FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

MINISTRY OF AGRICULTURE

PARTICIPATORY SMALL SCALE IRRIGATION DEVELOPMENT PROGRAM (PASIDP-II)

GENDER MAINSTREAMING GUIDELINE

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Prepared by

Kefyalew Tsegaw, Capacity Building and Gender Officer, PASIDP-II National Coordination Unit

Aantigegn Belachew, Capacity Building and Gender Officer, PASIDP-II Amhara region Coordination Unit

Gezahegn Gelebo, Capacity Building and Gender Officer, PASIDP-II SNNPRS Coordination Unit

With technical support of

Mestefaker Alebachew
Gender & Nutrition Program Specialist
Agricultural Transformation Agency
Addis Ababa, Ethiopia

Foreword

This is a Gender Mainstreaming Guide for PASIDP-II. The guideline aims at assisting program managers, technical teams and local organizations to recognize and address gender concerns in all operations. It will in addition help to standardize gender mainstreaming approaches within the program, thus making it possible to compare results between and within regions. The guide is prepared by efforts of Capacity Building and Gender specialists of PASIDP-II with technical support of the Ministry of Agriculture directorate women affairs**.**

Nuredin Asaro

National Program Coordinator

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Program Descriptions

The principal aim of PASIDP-II is to support the government's strategy for agricultural growth, as articulated in its GTP-II. This requires both increases in productivity and creating access to market. The program also emphasizes that growth should be inclusive and therefore would stress the participation of women and youth. Sustainable growth requires that due attention is given to natural resource management (land and water) to end the challenges of alarmingly diminishing natural resources in such areas in response to the national and global issue of climatic change.

The Project Development Objective (PDO) is ***to provide improved income and food security for rural HHS on a sustainable basis targeted by the project***. The project would also contribute to the higher-level objectives of poverty reduction, improved nutritional outcomes by diversifying and improving dietary consumption and climate change mitigation and adaptation through supported climate smart agriculture initiatives. The program includes three components:

Component A: Investment in Small-scale Irrigation Infrastructure: The expected outcome of Component A is "farmers have access to sustainable irrigation schemes". The proposed Programme aims to develop 18,400 ha of small-scale irrigation schemes. Subcomponent A.1 will support (a) the identification and selection of 22,000 ha of schemes, (b) the feasibility studies and detailed designs following improved quality guidelines, (c) the establishment and strengthening of Irrigation Water Users Associations, (d) the required environmental and social impact studies and environmental and social management plans. Subcomponent A.2 will support the development of the selected irrigation schemes, including multiple user systems alongside irrigation.

Component B: Investment in Capacity for Sustainable Agriculture: The expected outcome of Component B would be "farmers have increased marked-oriented skills and capacity for sustainable agriculture". Component B will support a range of activities designed to ensure that the beneficiaries operate in an environment that is more conducive to rural commercial development. Subcomponent B.1 will finance the strengthening of farmers' cooperatives, the development of agribusiness linkages and access to financial services. Subcomponent B.2 will support the improvement of crop husbandry practices mainly through farmers' research groups, extension support and the availability of improved seed. The Subcomponent will also make provision for gender-activities and promotion of nutrition-sensitive agriculture. Subcomponent B.3 will support improved watershed management on 68,160 ha of adjacent watersheds and promotion of conservation farming.

Component C: Program Management, M&E, and Knowledge Management: Component C will focus on (a) Learning and Knowledge Management, (b) Program Management, Monitoring and Evaluation.

The scope of the project is defined in terms of the geographical coverage and targeted beneficiaries. The primary target of the project is smallholder farmers, who live in areas of Ethiopia with the high poverty and food insecurity. There are expected to be about 108,750 beneficiaries of PASIDP II. The direct beneficiaries of the project will include smallholder farmers benefiting from:

- 46,250 HHs in small-scale irrigation schemes and some fields in the adjacent watersheds;
- 37,500 HHs in the adjacent watersheds;
- 15,000 employment opportunities created due to the growing labour need requirements;
- 10,000 HHs that benefitted from irrigation support under PASIDP I and that will benefit from the agronomic and market linkages support under PASIDP II.

GLOSSARY OF WORDS

Gender:- Gender is defined as a social relationship between men and women, as prescribed by society. The term distinguishes the socially constructed from the biologically determined attributes of being male or female. In nearly all cases, the relationship is unequal in terms of labour, access to and control over resources, benefits and overall power relations. Because gender is socially constructed, it varies within and between cultures and also over time.

Gender Relations:- Gender relations refer to a complex system of personal and social relations of domination and power through which women and men are socialized. These relations determine access to power and material resources.

Gender Analysis:- A method that explores and highlights the relationships of women and men in society and the inequalities in those relationships. The analysis seeks the following information. Who does what? Who has what? Who decides? How? Who gains? Who loses? Gender issues identified form the basis for gender mainstreaming.

Gender Issues/Concerns:- Specific inequalities between men and women that are associated with their. Defined roles and positioning in society.

Gender Mainstreaming:- This is a development strategy which ensures that the needs, entitlements and experiences of men and women are taken into account in every project, program and within institutions. It is a strategy for making the concerns and experiences of women as well as men an integral part of the design,

Agricultural Sector Gender Mainstreaming Guide:- Implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres. Mainstreaming ensures that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.

Gender Sensitivity:- The ability to perceive existing gender stereotypes, issues and inequalities and taking appropriate action. Gender-sensitive planning uses specific methods and tools to provide women and/or men (whoever is disadvantaged) more opportunities for their participation in the development process and to measure the impact of planned activities on women and men.

Gender Equality:- A situation where men and women are seen to be equal, provided with equal opportunities in the society, enjoying equal benefits and are treated the same before the law.

Gender Equity:- About fairness and justice, about people receiving their worth in relation to their input and contribution. Equity measures, such as the affirmative, action are used to correct historical imbalances in development.

