7
	Dry season	1,2	4,9	1,8	8,1	1,8	5,1	1,6	5,7
Total	Rainy season	10,0	11,6	13,0	12,0	12,8	12,6	11,8	12,2
	Dry season	8,0	10,4	9,9	12,1	9,4	10,8	9,0	11,0

Source: Data from PAPSEN² survey, 2017

From this survey, it appears that women spend around 10.5 hours and per day to the agricultural activities, the non-agricultural ones and housework during rainy and dry season.

4.2. Female participation in Naatangué farms

The Naatangué farm model is favorably designed to promote the participation of women in productive activities. Indeed, early on the consideration of gender has been placed at the center of the Agency's concerns. To achieve gender equity on farms, the Agency works to ensure that the following selection criteria are met:

- Age: between 18 and 50, with a predominance of young people (at least 70% of beneficiaries must be between 18 to 35 years old);
- Gender: women must represent at least 30% of the beneficiary population;
- More specifically and concerning women
 - o On Naatangué farms of less than 5 ha: they represent 80 to 100% of the workforce;
 - o In Village Farms of more than 5 ha: at least 30% of the workforce with a search for parity if possible;"

An example of this procedure in practice comes from the PAPEFI³ project which deployed Naatangué family farms in the Ziguinchor, Kolda and Sédhiou regions and had 30% of its beneficiaries be women of which 55% were between 18 and 35 years old.

² PAPSEN : Programme d'Appui au Programme National d'Investissement de l'Agriculture du Sénégal (Support Program for Senegal's National Agriculture Investment Program)

³ PAPEFI : Projet d'Aménagement de Petites Exploitations Familiales Intégrées (Small Integrated Family Farm Development Project)

Through this Agency policy, women have access to managed land, inputs and resources, and capacity building in good practices which allows them to capitalize on new income opportunities (e.g. of the 20,000 jobs created by the Agency, 8,000 are women and women represent 40% of the producers receiving advisory support).

In addition to current activities on the farms, women are specifically active in Animal Production Management. They are also the seasonal labor force on farms during transplanting and harvesting times. For example, more than 3,000 women are employed on harvest days over a period of 3 months on Djilakh, Ngomène, Mont Rolland, Tivaouane Peulh, Kafesse and Kandio Kamoko farms for the export of green beans and melons with income daily average of \$5 (around 2,500 FCFA).

4.3. Effects of Naatangué farms on the living conditions of rural women

The Naatangué farm model first offers women access to decent and gainful employment with an equal average annual income obtained of 900,000 FCFA / year (around 1,800\$) with a peak in 2017 of 2.5 million FCFA / year (around 5,000\$) on the Tivaouane Peulh farm because of reduced diesel costs from integrating the solar pumping system.

Through the income generated from agricultural activities, Naatangué farms provide rural women and households with socio-economic conditions conducive to improving their resilience to climate change. They have acquired the means to meet household food expenditure needs while also covering educational and health needs. In addition to being a source of income, the farm offers a diversification, which is a key contribution to food security and the coverage of basic needs of rural households.

4.4. Persistent Constraints to the Resilience of Rural Women

The vulnerability of women in this sector still persists despite the above efforts due to:

- High dependency on the natural resources that are most affected by the determinants of climate change;
- Lack of access and control of the main resources;
- Low level of education, training, agricultural empowerment, adequate tools, best practices, and credit;
- Excessive work and domestic responsibilities that do not leave women time to train and learn more about climate change and its consequences;
- Lack of participation in decision-making at all levels (in producer organizations), which does not allow for taking into account their specific needs. In this sense, female leadership is still inhibited.
- Weak organizational dynamic marked by dysfunctional decision-making bodies and technical commissions;
- Low level of development of women's agricultural entrepreneurship through professionalization;
- Low level of development of female agricultural entrepreneurship through the professionalization and networking of women farmers;

- Lack of training for men and women on collective management of hydro-agricultural infrastructure, gender relations, organization of collective work and leadership (involvement of men)
- Lack of specific orientation for the promotion of women and income-generating activities in family and village farms;
- Lack of training on climate change and the principles of sustainable management of Naatangué farms;
- An almost non-existent operationalization of nutritional aspects with producer groups;
- In terms of monitoring and evaluation, gender indicators are not specifically formulated to ensure monitoring disaggregated by sex and age.

