



**Zambia: Strengthening climate resilience
of agricultural livelihoods in in Agro-
ecological regions I and II
Gender Assessment and Action Plan**



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I. Introduction

The proposed project supports the Government of Zambia to *strengthen the climate resilience of agricultural livelihoods in agro-ecological regions I and II.*

The agro-ecological regions I and II in Zambia are facing increasing risks as a result of climate change, primarily due to the variability of rainfall and increased frequency of droughts.¹ This puts Zambia at “extreme risk” from climate change. The poorest smallholder farmers in these regions, who primarily practice rain-fed cultivation,² are facing devastating impacts on their livelihoods, which will further erode development gains.

Women face being disproportionately affected by these impacts, given their role in ensuring household food production and security, despite their unequal access to land, information and inputs (e.g. improved seeds, fertilizer, tools).

The proposed project supports the Government of Zambia to strengthen the resilience to climate change of vulnerable smallholder farmers in the country’s Agro-ecological Regions I and II. These Regions are facing increasing risks as a result of climate change, primarily variability of rainfall and increased frequency of droughts, which have direct impacts on the agricultural production in the region. They are also the regions of Zambia which have the highest concentration of poverty incidence and where rain-fed agriculture is predominant. Therefore, the poorest smallholder farmers in these regions are facing devastating impacts on their livelihoods which will further erode development gains, with women disproportionately affected.

This project will meet these objectives by taking a value chain approach, addressing risks posed across the key stages of the value chain, related to inputs, production and post-production. At the same time, the project will make targeted interventions to capitalize on opportunities to strengthen and promote viable climate-resilient value chains in the target regions. This includes three interrelated sub-components, the

¹ Republic of Zambia (2007), National Adaptation Programme of Action. Available at: unfccc.int/resource/docs/napa/zmb01.pdf

² Makondo CC, Chola K, Moonga B. (2014), ‘Climate change adaptation and vulnerability: a case of rain-dependent smallholder farmers in selected districts in Zambia’. *American Journal of Climate Change* 3:388–403.



first focuses on strengthening capacity of farmers to plan for and manage climate risk, the second focuses on strengthening resilient agricultural production and diversification practices (for both food security and income generation) and finally the third focuses on strengthening farmers' access to markets and commercialization of resilient agricultural commodities.

This gender assessment provides an overview of the situation in Zambia, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities for the project.

The resulting gender assessment is based on:

- Undertaking a desk-review, and aligning approaches in this proposal with the national priorities of Zambia;
- Incorporating information and lessons learnt from past studies and assessments on gender in Zambia by the Government of the Republic of Zambia, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and
- Integrating gender considerations into project indicators, targets and activities

II. Resilience of the most vulnerable communities and stallholder farmers in Agro-ecological regions I and II in Zambia and their response to the increasing threat of climate change

Climate change affects women and men differently, due to existing social norms and gender roles. The risk of climate change often magnifies women's relative poverty, and discrimination increases. Women are also underrepresented in decision-making for resource management and other adaptation strategies. In addition, resource scarcity reduces work opportunities for men; the associated financial hardship increases the risk of gender-based violence against women in stressful and crises situations.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender-responsive and gender-transformative results.

Women are key players in strengthening climate resilience of the agricultural livelihoods sector, given that up to 80 percent of food producers are women. As a result, women have the opportunity to contribute and be leaders in addressing food security, livelihoods and water management. How this is to be approached and why it produces positive impacts to women themselves and the entire community are explored further in Section V below. Women, however do own fewer assets, have less access to land and other agricultural inputs, and less access to fewer financial services.

The Government of the Republic of Zambia, in its *Zambia Vision 2030*, is clear on recognizing agricultural production as key to its economic development, and in doing so requires ‘exemplary work ethics, honesty, values, quality consciousness, the quest for excellence and exceptional performance by all players in the economy.’ (2006, Republic of Zambia) Unequal power relations between men and women have resulted in the subordination of women, resulting in gender based violence, and lack of access to finance and education.

While gender mainstreaming is acknowledged as an area that needs to be addressed, it has been problematic due to limited skills in gender analytics. Acknowledging barriers for women to actively participate in the growth of the economy requires recognition and change at all levels.

Subsequent to the inception of the Rio Conventions (1992) it was evident that, without gender equity, poverty reduction, environmental sustainability and long-term economic development achievement of aspired goals is less attainable. As women and men experience poverty differently, they also have differentiated knowledge of natural resources, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment on the roles of both women and men in effecting changes.

As a result of gender roles historically and socially assigned to women and men, including the gendered division of labour, it is recognized that female vulnerabilities to climate change are different. Vulnerability of rural women in Sub-Saharan Africa (including Zambia) is highly related to biophysical, socio-economic and political factors. Difference in levels of education, wealth, reliance on natural resources, health status, access to credit, access to information, capital, as well as access to and participation in decision-making potential lead to high variations and intensify vulnerability.

The Gender Equity and Equality Act of 2015³ established the Gender Equity and Equality Commission affirm the rights of women. As a result, Part II of the Act commits to:

Mainstreaming gender in all policies, legislation, programmes and budgets; recognizes the observance of women's rights as an integral part of attaining equity and equality in all spheres of life; reaffirms commitment to non-exploitation, degrading or undermining of women; acknowledges that public and private bodies shall work together as partners in a coordinated manner in achieving gender equity and equality; and commits to the elimination of gender bias. The Act serves to ensure that women living in rural and peri-urban areas benefit from development and in that respect participate in the elaboration and implementation of development planning at all levels; be free to organize self-help groups and cooperatives in order to obtain access to economic opportunities through employment or self-employment; and have to access agricultural credit and loans, marketing facilities, appropriate technology, land allocation and agrarian resettlement schemes.⁴ (2015 Government of Zambia).

Communities' can take action on adapting to climate change, such that men and women can take preemptive action to reduce their vulnerability and build their resilience to potential new and discriminatory risks. In the past communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and approaches need be used in combination with indigenous knowledge.

Within the two Agro-ecological regions prioritized under this project proposal, 16 districts across 5 provinces will be targeted by the project, with indirect beneficiaries representing approximately 1.26 million people, or 9.6 percent of the total population. These districts were selected given their specific vulnerability to climate change risks, primarily increasing droughts, variability of rainfall and occasional floods. This is coupled with a high incidence of poverty in these districts, where target beneficiaries currently have little resilience to cope with climate impacts or sustain livelihoods in the face of climate.