Affirmative Action:- This is an action taken on a temporary basis in favor of a disadvantaged group to help correct inequalities that have emanated from direct and indirect consequences of past discrimination. This is a form of gender mainstreaming.

Gender Blind:- Is when the importance of gender is not recognized and is completely omitted from documents. No references are made thus eliminating the possibility, responsibility and accountability for addressing inequalities.

Practical Gender Needs / Interests:- Practical needs/interests are those that are related to immediate needs, often related to inadequacies in living conditions such as water, health, energy, food etc. They make existence more tolerable but often fail to change the status quo of target groups.

Strategic Gender Needs/Interests:- These refer to factors and systems that initiate and sustain gender inequalities. Addressing them leads to transformation of existing imbalances of power between women and men since these are imbalances that exist because of women's subordinate social status. Often works on the culture, attitudes and behavior, policies and legal rights, among others.

Empowerment:- The systematic gathering and examination of information on gender differences and social relations, in order to identify, understand and redress inequities based on gender.

Gender Budgeting:- A Gender Budget is one which demonstrates sensitivity to different needs and Privileges, rights and obligations, which men and women have in society and an effective approach to gender mainstreaming. A gender budget will, in mobilization of resources, recognize the different needs of men and women and their respective contributions in the production of goods and services and human labor. The budgeting exercise is guided by issues of who is affected, who is doing what, who is contributing what and how much. Such sensitivity will minimize the possibility of using the budget and the budgeting process as a tool to further increase gender gaps in a given society.

1. Introduction

1.1. Background

Agriculture is central to the livelihoods of the rural poor and in the attainment of the growth and transformation Goals. Agriculture can be the engine of growth and is necessary for reducing poverty and food insecurity. Understanding the dynamic processes of change is crucial to better position the sector for faster growth and sustained development, which is vital for food and livelihoods security for millions of men and women.

The rapid changes occurring in the agriculture sector present opportunities and challenges for the sector's central role in poverty reduction and food security. Markets and the demand for agricultural commodities are changing rapidly, especially for higher-value products. These changes may create opportunities for greater market participation for both women and men; however, there are five dimensions to gender inequality in agriculture: land rights, productive resources, unpaid work, employment and decision making.

Irrigation development is one of the interventions for addressing these gender inequalities in agriculture sector. Small-scale irrigation is increasingly recognized as a key strategy for enhancing agricultural productivity and food security under growing climate uncertainty in Ethiopia. Rain fed production dominates the country, but governments and other stakeholders are increasing investments in irrigation. As these efforts are being rolled out, the gender implications of irrigation must be considered to ensure that both men and women have the opportunity to adopt irrigation technologies and benefit from these investments.

Irrigation has tremendous potential to improve time-use efficiency, stabilize and increase income, enhance nutrition, buffer seasonal and climate-related shocks, and boost women's status in the household and community. But these positive outcomes are unlikely to occur automatically. Gender-based differences in preferences, responsibilities, and access to resources need to be considered in the design and implementation of irrigation technologies, to maximize the contribution of irrigation both to these outcomes and to empowering women.

Gender-based constraints vary by irrigation type, and specifically by (1) household technology adoption, such as private wells and pumps, and (2) shared water resources, such as canals or small reservoirs. Women often face constraints in both areas, and lack of access to shared water resources may preclude adoption of household technologies. Because these issues manifest distinctly in different contexts, flexible, participatory approaches are required to identify and respond to the specific constraints in a given setting.

1.2. Objectives

1.2.1. PASIDP-II Gender Objectives

PASIDP-II plays various roles in stimulating and facilitating efforts, both in-house and with partners at the national, regional, zonal, woreda and local levels, to overcome constraints and take advantage of opportunities to promote gender equality and equity within the small scale irrigation development subsector and the agriculture and natural resources development sector in general. It is a reflection of the increasing awareness that gender equality and equity are important prerequisites for agricultural growth and sustainable development.

The program (PASIDP-II) has three main gender objectives:

1. To promote equality of opportunity and outcomes between women and men in the small scale irrigation development subsector at local, woreda, zonal, regional and national levels;
2. To increase the quality, efficiency and impacts of PASIDP-II work in small scale irrigation development; and
3. To ensure that human equality, equity and rights are respected across gender, that there is good gender representation in decision-making positions and there is active and balanced participation by both women and men in irrigation development works.

1.2.2. Gender Mainstreaming Guideline Objectives

The objectives of this gender mainstreaming guideline are:

i. To identify key gender issues in the program, and formulate guideline for each of the identified issues;
ii. To outline implementation arrangements and achievement indicators for the identified key issues;

This guideline provides the rationale, framework and tools for integrating gender in small scale irrigation development as well as in PASIDP-II as an organization for the period 2018–2024.

1.3. Rationales

Why Gender Mainstreaming in PASIDP?

PASIDP II designed based on the assumption that poor farmers who are provided with access to a secure irrigation production base as well as access to markets and services, will be able to produce and market greater volumes of produce in a profitable scenario. The watersheds contiguous with the irrigation schemes, which exhibit varying levels of degradation, will also receive investment to stabilize and improve their productive capacity and enhance resilience of systems. This will improve the prosperity, food security and nutrition of female and male farmers, thereby improving their resilience against external shocks, including those induced by adverse weather and climate change. In order to achieve these goals, the interventions should enable increased profitable production and productivity of the targeted farmers in food insecure Woredas. It is designed to support implementers at all levels, water user associations, and farmers to develop gender responsive and sustainable small-scale irrigation (SSI) schemes based on integrated watershed management principles through the commitment of PASIDP towards gender mainstreaming approaches

Gender equality is a core development objective in its own right; and a smart economics. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make institutions more representatives.

