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Resilience through Enhanced Adaptation Action-learning, and Partnership (REAAP) Gender Analysis Report, West Hararghe October 2015



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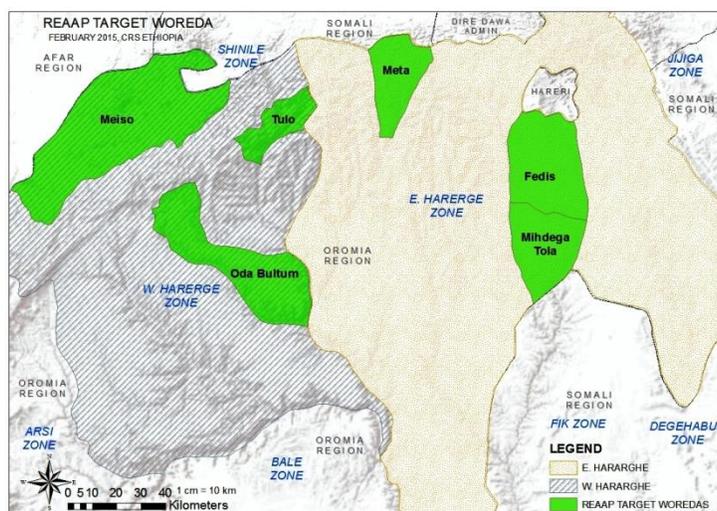
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Contents

Activity Overview.....	i
Content of Tables, Charts, Figures and Graphs.....	iv
Acknowledgments	v
Acronyms and Abbreviations.....	vi
Executive Summary	1
Assessment Methodology	2
Summary of Major Findings.....	2
Demographic Characteristics of Respondents.....	2
Major Findings by Key Domains of the Gender Analysis.....	2
Degree of Gender-Responsiveness in REAAP.....	6
Recommended Strategies for Action	7
1. Background	8
1.1 Gender Analysis Objectives.....	9
1.2 REAAP Project Overview	9
1.3 Structure of the Report.....	10
1.4 The Global and National Context of Gender and DRR/CCA	10
1.5 Conceptual Framework for Gender Equality & Women’s Empowerment.....	11
2 Assessment Methodology.....	13
3. Discussion and Analysis of Major Findings	17
3.1 Demographic Characteristics of the Respondents.....	17
3.2 Gender Roles, Responsibilities and Needs.....	17
2.3 Access to and Control over Assets, Resources and Services.....	23
3.4 Decision-making at HH and Community Levels.....	25
3.5 Risk and Vulnerability Status and Coping Mechanisms.....	27
2.4 Livelihood Opportunities.....	29
2.5 GBV and HTPs.....	Error! Bookmark not defined.
4. Quality of Gender Integration and Program Gender Responsiveness	31
4.1 REAAP Gender Capacity in Gender Integration	33
4.2 Gender Responsiveness of Intermediate Result 1	35
4.3 Gender Responsiveness of Intermediate Result 2.....	37
4.4 Gender Responsiveness of Intermediate Result 3.....	40



5	Recommended Strategies for Action.....	42
	References.....	45
	Annex 1 - Gender Analysis Participants' Profiles.....	46
	Annex 2 - Community Gender Action Plans.....	49
	Annex 3 - Gender Strategy for REAAP.....	50
	Annex 4 – Photograph Gallery.....	52
	Annex 5 - CRS Key Gender and DRR Concepts.....	54



Content of Tables, Charts, Figures and Graphs

Table 1: Sample Kebles and households.....	15
Table 2: Demographic characteristics of respondents	17
Table 3: Men's & women's access to & control over key resources/assets& services in Tulo.....	23
Table 4: Men's &women's access to & control over key resources/assets & services in Oda-Bultum.....	24
Table 5: Men's & women's access to & control over key resources/assets & services in Meiso	24
Table 6: Pattern of men & women HH decision-making participation in Tulo	25
Table 7: Pattern of men & women HH decision-making participation in Oda-Bultum	26
Table 8: Pattern of men & women HH decision-making participation in Meiso	27
Table 9: Risk, vulnerability status & coping mechanisms in Tulo	27
Table 10: Risk, vulnerability status & coping mechanism in Oda-Bultum.....	28
Table 11: Risk, vulnerability status & coping mechanisms in Meiso.....	28
Table 12: Reported cases of GBV and HTP in Tulo and Meiso Woredas.....	31
Figure 1: REAAP operation area.....	9
Figure 2: CRS Integral Human Development Framework.....	11
Figure 3: Gender lens to IHD framework.....	12
Figure 4: Pillars of the gender analysis assessment.....	13
Graph 1: Agricultural activities performed by adult men, women & boys in Tullo Woreda.....	18
Graph 2: Agricultural activities performed by adult men, women & boys in Oda-Bultum Woreda.....	18
Graph 3: Agricultural activities performed by adult men, women & boys in Meiso Woreda.....	19
Graph 4: The role of men & women in reproduction and maintenance of the family in Meiso	20
Graph 5: The role of men & women in reproduction and maintenance of the family in Oda-Bultum.....	21
Graph 6: Men and women's daily calendar (hours) during the peak season in Meiso.....	21
Graph 7: Men and women's daily calendar (hours) during the slack season in Meiso.....	22
Graph 8: Community role of adult men & women in Tulo Woreda.....	22



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Acronyms and Abbreviations

ADPO	Area Development and Program Office
CCA	Climate Change Adaptation
CMDRR	Community Managed Disaster Risk Reduction
CASCAPE	Capacity building for Scaling up of evidence-based best practices in Agricultural Production in Ethiopia
CRS	Catholic Relief Services
DFAP	Development Food Assistance Program
DIP	Detail Implementation Plan
DPPC	Disaster Prevention and Preparedness Commission (woreda level)
DPPO	Disaster Prevention and Preparedness Office (national and zonal level)
DRR	Disaster Risk Reduction
ECC-SDCOH	Ethiopian Catholic Church-Social & Development Coordinating Office of Harar
FGDs	Focus Group Discussions
FHH	Female Headed Household
FTC	Famer Training Center
FtF	Farmer to Farmer
GBV	Gender Based Violence
GO	Government Organization
GRAD	Graduating with Resilience to Achieve Sustainable Development
HDR	Human Development Report
HH	Household
HI	Handicap International
HTPs	Harmful Traditional Practices
IEC	Information Education Communication
IGAs	Income Generating Activities
IHD	Integral Human Development
IR	Intermediate Result
KII	Key Informant Interview
M & E	Monitoring and Evaluation
MHH	Male Headed Households
NGO	Non-Government Organization
OFDA	Office of the U.S. Foreign Disaster Assistance
PRA	Participatory Rural Appraisal
PSNP	Productive Safety Net Program
PWDs	Persons with Disabilities
REAAP	Resilience through Enhanced Adaptation, Action-learning and Partnership
SILC	Savings and Internal Lending Communities
SMILER	Simple Measurement of Indicators for Learning and Evidence-based Reporting
SPSS	Statistical Package for Social Science
USG	United States Government
USAID	United States Agency International Development
WH	West Hararghe



Executive Summary

According to the 2014 Human Development Report, those living in extreme poverty, women, persons with disabilities (PWDs), children, and older people are the most vulnerable to natural disasters and climate change. Key factors are their low social and economic status in society and life-cycle vulnerabilities due to sensitive points in their lives.¹ Both global and national policies on disaster risk reduction (DRR) and climate change (CC) recognize the needs and interests of these most vulnerable groups. They are pushing for design and implementation of equitable, accessible and appropriate response, recovery, rehabilitation, and reconstruction interventions², they call for the integration of gender as a key cross-cutting theme in all DRR and CC related initiatives.

CRS considers gender as one of its five core competencies in its global development strategy.³ It recently developed a global Gender Strategy (2013) and in Ethiopia, a country aligned program Gender Strategy (2015) to ensure gender is fully integrated into its emergency and development work.⁴ These strategies are informed by CRS' Integral Human Development (IHD) Framework that forms part of the organization's theory of change and should guide gender-responsive programming. These documents guide CRS' efforts to address inequalities and to create a more enabling environment for the most vulnerable to lead healthy and productive lives.

Since 2014, CRS Ethiopia has been implementing a three-year USAID-funded community-managed DRR project entitled "Resilience through Enhanced Adaptation, Action-learning and Partnership" (REAAP). REAAP recognizes that women's empowerment is a key ingredient to building climate resilience and positive social transformation. Accordingly, gender integration is a cross-cutting theme. It is understood that promoting gender equality is necessary to fully enhancing resilience of vulnerable populations to shocks, conflict situations and natural disasters.

Purpose of Gender Analysis

In order to identify the most relevant gender issues and gaps, REAAP staff collaborated with an external consultant to conduct a gender analysis in three *Woredas* of West-Hararghe. The main objective of the gender analysis was to obtain baseline data and identify recommended actions for more gender responsive program planning, implementation and M&E. This final report summarizes the gender analysis' research methodology; participants' demographic characteristics; major findings and their implications for REAAP; a project gender-responsiveness assessment; and recommended strategies for improving gender mainstreaming in across REAAP activities.

For East Hararghe, a similar gender analysis was conducted by the Development Food Assistance Program (DFAP). Findings and recommendations from this study will be reviewed with the West Hararghe data to inform future gender mainstreaming in REAAP.

¹ UNDP (2014). *Sustaining human progress: Reducing vulnerabilities and building resilience*. Human development report.

² Federal Democratic Republic of Ethiopia (2013). *National policy and strategy on disaster risk management*. Addis Ababa.

³ (CRS, 2008). *Integral human development: the concept and framework*.

⁴ CRS Ethiopia Gender Strategy (2015-2019): Building gender responsiveness in our workplace and programming.

⁵ (2013, CRS). *CRS global gender strategy*. USA



Assessment Methodology

The gender analysis aimed to understand and assess differences in status and the relationships between and among women and men. Various gender analysis tools were adapted to examine gender roles, access to and control over resources, decision-making, and risk and vulnerability status differences between women and men. The main tools used were: community resource mapping, activity profile, daily calendar, access to and control over resource profile, decision-making profile, capabilities and vulnerabilities assessment, and sustainable livelihood analysis. Key informant interviews (KII), focus group discussions (FGDs) and household (HH) surveys were the main participatory data collection methods applied to carry out interviews with study participants.

Qualitative and quantitative data was collected from three *Kebeles* in three selected REAAP targeted *Woredas*, Meiso, Tulo and Oda-Bultum. Before the actual gender analysis, draft questionnaires were pre-tested with a small sample and then revised accordingly. The quantitative data was analyzed using statistical package for social science (SPSS).

The findings of the Gender Analysis Report were validated in Chiro and Addis Ababa in the presence of concerned stakeholders and the report was finalized after incorporating comments provided in those two workshops.

Summary of Major Findings

Demographic Characteristics of Respondents

Women represent half of the 300 household survey participants. FHHs made up 15% in Tulo *Woreda*; 15.9% in Oda-Bultum *Woreda*; and 20% in Meiso *Woreda*. About 40% of the respondents ranged in age between 31 and 60 years of age. Another 35% fell in an age range of between 19 and 30 years of age. Three-quarters of respondents were married. Women represent majority of the respondents who cannot read and write. 7.5%, 8.8% and 4.7% of the respondents were reported to be PWDs in Meiso, Tulo and Oda-Bultum *Woredas* respectively (See annex I for details).