³ The Gender Equity and Equality Act 2015

<http://www.parliament.gov.zm/sites/default/files/documents/acts/The%20Gender%20Equity%20and%20Equality%20Bill,%202015.pdf>

⁴ The Gender Equity and Equality Act 2015

<http://www.parliament.gov.zm/sites/default/files/documents/acts/The%20Gender%20Equity%20and%20Equality%20Bill,%202015.pdf>

III. Existing Gender Inequality in Zambia

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply rooted in social norms and economic conditions with a greater impact on the poor, particularly women and young people.

Women play a critical role in agriculture. Gender equality and agriculture must undergo a significant transformation in order to meet the related challenges of food security and climate change. Female farmers' influence in decision-making must increase in order for the agricultural sector to adjust, adapt and continue to be profitable in the face of climate risks.

Cultural and social norms, as well as traditions have not favoured women well in Zambia. Women's development has been impeded by the inability to own land, barriers to education, barriers to earning an income, access and control over resources, and division of labour. As a flow on effect from this disadvantage women are then not in a good position to become visible in decision-making and leadership roles.

Potential barriers to behavioural change were discussed with respondents, as were ways of overcoming these barriers. The research team was particularly keen to establish whether implementation of the household approach resulted in improved agricultural outcomes.

Poverty

Poverty has continued to be an issue for Zambia. The multidimensional poverty index (MPI) within the United Nations Development Programme's Human Development Report (2015), measures the percentage of the population that is multi-dimensionally poor adjusted by the intensity of the deprivations. It lists



Zambia as being one of the highest at 50.7 percent⁵, based on indicators pertaining to living standard, education, and health.

Zambia's economy and social wellbeing are already exposed to climate variability and weather extremes. Smallholder farmers in the Agro-ecological regions I and II contribute to Zambia's economy

Zambia has seen impressive growth over the past decade, among the 10 fastest growing economics of Sub-Saharan Africa in 2012. It has capitalized on rich natural resources, particularly copper, and agricultural potential. However, this economic growth has not translated equitably across the country, with living standards continuing to decrease particularly in rural areas. According to the data from the 2010 Living Conditions Monitoring Survey (LCMS), national poverty incidence was 60 percent throughout the country, compared to 62.8 percent in 2006. 42 percent of the population was living in extreme poverty, that is, with insufficient consumption to meet their daily minimum food requirements. In fact, due to population increase, the absolute number of poor has increased from approximately 6.0 million in 1991 to 7.9 million in 2010. Further, the population growth is staggering, with the population expected to double by 2030, compared to the 2010 population of 13.3 million.

Poverty in Zambia is located mostly in rural areas, in which the poverty rate is almost tripled the level observed in urban areas. In 2010 rural poverty was estimated at 77.9 percent compared to urban poverty levels of 27.5 percent. Similarly, about 58 percent of the rural population was afflicted by extreme levels of poverty, whereas, in urban areas, the number of extreme poor remained at approximately 13 percent. Based on the World Bank's 2015 Mapping Subnational Poverty in Zambia (2015), it is evident that the poverty incidence is highly concentrated in Agro-ecological Region I and II where rain-fed agriculture is predominance.

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women, since women are often poorer and less educated than

⁵ UNDP Human Development Report, 2015, p181.

men and often excluded from political and household decision-making processes. In addition, women tend to have fewer assets and depend more on natural resources for their livelihoods.

Both women and men's roles in society contribute and effect change, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change.

Health

Impacts of climate changes will have a negative effect on women's health, if gender equality is not addressed in congruence with adaptation measures. Women represent a high percentage of the poor in communities dependent on local natural resources for their livelihood, particularly in rural areas where they shoulder the major responsibility for household water supply, firewood fetching collection for cooking and heating, and ensuring family food security. Women are more exposed to water borne diseases due to the nature of their roles in the community. This importance is captured in UNFCCC (2007) report indicating that climate change threatens to reverse progress in fighting diseases of poverty, including malaria and water borne diseases.

The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. Hence, again there is a need to distinguish between vulnerabilities associated with poor sectoral responses to the needs of the rural poor and the causes of women's vulnerabilities – due to climate variability. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

Education

Women are underrepresented in many areas of socio-economic activities and including education.



According to the Central Statistics Office, female participation in secondary school was 63.2 percent in 2010, considerably lower than males at 74.6 percent.⁶ The poor performance of girls in the education sector reflects their lower participation rates in formal wage employment across all sectors. As a result, women's participation in decision-making positions also lags far behind that of males in both private and public institutions where serious gender gaps of 70 percent or more exist.

Results from *Millennium Development Goal 2: Achieving universal primary education* indicate that primary school completion rates increased from 64 percent in 1990 to 93.2 percent in 2009. (p.11 USAID 2011).⁷ In spite of gender parity reached at primary level, gender imbalances persist. For girls, from Grade 5, there is a lower retention rate.⁸ UNICEF's most recent Country Programme (2010-2015) identifies increasing access to quality basic education for all children as an essential tool for breaking the cycle of poverty.⁹

Gender parity and increasing access for children to education has made progress, however there are still an estimated 250,000 children not attending school, and almost 50 percent of those enrolled do not complete primary education.¹⁰ UNICEF's Country Programme 2010-2015 paid particular attention to:

- Capacity and systems strengthening for improvement of quality of education;
- Equity in participation and progression from pre-primary to primary and lower secondary education, particularly for girls, rural children, and other excluded groups; and
- HIV prevention and behavioral change are promoted through life skills programme for children who are in school and out of school.¹¹

Increasing access to basic education has been a priority of the Government of Zambia since the introduction of the free basic education policy in 2002, however rural children, children from poorer homes, and females are the 'last to enroll in school and the first to drop out, and are significantly

⁶ Central Statistics Office, Data Portal, accessed: 21 June, 2016 (<http://zambia.africadata.org>)

⁷ *Ibid.*

⁸ USAID Country Development Cooperation Strategy Zambia 2011

<https://www.usaid.gov/sites/default/files/documents/1860/USAIDZambiaCDCS30Sept2011.pdf>