However, there are consistent gender disparities in access to and benefits from technologies, services and inputs across the country. Gender related constraints reflect gender inequalities in access to resources and development opportunities. Despite the significant roles women play in agriculture and food security, they continue to have a poorer command over a range of productive resources and services than men (World Bank 2001; FAO 2011). This to say that they control less land and are less likely to use purchased inputs such as fertilizers, improved seeds, mechanical tools and equipment.

Female membership in agricultural marketing cooperatives and other farmer organization is generally low, and yet women play a major role in the agriculture sector. Women also lack important market and technology information which is often provided by extension agents. Many agricultural projects still fail to consider the basic questions of differences in the resources, status of men and women, their roles and responsibilities and the potential impacts of interventions on these. Often there is an assumption that as long as there are improved technologies or interventions, they will benefit men and women equally when in fact they may not.

These disparities/ gaps have negative effects on the improvement of the lives of female and male at household level in particular; and attainment of the programs objectives at large. Hence, to guide and show clear direction to all implementers, and to be used as an instrument for the integration of needs and concerns of all female, male and youth farmers in PASIDP-II, this guideline has been developed. If gender and youth issues are properly incorporated during the processes of problem identification, prioritization, planning, implementation, monitoring, evaluation and reporting, these will have positive contribution and impact on the achievement of program objective.

2. Key Gender Issues by components & subcomponents

2.1. Gender issue in Small Scale Irrigation Infrastructure

Irrigation technologies are rarely designed to meet women's needs or disseminated through strategies that effectively reach women. Often, they are designed without taking into account women's specific preferences related to irrigation practices, including investment and operational costs; ease of using, transporting, maintaining, and fixing; and appropriateness for women's diverse uses of water, including drinking, cooking, washing, agricultural production, and other economic livelihood activities. Improved irrigation technologies have the potential to reduce women's time burden if they safely provide for multiple needs. Men’s and women’s preferences for household irrigation technologies are often quite different, given differences in the crops they cultivate; unequal access to land, credit, information, labor, and markets; and differing responsibilities for household chores. A one-size-fits-all model of irrigation cannot be assumed to serve men and women equally.

In community schemes women face challenges in gaining access to and participating in decisions related to the resource. IWUAs allocate certain quantities of water to farmers, and also regulate when farmers get access to irrigation canals. Women’s membership in IWUAs is frequently limited by exclusive formal or informal factors, including membership contingent on land ownership or household headship, the timing or location of meetings, and social norms that define public participation as the domain of men. Indirect means of influencing these decisions or gaining water allocations may be available to women, in addition to or instead of formal membership in water governance institutions. However, women’s inclusion in formal institutions is essential to ensure their access to information about the management of shared resources and to solicit their input to resource governance rules, which can also increase the likelihood that women abide by these community rules. Therefore here under detail key gender issues from scheme identification to construction are listed.

2.1.1. Gender issue in Irrigation Schemes Participatory Planning and Preparation

- Inadequate participation of female farmers’ (FHHs, married women and girls) on SSI community consultation during identification, studies and design;
- Limited consideration of irrigation plus approach (social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…) during design of SSI;
- Limited participation of gender experts during feasibility study and analysis;
- Limited consideration of gender responsive micro irrigation technologies (alternative water sources) for homestead farming/ backyard gardening for women;
- Limited representation and participation of female farmers (FHHs, married women and girls) on the leadership position of IWUAs;

2.1.2. Gender issue in Participatory Irrigation Infrastructure Development

- Female and male paid differently for equal time and the same types of labor works;
- Less/ limited representation of female farmers (both FHH and married women and girls) in IWUA for construction supervision;
- Limited consideration of irrigation plus approach (social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…) during SSI construction;
- Limited knowledge and skills of female farmers on O&M of schemes (community, group & household schemes);
- Limited access to gender responsive micro irrigation technologies (alternative water sources).

2.2. Investment in Capacity for Sustainable Agriculture

2.2.1. Agribusiness Linkage and Market Access

- Limited access of female farmers (FHHs, married women and girls) to financial services such as saving/ deposit, payment, insurance, credit and other risk management services);
- Limited access to information of female farmers (girls, MW & FHHs) on agricultural input and output markets;
- Limited participation of female farmers' in cooperatives and farmers groups leadership positions;
- Limited/ lack of access to information of female farmers (girls, MW and FHHs) on contract farming;

2.2.2. Institutional Capacity Development

I. Capacity Development

- Inadequate participation and benefit of female farmers (girls, MW and FHHs) from different agricultural extension services (training, field days and experience sharing visits);
- Less attention for gender expert position at all levels of government structures as well as projects/ programs;
- Lack of gender mainstreaming skill & commitment of the implementers
- Lack of accountability mechanisms at institutional level for mainstreaming gender at all levels
- Low awareness and less attention on gender mainstreaming at all levels (advocacy);
- FHH's financial and labor scarcity which enforced them to renting out their irrigable land;
- Inconvenience of meeting, training and other capacity development events venue, timing and approaches for female farmers;
- Limited knowledge and skill of female farmers on post-harvest handling and management;

II. Pre-extension Demonstration

- Limited participation of female farmers (girls, MW & FHHs) on crop (horticulture and forage) seed multiplication;
- Inadequate demonstration of technologies on female farmers' plots;
- Limited type of women friendly technologies demonstrated (drip irrigation, processing, packing technologies…);

III. Agricultural Research

- Limited involvement and consultation of women farmers in generating /adapting demand driven technologies;

- Limited gender disaggregated data and information on technology needs of women and men;
- Limited representation of women farmers in different FREGs;

2.2.3. Capacity in Watershed Management & Safeguard

I. Watershed Management

- Limited awareness of technical staff on gender issues in natural resources and soil fertility management;
- Inadequate participation and benefit of female farmers from extension services in natural resources and soil fertility management (consultation, training, field days and experience sharing visits);
- Limited advocacy for inclusion of females in decision making processes regarding Natural Resource and Soil Fertility Management (technical committees, watershed management committees…);
- Inadequate number and type of gender sensitive energy & time saving technologies demonstrated;
- Limited inclusion/ participation and benefit of female farmers in community nurseries development;
- Inadequate information of female farmers on accessibility and benefit of improved livestock management (breeds, forage, health services…) within the watersheds;
- Limited support of Soil & Water Conservation Inputs to female farmers;