A total of 70 participants (49% female) and 15 (53.3% female) KIIs (Key Informant Interviewees) were involved in the qualitative assessment.

Major Findings by Key Domains of the Gender Analysis

Gender Roles and Responsibilities

Productive activities: Agricultural activities such as land preparation, ploughing, planting, and fertilizer application are mainly the responsibility of adult men. Boys will provide support to their fathers by carrying farm tools and providing water for oxen. Women contribute to most aspects of agricultural work such as seed selection and preservation, weeding, harvesting, threshing, and transporting produce from farm to home. The increased use of new improved labor-intensive technology and practices has brought new demands on women's labor. For example, the increased practice of row planting is mainly carried out by women. Seed preservation is mainly under the charge of older women who are most trusted to store the seeds and not sell or consume them even in times of drought and food shortages.

Local socio-cultural religious beliefs and practices shape women and men's productive, reproductive and social responsibilities. Socially ascribed gender norms support unequal gender relations and distinct but



complementary gender relations between women and men. Women are primarily responsible for all domestic and care giving related tasks. During the day, they are in charge of preparing and taking food and drinks to husbands, male kin and neighbors who are working in the fields. Study participants explained that women are less involved in certain agricultural activities like ploughing. Reasons given are that women are too weak to handle heavy farm equipment; are preoccupied with time-consuming domestic tasks; and based on socio-religious norms that justify women should not perform certain agricultural and social tasks viewed as men's responsibility. In all *Woredas*, it was customary for male neighbors to give a hand in farming activities to female headed households (FHHs) and households (HH) led by PWDs once they had finished their own fields.

In addition to farming, women and men are engaged in various income generating activities. Adult women, supported by girls, generate income through petty trading such as selling goats, poultry, eggs, vegetables, *chat*,⁶ grains in smaller amounts, fuelwood and charcoal. Men engage in selling bulk grains, *chat*, and larger more lucrative livestock; and by working as casual laborers for well-off farmers. FGD participants explained that married women in male-headed households and female heads of households have very limited involvement in selling large livestock due to their lack of price negotiation skills and physical inability to take the cattle to the market place.

Domestic activities: women are solely responsible for domestic duties related to water and fuelwood collection, cooking, cleaning, and taking care of children, elderly and sick family members. Adult women will start to train or coach their daughters when they are about ten years old on domestic chores. Occasionally, adult men and boys assist in fetching water and fuelwood if the women are sick, away from home to visit relatives, and during special occasions like weddings and funerals.

Women and girls face major time constraints that limit their abilities to pursue social and economic opportunities. According to primary data collected from one PRA tool, the daily calendar, women spend 13-17 hours per day on domestic activities. Time spent will vary with the season, with less time to rest, sleep or engage in income generating activities (IGAs) or important community development activities.

Women travel between five minutes to 12 hours per day to find water for their families. They wait on average between one to six hours in queues to collect water. These burdens further limit their time to participate in important public meetings such as agricultural demonstrations at farmer training centers (FTCs) or in other community groups. With women and girls' heavy workloads, girls have been forced to miss school to take care of their siblings and cover domestic chores for their mothers who are themselves overburdened with multiple tasks. Although the HH survey indicated that men do not spend time in domestic activities, some FGD participants stated that sometimes boys assist in some domestic activities during special occasions such as weddings. In times of drought, these domestic burdens like fetching water and fuelwood will increase due to greater distances to find these natural resources and further deprive women of time and energy to pursue other activities.

Ethiopian food preparation is equally labor and time intensive. Moreover, women and girls may be exposed to health risks such as respiratory tract infections due to inhaling smoke from indoor-cooking with no ventilation.

Community activities: Women's engagement in community activities reflects their socially-prescribed domestic roles. They are responsible for communal cooking during festivities and funerals. Socially

⁶ *Chat* is a stimulant plant widely grown in Hararghe Zone as a cash crop.



ascribed roles and responsibilities contribute to women's low status and limited opportunities and access to formal community organized groups such as water committees and cooperatives.

The distinct but complementary roles of women and men in productive, domestic and community roles lead to different practical needs and strategic interests. The gender analysis data showed that women's practical gender needs focus on having easy access to safe potable water, labor-saving devices like fuel efficient stoves, and credit and saving facilities. Study data reveal that women's strategic interests are stopping or reducing gender-based violence (GBV), especially wife-beating; gaining equal participation and influence in HH and community decision-making, and accessing adult education. Men's needs included: farming tools, resettlement, irrigation scheme, improved seeds, fertilizer, oxen, electricity, bridge, and feeder road, whereas for men in Meiso water (for household and livestock) is the one and only need.

Access to and control over resources, assets and services: Men have greater social status and political power than women in all the *Woredas*. They have greater access to and control over important resources and services such as farm land and tools, sale of large livestock, agricultural extension services, household income, education & training, cooperative services and credit and saving. In comparison, women have better access to and control over kitchen utensils, health extension services, and income generated from the sale of poultry.

Traditionally women in male headed households (MHH) are not allowed to access or take crops from the underground granary either for sale or consumption. Men have ultimate control over these resources. Women are not allowed to control or own land. Respondents stated that land is a man's property.

Consistent with the quantitative data, men have greater access and control over household income, although women are said to have access and control to some extent. But the validation workshop outcome indicated that men have both access and control over household income. Women can have access to household income, especially on the one they earn but the ultimate control goes to men. This holds true in all *woredas*.

As per the quantitative data, men have greater access to saving and credit in Tulo and Meiso but in Oda-Bultum it was indicated that women have more access. In Tulo and Meiso men have more control over credit and saving, but in Oda-Bultum women and men have equal control. But according to participants of the validation workshop, women in all *woredas* have access to saving and credit but the control is more for men.

Productivity of FHHs' farmland is lower than in MHH due to lack of male labor to perform timely agricultural activities. In addition, women have limited access to important trainings, public meetings and community groups due to their time-consuming domestic tasks, lack of freedom of movement due to husbands' control over their mobility, and their prioritization of engaging in IGAs to cover daily household needs.

Decision-making at HH and community levels: As part of socially and culturally ascribed gender roles, most household decisions related to agricultural activities, selling food crops, and investments are made by men alone or as the final decision-maker.

The household survey disclosed that decisions on children's education and marriage are made dominantly by men in Tulo and Oda-Bultum and jointly in Meiso. Child care issues are for the most part decided by women in Tulo) and Meiso. Women's involvement in this regard is minimal as to the



respondents in Oda-Bultum. Men also decide dominantly on the purchase of technologies to ease household in Tulo and Oda-Bultum, whereas women decide over this issue dominantly in Meiso.

Nonetheless, participants of the validation workshop avowed that men's decision is dominant over household expenditure, child care and children's marriage issues. Purchase of technologies to ease household chores is made by women if the money is theirs, but if they have to ask for money from husbands, the decision is made by men.

Decisions regarding the selling of food crops are made by men alone/dominantly in all woredas. Decisions regarding the selling of cash crop are made by men alone/dominantly in Tullo and Oda-Bultum. Joint decision is more dominant in this respect in Meiso, corresponding to the household survey outcome. But, Chiro Validation workshop participants affirmed that decisions regarding the selling of food and cash crops, and household budget are made alone or dominantly by men.

At the community level, men dominate decision making such as who should attend community meetings, decision-making during meetings and dominate leadership positions in these groups. During FGDs, women explained that they are not consulted in decisions made by men at household level. Out of fear of divorce and community discrimination, they will rarely challenge their husbands' decision. Women's decision-making power is limited due to various intersecting factors including: gender norms and stereotypes as expressed in dominant proverbs that support women's subordinate status and discourage them from voicing their opinions; women's low level of education and access to information and inexperience in practicing and developing leadership skills.

Risk/vulnerability status and coping mechanisms: Women and men typically experience problems of drought, livestock diseases, floods, crop pests and diseases and food and financial shortages in different ways. Clan conflict was identified as a disaster risk only in Meiso *Woreda*. All the participants of the study confirmed that women, children, older people and PWDs are most vulnerable to the above mentioned disaster risks.

Faced with these threats to their livelihoods, women and men devise different coping strategies such as selling off assets (cattle and farm tools) and labor, seeking direct food aid from the government and borrowing from neighbors or friends. Women cope by engaging in saving and credit schemes, buying and reselling vegetables from other areas, and selling fuelwood and charcoal. Men cope by consistently sowing short season crops, searching for cattle feed, migrating to urban areas for a week or two to work as daily laborers, and digging their own water ponds. FHHs face more challenges compared to MHHs due to their existing disadvantaged position. They lack male labor and are less free to leave their homesteads due to heavy domestic responsibilities and may face community discrimination for freely moving about.

Livelihood opportunities: Farming, livestock rearing and petty trade (IGAs) are the main sources of livelihood for households in REAAP targeted *Woredas*. Women's principle IGA is petty trading. Women and men will sell their labor during times of severe drought. Women face difficulties in improving their IGAs because they are unable to access formal credit services due to high collateral requirements such as land, and a bureaucratic process which may take up to six months. In the study woredas, there were some NGO initiatives to help women. The NGO, World Vision, together with the German international development agency, GIZ, work on training women on the production and sale of fuel efficient stoves.

Gender Based Violence (GBV) and Harmful Traditional Practices (HTPs): In all the three *Woredas*, wife-beating or domestic violence was reported as a common issue in the daily lives of women. HTPs such as female genital mutilation (FGM), early marriage, and polygamy are practiced. Women experience



discrimination due to socio-cultural values and practices as reflected in common proverbs that ascribe women to the domestic sphere and men to the productive and public sphere. Men respondents explained that the rate of wife beating had gone down but should never completely stop. They felt that men were more sensitive now. For example, to avoid risk of disability or other physical harm, the men said they target body areas that are less sensitive to pain. Quite the contrary, women reported that they wanted the practice of domestic violence to stop, and even prioritized taking action to stop it in their DRR community action plans.

Implementing partner capacity to integrate gender: Some of the REAAP staff at field level had basic gender training on gender concepts but others had none. Their practical experience in using gender analysis and other gender mainstreaming approaches and tools was limited. The organization's gender accountability mechanisms such as recruitment process, job-descriptions and performance development are also areas that will need to be revisited from a gender perspective.

Degree of Gender-Responsiveness in REAAP

REAAP has been designed from the onset with gender as a cross-cutting theme. This is reflected in the result framework, staffing, project documents, detailed implementation plan, and monitoring and reporting system. The project design integrates gender-sensitive disaster risk and vulnerability issues to strengthen community awareness on climate change; activities to ensure gender balance and targeting for training and formation of DRR committees; and various activities to support women's economic empowerment such as SILC groups and women's seed preservation groups.

In line with the Global and Ethiopia country program Gender Strategies, project documents articulate a commitment to applying a gender analysis in order to consider the different experiences and vulnerabilities of women and men in disasters. They commit to developing gender sensitive interventions to address gender power imbalances and to support women to overcome specific and additional vulnerabilities they face such as limited access to household productive resources and decision making. The project has made efforts to develop gender-sensitive M & E tools and indicators.