⁹ UNICEF Zambia Country Programme Document 2011-2015

http://www.unicef.org/about/execboard/files/Zambia_final_approved_CPD_11_Feb2011.pdf

¹⁰ *Ibid.*

¹¹ *Ibid.*



underrepresented in the upper grades of basic education as well as the secondary level. (p. 3, UNICEF, 2011)¹²

USAID's Country Development Cooperation Strategy 2011-2015 also acknowledges education as being a key challenge that needs further addressing, affirming that education constraints limit the ability of many Zambians to fully participate in economic opportunities. Only 20 percent of Zambian children complete secondary school, and of those, girls are particularly disadvantaged.¹³

Zambia's Development Strategy, encompassed within the '*Vision 2030: A prosperous middle-income nation by 2030*' document, includes achieving 100 percent access to education. Addressing their long-term goal to eliminate gender inequality, the Zambian Government will strive to improve educational attainment and eliminate gender gaps at all levels of human and social economic development.¹⁴

Political Participation

The Constitution of Zambia (Amendment), dated 5 January 2016 has placed a strong commitment to end discrimination against women. While issues presented in this assessment continue to persist, the Government of Zambia is taking strident action to address inequality in a considered manner.

The Constitution of Zambia (Amendment), includes within its *Preamble*, that:

'We, the people of Zambia:

- Confirm the equal worth of women and men and their right to freely participate in, determine and build a sustainable political, legal, economic and social order'.¹⁵

¹² *Ibid.*

¹³ USAID Country Development Cooperation Strategy Zambia 2011

<https://www.usaid.gov/sites/default/files/documents/1860/USAIDZambiaCDCS30Sept2011.pdf>

¹⁴ Republic of Zambia, *Vision 2030, A Prosperous Middle-Income Country by 2030 (2006)*

<http://unpan1.un.org/intradoc/groups/public/documents/cpsi/unpan040333.pdf>

¹⁵ p. 9, Government of Zambia (2016)

http://www.parliament.gov.zm/sites/default/files/documents/amendment_act/Constitution%20of%20Zambia%20%20%28Amendment%29%2C%202016-Act%20No.%202_0.pdf

Part IV of the Constitution on Representation of the People in Electoral Systems and Process will ensure the electoral systems provided for in Article 47 for the election of President, Member of Parliament or councilor shall include:

- Gender equity in the National Assembly or council.¹⁶

It outlines on page 20, that Political Parties, shall not:

- Be founded on a religious, linguistic, racial, ethnic, tribal, gender, sectoral or provincial basis or engage in propaganda based on any of these factors.¹⁷

In regard to *Elections to National Assembly and Members of Parliament*:

- The President may nominate a person referred to in Article 68 (2) (b) where the President considers it necessary to enhance the representation of special interests, skills or gender in the National Assembly.¹⁸

In regard to *Speaker, Deputy Speakers and Officers of National Assembly*:

- There shall be two Deputy Speakers of the National Assembly who are not members of the same political party and of the same gender.¹⁹

Part XIII Public Service Values and Principles requires:

- Adequate and equal opportunities for appointments, training and advancement of members of both gender and members of all ethnic groups.²⁰

¹⁶ p. 15, *Ibid.*

¹⁷ p. 20, *Ibid.*

¹⁸ p. 24 *Ibid.*

¹⁹ p. 32. *Ibid.*

²⁰ p. 73. *Ibid.*

Part XVIII, Services, Commissions and Other Independent Offices, most importantly, contains a specific and detailed section on the Gender Equity and Equality Commission, with the following principles stated:

- There is established the Gender Equity and Equality Commission which shall have offices in the Provinces and progressively in districts.
- The Gender Equity and Equality Commission shall promote the attainment and mainstreaming of gender equality.
- The Gender Equity and Equality Commission shall –
 - Monitor, investigate, research, educate, advise and report on issues concerning gender equality;
 - Ensure institutions comply with legal requirements and other standards relating to gender equality;
 - Take steps to secure appropriate redress to complaints relating to gender inequality, as prescribed; and
 - Perform such other functions as prescribed.²¹

And lastly, **Part XX, General Provisions** requires:

- That fifty percent of each gender is nominated or appointed from the total available positions, unless it is not practicable to do so.²²

In practice, current information on the Government of Zambia's website,²³ depicts gender representation in parliament with 13.9 percent female and 86.1 percent male, as illustrated in Figure 1.

²¹ p. 93-94. *Ibid.*

²² p. 103. *Ibid.*

²³ <http://www.parliament.gov.zm/members/gender> (accessed: 18 June, 2016)

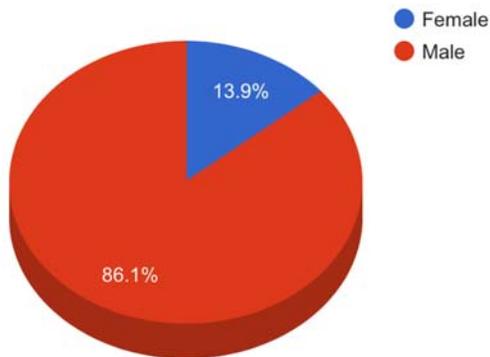


Figure 1: Members of Parliament by Gender. Source: National Assembly of Zambia²⁴

Women’s representation in politics and decision-making positions in Zambia has been increasing. The Minister for Women and Child Development, the Honourable Inonge M. Wina, Zambia’s first female Vice-President urged political parties in Zambia to ensure that they continue to adopt more women at all levels. This is prudent in the lead up to this year’s General Elections, to be held 11 August 2016 in order to meet gender parity required by the Southern African Development Community (SADC) protocol on Gender.

As outlined by the Honourable Inonge M. Wina in an interview available on The Embassy of the Republic of Zambia, Washington D.C. website,²⁵ the challenges faced are that while Zambia has a number of female politicians, they do not have enough female representatives in Parliament and in Councils. The Parliament consists of 158 members, of those only 20 are women. The Cabinet consists of 20 members, of those, only four are women. The Honourable Inonge M. Wina continues and expands on the barriers to women’s political participation in Zambia.