II. Environmental & Social Safeguard

- Limited awareness of female farmers (Girls, MW and FHHs) on environmental and social safeguard issues;
- Absence of reliable baseline data on the vulnerable social groups at each project cycle;
- Low level of female farmers (FHHs, MW and Girls) participation in the safeguard screening procedures of SSI projects;
- Lack involvement of female farmers on detail environmental and social impact assessment process (ESMP, EIA...);
- Improper irrigation water scheduling (time adjustment) which is not suitable for female farmers (night scheduling for female farmers);
- Inadequate knowledge of women farmers on conflict resolution (of Common Interests);

2.3. Program Management, M&E and KM

2.3.1. Program management, and M and E

- Limited participation of high and middle level officials on gender related issue forums at all levels;
- Lack of participation of gender expert in planning, monitoring and evaluation of program activities;
- Limited/ inadequate participation female experts in technical committees;
- Inadequate participation of female farmers (FHHs, MW and Girls) on the process of planning, monitoring and evaluation of program activities;
- Limited consideration of gender issues in preparation of checklist for monitoring and evaluation of program activities;
- Limited and inconsistent gender related qualitative and quantitative reports;
- Inadequate awareness of financial & procurement staff on mainstreaming of gender issues in their respective activities;
- Inadequate consideration of male and female beneficiaries needs on procured materials;

2.3.2. Knowledge Management

- Low awareness, knowledge and skill of staff at all levels in collection, analysis, documentation and dissemination of data and information on gender-based practices;
- Lack of well-established gender-based Management Information System (MIS) to get gender related information;
- Inadequate access to information and involvement of female farmers (FHHs, MW and Girls) in identification and validation of best practices;
- Absence of identifying, compiling, validating and scaling up of women only best practices;

3. Key Issues, Guidelines, Checklist and Indicators

3.1. Investment in Small Scale Irrigation Infrastructure

3.1.1. Irrigation Schemes Participatory Planning and Preparation

Key Issues	• Inadequate participation of female farmers' (FHHs, married women and girls) in SSI community consultation during identification, studies and design;
	• Limited consideration of irrigation plus approach (social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…) during design of SSI;
	• Limited participation of gender experts during feasibility study and analysis;
	• Limited consideration of gender responsive micro irrigation technologies (alternative water sources) for homestead farming/ backyard gardening for women;
	• Limited representation and participation of female farmers (FHHs, married women and girls) on the leadership position of IWUAs;
Guidelines	• Promote participatory approaches (PRA/PLA/CDD…) to improve participation of female farmers during identification, studies and design of SSI schemes;
	• Incorporate gender issues in ToR for study design properly…; • Incorporate gender experts in the study and design team;
	• Give special focus on micro irrigation technologies (alternative water sources) to benefit female farmers;
	• Incorporate optimum ratio of female members in the IWUAs leadership (in their bylaws); • Empower IWUAs leaders (female) through training and awareness raising;
Checklist	• Have appropriate participatory approaches been developed to enhance/ promote participation of female farmers in identification study & design of SSI schemes? • Have the experts been equipped with necessary skill in applying the participatory methods and tools?
	• Have gender issues properly incorporated in the ToR of study & design of SSI schemes? • Has the gender expert actively involved/ participated in the study and design teams?
	• Has identification of micro irrigation technologies (alternative water sources) that benefit female farmers been given due attention?
	• Have female farmers adequately represented in the IWUAs leadership? • Have female members in IWUAs leadership been provided with necessary technical trainings?
Indicators	• Number of female farmers participated in the identification, study & design of SSI schemes; • Number of experts received training on participatory methods and tools;
	• Number of study & design documents to which gender issues ToR properly incorporated; • Level of gender expert participation in the study and design teams;
	• Number of micro irrigation technologies (alternative water sources) identified to benefit female farmers;
	• Percentage of female farmers (at least 20%) represented in IWUAs leadership? • Number (percentage) of female members in IWUAs leadership participated in technical trainings;

3.1.2. Participatory Irrigation Infrastructure Development

Key Issues	• Female and male paid differently for equal time and the same types of labor works;
	• Less/ limited representation of female farmers (both FHH and married women and girls) in IWUA for construction supervision;
	• Limited consideration of irrigation plus facilities (social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…) during SSI construction;
	• Limited knowledge and skills of female farmers on O&M of schemes (community, group, household);
	• Limited access to gender responsive micro irrigation technologies (alternative water sources).
Guidelines	• Ensure equal payment for male and female farmers for equal time and the same type & volume of labor works;
	• Incorporate optimum ratio of female members in the IWUAs leadership for construction supervision;
	• Ensure proper inclusion of irrigation plus facilities (social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…) during SSI construction;
	• Improve knowledge and skills of female farmers on O&M of schemes (community, group, household);
	• Ensure accessibility of gender responsive micro irrigation technologies (alternative water sources);
Checklist	• Are methods of treatment developed for equal payment of male and female farmers for equal time, and the same type & volume of labor works?
	• Have female farmers adequately represented in the IWUAs leadership for construction supervision?
	• Are necessary social structures like footpath, cattle trough, domestic water supply, outlets, washing basins… properly constructed as per the SSI scheme design?
	• Do female farmers have acquired necessary knowledge & skills to operate & maintain their irrigation schemes?
	• Do female farmers have had access to micro irrigation technologies (alternative water sources)?
Indicators	• Contractual agreements made to ensure equal payment of male and female farmers for equal time, and the same type & volume of labor works; • Number of female farmers which have had equal payment with their male counterparts for equal time, and the same type & volume of labor works;
	• Percentage of female farmers (at least 20%) represented in IWUAs leadership for construction supervision;
	• Number of SSI schemes constructed with necessary social structures like footpath, cattle trough, domestic water supply, outlets, washing basins…;
	• Number of female farmers who can operate & maintain their irrigation schemes;
	• Number and types of micro irrigation technologies (alternative water sources) developed for female farmers; • Number of female farmers benefited from micro irrigation technologies;