Despite these strengths, the project should improve its gender sensitivity in its design, implementation and M&E systems. Identification of these limitations is based on a review of the gender analysis results discussed above and in the main study sections.

While the project commits to developing "inclusive DRR committees and activities", the groups listed are limited to PWDs. No specific activities are mentioned to support the inclusive participation of all vulnerable groups including women, boys and girls and older generations. Furthermore, the project activities only focus on satisfying women's practical needs such as increased access to credit and labor-saving devices. These interventions help reduce women's triple work burden based on their traditional gender roles. The gender analysis findings, however, clearly showed the need for addressing women's strategic interests of reducing high levels of GBV, especially wife-beating; increasing women's ability to influence household and community decision making and their access to education and information.

The findings showed that several strategies must be combined together to address women's strategic interests such as engaging men in community conversations separately and with women and or in couples to discuss GBV issues and positive benefits of more equal sharing of domestic and productive responsibilities. Another implication of the gender analysis findings is the need to devise a set of strategies and criteria to ensure women's equal participation and decision making power in all REAAP supported DRR and livelihood related groups such as DRR committees. Other limitations are lack of women friendly and accessible IEC materials and early warning systems.



The gender analysis results of REAAP staff capacity showed that some staff have been trained in gender concepts but that all staff will need more catered and elaborate and practical gender training and on the job support to learn how to apply a gender analysis in their respective work.

Recommended Strategies for Action

This section summarizes actionable recommendations for strengthening gender integration in all aspects of REAAP based on the gender analysis. The first recommendation is to align REAAP's gender strategy with CRS global and Ethiopia country program gender strategies' gender-responsive program outcomes of:

- Building capacity of its staff and partners in gender responsiveness.
- Increasing women's/girl's access to and control over resources, decision-making and participation within communities and families;
- Enhancing women's/girl's economic empowerment, and;
- Ending violence against women/girls and men/boys.

The recommended strategies below would contribute to these outcomes.

Recommendation One: Build internal capacity of REAAP staff and partners in gender responsiveness

- Finalize and have approved a REAAP gender strategy and action plan
- Increase gender balance staffing and organizational culture and systems that are gender responsiveness
- Strengthen REAAP staff gender awareness, capacity and tools to support strong gender responsiveness.

Recommendation Two: Increase women and girls' access to and control over resources, decision-making and participation in project-supported community DRR and livelihood committees, groups and interventions.

Recommendation Three: Promote women's livelihood diversification and economic empowerment.

Recommendation Four: Strengthen gender responsiveness in project management cycle to address gendered power inequalities that weaken women and men's capacities to adapt and cope to climate shocks and variability, particularly reduce GBV.



I. Background

Justification: According to the Human Development Report (HDR) of 2014,⁷ those living in extreme poverty and deprivation, the poor, women, PWDs, children, older people and youth are among the most vulnerable groups to natural disasters and climate change. The most vulnerable tend to have the lowest socio-economic status in society and to be going through more sensitive points in their lifecycle. Women who live with multiple disadvantages such as living in poverty and with a disability are more vulnerable to climate related risk. The HDR discusses how poor people lack a sufficient range of assets and resources limiting their capabilities to take on positive coping and adaptive strategies. Instead, they resort to more negative strategies such as selling off important household assets that undermine their livelihoods and resilience to future shocks. They are most vulnerable to health risks, environmental calamities and economic shocks.

Global and national evidence clearly shows that climate change and natural disasters are likely to have disproportionately negative effects on women due to their unequal status. In the case of Ethiopia, women's greater vulnerability is also linked to their higher dependency on the natural resource base for their livelihoods, e.g. water and wood. Women face greater barriers to recover from disasters because they have fewer personal assets and face greater barriers to accessing formal support.

Purpose: This final gender analysis report of three selected woredas in West Hararghe, Ethiopia was commissioned by CRS Ethiopia to identify key gender issues and gaps to how targeted women and men and their households adapt to and are affected by climate change. The baseline data and recommendations of action are meant to help develop and improve gender mainstreaming efforts for the CRS consortium-led USAID-funded activity, REAAP (2014-2017). REAAP's goal is for communities of East and West Hararghe to have sustainably increased resilience and reduced long term vulnerability to current and future climate changes and climate-related shocks and stresses.

REAAP was designed with gender as a cross-cutting theme based on the recognition that women's empowerment and gender equality are key ingredients to reaching REAAP's goal. In line with CRS' global and country gender strategies, REAAP design is founded on the understanding that any development program cannot be achieved without taking into account the role of gender, how gender relations impact the success of project interventions and how the project might impact gender relations.

Hazards and climatic changes have different impacts on women and men as they experience, perceive and are exposed to different levels of risks and vulnerabilities, with women, in general, disproportionately experiencing the most harm. Underlying causes of women's vulnerability often lies in unequal power relations within societies. Men's vulnerability is often conditioned by cultural roles that restrict them from acquiring the skills and knowledge needed for building resilient households and communities. REAAP works with households and communities where women have fewer rights and opportunities than their male counterparts.

Accordingly, REAAP has undertaken a gender analysis and drafted this final report. This document serves to inform REAAP efforts to improve its gender mainstreaming activities across the project life cycle and to ensure equal opportunities and benefits to targeted women and men.

⁷ UNDP (2014). *Sustaining human progress: Reducing vulnerabilities and building resilience*. Human development report.



The report presents key background information; the main methodologies used; participants' demographic characteristics; major findings and implications for implementation; a project gender-responsiveness assessment; and based on this analysis, recommended strategies for improving gender mainstreaming internally and in programming. For East Hararghe, a similar gender analysis was conducted by the Development Food Assistance Program (DFAP). Findings and recommendations from both studies will be reviewed to inform improvements to REAAP gender mainstreaming.

I.1 Gender Analysis Objectives

The major objectives of this gender analysis were to:

- Obtain information that will contribute to a more gender-responsive program planning and implementation process;
- Identify gender gaps that are most likely to impede the achievement of REAAP's goals and strategic objectives;
- Identify any potential negative effects that the REAAP project might have on gender relations and how to mitigate such risks to assure a “do-no-harm” approach;
- Identify opportunities for building the capacity of women beneficiaries to increase their meaningful participation in identifying, planning, implementing, and monitoring program interventions. With women's active engagement, the objective is to improve the quality of women's participation in planning and decision-making; improve HH and community mitigation measures against disaster/vulnerabilities; improve HH management of resources; and strengthen women's effective control over these resources;
- Identify responsive actions to address gender barriers and inequalities and promote positive outcomes for women and men, girls and boys;
- Recommend actions that REAAP can develop to enhance gender mainstreaming and to address gaps due to gender inequalities, and help women and men overcome gender stereotypes and the root causes of gender inequality; and
- Provide recommendations to ensure the REAAP program does not significantly increase women's workload to the point of creating/increasing time poverty.

I.2 REAAP Project Overview

With Funding from USAID's Office of U.S. Foreign Disaster Assistance, the Global Climate Change and Feed the Future Initiatives, CRS and its partners launched an activity entitled REAAP: *Resilience through Enhanced Adaptation, Action-learning, and Partnership*. REAAP works hand-in-hand with communities in 100 Kebeles of farming, agro-pastoralist, and pastoralist livelihood zones in six vulnerable Woredas of East and West Hararghe Zones in the Oromia Region.

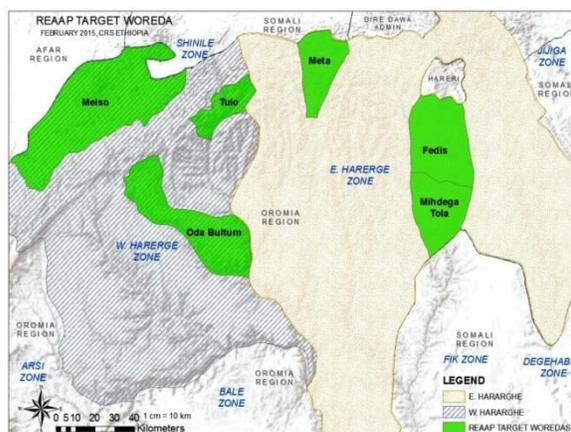


Figure 1: REAAP operation area

It supports these targeted communities to design and implement action plans to decrease the risk of climate related disasters, and to increase resilience to shocks when they occur. Its long term goal is for these communities to have sustainably increased resilience and reduced long term vulnerability to current and future climate change and climate-related shocks and stresses.



Through REAAP, the Community Managed Disaster Risk Reduction (CMDRR) process builds community knowledge and skills, highlighting the link and inter-dependence between livelihoods, food security, nutrition and natural resource management. Community-managed DRR committees are formed and capacitated and are supported to develop strategic horizontal linkages to consortium partners and other initiatives and vertical linkages to Government of Ethiopia-led food security, agricultural growth, and disaster risk management structures. Through the CMDRR process, community-level threats are assessed, identified, and prioritized using Participatory Disaster Risk Assessment (PDRA).

CRS and its consortium members aspire to work to achieve the following three intermediate results (IRs):

IR 1: Communities have improved access to technical information and analytical tools for decision making.

IR 2: Communities identify and implement actions that increase resilience to climate variability, long-term climate change and climate-related shocks.

IR 3: Systems for planning, implementation, monitoring and evaluation around DRR and climate change adaptation are established and strengthened through working with government and other stakeholders.

The REAAP project is based on the recognition that the empowerment of women is a key ingredient to building climate resilience and positive social transformation. The project addresses gender inequality at the household and community levels in order to increase women's access to and control over resources, decision-making and participation. Women should make up at least 50% of representatives in DRR Committees. REAAP-supported SILC groups help women to increase their social and economic status in the household and community. The project aims to consider the different needs of both sexes during planning, implementation and monitoring processes. By promoting greater gender equity, there should be improvements in the long-term resilience of vulnerable populations to climate shocks, clan conflicts and natural disasters.

I.3 Structure of the Report

The gender analysis report has seven major sections. The first section covers the executive summary. The second section provides background information to the gender analysis such as the broader global and national context of gender and DRR and climate change adaptation (CCA); a conceptual framework on gender equality and women's empowerment; a project overview; gender analysis objectives; and the structure of the report. The third section describes the main research methodologies used. The fourth part of the report covers findings of the analysis. The fifth section focuses on assessing the degree of gender-responsiveness of REAAP. Section six discusses the implications of the findings for improving REAAP gender mainstreaming and sensitivity. The final section of the report presents the recommended strategies for action. References and annexes are found at the end of this report.

I.4 The Global and National Context of Gender and DRR/CCA

Building on the Hyogo Framework for Action (2005-2015), the Sendai Framework (2015-2030) for Disaster Risk Reduction⁸ is a key global policy framework. It aims to achieve substantial reductions in disaster risk and losses in lives, livelihoods and health of persons, businesses, communities and countries. The guiding principles of the framework emphasize the need to prioritize people and their

⁸ Sendai Framework for Disaster Risk Reduction 2015-2030. Japan.



empowerment using inclusive participation and non-discrimination principles. It calls for the promotion of women and youth leadership in all practices, and dissemination of disaggregated data by sex, age and disability. Priority number four of the framework discusses the need to empower women and PWDs to publicly lead and promote gender equitable and accessible responses to recovery, rehabilitation and reconstruction. It identifies the importance of women’s participation to effectively manage DRR programs; and to adequately build their capacities and capabilities for preparedness and for diversifying their livelihoods and resilience.