These are identified as:

- Lack of resources;
- Competitive political environment;
- Limited financial resources for women to participate in elections;
- Cultural norms and practices act as a barrier to women’s political participation in politics; and

²⁴ <http://www.parliament.gov.zm/members/gender> (accessed: 18 June, 2016)

²⁵ Interview with the Honourable Inonge M. Wina 2016. The Embassy of the Republic of Zambia, Washington D.C., <http://www.zambiaembassy.org/print/2190>

- Family issues, such as caretaking of small children.

In providing a pathway forward, the Honourable Inonge M. Wina acknowledges that there are determined women who are moving toward participation in the political arena and recognizes the need to encourage young women in particular to participate in politics.

Suggestions on how to do this include:

- Provide awareness to the young generation to appreciate politics;
- Provide awareness raising of the importance of being involved in political participation as it allows them a voice in decision-making;
- Women’s concerns and aspirations need to be known to the political leaders (both male and female political leaders);
- The importance of women engaging in political activism, in order for issues to be addressed that concern them – not only for themselves, but for their families and their communities.²⁶

Decision-making

Decision-making opportunities in Zambia are influenced by many factors. In addition to the gender disparities as mentioned in the sub-sections above, age also plays a role in the social expectation of males and females. The largest disparities are between adults in middle age, and are lowest for children. The roles of men and women have been institutionalized and normalized throughout childhood. Combined with females being removed from school to tend to family duties, this has added to the disparity between men and women.

Currently, care work and domestic duties are amongst the highest determinant of women not being involved in the participation of training, group activities, leadership development and community consultation – all of which lead to opportunities of decision-making roles and influence. This is an area that needs to be addressed in order to determine the most valuable entry points and recommendations to benefit the women in the community. As reaffirmed in the Government of Zambia’s Vision 2030, A

²⁶ *Ibid.*

Prosperous Middle-Income Country by 2030 These ‘negative cultural beliefs and traditions also undermine the empowerment of women. According to the 2000 Population Census, there are more women than men in the country. However, due to a number of factors, such as the low levels of education, culture, limited access and control over resources, and the division of labour, women’s participation in the development process has been impeded. They are comparatively disadvantaged relative to men as participants in decision-making due to their relatively low levels of education.’ (p. 23 Republic of Zambia, 2006).²⁷). In addition, and linked to the poor performance of girls in the education sector is their lower participation rate in formal wage employment. This is apparent across all sectors. As a result, ‘women’s participation in decision-making positions also falls far behind that of males in both private and public institutions where serious gender gaps of 70 percent or more exist’. (p. 27 Republic of Zambia, 2006).²⁸

Labour force

With regards to the Zambia population’s engagement in the labour force, at 119, Zambia is ranked in the top ten countries on the equality survey and lowest performing countries regarding professionals and technical workers.²⁹ In the quest to achieve middle-income status, the Government of Zambia recognizes that ‘enforcement of labour laws and observance of appropriate labour standards by social partners on the labour market’ needs enhancing. (p. 4 Republic of Zambia, 2006).³⁰ While reference to labour laws in general are made within the Zambia’s Vision, 2030, A Prosperous Middle-Income Country by 2030, goals for women in the labour force are not mentioned specifically – only in regard to division of labour. It does however - as indicated in previous subsections – acknowledge the necessity to increase women’s education and decision making, as well as access to resources and land ownership which has influence in the labour force of the generations to come.

²⁷ Republic of Zambia, Vision 2030, *A Prosperous Middle-Income Country by 2030 (2006)*
<http://unpan1.un.org/intradoc/groups/public/documents/cpsi/unpan040333.pdf>

²⁸ *Ibid.*

²⁹ <http://reports.weforum.org/global-gender-gap-report-2014/part-1/the-global-gender-gap-index-results-in-2014/country-results/>

³⁰ Republic of Zambia, Vision 2030, *A Prosperous Middle-Income Country by 2030 (2006)*
<http://unpan1.un.org/intradoc/groups/public/documents/cpsi/unpan040333.pdf>

Women's agricultural work is often unpaid or if not unpaid, then certainly undervalued. Women provide the majority of unpaid work both in their homes and communities, including domestic work, caring for the unwell, and children. In addition to agricultural duties, this lack of time proves to be another hindrance on their educational access and employment opportunities.

Access to resources

The Government is being proactive in creating an investment climate consistent with the socio-economic development objectives. To achieve this, the Government seeks to i) "Improve access to affordable credit and other financial services as well as the development of capital markets in both rural and urban areas, for both men and women; and ii) streamline work permit and license requirements and procedures, improve access to land by both men and women, and improve the performance of key government agencies servicing private investors, as well as improve tax and customs administration procedures." (2006, Republic of Zambia). This in turn serves to address the lack of resources that women in Zambia face including access to land, finance, credit, decision-making, education, markets, and business opportunities.

Smallholder farmers struggle to access inputs through channels other than subsidized government programmes. Furthermore, while large-scale farmers can invest in more sustainable practices, limited access to credit and high interest rates make the necessary long-term investment difficult for smallholders. As obtaining a loan often requires land as collateral, it is complicated by insecure land ownership. This particularly affects women, who are often hindered from ownership of land.

The Government of Zambia's 'National Long-Term Vision, 2013, states 'gender responsive sustainable development; as their first objective. To address this, a development plan – the Sixth National Development Plan 2012 – 2018, consists of the following priorities, i) securing land ownership, ii) improving access to finance, iii) launching a sustainable green revolution, iv) championing market-oriented activities, v) diversifying agricultural activities; and vi) increasing added value - all of which consider gender parity in their implementations.

The dual legal system currently in place in Zambia is to the detriment of women in both cases when it



comes to land access. The two land tenure systems in place in Zambia – customary / tribal and secondly, leasehold tenure, both marginalize women and their access to owning land.

The Government of the Republic of Zambia aims to allow women to have equal access to productive land for socio-economic development (2006, Republic of Zambia). Enabling women to have access to land ownership increases their self-preservation abilities, providing more control over their lives and that of their children, as well as encouraging empowerment and to act as agents of change. The issues of gender based violence and access to land all feed back to the social norms and gender roles of the population. The government acknowledges that ‘most of the cultural norms and practices in Zambian society rarely support the view that women should acquire and control land in their own right’ (2011, Norad). While the leasehold tenure legal system provides the statutory law that outweighs customary law, in everyday life and practice, the population does not adhere to this.