4.5. Issues of gender mainstreaming in the context of the Green Climate Fund project (scaling up Naatangué farms)

By scaling up of farms located in regions with high agro-ecological potential as well as high vulnerabilities to the effects of climate change, GCF investment and support will help maintain the dynamics of creating sustainable and profitable jobs on managed farms to benefit the rural women most vulnerable to poverty. Equal participation of men and women taking into account the specific needs of each is a factor of success in all development projects. This consideration will be taken into account across the entire project cycle through a transparent and equitable choice of beneficiaries, strengthening organizational dynamics, training and professionalization.

The "Natangué family farms" model is a very favorable strategy that provides rural women with: access to land (deliberation in her name), control over the activities of her farm, proximity and access to technical advice and support (e.g. training and professionalization, marketing support, etc.), campaign credits through the intermediation of ANIDA and partner financial institutions, etc. Through the consolidation of family farms this project will provide for an increase in productivity, a clear improvement in positive income, some improvement in the living conditions, and increased food security (increasing resilience to climate change) all of which will significantly benefit rural women, particularly with the targeted outreach to women farmers and vulnerable groups.

V. Gender Action plan

To deal with the constraints identified, it is necessary to undertake specific activities on an operational and strategic level. The gender strategy proposed under the project is organized around several axes:

- Axis 1: Equal opportunities and benefits for women in the access to farms and maintenance of infrastructures
- Axis 2: Women's empowerment
- Axis 3: Strengthening capacities of actors
- Axis 4: Monitoring and evaluation of the Gender action plan

Axis 1: Equal opportunities and benefits for women in the access to farms and maintenance of infrastructures

Agroforestry techniques. Training will be provided in agroforestry techniques and crops inserted in the agroforestry system according the project plan. Particular attention will be paid to women's needs.

Selection of beneficiaries. Women and youth will be promoted to be beneficiaries. Particular attention will be paid to women's needs after a need identification analysis.

Axis 2: Women's empowerment

Women's empowerment requires not only improving agricultural productivity – since agriculture is the most important livelihood activity for women in rural areas – but also diversification and skills development beyond agriculture. Thus, the following actions will be included in Output 1.1 for the selection of the beneficiaries, in Output 3.1, Activity 3.1.2 for the capacity building in organizational development and entrepreneurship.

Increase market access through diversification of activities. The project will improve incomes for producers including women by providing support on access to markets. Activities will focus on diversification of activities and support for: chicken processing; milk processing. Attention will be paid to the risks of increased GBV resulting from women's increased financial independence.

Access to finance. Women's access to finance is constrained by lack of financial literacy. The project will address this issue through the development of a revolving fund and the link the project will trigger between cooperatives and financial institutions/local banks as well as facilitation of entrepreneurship dialogues.

Capacity building on organizational entrepreneurship and leadership. The project aims to increase women's leadership, management and decision-making roles in the key sector organizations (cooperatives). The project will support training and capacity building on entrepreneurship, marketing and organizational management for women and youth.

Gender balanced staff and gender expert in the team. The recruitment of project staff and consultants will promote gender balance. Women will be encouraged to apply for all positions. In addition, the project will use the CSE's gender expert. She will play a key role in leading the implementation of the Gender Action Plan.

Axis 3: Strengthening capacities of actors

Gender has been taken into account in ANIDA activities despite the fact that all women constraints are not solved. As such, actions have been integrated into Component 3 (Professionalization of producers' organizations). The project foresees a number of interventions to boost capacities to mainstream gender:

Training and awareness on gender for the agricultural advisors and the lead producers during training sessions. These trainings sessions will not only sensitize staff to gender related issues and also gives knowledge and skills to integrate gender throughout their activities.

Axis 4: Monitoring and evaluation of the Gender action plan

Under this axis, the project will focus on monitoring and evaluation in implementing this Gender Action Plan. The following actions are planned:

Grievance redress mechanism. A project level grievance redress mechanism (GRM) will be established and accessible to all stakeholders with sensitivity to women's needs and constraints. The GRM will clearly describe who project beneficiaries can safely turn to in the case of a grievance or complaint. Any reports of gender issues in relation to project activities will be acted on immediately and in an appropriate manner according to the GRM as well as CSE policy. Furthermore, all project staff will know the procedures for taking action on reports of gender issues. Issues of child labor related to project activities may also be reported and dealt with through this mechanism.