The 2014 Global Gender Gap report makes another powerful case as to why women should be empowered in addressing such global trends: fairness. Women represent half of the global population but do not have the same rights or status as their male counterparts. The report assesses country level gender equality based on differences in employment, leadership, science, technology and research, health, marriage, childbearing/care, and rights and norms. Ethiopia is ranked 127 out of 142 countries.⁹

The Ethiopian Government’s policy and strategy on disaster risk management identifies women, children, elderly, PWDs and people living with HIV/AIDS as the most vulnerable to the impacts of hazards and related disasters. Taking gender as a cross-cutting issue, the policy emphasizes that disaster risk and climate change adaptation activities should be implemented by giving special attention to women and other vulnerable social groups.¹⁰ In addition to this, Ethiopia’s vision for a climate resilient green economy aims to ensure the achievement of gender equality in the sector.¹¹

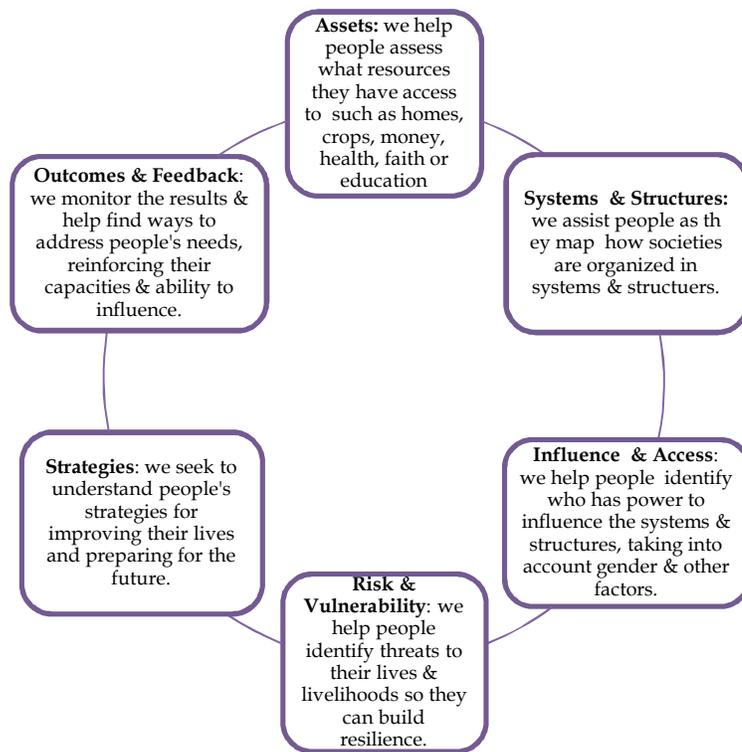


Figure 2: CRS Integral Human Development Framework

1.5 Conceptual Framework for Gender Equality & Women’s Empowerment

In 2013, CRS developed a global Gender Strategy to ensure gender-responsive programming in its emergency and development work around the world. The strategy defines how CRS approaches gender issues in its programming, work culture, management structures and agency-wide systems. The goal of the strategy is to generate sustainable change for the organization and its programs by focusing on

⁹ World Economic Forum (2014). *The global gender gap report*.

¹⁰ Federal Democratic Republic of Ethiopia (2013). *National policy and strategy on disaster risk management*. Addis Ababa.

¹¹ Environmental protection authority of Ethiopia. *Climate resilient green economy*.



integral human development, gender equality and women’s empowerment. The strategy articulates CRS’ recognition that unequal gender relations are among the key underlying factors driving chronic poverty, household food insecurity, poor health, and violence against women and children. The strategy emphasizes that if gender roles, norms and dynamics are not considered; programs may worsen existing gender inequalities and miss important opportunities to improve the lives of women and girls.

Since 2000, CRS has applied a theory of change grounded in the concept of Integral Human Development, which strives for the good of the whole person and every person. The IHD framework is meant to guide CRS and partners’ programming work. It supports the development of gender-responsive programming that both addresses gender and social inequalities and helps create structures for enabling the most vulnerable groups (especially women) to have greater capabilities (e.g. self-confidence, perseverance, and skill) and improved access and opportunities to improve their livelihoods and assets diversification. The theory of change is based on the understanding that improvements in social, economic, productive, environmental assets and livelihoods for the poor and vulnerable will result in improved outcomes. Applying a gender-lens to the IHD framework enables CRS and partners to design humanitarian/development interventions in holistic and people-centered ways to build resilient individuals, households and ecosystems. CRS also considers gender as one of the five core competencies across the organization.¹²

Using CRS’ global Gender Strategy model of integrating the IHD framework with gender analysis, this gender analysis of REAAP looked at differences in gender roles and how unequal gender power relations determine and reinforce women and men’s uneven access and control over assets and resources and ability to influence decision making. It explored what and how various social, economic, financial, political and environmental systems and

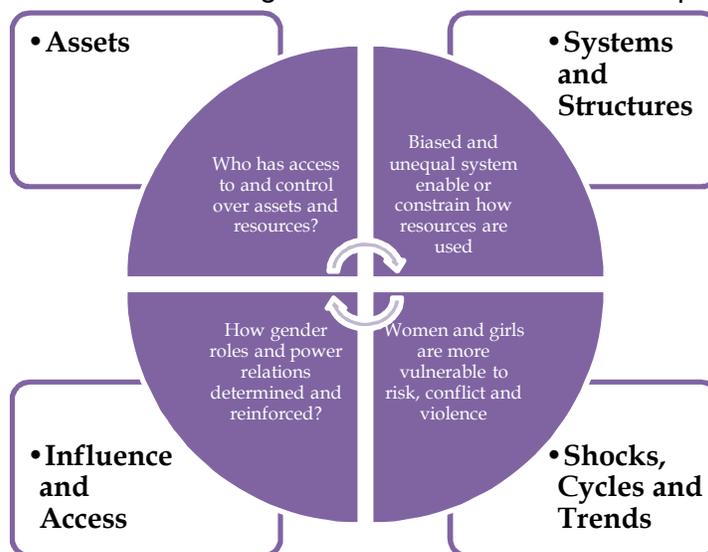


Figure 3: Gender lens to IHD framework

structures both enable and constrain women and men to access and control key livelihood assets (social, economic, financial, productive and natural). Finally, it further identified how these gender dynamics and women and girls’ unequal position at all levels and in access and control over key productive assets – credit, land, farming technology, limit women’s capabilities to cope positively with climate related shocks, cycles and trends.

Using the global gender strategy as a spring board, CRS Ethiopia developed a gender strategy and five-year action plan (2015-2019) that strives to put gender equality front and center in all aspects of CRS Ethiopia work. In this way, the objective is to enable women and men and boys and girls in the communities served, to realize their full potential. It defines key guiding principles for all programming and thus for REAAP such as:

¹² CRS Agency Strategy, 2013



- As an employer, we are committed to reaching and maintaining a more gender balanced staff representative of the communities in which we work. *Until a satisfactory gender balance is achieved, affirmative action will be exercised to give preference to qualified women candidates.*
- All programming will be required to follow a minimum standard to integrate gender analysis into the program cycle and adhere to a “do-no-harm” approach that no project or program can make worse existing gender power inequalities.¹³
- Promote right relationships among all women, men and boys and girls and address the gender roles, relations, needs, and interests of women and men, girls and boys in order to achieve equal rights, opportunities and outcomes.

The analysis of findings and implications for REAAP’s gender mainstreaming efforts were partly assessed using these principles.

Key gender terms and approaches were drawn from the Global CRS Gender Strategy and Ethiopia country program to inform this gender analysis.¹⁴

2 Assessment Methodology

Data collection tools and techniques: Various participatory gender analysis tools and frameworks were used to collect quantitative and qualitative information about gender dynamics and women’s lives in West Hararghe Zone. The analysis explored the following **six domains and the interconnections between them:**

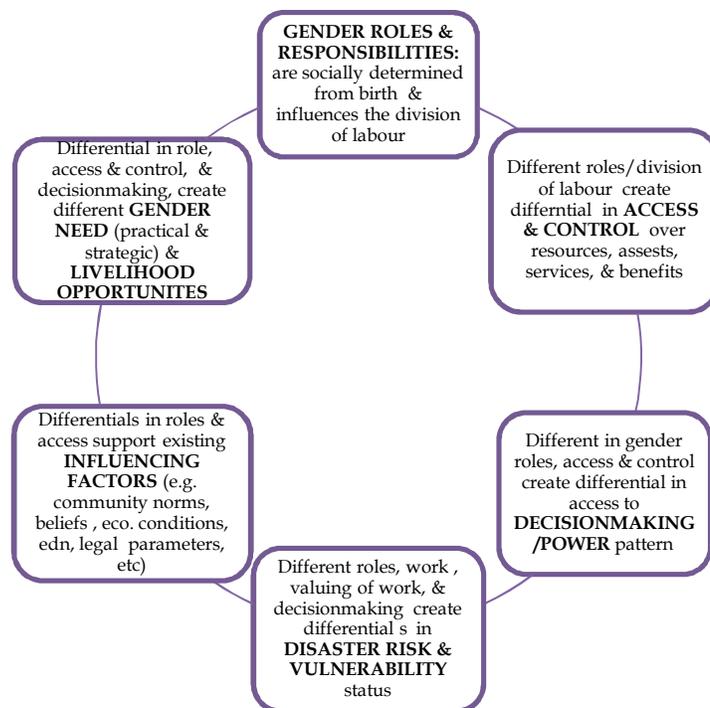


Figure 4: Pillars of the gender analysis assessment

i) gender roles and responsibilities; ii) access to and control over resources; iii) patterns of decision-making; iv) risk and vulnerability status; v) influencing factors; and vi) different gender needs and livelihood opportunities.

Various gender analysis frameworks and tools were employed to collect data on the six domains: community resource mapping, activity profile, seasonal daily calendar, access to and control over resources profile, decision-making profile, capacities and vulnerabilities assessment, an influencing factors tool, and sustainable livelihoods analysis. In addition, checklists were developed and used to guide key informant interviews with local government office staff (e.g. the Early Warning Office and Women and Children Affairs). These research instruments were adapted from internationally-recognized Participatory Rural Appraisal (PRA) methodologies, the Harvard analytical framework, Moser planning framework, and capacities and vulnerabilities analysis frameworks. Household survey questionnaires, KII,

¹³ CRS Global Gender Strategy (2013: 3-8).

¹⁴ <http://www.crsprogramquality.org/publications/2015/3/17/crs-global-gender-strategy.html>



FGDs, direct observation and a desk review were the main data collection methods and techniques. These mixed methods allowed for triangulating information collected and cross-checking for validation of results.