Gender- based Violence

The existing social norms with regards to gender-based violence must be addressed. At times of crisis, displacement, severe weather events, or disasters, which result in food insecurity, and water scarcity – incidences of gender based violence rise. In providing a thorough and inclusive gender lens to adaptation programming, combining the leverage and weight of the Government’s existing initiatives assists two of the world’s major threats - climate change and gender equality.

Gender based violence is further exemplified in times of stress, greater need, disaster, loss of income – all of which are linked to climate change. By addressing climate issues and gender inequality simultaneously, projects have an opportunity to co-benefit in aspects of attracting funding and delivering outcomes and successes for the community and environment.

Gender inequality must be addressed seriously in all preparatory phases of all climate change adaptation programming. Gender based violence hinders the development of a nation, and the Government of Zambia recognizes this is a critical area of concern.

UN Women’s Global Database on Violence Against Women³¹, determines the prevalence of violence toward women in Zambia as follows:

Prevalence Data on Different Forms of Violence against Women:	
Lifetime Physical and/or Sexual Intimate Partner Violence	50 percent ³²
Physical and/or Sexual Intimate Partner Violence in the last 12 months	43 percent ³³
Lifetime Non-Partner Sexual Violence	3 percent ³⁴
Child Marriage	42 percent ³⁵

Seeking to address these concerns a Joint Programme between UNDP and UNFPA, UNICEF, ILO, IOM, and WHO in conjunction with the Ministry of Gender and Child Development is currently running a programme to address gender-based violence within Zambia. The four-year (2012-2016) UN Joint Programme contains two objectives:

- Increasing GBV survivors’ access to health services, to efficient justice delivery system and to protection and support services; and
- Enabling the Gender and Child Development Division to Coordinate (GCDD) an effective, evidence- based and multi-sectoral response to GBV in Zambia.

³¹ <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

³² Proportion of ever-partnered women aged 15-49 years experiencing intimate partner physical and/or sexual violence at least once in their lifetime. Source: Central Statistical Office (CSO), Ministry of Health (MOH), Tropical Diseases Research Centre (TDRC), University of Zambia, and Macro International Inc., 2009. Zambia Demographic and Health Survey 2007. Calverton, Maryland, USA: CSO and Macro International Inc. as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

³³ *Ibid.*

³⁴ *Ibid.*

³⁵ Percentage of women aged 20-24 years who were married or in union before age 18. Source: UNICEF global databases 2014. Based on DHS, MICS and other national household surveys as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

Guided by Zambia’s Sixth National Development Plan and is expected to support the ‘government in attaining zero tolerance of GBV and contains the below expected outcomes’³⁶.

Gender Inequality Index

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).³⁷ The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Zambia has a GII of 0.617 (2013) and ranks 135 out of 149 countries assessed. The GDI value (2013) of 0.913 has Zambia ranked as 101.³⁸

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment.³⁹ Out of 142 countries, Zambia is ranked at 119 based on the GGGI 2014 results given below⁴⁰:

Description	Score	Rank
Economic participation and opportunity	0.644	86
Educational attainment	0.846	127
Health and survival	0.974	66
Political empowerment	0.081	114

³⁶ UN Joint Programme on Gender-based Violence Fact Sheet
http://www.zm.one.un.org/sites/default/files/united_nations_joint_programme_on_gender_based_violence.pdf

³⁷ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

³⁸ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

³⁹ World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH> http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf.

⁴⁰ <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ZMB>

Gender Gap Index 2014	0.636	119
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* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (on a 0 to 1 scale) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Zambia is 0.4489 suggesting that discrimination against women is very high.⁴¹

With regards to the gender gap, the indicators that display the largest gender gap are paid labour, public visibility / speaking / credit and access to and decisions over finance. Time allocation and resource access account for over 60 percent of women's disempowerment (2014, Alkire et al).

The indicators that display the largest gender gap are paid labour, public visibility / speaking / credit and access to and decisions over finance. Time allocation and resource access account for over 60 percent of women's disempowerment (Malapit et al 2014).

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

The Government of Zambia has initiated change within its own Gender Sector Vision, outlining the following targets:

Targets:

⁴¹ <http://www.genderindex.org/country/zambia>

- Reduce and ultimately eliminate gender imbalances and inadequacies associated with the provision of education, training and development;
- Harness the types of knowledge, skills, values and competencies necessary for economic development;
- Facilitate special consideration/affirmative action to adequate allocation of funds to the Health sector in support of programmes affecting women and children;
- Facilitate and ensure appropriate health services to, and protection of women during pregnancy, confinement and post-natal period as well as adequate nutrition;
- Implement measures that combat the adverse effects of HIV/AIDS, particularly on women and children;
- Prevent and combat the existing Gender Based Violence scourge, particularly against women and girl children;
- Economically empower women through acquisition and ownership of titled land;
- Enact and enforce a law that will facilitate the allocation of at least 30 percent of available land to women as an affirmative action by the year 2030; and
- Facilitate and provide economic support to institutions that offer credit facilities to women for land development.

Source: Republic of Zambia, *Vision 2030, A Prosperous Middle-Income Country by 2030 (2006)*.

V. Gender issues in response to the expanding threat of variability to rainfall and increased frequency of drought

It is important to note that in order to create transformational change, women are not just seen as climate change victims or adaptation beneficiaries. Women are imperative to promote and lead climate change adaptation efforts. They practice adaptive measures as a part of daily life – through farming and in the

face of increasing risks – through disaster recovery and preparation.⁴² By utilising these existing skills into project design and implementation and by providing a platform for empowerment women are enabled to increase their influence from a household to a community and national level. Leadership and decision-making capacities and opportunities increase.

Women from the poorest households often pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

Women are impacted differently by climate change in the following ways:

- Women rely more on natural resources for their livelihoods, with staple crops providing up to 90 percent of food in farming districts of some countries and 60–80 percent of food in most developing countries. Women struggle to fulfill their key responsibility for the production of food, in spite of the detrimental impacts of climate change on agriculture.
- Women and children are often responsible for gathering water and fuel in traditional agrarian societies, tasks that are laborious, challenging and time consuming. These tasks become more time intensive due to the impact of climate change.
- Climate change is linked to increased incidences of tropical diseases such as cholera and malaria, which have severe impacts on women because of their limited access to medical services and their responsibility to care for the sick.
- In some societies, more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts.
- Women are disproportionately affected due to vulnerability and the capacity to adapt to the process of climate change are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition, at the time of crisis, women's needs are not considered priority in recovery programmes.