3.2. Investment in Capacity for Sustainable Agriculture

3.2.1. Agribusiness Linkage and Market Access

Key Issues	• Limited access of female farmers (FHHs, married women and girls) to financial services such as saving/ deposit, payment, insurance, credit and other risk management services);
	• Limited access to information of female farmers (girls, MW & FHHs) on agricultural input and output markets;
	• Limited participation of female farmers' in cooperatives and farmers groups leadership positions;
	• Limited/ lack of access to information of female farmers (girls, MW and FHHs) on contract farming;
Guidelines	• Facilitate linkage with financial services for female farmers;
	• Provide female farmers with information access on agricultural input and output markets;
	• Incorporate optimum ratio of female members in cooperatives and farmers groups leadership;
	• Provide female farmers with information to female farmers on contract farming;
Checklist	• Are there rural micro finance institutions for female farmers? • Do female farmers linked with rural financial services in their areas? • Have female farmers accessed agricultural credit services from the rural financial institution in their area?
	• Do female farmers have adequate information on agricultural input and output markets?
	• Have female farmers adequately represented in cooperatives and farmers groups leadership?
	• Do female farmers have adequate information on contract farming?
Indicators	• Number of female farmers linked with and benefited from rural financial services;
	• Number of female farmers who have got information (access) on agricultural input and output markets;
	• Percentage of female farmers (at least 20%) represented in cooperatives and farmers groups leadership?
	• Number of female farmers with information on contract farming;

3.2.2. Institutional Capacity Development

Key Issues	• Inadequate participation and benefit of female farmers (girls, MW and FHHs) from different agricultural extension services (training, field days and experience sharing visits);
	• Less attention to gender expert position at all levels of government structure and projects/ programs;
	• Less/ no attention given by technical experts to gender mainstreaming activities;
	• Low awareness and less attention on gender mainstreaming at all levels (advocacy);
	• FHH's financial and labor scarcity which enforced them to renting out their irrigable land;
	• Inconvenience of meeting, training and other capacity development events in terms of venue, timing and approaches for female farmers;
	• Limited knowledge and skill of female farmers on post-harvest handling and management;
	• Limited participation of female farmers (girls, MW & FHHs) on crop (horticulture and forage) seed multiplication;
	• Inadequate technology demonstrations undertaken on female farmers' plots;
	• Limited type of women friendly technologies demonstrated (drip irrigation, processing & packing technologies…);
	• Limited involvement and consultation of women farmers in generating/ adapting demand driven technologies;
	• Limited representation of women farmers in different FREGs;
	• Limited gender disaggregated data and information on technology needs of women & men;
Guideline	• Ensure adequate participation and benefit of female farmers from agricultural extension services;
	• Ensure that gender expert positions at all levels have given due attention (explicitly/ separately);
	• Establish responsibility & accountability system at levels for each expert position regarding gender mainstreaming activities;
	• Frequent advocacy on gender mainstreaming at all levels;
	• Create conducive environment for FHHs to access/ get financial services;
	• Design appropriate venue, time and approaches for female farmers to participate in meetings, trainings and other capacity development events;
	• Improve knowledge and skills of female farmers on post-harvest handling and management;
	• Enhance participation of female farmers in crop seed multiplication and other demonstration and technology generation activities;
	• Ensure adequate technology demonstrations on female farmers' plots;
	• Identify and demonstrate female friendly technologies (drip irrigation, processing, packing technologies…);
	• Undertake frequent gender analysis to generate sex disaggregated data and information on technology needs of women & men;
Checklist	• Have female farmers adequately participated & benefited from agricultural extension services;
	• Do gender experts assigned at all levels explicitly/ separately according to the requirements?
	• Is the required accountability & responsibility system in place at all levels for each expert position to mainstreaming gender?
	• Is gender mainstreaming frequently advocated at all levels?

	• Do FHHs have access to financial services (saving, credit, insurance,…);
	• Do facilitations (venue, time, approaches…) favor female farmers' participation in meetings, trainings and other capacity development events?
	• Do female farmers have required knowledge and skills on post-harvest handling and management?
	• Do female farmers participate in crop seed multiplication, and other demonstration & technology generation activities?
	• Are there adequate technology demonstrations on female farmers' plots?
	• Do female friendly technologies properly identified and demonstrated?
	• Do gender analyses undertaken to generate sex disaggregated data and information on technology needs of women & men?
Indicators	• Number of female farmers participated & benefited from agricultural extension services;
	• Number of gender experts positions assigned according to the requirements;
	• Number of positions' job descriptions with gender mainstreaming duties & responsibilities;
	• Number of gender-related agenda discussed (on consultations, workshops, trainings, …);
	• Number of FHHs who have access to financial services (saving, credit, insurance…);
	• Number of female farmers participated in meetings, trainings and other capacity development events;
	• Number of female farmers participated in post-harvest handling and management' • Number of female farmers practicing post-harvest handling & management;
	• Number of female farmers (at least 20%) participated in crop seed multiplication, and other demonstration & technology generation activities;
	• Number and types of female friendly technologies properly identified and demonstrated;
	• Number of reports with sex disaggregated data and information;