Summary of the research process: A step-by-step process was undertaken to carry out the gender analysis:

- Selecting and adapting gender analysis tools;
- Identifying and training a gender analysis study team comprised of an external consultant, the project Gender Adviser and other relevant staff;
- Selecting study sites and research study participants; selection of REAAP targeted *Kebeles*, community members and relevant local government bodies;
- Pilot-testing and revising the gender analysis tools;
- Rapport-building with government and selected communities for smooth entry into interviews and group discussions;
- Facilitating the gender analysis exercise using participatory methods;
- Note and picture taking, and recording of the entire process, and;
- Compilation; analysis and write up of the gender analysis report with findings and recommendations;
- Validating the findings of the Gender Analysis Report.

The final steps to be conducted are organizing a stakeholders' validation workshop;¹⁵ and REAAP staff reviewing gender analysis findings and recommendations to strengthen REAAP's gender mainstreaming strategies and activities.¹⁶

The study area: The gender analysis was conducted in three *Woredas* of West Hararghe Zone, in Meiso, Oda-Bultum and Tulo, in Oromia Regional State. West Hararghe (WH) Zone is located 326 km East of Addis Ababa. The communities of this area are vulnerable to food insecurity, crop diseases, and droughts. All the *Woredas* are under the Government of Ethiopia (GoE)'s Protective Safety Net Program (PSNP)(refer to map in figure 1).

Sample size and sampling procedures: From the three *Woredas* of WH Zone 46, 192 households were selected, drawing from 17,050 HH from Meiso, 15,942 HH from Tulo and 13,200 HH from Oda-Bultum. In order to ensure proper representation by *woreda*, study participants were selected proportionally from REAAP targeted HHs in each *Woreda*. Accordingly, for the quantitative analysis, a total of 300 participants (49.6% female) were selected from the three *Woredas* sampling from 80 HHs from Meiso, 113 HHs from Tulo and 107 HHs from Oda-Bultum.

A total of nine *Kebeles* were selected, taking three *Kebeles* from REAAP targeted *Kebeles* from each *Woreda*. Dire Qalu, Walda Jajaba and Buri-Arba *Kebeles* were selected from the 12 *Kebeles* of Meiso; Oda Negaya, Terkanfeta and Buraysa from eight *Kebeles* of Tulo; and Odaa-Biyoo, Oda-Roba and Obpii from seven *Kebeles* of Oda-Bultum. For the qualitative analysis, a total of 70 community members (49% female) participated and represented approximately 8 individuals from each *Kebele*. To ensure diversity of representation based on different social groups making up a community, FHH, MHH (husband and wife), young men and women, PWDs, and older generations were selected (see annex I for details). Thus, a total of 370 community members (183 or 49.4% female) were engaged during the gender analysis.

¹⁵ It is scheduled to be done in July/August 2015.

¹⁶ The finding will be used to draft FY 2016 detail implementation plan of REAAP in August 2015.



Woredas and Kebeles	# of HH	# of Sample size	Sex	
			M	F
Meiso Woreda	1,556	80	40	40
Dire Qalu	650	34	17	17
Buri Arba	177	9	4	5
Walda Jajaba	729	37	18	19
Oda-Bultum Woreda	2,074	107	54	53
Oda Biyo	623	32	16	16
Oda Roba	598	31	15	16
Obbii -17	853	44	22	22
Tulo Woreda	2,178	113	57	56
Oda Negaya	627	33	17	16
Terkanfeta	740	38	19	19
Burayisa	811	42	21	21
Total	5,808	300	151	149

Table 1: Sample Kebeles and households

Questionnaire pre-testing and methods of data analysis: In order to check the quality and appropriateness of the questionnaires, the study instruments were pre-tested on a randomly selected sample of fifteen households (7 men and 8 women) around Chiroo Zone. Based on the findings of the pre-test and study team discussions, the tools were revised and updated. The completed data of quantitative responses was analyzed using Statistical Package for Social Science (SPSS) Version 20. Study participant responses were coded and presented using descriptive statistical methods. For the qualitative questionnaires, qualitative data analysis techniques were applied.

Strengths and Challenges of the Analysis: The gender analysis field work was successfully completed within the expected nine day field work timeframe. Another strength of the gender analysis was the engagement of REAAP staff in the actual gender analysis field work exercise to build staff gender awareness and technical capacity. By first training the selected REAAP research team, they became familiar with the gender analysis tools and on how to conduct and facilitate KIIs and FGDs. By then practically applying this new gender knowledge and tools, staff gained real knowledge and experience in how to conduct a gender analysis at the community, project and organizational levels.

Case study of a REAAP staff research team member

Abadir Abdi is a REAAP SILC supervisor based in Tulo Woreda of West Haraghe Zone. He is one of the REAAP staff who was engaged in the gender analysis assessment. In his career, he had opportunities to work on gender-sensitive projects and to be trained in gender but he never participated in a gender analysis assessment. He explained his understanding of gender as follows:

“Up to now my understanding of gender has been limited to its definition at the conceptual level as the socially given roles given to women and men. Besides counting numbers of women and men in an activity, I never gave attention to issues of access to and control over resources. I also had no idea how to identify the gaps using gender mainstreaming tools such as gender analysis. Being able to participate in the REAAP gender analysis helped me to internalize the issue of gender in a more holistic and practical way as compared to just following a gender training. The gender analysis helped me to be well acquainted with PRA tools in a way I will never forget. While engaging in previous projects, I never asked why women are not actively engaged in SILCs and other activities but from this assessment, I learnt about the triple burden of women and other multi-faceted reasons which inhibit women from fully participating in any initiative. Hence, now I know how to find gender-related gaps and identify measures to ensure the participation and benefit of women in access to and control over resources, decision-making patterns, livelihood opportunities, saving and credit facilities, etc.”



“The skill I got from the gender analysis will not only help me to be a gender-sensitive/responsive staff person during REAAP, but for my future career and personal life as well. I wish all the REAAP Woreda coordinators had experienced this just like me to clearly understand the dynamics of gender and why we are working on women’s empowerment and gender equality.”

In terms of limitations found in the gender analysis, it was difficult to get female participants to come on time to FGDs scheduled in the morning due to their domestic work responsibilities (e.g. fetching water). Some FGDs were further disrupted by the same woman having to leave early to fulfill their responsibilities in funerals or other social events.

Validation Workshop: The finding of the Gender Analysis Report was validated twice in the presence of concerned stakeholders. The first validation workshop was conducted at Chiro Town and participants were drawn from Zonal and woreda sector offices, including the Women and Children’s Affairs Offices. Staff members of partner organizations who took part in the gender analysis have also attended the workshop. The second validation workshop was conducted at the CRS Office in Addis Ababa. Members of the USAID Gender Champions Network attended the workshop. The report was made final after comments are incorporated.



3. Discussion and Analysis of Major Findings

3.1 Demographic Characteristics of the Respondents

Demographic characteristics: Out of the 300 sample of community members, FHHs made up 15% in Tulo Woreda; 15.9% in Oda-Bultum Woreda; and 20% in Meiso Woreda. One of the reasons for higher numbers of FHHs in Meiso is the death of husbands or partners due to internal clan conflict. About half of the respondents in the three Woredas were women. In addition, about 40% of the respondents ranged in age between 31 and 60 years of age. Another 35% fell in an age range of between 19 and 30 years of age (see table 3 for details).

Marital, educational and ability status: Three-quarters of respondents were married; 15% were single and the rest were divorced or widowed. 83.8% of the respondents in Meiso were illiterate; 48.7% in Tulo and 54.2% in Oda-Bultum. Out of those who were illiterate, women comprised 58% in Meiso; 60% in Tulo and 64% in Oda-bultum. 7.5%, 8.8% and 4.7% of the respondents were reported to be PWDs in Meiso, Tulo and Oda-Bultum Woredas respectively.

		Meiso (%)	Tulo (%)	Oda-Bultum (%)
Age range	31- 60	49	44	40
	above 60	14	12	7
Education Status	Illiterate	84	49	54
	Read & write	1	4	7
	1 – 4	10	16	15
	5- 8	5	23	12
	9- 10	-	6	10
	11- 12	-	-	-
	College dip & above	-	3	2
Marital status	Single	13	14	17
	Married	76	75	79
	Divorced	1	7	2
	Widowed	10	4	3
Disability Status	Non PWD	93	91	95
	PWD	8	9	5

Table 2: Demographic characteristics of respondents

3.2 Gender Roles, Responsibilities and Needs

Dominant gender norms and social expectations shape women and men’s personal, individual and collective identities and unequal gendered power relationships. The gender analysis findings suggest that men hold a much more privileged position than women in most spheres of life. Men are typically the household heads, land owners and socially legitimate authority figures at household and community levels. Stereotypical role expectations of women are to be housewives under the authority of men. While these stereotypical social roles enable and constraint women and men’s lives, women and men hold a range of different identities and positions of power based on factors such as personality, age, sex, ethnicity, ability, class, religion and geographic location.

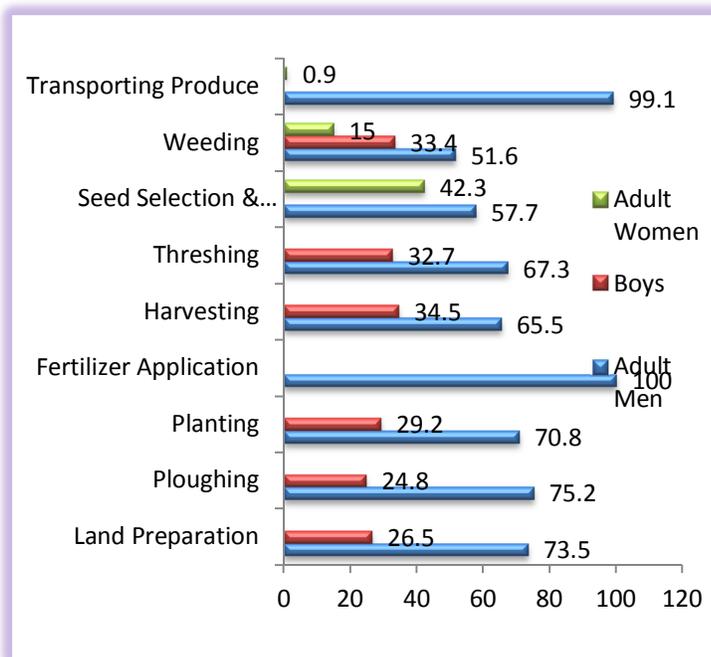


Productive Roles:

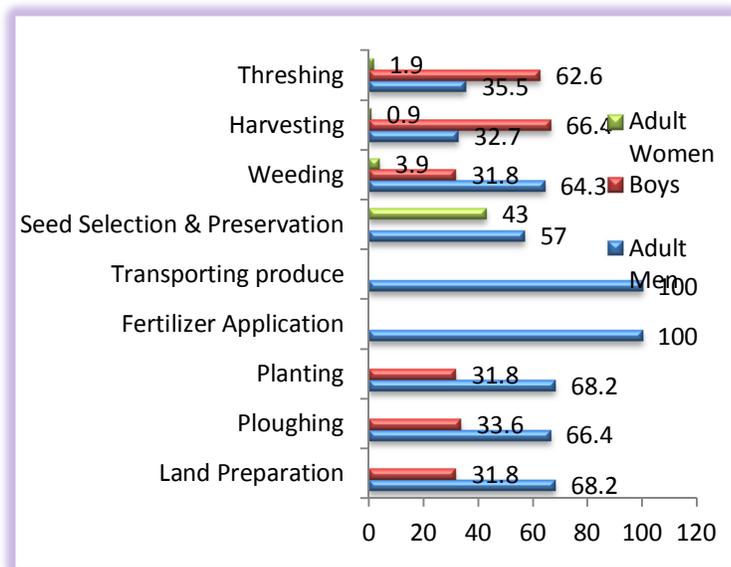
In all the study Woredas, household agricultural activities such as land preparation, ploughing, planting, fertilizer application, harvesting and threshing are predominantly managed by adult men. Boys support adult males by providing farm tools and water for oxen.