CSE gender policy and tools for integrating gender into project. Under CSE's policy and obligations related to gender mainstreaming, each staff will be responsible (as defined also in their job description/terms of reference) for mainstreaming gender during the implementation of his/her work. Furthermore, all staff will be required to participate in gender training at the beginning of the project. Advice and support will be available to staff as needed to boost their capacity on gender and help them to overcome any constraints or obstacles encountered in these efforts.

Part-time gender expert. The gender expert from ANIDA will track progress and provide coaching and feedback to staff to ensure that the mainstreaming is a continuous commitment throughout project implementation. All staff will be obligated to report on gender aspects as part of back-to-office reporting and gender will be a standing agenda item in team meetings. Finally, noteworthy achievements on empowering women and reaching gender equality in the project activities will be duly recognized and shared. This multi-faceted methodology will ensure the inclusion of gender and active participation of women throughout implementation of the project.

Table 3: Gender Action Plan

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
Impact Statement: To increase the resilience of women in rural communities in Senegal to food insecurity in the face of climate change by empowering them to engage in and benefit from climate-smart agriculture									
Outcome 1: Establishing Naatangué farm models for sustainable agriculture in 8 regions			Y1	Y2	Y3	Y4			
<u>Inclusion and empowerment of female farmers and women-led family farms in the deployment, utilization, and capitalization of Naatangué family farms models (Result 1.1)</u>	Consult with other projects and programs in the area of intervention to develop synergies and others actors	Number of consultations held with projects and programs and others actors Targets: 1 consultation per coordination for 5 coordination	x				ANIDA Gender expert	2 871.07	A1
	Ensure gender equity in family farm beneficiaries and provide training, awareness building and other opportunities to empower women-led farms	Number of men and women led households benefiting from Naatangué family farms Targets: 30% to 40% of the beneficiaries are women	x					2 871.07	A2
<u>Inclusion and empowerment of female farmers in the deployment, utilization, and capitalization of Naatangué consolidate farms models (Result 1.2)</u>	Consult with other projects and programs in the area of intervention to develop synergies and others actors (including Ministry of women,	Number of consultations held with projects and programs and others actors Targets: 1 consultation	x				ANIDA Gender expert	Included in the consultations budget (A1)	A3

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
	family, gender and children protection)	per coordination for 5 coordination							
	Ensure gender equity in village farm beneficiaries and new income generating activities and provide additional training, awareness building and other opportunities to empower women-led farms	Number of women and men led households benefiting from the village farms Targets: 30% to 40% of the beneficiaries are women	x					2 871.07	A4
Outcome 2: Strengthening the capacity of agricultural advisors and smallholder farms (capacity building, training and knowledge transfer)			Y1	Y2	Y3	Y4			
<u>Ensure agricultural advisors are trained to meet the differentiated needs of men and women farmers (Activity 2.1.1)</u>	Recruitment of a consultant to conduct the analysis and consultation with women's organizations, and women farmers/businesswomen to identify specific needs of women farmers, particularly with regards to land rights access, access to capital, seed and inputs purchasing, etc.	Analysis report and action plan of the specific needs Targets: 1 analysis report and 1 action plan	x				Consultant	21 017.024	B1
		Number of consultations with women's organizations, and women farmers Targets: 1 consultation per coordination	x	x			ANIDA Gender expert	1 914.05	B2

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
		for 5 coordination							
	Sharing the results of the analysis and the action plan with the coordination	Number of workshops to share the analysis and the action plan Targets: 5 workshops, 1 per coordination for 5 coordinations		x			Consultant ANIDA Gender expert	3 626	B3
	Training advisors and support services to respond to identified needs as part of provision of support	Number of advisors trained to provide gender-responsive support services Targets: 40 agricultural advisors		x			ANIDA Gender expert	2 068.36	B4
	Sensitization of producers on identified needs	Number of producers sensitized		x			ANIDA Gender expert	31 901	B5
<u>Leverage both men and women farmers knowledge of inputs and production systems to better tailor climate smart agriculture practices and seeds</u> (Activity 2.1.2, 2.1.3, 2.1.4)	Ensure a quantitative and a qualitative participation during the training in climate-smart agriculture and in practices which will enhance the productivity	30% to 40% of men and women who participated in consultations on climate smart agriculture		x	x		ANIDA agricultural advisors	Included in B4 activity	B6