3.2.3. Capacity in Watershed Management & Safeguard

Key Issues	• Limited awareness of technical staff on gender issues in natural resources and soil fertility management; • Inadequate participation and benefit of female farmers from extension services in natural resources and soil fertility management (consultation, training, field days and experience sharing visits); • Limited advocacy for inclusion of females in decision making processes regarding Natural Resource and Soil Fertility Management (technical committees, watershed management committees,…); • Inadequate number and type of gender sensitive energy & time saving technologies demonstrated; • Limited inclusion/ participation and benefit of female farmers in community nurseries development; • Inadequate information of female farmers on accessibility and benefit of improved livestock management (breeds, forage, health services…) within the watersheds; • Limited support of Soil & Water Conservation Inputs to female farmers; • Limited awareness of female farmers (Girls, MW and FHHs) on environmental and social safeguard issues; • Absence of reliable baseline data on the vulnerable social groups at each project cycle; • Low level of female farmers (FHHs, MW and Girls) participation in the screening process of SSI projects; • Lack involvement of female farmers (MW and FHHs) on detail environmental and social impact assessment process (ESMP, EIA...); • Improper irrigation water scheduling (time adjustment) which is not suitable for female farmers (night scheduling for female farmers); • Inadequate knowledge of women farmers on conflict resolution (of Common Interests);
Guidelines	• Provide awareness raising workshops to technical staff on gender issues in natural resources and soil fertility management; • Ensure adequate participation and benefit of female farmers from extension services in natural resources and soil fertility management; • Frequent advocacy on gender mainstreaming for inclusion of females in decision making processes regarding Natural Resource and Soil Fertility Management; • Promote energy & time saving technologies; • Enhance participation and benefit of female farmers in community nurseries development; • Provide adequate information for female farmers on accessibility and benefit of improved livestock management (breeds, forage, health services…) within the watersheds; • Improve support of Soil & Water Conservation Inputs to female farmers; • Enhance awareness of female farmers on environmental and social safeguard issues; • Generate reliable baseline data on the vulnerable social groups at each project cycle; • Improve the participation of female farmers (FHHs, MW and Girls) in the screening process of SSI projects; • Improve the participation of female farmers (FHHs, MW and Girls) in detail environmental and social impact assessment process (ESMP, EIA...); • Ensure appropriate/ convenient irrigation water scheduling, that will be suitable for female farmers; • Improve knowledge of female farmers on conflict resolution (of common interests);
Checklists	• Do technical staff provided with awareness raising workshops to on gender issues in natural resources and soil fertility management? • Have female farmers adequately participated & benefited from extension services in natural resources and soil fertility management?

	• Is inclusion of females in decision making processes regarding Natural Resource and Soil Fertility Management properly advocated?
	• Are energy & time saving technologies promoted?
	• Are female farmers participated in & benefited from the established community nurseries?
	• Has adequate information been provided for female farmers on accessibility and benefit of improved livestock management within the watersheds?
	• Has support of Soil & Water Conservation Inputs to female farmers been improved?
	• Are female farmers aware of environmental and social safeguard issues?
	• Is reliable baseline data on the vulnerable social groups at each project cycle available?
	• Is participation of female farmers in the screening process of SSI projects improved?
	• Is participation of female farmers in detail environmental and social impact assessment process (ESMP, EIA...) improved?
	• Is there any proper time adjustment indicated in the IWUAs bylaws which is suitable for female farmers?
	• Do female farmers have the required knowledge on conflict resolution (of common interests)?
Indicators	• Number of technical staff participated in mainstreaming gender in natural resources and soil fertility management?
	• Number of female farmers participated & benefited from extension services in natural resources and soil fertility management;
	• Number of female farmers involved in (technical and watershed management committees) the decision making processes regarding natural resources & soil fertility management (at least 20%);
	• Number & types of energy & time saving technologies promoted; • Number of female farmers with access to energy & time saving technologies;
	• Number of female farmers participated in & benefited from the established community nurseries (at least 20%); • Number of female farmers assigned on the decision making position in nursery management;
	• Number of female farmers who are aware of accessibility and benefit of improved livestock management within the watersheds;
	• Number female farmers supplied with Soil & Water Conservation Inputs;
	• Type of soil & water conservation input supplied to female farmers;
	• Number of female farmers participated in different awareness raising workshops; • Number of female farmers involved in discussions & the decision processes regarding environmental & social safeguard issues;
	• Number of reports generated with gender disaggregated data/ information at each project cycle;
	• Number of female farmers participated in the screening process of SSI projects;
	• Number of female farmers participated in detail environmental and social impact assessment process (ESMP, EIA...);
	• Number of IWUAs with gender-sensitive water distribution plan, • Number of IWUAs with bylaws indicating night-shift irrigation scheduling;
	• Number of female farmers participated in training on conflict resolution (of common interests); • Number of female farmers participated in conflict management;

3.3. Program Management, M&E and KM

3.3.1. Program management, and M and E

Key Issues	• Less emphasis by higher and middle level officials at all levels on gender issues; • Lack of participation of gender expert in planning, monitoring and evaluation of program activities; • Limited/ inadequate participation female experts in technical committees; • Inadequate participation of female farmers (FHHs, MW and Girls) on the process of planning, monitoring and evaluation of program activities; • Limited consideration of gender issues in preparation of checklist for monitoring and evaluation of program activities; • Limited and inconsistent gender related qualitative and quantitative reports; • Inadequate awareness of financial & procurement staff on mainstreaming of gender issues in their respective activities; • Inadequate consideration of male and female beneficiaries needs on procured materials;
Guidelines	• Enhance awareness of level of higher and middle level officials at all levels on gender issues; • Ensure participation of gender expert in planning, monitoring and evaluation of program activities; • Ensure that female experts are given priority to be members of technical committees; • Ensure participation of female farmers (FHHs, MW and Girls) in planning, monitoring and evaluation of program activities; • Ensure checklist for monitoring and evaluation of program activities are gender sensitive; • Ensure gender related qualitative and quantitative reports are consistent and of full coverage; • Enhance awareness of level of financial & procurement staff on mainstreaming of gender issues in their respective activities; • Ensure consideration of the need of female farmers during procumbent of materials for different activities;
Checklists	• Do higher and middle level officials at all levels have the required level of awareness on gender issues? • Do gender expert participate in planning, monitoring and evaluation of program activities? • Have female experts been given priority to participate technical committees? • Do female farmers participate in planning, monitoring and evaluation of program activities? • Are the checklist prepared for monitoring and evaluation considered gender issues? • Are gender related qualitative and quantitative reports consistent and of full coverage? • Do financial & procurement staff members have the required level of awareness on gender issues? • Are the needs of female farmers considered during procumbent of materials for different purposes?
Indicators	• Number of higher and middle level officials who are aware of gender issues; • Number of higher and middle level officials who incorporate gender issues into their day-to-day activities; • Number of planning, monitoring and evaluation documents prepared with gender expert participation; • Number of female experts in technical committees; • Number of planning, monitoring and evaluation documents prepared with female farmers participation; • Number of M&E documents checklist incorporating gender issues; • Number of gender issues monitored during supervision; • Number of gender related qualitative and quantitative reports, which are consistent and of full coverage; • Number of financial & procurement staff members who are aware of gender issues; • Number of female farmers whose needs are addressed in procumbent of materials for different purposes;