Activities performed by women, except seed preservation, appeared negligible in the quantitative data (see graphs 1, 2, and 3). But the qualitative data asserts that women take part in land preparation, thinning plants, seed preservation, weeding, threshing, harvesting, and transporting produce from farm to threshing ground and then home.

The difference between the two data sources is explained by the validation workshop participants in terms of the value given to women’s role in agriculture. For instance weeding is an activity that women do while they are in the field bringing food and drink to their husbands. For this reason, women’s involvement is not regarded as a task. Moreover, since agriculture is considered as men’s activity and a farmer is taken for granted to be a man, women’s contribution could not appear vividly in the quantitative data .



Graph 1: Agricultural activities performed by adult men, women & boys in Tullo Woreda



Graph 2: Agricultural activities performed by adult men, women & boys in Oda-Bultum Woreda

Seed selection is done by adult men while seed preservation is done by older women. According to FGD findings, mostly older women are entrusted with seed preservation because they are respected for their knowledge, age-old experience and are considered the most trust-worthy for not selling or consuming the seeds during hard times such as drought or food shortages. Of concern, it was said that it is acceptable for men to sell seeds when they are short of money for their own personal expenditures.



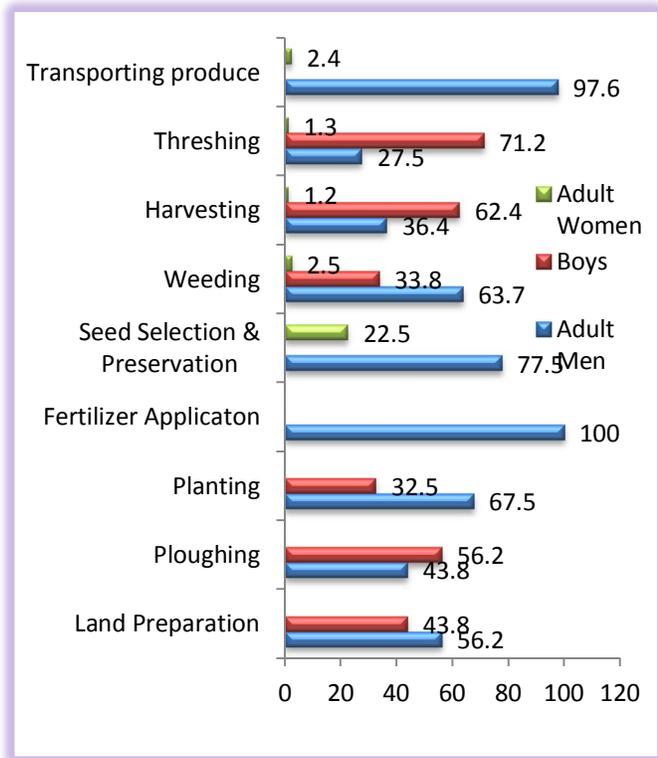
Although the quantitative study results indicate that women play a limited role in planting, during the FGDs in Tulo Woreda, it was identified that women of all social groups were contributing more of their labor. They were increasingly engaged in planting due to the labor-intensive nature of row planting. A woman participant explained this: “since the row planting requires more labor, all who have a mouth is engaged in planting”. One positive practice from the study results is that male neighbors often help to prepare fields for HHs led by women or PWDs after they are done with their own field preparations.

In addition to this, women participate indirectly in agricultural activities by preparing and taking food and drinks to their husbands and male relatives in the fields.

Reasons given for women’s limited direct involvement in male-dominated farming were the heavy nature of farm tools; women’s weak physical strength; and their own time and labor constraints due to their multiple work burdens; and due to socio-cultural religious beliefs and stereotypes that women’s roles and proper place is within or close to the homestead. They are not encouraged to perform certain farming tasks considered the domain of men such as ploughing.

While the interviews and FGDs in this gender study did not mention women controlled agricultural work, it must be noted that national data indicates that women represent half of the agricultural labor force and contribute 70 percent to household food production.¹⁷ Besides supporting their husbands’ or family farming activities, women tend to manage and control all aspects of horticulture and home gardens. Participants of the validation workshop, on the other hand, affirmed that women produce and sell vegetables.

With regards to IGAs, the sale of large livestock and cash crops is predominantly done by adult men, whereas small ruminants such as goats and sheep are sold by adult women and men. Reasons given for women’s limited participation in more profitable asset-selling was their lack of price negotiation skills and cultural perceptions that women do not have the physical strength to manage the transportation of livestock to and from market centers. The results indicate that men control the sale of cash crops and the best and bulk of grains. While women are engaged in selling grain, they sell in smaller quantities and with the permission of their husbands to cover household-consumption expenses. Even if the results show a larger percentage of women selling cash crops, men are responsible for the bulk sale of a good



Graph 3: Agricultural activities performed by adult men, women & boys in Meiso Woreda

¹⁷ Ministry of Agriculture (2013). *Gender Mainstreaming Guidelines*. Addis Ababa.



part of cash crops (*chat*). Meanwhile, women sell the remaining produce (*tachero*) only after the bulk sale and when the sale price decreases, and usually in petty trading.

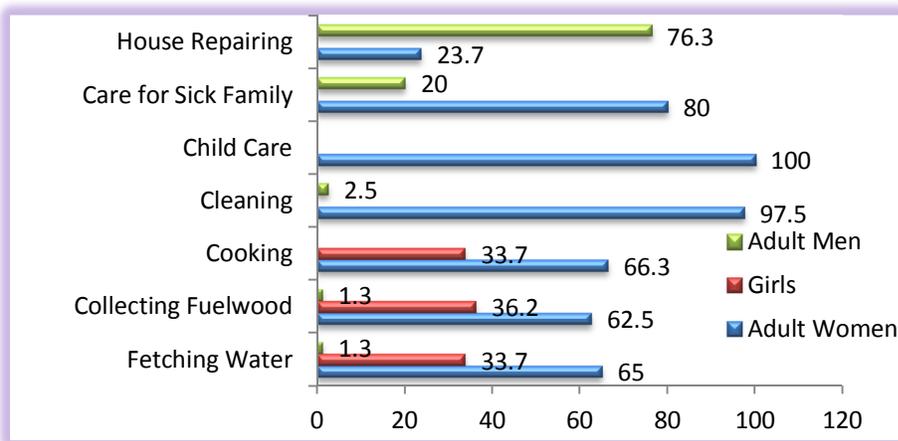
Petty trading is largely done by adult women supported by boys and girls. Items sold may be small ruminants, eggs and poultry, grain, vegetables, *chat* and so on.

In comparison, the majority of adult men and boys generate income by working as daily laborers on the farms of the well-off farmers.

Girls were said to take part in every activity performed by their mothers, both in agricultural activities and IGAs.

Reproductive Roles:

Except men’s responsibility to repair houses (93.8% adult men in Tulo, 96.3% for Oda-Bultum, 76.3% for Meiso), most domestic work is done by adult women with support from girls. But the qualitative data indicated that women in pastoral communities such as Meiso are responsible for household construction and mending.



Graph 4: The role of men & women in reproduction and maintenance of the family in Meiso

Women’s domestic responsibility of cooking exposes them to indoor pollution that poses a health risk.

According to Tulo *Woreda* Water Office, women travel an hour and a half to two hours and a half to fetch water. Once at the water point, women can spend up to six hours queuing in line. Due to land shortages and presence of area enclosures for land conservation, women face difficulties in finding firewood. Likewise, in Oda-Bultum *Woreda*, women travel 5 minute to 12 hours per day to fetch water depending on the distance of the water points. Even for water points which are very close to the homestead, women spend up to 2 hours queuing in line due to the large numbers of users. They also travel up to 8 hours per day in search of fuelwood. Moreover, women’s journey is difficult due to the inaccessibility of the water points and topography of some of the Kebeles in Oda-Bultum and Tulo, which requires the use of donkeys.

In Meiso *Woreda*, women travel a maximum of eight hours per day to fetch water and 2 hours per day to fetch fuelwood. Dire Qalu Kebele has one communal water tap, whereas the other two Kebeles use river or pond water. These burdens leave women with little time to fulfill other domestic chores; to engage in IGAs and or to participate in important meetings called by farmer training centers (FTC) or other bodies. When mothers go out to fetch water, girls are forced to be absent from school to take

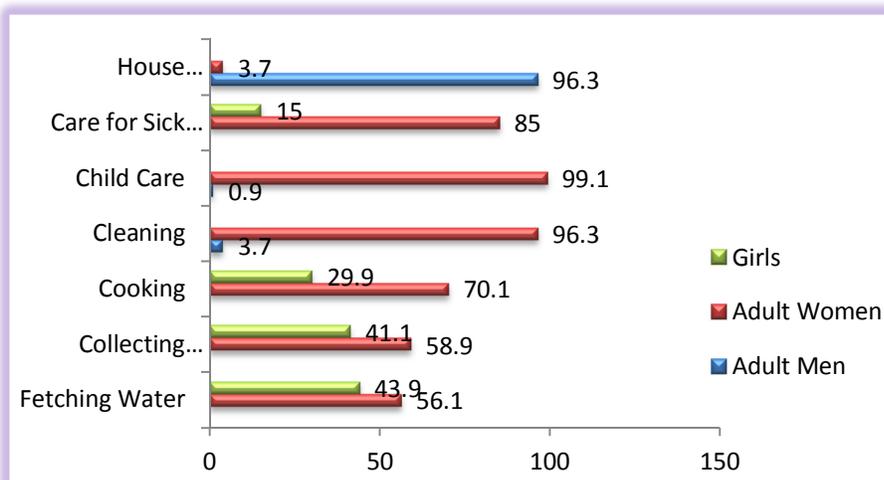


care of their siblings. The lucky women use donkeys to carry the water but if not, they are forced to carry it on their back or head.

Women start training their daughters when they are about 10 years of age to help them with the domestic chores. While adult men and boys' contributions to domestic tasks is low, they sometimes assist in fetching water and fuelwood if the women are sick, are away from home to visit relatives and if there are weddings or a funeral to which their wives are expected to participate

In Tulo Woreda, women spend 13 to 14 hours per day on domestic activities during slack and peak seasons. This has left the women with little time to engage in IGAs and participate in important community development meetings. Unlike the two Woredas, however, women in Tulo Woreda take two hours rest during the night before bed. Corresponding to the Chiro validation workshop outcome, however, this is common for all woredas. Besides, even if it is reported as a rest time, in actual terms women do not rest. Rather they perform different activities, such as, preparing for the next day's household or business activities; and preparing tea, coffee or *hoja* (a local drink made of coffee husk and milk) for their husbands. Although women chew chat at this time, they do not sit and chew like the men do. They are performing the aforementioned activities whilst chewing chat.