⁴² <http://asiapacificadapt.net/gender-sourcebook/wp-content/themes/iges/pdf/integrating-gender-sourcebook.pdf>

VI. Recommendations

The Government of the Republic of Zambia, in its *Zambia Vision 2030*, is clear on recognizing agricultural production as key to its economic development, and in doing so requires ‘exemplary work ethics, honesty, values, quality consciousness, the quest for excellence and exceptional performance by all players in the economy.’ (2006, Republic of Zambia) Unequal power relations between men and women have resulted in the subordination of women, resulting in gender based violence, lack of access to and, lack of access to finance, and lack of access to education.

While gender mainstreaming is acknowledged as an area that needs to be addressed, it has been problematic due to limited skills in gender-dimension analytics. Acknowledging barriers for women to actively participate in the growth of the economy requires recognition and change at all levels.

To build the resilience of smallholder farmers to adapt to climate change, while seeking to address the disparity of men and women, it is recommended to fully engage women from the design phase. As women are the cornerstone of the household and the primary manager (unpaid, paid, visible or otherwise), their engagement is poignant in the success of the project.

In order to increase women’s empowerment, address climate change adaptation, and increase the resilience of smallholder farmers, it is determined that the following recommendations and interventions are considered:

Recommendations and interventions:

- Improving women’s role in decision-making by leveraging the Government’s existing initiatives;
- Provide capacity building training in building agricultural resilience, business and management skills, and leadership;
- Engagement of men and youth in gender training;
- Adding gender training into the rollout or curriculum of any agricultural, climate change adaption, business, leadership and entrepreneur training.

- Building and tailoring an asset base for female-headed households and poor women, and also in addition to improving access to service providers, including micro-credit and insurance providers.

In order to address gender inequalities, the following outputs have been identified for gender-responsive and gender transformational change:

- Develop the initiatives of the government with regards to gender and ensure that a higher level of understanding and action is undertaken in core gender concepts.
- Ensure that gender divisions of labour, acknowledgement of paid and unpaid work, time intensive chores, access to and control over assets are recognized by all participants and the effect of addressing or no addressing has on agricultural productivity;
- Context specific training, understanding, and approach, supported by targeted measures to strengthen women in areas where they suffer gender disadvantage;
- Development and implementation of interventions that focus on building an asset base for women (including female-headed households);
- Tailored and improved access to service providers such as micro-credit and insurance companies.
- Awareness and provision of agricultural tools and practices suitable for women, while also addressing the practicalities of such tools, tasks, location and time.
- Addressing women’s practical needs should be accompanied by the process of encouraging men to share reproductive tasks.
- Design and implement gender-responsive training that facilitate linkages between women farmers and markets.
- Taking action to affirm women friendly products including traditionally female crops and small livestock.

Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation.

Results from the consultations are detailed below in the Stakeholder engagement section.

The gender analysis, through stakeholder engagement and consultation, enabled the following:

- Assessment of the gender-related project activities, with regards to their ability to respond to the expanding threat of drought and rainfall variability, including gender roles and responsibilities, resource use and management, and decision making;
- Engagement, development and input into the design of project activities
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector, with direct impact on food security, livelihoods and water management, it is integral to the success of the project that women are considered, targeted and engaged throughout all stages of the project cycle.

Zambia is among the poorest countries' in the world and has a population highly dependent on smallholder farming for livelihoods. Fortunately, the Government of Zambia's Gender Sector Vision, as expanded upon above, provides leverage to strengthen and cement project design and implementation.

The project design has taken into account the following gender implications:

- Women's role as primary homestead and resource manager;
- Differing conservation incentives faced by women and men;
- Analysis of gender division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women's access to, and control over, environmental resources and the goods and services that they provide (Increasing women's access to and control over resources, improves the effectiveness of such projects);

- Identification of gaps in equality through the use of sex-disaggregated data enabling development of gender action plan to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Assess how gender is currently mainstreaming in differing ministries and sectors, to develop a need assessments, enable planning, and be effective in monitoring and evaluation.
- Involve women both at macro and micro level in climate resilience process.
- Involve men both at macro and micro level in climate resilience process.
- Financing and budgeting gender related initiatives in the climate resilience process.
- Involve women in identifying new and innovative technology that can support women to protect their environment and climate, promoting independence, empowerment, and entrepreneurship;
- Evaluation of women's work time, both as paid and unpaid;
- Identify specific strategies to include / target female-headed households;
- Identify differing conservation incentives faced by women;
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project are tailored, taking into account such differences.

The project implementation will take into consideration the following gender implications:

- Address the division of labour on small farms, taking into consideration gender specific views on management;
- Inclusion of a Gender Specialist position within the project management unit to ensure mainstreaming of gender into all activities;
- Inclusion of all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the links between climate change and gender, and the impacts of adaptation on gender equality.
- Inclusion of gender and climate issues into all training and technical support;

- Linking income generating activities identified by an engaging woman with microfinance institutions and cooperatives;
- Undertaking community discussions and dialogue in relation to gender and climate resilience/adaptation strategies with the inclusion of indigenous knowledge.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable adaptation technologies and knowledge, number of men and women engaged in livelihoods promoted by the project, training opportunities, knowledge management and information dissemination.

Stakeholder engagement

Stakeholder engagement enables the capture of the specific issues and difficulties that women face in responding to the expanding threat of rainfall variability and the increased risk of drought. It also enables identification of specific issues and difficulties that women face in strengthening and diversifying climate-resilient Agri-based value chains, and in addition outlines how women's security is affected by these issues.

The stakeholder consultations and engagement of women's organizations promote gender equality at the local as well as at national level. The involvement of women's organizations in the project design will assist in the identification of relevant gender issues within the country's social context, and implementation and monitoring of gender aspects of the project.

During the design phase of this project, consultation with 16 target districts, across 5 provinces, took place to inform the project activities and structure. The target populations for consultation included women and men as representatives at the local (camp) level, including farmers themselves, district and province level, and national level. It also specifically includes women's organizations and CSOs.