3.3.2. Knowledge Management

Key Issues	• Low awareness, knowledge and skill of staff at all levels in collection, analysis, documentation and dissemination of data and information on gender-based practices;
	• Lack of well-established gender-based Management Information System (MIS) to get gender related information;
	• Inadequate access to information and involvement of female farmers (FHHs, MW and Girls) in identification and validation of best practices;
	• Absence of identifying, compiling, validating and scaling up of women only best practices;
Guidelines	• Enhance awareness, knowledge & skills of staff at all levels in collection, analysis, documentation and dissemination of data and information on gender-based practices;
	• Established and regularly update gender-responsive Management Information System (MIS);
	• Improve access to information and involvement of female farmers (FHHs, MW and Girls) in identification and validation of best practices;
	• Absence of identifying, compiling, validating and scaling up of women only best practices;
Checklists	• Do staff members at all levels have competency in collection and analysis of data on gender-based practices? • Do staff members at all levels have competency in documentation and dissemination of information on gender-based practices?
	• Is gender-responsive Management Information System (MIS) in place and regularly updated?
	• Has involvement of female farmers in identification and validation of best practices been improved?
Indicators	• Number of staff members at all levels who are able to collect and analyze gender-responsive data; • Number of staff members at all levels who are able to document and disseminate information on gender-based practice;
	• Well established gender-responsive Management Information System (MIS) in place;
	• Number of female farmers involved in identification and validation of best practices;

4. Gender Sensitive Monitoring Framework

4.1. Key Roles, Responsibilities and Indicators of Achievement

4.1.1. Key Area on Human Capacity Development

Activity	What to Look for	Means of Checking	Timeframe	Who is Responsible	Indicators of Achievement
A. Participation in					
Trainings	# male & female participated in trainings	Training attendances & reports	After each training	Respective experts at all levels;	• At least 20% with target of 50% female representation in each farmers training; • # of female experts who received training;
	Experts in gender-responsive trainings;	Training attendances & reports	After each training	Coordinators & gender experts	• # of experts received gender-sensitive training;
Consultations	# male & female participated in consolation	Consultation attendances & reports	After each consultation	Respective experts at all levels;	• At least 20% with target of 50% female representation in each farmers consultation; • # of female experts who participated in consultations;
Workshops	# male & female participated in workshop	Workshop attendances & reports	After each workshop	Respective experts at all levels;	• At least 20% with target of 50% female representation in each farmers workshop; • # of female experts who participated in workshops;
	Officials in gender-sensitive workshops;	Workshop attendances & reports	After each workshop	Coordinators & gender experts	• # of official participated in gender sensitive workshops;
Visits	# male & female participated in visits	Visit attendances & reports	After each visit	Respective experts at all levels;	• At least 20% with target of 50% female representation in each farmers visit; • # of female experts who participated in visits;
B. Information System					
MIS	Gender responsive MIS;	Observations and reports;	Regularly	M&E, GIS/MIS and Gender Specialist	Gender-responsive MIS established;
Kebele knowledge centers	• Female farmers benefited; • Sex disaggregated date;	Observations and reports;	Regularly	M&E, GIS/MIS and Gender Specialist	• Number of female farmers benefited from the KCs; • Reports with consistent sex disaggregated data;
Disaggregated baseline data	Data on vulnerability in terms of activity profile, access to, control over and decision making on resources;	Baseline reports, design documents;	During and after study & design of SSI schemes;	Coordinator, safeguard, M&E and gender specialist;	Number of design documents with baseline data on vulnerability;

4.1.2. Key Area on Material Capacity Development

Activity	What to Look for	Means of Checking	Timeframe	Who is Responsible	Indicators of Achievement
Provision of					
• Irrigation plus structures	Presence of required social structures;	Field observation and reports;	Before, during & after schemes construction	Engineers, gender specialist, safeguard experts ,site DAs and IWUs	# of SSI schemes with necessary social structures;
• Alternative water sources	Alternative water technologies made available for women;	Field observation and reports;	Before, during and after construction & technology supply	Engineers, gender specialist & site DAs;	# female farmers benefited from alternative irrigation technologies;
• Agricultural inputs	Agricultural inputs use demonstrated;	Field observation and reports;	During irrigation agronomic practices;	Agronomist, gender specialist & site DAs;	At least 20% of FHHs, with the target of 50% female farmers, provided with agricultural inputs;
• Home garden development inputs	Home garden development demonstrated;	Field observation and reports;	During irrigation agronomic practices;	Agronomist, gender specialist & site DAs;	# of FHHs participated home garden demonstration (100%);
	Farm tools use demonstrated;	Field observation and reports;	During irrigation agronomic practices;	Agronomist, watershed experts, gender specialist & site DAs;	At least 20% of FHHs, with the target of 50% female farmers, provided with farm tools;
• Land conservation inputs	Land conservation inputs use demonstrated;	Field observation and reports;	During implementation of conservation works;	Watershed experts, gender specialist & site DAs;	At least 20% of FHHs, with the target of 50% female farmers, provided with land conservation inputs;
• *Energy*, labor & time saving technologies	Energy, labor & time saving technologies demonstrated;	Field observation and reports;	As appropriate (any time) during the budget year;	Watershed experts, safeguard experts, gender specialist and site DAs;	# of female farmers provided with Energy, labor & time saving technologies;