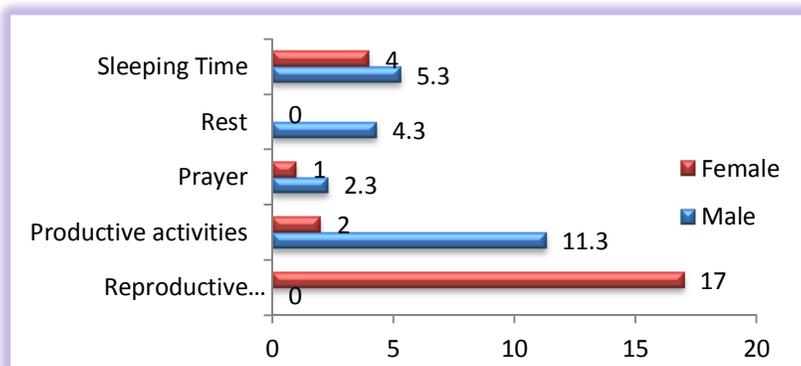
Women get up from bed an hour earlier than men regardless of the season, and spend smaller amounts of time for rest and sleep compared to men.



Graph 5: The role of men & women in reproduction and maintenance of the family in Oda-Bultum

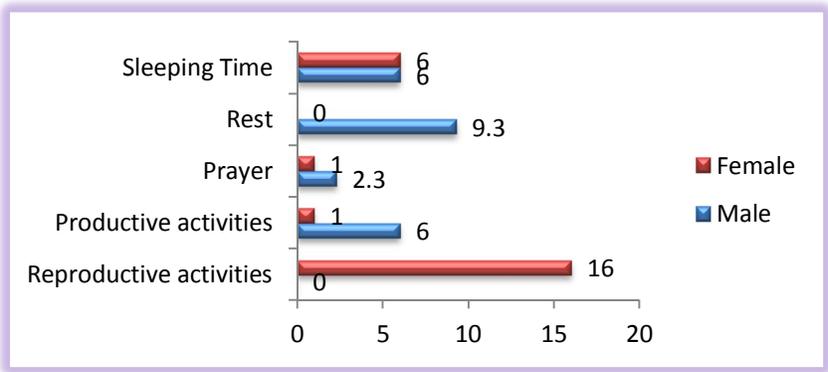
Similarly, women in Oda-Bultum Woreda spend 13.5 to 14.5 hours per day on domestic tasks during low and peak seasons respectively. Regardless of the season, women compared to men have less time for rest and sleep. For instance, during the low season, men rest for ten hours per day while women rest about one and a half hours. Women's sleeping time is three hours less than men.

Women in Meiso Woreda spend 16 to 17 hours per day on domestic activities during slack and peak seasons accordingly. In Meiso, regardless of the season, women have no time to rest unlike men.



Graph 6: Men and women's daily calendar (hours) during the peak season in Meiso



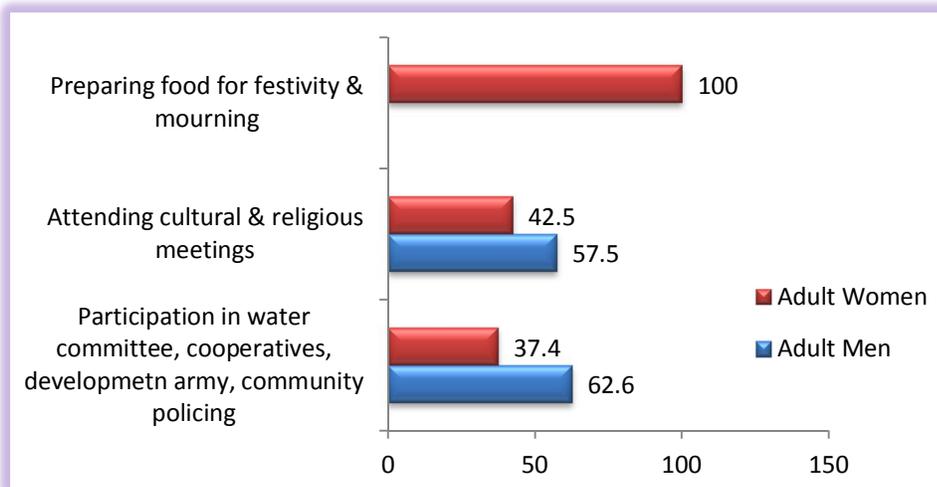


Graph 7: Men and women's daily calendar (hours) during the slack season in Meiso

Women in Meiso have no time to rest because of the scarcity of water and fuel wood which is more severe in Meiso, comparatively speaking men do not work much in Meiso so women are obliged to work more; and women have livestock –related responsibilities such as milking, feeding the cattle.

Community Roles:

Women’s participation in community life reflects their socially ascribed domestic roles. In all the Woredas, women were solely responsible for all food preparation for community festivities and funerals.



Graph 8: Community role of adult men & women in Tulo Woreda

The findings indicate that men have easier access and participate to a greater extent in cultural and religious events and in community-based economic and political groups such as water committees, cooperatives, 1-5 development armies and in community policing (see graph 8). Women’s participation in this regard is said to be limited.



FGD participants attributed reasons for women’s limited participation in community development activities to their time-consuming domestic tasks; and gender norms and practices that discourage women from voicing their opinions in religious meetings. Adult women will participate in community meetings when their husbands are unable to attend. As maintained by validation workshop participants, women participate in meetings when husbands are not around only when penalty is imposed. Men never represent their wives during such an incidence.

Gender Needs and Interests:

Women and men’s different productive, domestic and community roles and responsibilities brought specific practical needs and strategic interests. In all three *Woredas*, women FGD participants identified and prioritized the need for improved access to potable water, fuel efficient stoves and credit and saving. Their strategic interests focused on reducing or stopping GBV, especially wife-beating, having equal decision-making power and accessing adult education.

Men in Tullo stated their needs as : farming tools , resettlement, irrigation scheme, improved seeds, fertilizer, oxen, electricity, bridge, and feeder road, where as for men in Meiso water (for household and livestock) is the one and only need. The validation workshop outcomes also asserted that men’s needs in Oda-Bultum cannot be different from Tulo due to the similarities of conditions in the two *woredas*.

2.3 Access to and Control over Assets, Resources and Services

Dominant socio-cultural norms defining gender roles and unequal power relationships have created huge gender disparities in access and control over key resources and services. As household heads, men have much greater access to and control over important resources/assets, services and benefits such as farm land and tools, sale of large livestock, household income, agriculture extension services, education/training, health extension services, cooperative services, and political power/prestige.

At household levels, men own and control most of the land and almost all farming tools. Women are barely targeted or accessing agricultural extension services.

Assets/Services/Benefits	Access		Control	
	%Men	%Women	%Men	%Women
Farmland	93.8	6.2	94.3	5.7
Farming tools	100	0	99	1
Agricultural extension services	82	18	96.3	3.7
Sale of big livestock	84	16	87.9	12.1
Education/training	72	28	76.6	22.4
Sale of poultry	7	93	1	99
Health extension services	31	65	20	80
Kitchen utensil	11	89	8.5	91.5
Household income	68	32	70	30
Saving and credit	52.2	47.8	70	30
		%Men		%Women
Benefit from cooperative services		69		31
Benefit from political power/prestige		82.3		17.7

Table 3: Men's & women's access to & control over key resources/assets& services in Tullo

Men are a third more likely to access education and or training than women. During the FGDs and KII in Tullo *Woreda*, it was emphasized that women are not traditionally allowed to inherit land. One woman participant said “*land is a man’s property, unless the woman gets it when her husband dies.*”



Assets/Services/Benefits	Access		Control	
	% Men	% Women	% Men	% Women
Farmland	86	14	88	12
Farming tools	100	0	97	3
Agricultural extension services	72.2	27.8	88.8	11.2
Sale of big livestock	77.9	22.1	80.4	19.6
Household income	68.2	31.8	70	30
Education/training	72	28	77	23
Sale of poultry	13.1	86.9	2.5	97.5
Health extension services	28.5	71.5	20	80
Kitchen utensil	11	89	12	88
Saving and credit	40	60	50	50
		% Men	% Women	
Benefit from cooperative services		71	29	
Benefit from political power/prestige		88.8	11.2	

Table 4: Men's & women's access to & control over key resources/assets & services in Oda-Bultum

husband's family.

Key reasons are lack of male labor for performing timely agricultural activities; lack of cash to hire daily laborers; triple-role burden, and sometimes physical barriers that inhibit their ability to carry improved seed and fertilizer from the *Woreda* city (Bedessa).

During the FGDs in Oda-Bultum *Woreda*, a woman said that traditionally, women are not allowed to access or take crops from underground granaries either for home consumption or sale. Once the crop is stored, the husband or a male relative takes control. The husband, son or male neighbor can access the granary but not the woman on her own.

FGD participants in Oda-Bultum and Meiso *Woredas* identified the following contributing factors to women's limited access to and participation in educational and or training opportunities: limited or unavailability of adult education near to where they live; time and labor constraints due to household chores; men's control over their mobility; and priority and need to engage in IGAs to satisfy daily household needs.

Assets/Services/Benefits	Access		Control	
	% Men	% Women	% Men	% Women
Farmland	91.3	8.7	96.3	3.7
Farming tools	91.3	8.7	97.5	2.5
Agricultural extension services	87.5	12.5	90	10
Sale of big livestock	80	20	88.8	11.2
Household income	66	34	81.2	18.8
Education/training	81.3	16.3	89	7.3
Sale of poultry	19	80	73.6	26.4
Health extension services	22.6	77.4	16	84
Kitchen utensil	3.6	96.4	10	90
Saving and credit	61.2	38.8	71.2	28.8
		Men	Women	
Benefit from cooperative services		82.5	17.5	
Benefit from political power/prestige		95	5	

Table 5: Men's & women's access to & control over key resources/assets & services in Meiso

According to the Oda-Bultum *Woreda* Administrator, FHHs have access to and control over land but their levels of agricultural productivity are much less than male farmers. Validation workshop participants maintained that a widow can have access to and control over land as long as they are willing to marry the relative of the deceased husband. If she wants to marry another person, she has to return the land and even give her children to the



Women, on the other hand, have greater access to and control over kitchen utensils, health extension services and income generated from the sale of poultry as compared to men. It is worth noting men's significantly lower access to health extension services in all three woredas. This result suggests that men are likely less informed of or aware of family health problems or issues. This lack of knowledge may negatively impact their own health or that of their family's if they have ultimate decision-making power.

Men have greater access and control over household income although a third of the respondents in Tullo and Meiso have indicated that women have access to and control over household income. Women in Oda-Bultum said to have access to and control over household income as to 34% and 18.8% of the respondents respectively. But the validation workshop outcome indicated that men have both access and control over household income. Women can have access to household income, especially on the one they earn but the ultimate control goes to men. This holds true in all woredas.