The project will continue to engage stakeholders throughout project implementation, enabling even more effective Monitoring and Evaluation.

Through analysis, data has been collated to establish a baseline. This data shall be monitored against this baseline throughout implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative indicators

- Women and men as beneficiaries;
- Female/male-headed households as beneficiaries;
- Improvements in health and well-being;
 - Health status of women and children;
 - Female school enrolment and retention;
- Improved livelihoods;
 - Women and men engagement in income generating activities;
 - Purchasing capacity and production of food for household consumption and income generation;
 - Distance and time saved due to climate resilience projects;
 - Use of leisure time saved by the project;
- Business development service components targeting rural women entrepreneur groups;
 - Availability and accessibility of microfinance institutions and cooperatives;
- Women participation and engagement in local business.

Qualitative indicators:

- Opportunities to generate additional income. Women are more likely to respond to incentives that address their family's basic needs, such as better health and nutrition, linking agriculture and food security improvements;

- Time-saved by women as a result of the reduction of labour hours required for agricultural and water management practices prior to the implementation of the project;
- Contribution to self-esteem raised and empowerment of women in the community;
- Expanded involvement in public and project decision-making as a result of initiation of women to actively participate in income generating activities;
- Support for training and educational activities which may include activities related to climate change, agriculture, water management, leadership, business, finance, entrepreneurship and decision-making, thereby empowering and increasing involvement of women to participate with confidence in community meetings;
- Effectiveness of awareness increasing;
- In reflection of the level and Involvement of women in contributing to the prevention of environmental degradation - rehabilitate the key natural resources, such as soil or forests that mitigate temperature rises and water scarcity;
- Protect or minimize contamination of local water supplies, spread of communicable diseases and child and mother related problems, sanitation;
- Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources; and
- Build communities fallback options such as savings, remittances, or saleable assets, as a means of coping with climate shocks.



Proposed Gender Action Plan

Activities	Actions	Targets and indicators	Time line	Responsible Institutions	Budget (US\$)
					16,069,000
Output 1: Smallholder farmers are able to plan for and manage water to support resilient agricultural production					
Activity 1.1: Strengthen generation and interpretation of climate information and data collection for women to ensure timely and detailed weather, climate, crop and hydrological forecasts is available to support smallholder in planning and management of water resources used in resilient agricultural practices	<p>Identification of female community members who are engaged in existing systems of climate information interpretation and data collection through survey</p> <p>Identification of female community members who are interested in engaging in strengthening interpretation of climate information</p>	<p>Baseline: 0 Target: 62% of female population provided with access to improved climate information, weather and agricultural advisories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Number of women already engaged in the interpretation of climate information and data collection • Number of women new to the interpretation of climate information and data collection • Number of manuals / guidelines developed 	Year 1 to year 7	ZMD in coordination with MOA and WARMA	369,000

	Development and promotion of tailored and targeted gender sensitive training manuals / guidelines / workshops	<ul style="list-style-type: none"> Number of female participants engaged in training 			
Activity 1.2: Strengthen co-development and dissemination of tailored weather / climate-based agricultural advisories to ensure female smallholder farmers receive the tailored information they need for planning and decision-making	Development and promotion of tailored and targeted gender sensitive training manuals / guidelines / workshops	Indicators: <ul style="list-style-type: none"> Number of women female small holder farmers Number of manuals / guideline developed Number of women participants engaged in training 	Year 1 to year 7	ZMD in coordination with MOA and WARMA	100,000
Objective	Action	Indicator		Responsible Institution	
Output 2: Resilient agricultural livelihoods in the face of changing rainfall, increasing drought and occasional floods					
Activity 2.1: Promote irrigation schemes, water storage and capture as well as other resilient water management strategies to increase access to water for agricultural	Identify female community members who are working with existing irrigation schemes and / or those who are interested in introducing water	Indicators: <ul style="list-style-type: none"> Number of female smallholder farmers introduced to existing irrigation schemes or commence with new water management practices 	Year 1 to year 7	MOA and DWA	200,000



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<p>production in the target districts within Agro-ecological Regions I and II</p>	<p>management technologies</p> <p>Development and promotion of tailored and targeted gender sensitive training manuals / guidelines / workshops</p> <p>Improvement of female smallholder farmers access already to existing irrigation schemes or commence with new water management practices</p> <p>Improvement of female smallholder farmers introduced to existing irrigation schemes or commence with new water management practices</p>	<ul style="list-style-type: none"> • Number of women supported in the development of rural enterprises, business training and capacity/skills building 			
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	Promotion of market-orientated and gender sensitive production				
Activity 2.2: Increased access to agricultural inputs (e.g. seeds, soil kits) for resilient crops	<p>Increase access to seeds of drought, pest-resistant and early maturing crop varieties for women farmers</p> <p>Increase adoption of diversified crops for women farmers in target communities</p> <p>Increase access to soil kits to for women farmers</p>	<p>Indicators:</p> <ul style="list-style-type: none"> • Number of female participants engaged • Number of female farmer recipients of seeds • Number of female farmer recipients of soil kits • Success rate of new agricultural practices introduced (in regard to crop production) • Success rate of new agricultural practices introduced (in regard to time saved) • Disseminated and shared knowledge • Number of women and men involved in the process 	Year 1 to year 7	MOA	8,000,000
Activity 2.3: Introduction of new agricultural practices	Increase adoption of diversified crops	<p>Baseline: 0</p> <p>Target: 90% of female recipients are able to strengthen production</p>	Year 1 to year 7	MOA	3,000,000



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<p>to strengthen production and diversify amidst climate variability and change</p>	<p>for women in target communities</p> <p>Introduce new agricultural practices for women drawing on indigenous knowledge strategies</p> <p>Identify and document indigenous knowledge, practices and coping mechanisms</p>	<p>and diversify amidst climate variability and change with the Introduction of new agricultural practices</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Number of female participants engaged • Number of female participants engaged • Success rate of new agricultural practices introduced (in regard to crop production) • Success rate of new agricultural practices introduced (in regard to time saved) • Disseminated and shared knowledge • Number of women and men involved in the process 			
<p>Activity 2.4: Introduce alternative livelihoods to strengthen resilience of women in target communities</p>	<p>Community dialogue / conversation and engagement</p> <p>Identification of female</p>	<p>Baseline: 0 Target: 378,461 women benefit from the adoption of diversified, climate-resilient livelihood options</p> <p>Indicators:</p>	<p>Year 1 to year 7</p>	<p>MOA</p>	<p>4,000,000</p>