4.1.3. Key Area on Participation & Decision Making

Activity	What to Look for	Means of Checking	Timeframe (when)	Who is Responsible	Indicators of Achievement
Participation in:					
• Identification	Female farmers in community schemes	Field observation and reports	During & after identification;	Engineers, and safeguard & gender experts;	# of female farmers consulted/ participated in schemes identification;
	Female farmers in alternative irrigation technologies	Field observation and reports	During & after identification;	Engineers, and safeguard & gender experts;	# of female farmers consulted/ participated in identification of alternative irrigation technologies;
	Female farmers in best practices,	Field observation and reports	During & after identification;	M&E and Gender Experts;	# of female farmers in the identification of best practices;
	Priority to female experts in community schemes,	Field observation and reports	During & after identification;	Engineers, and safeguard & gender experts;	# of female experts consulted/ participated in schemes identification;
	Priority to female experts in alternative irrigation technologies	Field observation and reports	During & after identification;	Engineers, and safeguard & gender experts;	# of female experts consulted/ participated in identification of alternative irrigation technologies;
	Priority to female experts in best practices	Field observation and reports	During & after identification;	M&E and Gender Experts;	# of female experts in the identification of best practices;
	Gender expert in identification of schemes & best practices;	Observation and reports	During & after identification;	M&E and Coordinators;	of female experts in the identification of schemes & best practices;
• Planning	Female farmers in planning;	Field observation and reports;	During & after	M&E and Gender Experts;	# of female farmers participated in planning;

Activity	What to Look for	Means of Checking	Timeframe (when)	Who is Responsible	Indicators of Achievement
			planning;		
	Priority to female experts in planning;	Field observation and reports;	During & after planning;	M&E and Gender Experts;	# of female experts; participated in planning;
	Gender experts in planning;	Field observation and reports;	During & after planning;	M&E and Coordinators;	# of gender experts participated in planning;
• Supervision	Female farmers in implementation supervision;	Field observation and reports;	During implementation;	M&E, Gender Experts and other experts;	# of female farmers participated in supervision;
	Gender experts in implementation supervision;	Field observation and reports;	During implementation;	M&E, Coordinators and other experts;	# of gender experts participated in supervision;
• Construction	Equal labor wage for male & female;	Observation & Payroll	During construction;	Engineers, coordinators, safeguard and gender expert	# of contract agreement documents with criteria for equal payment; # number of females who received equal payment;
• Membership	Female farmers who participated & benefited from farmers' organizations (IIPMCs, FRGs, RuSaCCos, IWUAs…)	Membership documents/ reports	Regularly	Agronomist , and agribusiness, watershed, safeguard, M&E and gender experts;	# of women in farmers organizations; #number of female farmers who accessed/ benefited from financial services;
• Management	Female farmers on leadership position of farmers organization (IWUAs, IIPMCs, RuSaCCos, WC, FRGs);	Organizational documents and reports;	Regularly	Agronomist , and agribusiness, watershed, safeguard, M&E and gender experts;	At least 20% of FHHs, with the target of 50% female farmers in positions of farmers' organizations;
	Convenient irrigation scheduling for female farmers;	IWUAs bylaws, reports & observation	During irrigation cropping seasons;	Agronomist, safeguard & gender specialist;	# of scheme adapted bylaws with convenient irrigation schedule for female farmers; # of schemes practicing convenient irrigation schedule for female farmers;
	Female farmers in conflict management;	Observation & reports;	Regularly	Safeguard & gender experts;	# of female farmers participated in conflict management;
• Technical Committee	Priority to female experts in technical committees	Observation reports/ minutes	Regularly	Program coordinator, gender specialist & M&E specialist;	# of female experts in technical committees;
	Gender experts in technical committees	Observation reports/ minutes	Regularly	Program coordinator, gender specialist & M&E specialist;	Number of gender experts in technical committees;

4.2. Indicators of Success

The following indicators will also be used to evaluate the achievement of the objectives of the PASIDP-II gender issues.

Objective 1: To promote equality of opportunity and outcomes between women and men in the small scale irrigation development subsector at local, woreda, zonal, regional and national levels;

Indicators:

- A narrowing of gender disparities in the adoption of small scale irrigation technologies, access to services, information and inputs;
- A narrowing of gender disparities in outcomes including nutritional status, asset ownership, and intra- household decision-making; and
- Improved gender equity in access to and control of benefits from small scale irrigation development and associated resources and interventions.

Objective 2: To increase the quality, efficiency and impacts of PASIDP-II works in small scale irrigation development; and

Indicators:

- The extent to which women are involved in the small scale irrigation subsector in terms of decision- making, production, marketing, or processing is in proportion to their numbers in the subsector;
- Increased availability of sex disaggregated data for decision-making in irrigation development;
- Increased capacity and expertise to develop and implement gender responsive agricultural innovations, especially for smallholders farmers;

Objective 3: To ensure that human equality, equity and rights are respected across gender, that there is good gender representation in decision-making positions and there is active and balanced participation by both women and men in irrigation development works.

Indicators:

- Integration of gender-related indicators in PASIDP-II performance evaluation and reward systems;
- Increased number of women participating in small scale irrigation development and advancing to leadership positions in farmers organizations (and to exceed 20%); and
- The extent to which the program (PASIDP-II) is gender responsive.