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
		practices Targets: 30% to 40% of the beneficiaries are women							
		Evaluation report after the sensitization mission Targets: 1 evaluation report		x	x		ANIDA Gender expert	2 871.07	B7
<u>Ensure effective ownership of the issue of climate-smart agriculture for both men and women farmers</u> (Activity 2.1.4)	Mobilize individual farmers and organizations like women's associations to champion climate-smart agriculture	Number of men and women are applying the good practices Targets: 30% to 40% of the beneficiaries are women		x	x	x	ANIDA agricultural advisors	No costs associated	B8
		Number of men and women mobilized to support and advocate for climate smart agriculture Targets: 100% of men and women are mobilized		x	x	x	ANIDA Gender expert	2 871.07	B9

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
Ensure gender-balanced capacity building, awareness building, and training (Activity 2.1.2, 2.1.3, 2.2.1,)	Consult with Ministry of women, family, gender and children protection, women's organizations, and women farmers to identify differentiated needs in trainings and ensure representation	Number of consultations with Ministry of women, family, gender and children protection, women's organizations, and women farmers Targets: 1 consultation per coordination for 5 coordination		x		x	ANIDA Gender expert	2 871.07	B10
	Ensure gender-balanced representation in project trainings on use of climate smart agriculture practices, fruit tree domestication, and use of climate information	Number of women trained on use of climate smart agriculture practices, fruit tree domestication, and use of climate information Targets: 30% to 40% of the beneficiaries are women		x		x	ANIDA Gender expert ANIDA agricultural advisors	No costs associated (included in B7)	B11
Outcome 3: Empowering farmer entrepreneurship through market integration and accelerating new agricultural markets			Y1	Y2	Y3	Y4			

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
<u>Ensure agricultural advisors are trained to meet the differentiated needs of men and women farmers</u> (Activity 3.1.1, 3.1.4)	Recruitment of a consultant to conduct the analysis with regards to income allocation, access to market, transportation and to consult with women's organizations, and women farmers to identify specific needs of women farmers	Analysis report and action plan of the specific needs Targets: 1 analysis report and 1 action plan	x				Consultant	No costs associated (included in B1)	C1
	Sharing the results of the analysis and the action plan with the coordination	Number of workshops to share the analysis and the action plan Targets: 5 workshops, 1 per coordination for 5 coordinations	x				Consultant ANIDA Gender expert	No costs associated (included in B3)	C2
	Train advisors and support services to respond to identified needs as part of provision of support	Number of advisors trained to provide gender-responsive support services Targets: 40 agricultural advisors	x				ANIDA Gender expert	No costs associated (included in B4)	C3

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
<u>Integrate gender mainstreaming into producer organizations and build their capacities to provide male and female farmers with the tailored support and engagement needed</u> (Activity 3.1.2)	Incorporate a gender analysis angle in the organizational analysis of producer organizations, particularly highlighting new opportunities to better mainstream gender considerations into operations and provide better and tailored support services to female and male farmers	Number of producer organizations trained in gender mainstreaming and actively incorporating gender considerations in their day to day operations and provision of support.		x			ANIDA Gender expert	No costs associated (included in B5)	C4
	Encourage female participation in organizations and their representativeness in decision-making bodies	Number of women who are member of organizations and are included in the decision-making bodies Targets: 30% of women are member of organizations and are included in the decision-making bodies		x			ANIDA Gender expert	No costs associated (included in B4 and B5)	C5

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
<u>Ensure gender-balanced representation in the establishment and ongoing management of agricultural cooperatives</u> (Activity 3.1.3)	Consult with Ministry of women, family, gender and children protection, women's organizations, and women farmers to identify the structural needs for cooperatives to be able to effectively integrate women's perspectives and needs into cooperative design and function	Number of consultations with Ministry of women, family, gender and children protection, women's organizations, and women farmers <u>Targets:</u> 1 consultation per coordination for 5 coordination		x			ANIDA Gender expert	No costs associated (included in B10)	C6
	Ensure representativeness of women in decision-making bodies in the cooperatives	Number of women who are represented in the decision-making bodies in the cooperatives <u>Targets:</u> 30% of women are represented in the decision-making bodies in the cooperatives		x	x		ANIDA Gender expert	2 871.07	C7

Objective	Action/Activity	Indicators and Targets	Timeline				Responsibilities	Budget (EUR)	Number
Female beneficiaries improved economic status	Encourage female participation in all activities and ensure their representativeness in decision-making bodies	Number of woman participating in overall project activities <u>Targets:</u> 30% overall representation					x ANIDA Gender expert	No cost	
TOTAL								80 624	