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	<p>community members who are working within existing systems and whom are introduced to alternative livelihoods</p> <p>Identification of female community members who are not working within existing systems, however are introduced to alternative livelihoods</p>	<p>Number of female participants engaged who utilize existing methods and are diversifying with new methods</p> <ul style="list-style-type: none"> • Number of female participants engaged who are utilizing newly introduced methods for the first time • Disseminated and shared knowledge 			
<p>Activity 2.5: Establish farmer field schools and learning centers of excellence to further document and scale up successful practices taking into account gender differing needs</p>	<p>Community dialogue / conversation and engagement with women and men to determine local context specific and appropriate training methods for farmer field schools and learning centers of excellence</p>	<p>Baseline: 0 Target: 83,000 female recipients are able to strengthen production and diversify amidst climate variability and change with the Introduction of new agricultural practices</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Number of female participants consulted and engaged in the development of 	<p>Year 1 to year 7</p>	<p>FAO</p>	<p>100,000</p>



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	<p>Determination of local context specific female appropriate training methods, identifying their specific needs, goals and addressing gaps in existing knowledge and / or previous training</p> <p>Determination of provincial, district and local plans to incorporate climate risks and opportunities</p> <p>Identification of female community members who are interested in training</p> <p>Development and promotion of tailored and targeted gender sensitive training manuals /</p>	<p>farmer field schools and learning centers of excellence (influencing their power of autonomy, exposing them to decision-making and leadership opportunities and generating ownership)</p> <ul style="list-style-type: none"> • Number of women engaged in training programme • Number of female participants completing proposed training (retention rates) • Success rate of new agricultural practices introduced (in regard to crop production) • Success rate of new agricultural practices introduced (in regard to time saved) • Disseminated and shared knowledge 			
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	guidelines / workshops				
	Development of gender sensitive training on business skills, leadership and decision-making				
Objective	Action	Indicator		Responsible / Institution	
Output 3: Increasing farmers' access to markets and commercialization of resilient agricultural products					
Activity 3.1 Strengthen processing of resilient products for women	Context specific training, understanding, and approach, supported by targeted measures to strengthen women in areas where they suffer gender disadvantage Action taken to affirm women friendly products including traditionally female crops and small livestock	Indicators: <ul style="list-style-type: none"> Number of women and men engaged in the discussion and / or trained Number of solutions identified and action taken through the process 	Year 1 to year 7	MOA	200,000
Activity 3.2 Strengthen storage, aggregation and transportation of	Context specific training, understanding, and approach,	Indicators: <ul style="list-style-type: none"> Number of women and men engaged in 	Year 1 to year 7	WFP	100,000



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<p>resilient products to enhance commercialization and linkages to market and SMEs</p>	<p>supported by targeted measures to strengthen women in areas where they suffer gender disadvantage</p> <p>Action taken to affirm women friendly products including traditionally female crops and small livestock</p> <p>Identify female community members who are working within existing market systems and those who are interested in joining this form of employment</p> <p>Promotion of market-orientated and gender sensitive training</p> <p>Development of gender sensitive training on</p>	<p>the discussion and / or trained</p> <ul style="list-style-type: none"> • Number of solutions identified and action taken through the process • Number of female smallholder farmers with Improved access to markets • Number of women supported in the development of rural enterprises, business training and capacity/skills building • Number of women engaged in leadership and decision-making training • Number of women in leadership and decision-making roles • Tailored and improved access to service providers such as micro-credit 			
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	<p>business skills, leadership and decision-making</p> <p>Improvement of women's role in decision-making by leveraging from the Government's existing initiatives</p> <p>Addition of gender training into the rollout or curriculum of any agricultural, climate change adaption, business, leadership and entrepreneur training</p> <p>Provide capacity building training in building agricultural resilience, business and management skills, and leadership</p>	and insurance providers			
Activity 3.3 Increase access to finance and insurance	Community dialogue and consultation	Indicators:	Year 1 to year 6	WFP	100,000

<p>products for female smallholder farmers by engaging with potential financing sources including public, private, bilateral and multi-lateral sources.</p>	<p>processes, in formal and informal ways in which communities discuss issues affecting women or service providers seek input, opinion and information from women</p> <p>Strengthen systems and practices for climate and gender-responsive planning and budgeting engaging women</p> <p>Development of gender sensitive training on business skills, leadership and decision-making</p> <p>Building and tailoring an asset base for female-headed households and poor women, and also in</p>	<ul style="list-style-type: none"> • Number of women participants engaged in training • Number of solutions identified and action taken through the process • Number of women engaged in business skills training, leadership and decision-making 			
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	addition to improving access to service providers, including micro-credit and insurance providers				
Activity 3.4 Identify available markets and promote climate-resilient products for women	<p>Community dialogue and consultation processes, in formal and informal ways in which communities discuss issues affecting women or service providers seek input, opinion and information from women</p> <p>Identify female community members who are working within existing market systems and those who are interested in joining this form of employment</p> <p>Promotion of market-</p>	<p>Baseline: 0 Target: 80% of resilient commodities produced by target female farmers are sold on the markets</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Number of female smallholder farmers with Improved access to markets • Number of women supported in the development of rural enterprises, business training and capacity/skills building • Number of female smallholder farmers utilizing climate-resilient products • Number of women who saw success in crop growth by 		WFP	100,000



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	<p>orientated and gender sensitive training</p> <p>Development of gender sensitive training on business skills, leadership and decision-making</p> <p>Improvement of women's role in decision-making by leveraging from the Government's existing initiatives</p> <p>Addition of gender training into the rollout or curriculum of any agricultural, climate change adaption, business, leadership and entrepreneur training</p> <p>Provide capacity building training in building agricultural resilience,</p>	<p>utilizing climate-resilient products</p> <ul style="list-style-type: none"> • Number of women engaged in leadership and decision-making training • Number of women in leadership and decision-making roles • Tailored and improved access to service providers such as micro-credit and insurance providers 			
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	business and management skills, and leadership				
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