Men have greater access to saving and credit in Tullo and Meiso as to 52.2% and 61.2% of the respondents respectively but in Oda-Bultum it was indicated that women have more access (60% of the respondents). In Tullo and Meiso men have more control over credit and saving (70% and 71.2% of the respondents) but in Oda-Bultum women and men have equal control. Nevertheless, according to participants of the validation workshop, women in all woredas have access to saving and credit but the control is more for men.

3.4 Decision-making at HH and Community Levels

Participation in household decision-making	% Women alone/dominantly	% Jointly	% Men alone/dominantly
Who decides on...?			
Who participates on land preparation	-	1.8	98.2
What crops to produce	-	1.8	98.2
The use of improved agricultural technologies	-	8.8	91.2
When to plant	-	2.7	97.3
Who does weeding	-	2.7	97.3
Who does harvesting	-	2.7	97.3
Who does storage	16	3.5	80.5
Selling of food crops	28	22	50
Selling of cash crops	-	17	93
Who decides on investment	-	16%	83.2
Daily family expenditure/budget	14	25	61
Child care issues	51.3	23.9	24.8
Children education	3.6	27.4	69
Children marriage	2.7	31.9	65.4
Purchase of technologies to ease household chores	37.1	21.2	41.6

As an extension of traditional gender roles and responsibilities, men have ultimate authority on decisions related to agricultural production and household investments (80-98% in Tullo, 72-100% in Oda-Bultum, and 72-97% in Meiso). Men have greater say in decisions related to children's education and marriage except in Meiso where half of the respondents asserted that the issues are decided jointly.

Table 6: Pattern of men & women HH decision-making participation in Tullo

Decisions on children's education and marriage are made jointly by women and men corresponding to a quarter of respondents in Tullo, one third in Oda-Bultum and half of the respondents in Meiso. Men and women jointly decide on the purchase of technologies to ease household chores as to 21-28% of the respondents. Child care issues are for the most part decided by women in Tullo (51%) and Meiso (71.5% of the respondents). Women's involvement in this regard is minimal as to 26.2% of the respondents in Oda-Bultum.



As to participants of the validation workshop, men’s decision is dominant over these issues (household expenditure, child care and children’s marriage issues. Purchase of technologies to ease household chores is made by women if the money is theirs, but if they have to ask for money from husbands, the decision is made by men.

Decisions regarding the selling of food crops are made by men alone/dominantly as to half of the respondents in Tulo and 55% in Oda-Bultum, and 86.2% of the respondents in Meiso. Decisions regarding the selling of cash crop are made by men alone/dominantly as to 50.4% and 58%, in Tulo and Oda-Bultum woredas respectively. Joint decision is more dominant in this respect in Meiso, corresponding to 68.8% of the respondents. Men make household budget decisions alone or dominantly (61% in Tulo, 45.8% in Oda-Bultum and 43.7% in Meiso of the respondents). The same decision is made by women alone or dominantly according to 14% in Tulo, 12.1% in Oda-Bultum and 23.8% in Meiso. Close of half of respondents stated that household expenditure decisions are done alone or mainly by men in Oda-Bultum and Meiso and about 60% in Tulo. Chiro Validation workshop participants affirmed that decisions regarding the selling of food and cash crops, and household budget are made alone or dominantly by men.

With regards to decision-making at community levels, the majority of decisions are made by men alone or as the final decision-maker (According to 80% of the respondents in Tulo, 78% in Oda-Bultum, 90% in Meiso).

These decisions involve who will attend a community meeting, decision-making during community meetings, and on who should participate in the leadership.

Participation in household decision-making	% Women alone/dominantly	% Jointly	% Men alone/dominantly
Who decides on...?			
Who participates on land preparation	-	7.5	92.5
What crops to produce	-	13	87
The use of improved agricultural technologies	-	5	95
When to plant	-	5	95
Who does weeding	-	-	100
Who does harvesting	-	7.5	75
Who does storage	34.6	6.5	58.9
Selling of food crops	18	27	55
Selling of cash crops	5	37	58
Who decides on investment	-	28	72
Daily family expenditure/budget	12.1	41.1	45.8
Child care issues	26.2	28	45.8
Children education	1.9	38.3	59.8
Children marriage	7.4	15	77.6
Purchase of technologies to ease household chores	11.3	28	60.7

Table 7: Pattern of men & women HH decision-making participation in Oda-Bultum

A membership criterion for many community groups is to be head of the household. Thus, men have much easier access to these groups.

During the FGD in Tulo, a woman participant said that “men are entitled to make important decisions since they are heads of the household.” In addition, during the FGD in Meiso, women participants said that men do not even inform them when a household or relevant community decision is made. They may be expected to represent the interests of all family members in joining a group but in reality, women and men do not necessarily share the same needs and concerns.



Participation in household decision-making	% Women alone/dominantly	% Jointly	% Men alone/dominantly
Who decides on...?			
Who participates on land preparation	-	3.7	96.3
What crops to produce	-	2.5	97.5
The use of improved agricultural technologies	-	3.8	96.2
When to plant	-	4	96
Who does weeding	-	8.8	91.2
Who does harvesting	-	5	95
Who does storage	17.5	10	72.5
Selling of food crops	-	13.8	86.2
Selling of cash crops	-	68.8	31.2
Who decides on investment	-	22.5	77.5
Daily family expenditure/budget	23.8	32.5	43.7
Child care issues	71.5	15	13.5
Children education	4	51	45
Children marriage	-	51.3	48.7
Purchase of technologies to ease household chores	51	24	25

Table 8: Pattern of men & women HH decision-making participation in Meiso

Women rarely dare to make a decision without first consulting their husband or a male relative or to go against decisions made by men/husbands. They fear possible divorce or facing community gossip and discrimination. Key factors contributing to women's weak decision-making power and ability to voice or speak out at household and community levels are

dominate cultural values and gender stereotypes that women should remain in the private domain and should not raise their voice. Such cultural expectations are reflected in expressions shared by female and male study participants such as; "women make food, but does not make the community." Other obstacles are their low level of education and limited access to information and opportunities to exercise and develop leadership skills.

3.5 Risk and Vulnerability Status and Coping Mechanisms

Study findings on risk and vulnerability status and coping mechanisms from all the Woredas were very similar. According to Tulo Woreda Early Warning Office, the major risks of disasters in this area are drought, hailstorms, floods and crop pests and diseases. Likewise, Oda-Bultum Woreda administration and the DPPC Office confirmed that drought is the number one disaster risk followed by crop pests and flooding during the rainy season.

Risk and Vulnerability Categories	% Men	% Women
Most of the time/usually vulnerable to/ affected by...		
Financial shortage to cover basic family need	42.1	53.6
Sometimes vulnerable to/affected by ...		
Drought/Rainfall shortage	66.6	66
Livestock disease	78.9	66
Flood	66.6	69.6
Crop disease	66.6	66
Food shortage	68.4	62.5
Risk mitigation strategies		
Selling assets	89.4	89.2
Selling labor	87.7	87.7
Borrowing from neighbors and friends	85.9	89.2
Food aid	45.6	42.8
Selling charcoal and or fuelwood	28	32

Table 9: Risk, vulnerability status & coping mechanisms in Tulo

In Meiso Woreda, the main disaster risks are drought, crop pest/disease, and livestock diseases. According to the Woreda Early Warning Officer in Meiso: "drought has been causing critical shortages of water for humans, cattle and farming. This in turn has resulted in crop failure, limited grazing land, crop disease, and increased the workloads of women to search for water." The vulnerability ranking exercises done with female and male FGDs produced similar findings as the KIIs with government officers.



The only difference among the three woredas was that in Meiso Woreda, FGD participants identified clan conflict and instability as additional factors of vulnerable. As indicated in table 9, 10 and 11, climate related shocks also worsen women and men's financial security.

Both FGD participants and key informants identified women, children, older persons and PWDs as most vulnerable to disaster risks. Contributing factors given included women's limited freedom to move around due to men's control over their mobility and their multiple work burdens.

Risk and Vulnerability Categories	% Men	% Women
Most of the time/usually vulnerable to/ affected by...		
Financial shortage to cover basic family need	50	71.6
Sometimes vulnerable to/affected by ...		
Drought/Rainfall shortage	61.1	83
Livestock disease	68.5	79.2
Flood	61.1	81.1
Crop disease	64.8	71.6
Food shortage	51.8	67.9
Risk mitigation strategies		
Selling assets	94.4	96.2
Selling labor	75.9	83
Borrowing from neighbors and friends	87	94.3
Food aid	46.2	64.1
Selling charcoal and or fuelwood	27.7	41.5

Table 10: Risk, vulnerability status & coping mechanism in Oda-Bultum

Risk and Vulnerability Categories	% Men	% Women
Most of the time/usually vulnerable to/ affected by...		
Drought/Rainfall shortage	75	67.5
Livestock disease	60	65
Food shortage	62.5	62.5
Financial shortage to cover basic family need	87.5	82.5
Sometimes vulnerable to/affected by ...		
Flood	62.5	42.5
Crop disease	60	50
Conflict and instability	97.5	85
Risk mitigation strategies		
Selling assets	92.5	97.5
Selling labor	72.5	65
Borrowing from neighbors and friends	82.5	92.5
Food aid	87.5	75
Selling charcoal and or fuelwood	82.5	82.5

Table 11: Risk, vulnerability status & coping mechanisms in Meiso

The outcomes of the qualitative data revealed the difference between the vulnerabilities of women and men to disaster as follows:

Disasters make men vulnerable in this regard;

- Loss of /depletion of assets and income earned from these assets e.g. livestock, farm tools;
- Stress due to the difficulty to feed the family and playing the family headship role;
- Economic, psychological, physical, and social stresses due to labor migration (lack of money, food shortage, loosen family and social bonds, impact on health due to the travels made);
- Death during conflicts;

Women's vulnerability;

- Loss of /depletion of assets and income earned from these assets e.g. goat, vegetables;
- More burden due to household responsibilities i.e. resource scarcity mainly water and fuel wood; managing the family's affairs when men are not around; taking care of the sick;



- Economic, social, psychological, health impacts (e.g. Death of spouses or male family members; malnutrition; working for long hours without sufficient food;

Women and men's main coping strategies to disasters vary from selling off assets such as cattle and labor to buy food; receiving direct food aid from the government; to borrowing from neighbors and friends. Women's specific strategies are to raise money by participating in saving and credit schemes; reselling vegetables bought from other areas; selling charcoal or fuelwood, and travelling to and from urban areas on a daily basis to earn an income washing clothes. In comparison, men sell their farm tools; sow short season crops; search for cattle feed where ever it is found to keep the livestock alive; migrate to urban areas for a week or two to work as daily laborers; and dig their own water ponds. FHHs face particular challenges to survival due to male labor-deficits and mobility issues due to their heavy workload and social pressure to stay near their home as socially expected.

2.4 Livelihood Opportunities

A livelihood is about an individual or household's capability level (e.g. skill) and range and variety of assets (cash or in kind) and activities they need to make a living. A livelihood is sustainable when a person or household can cope with and recover from stress and shocks and maintain or enhance their capabilities and existing assets (Chambers & Conway, 1991).¹⁸

In Meiso *Woreda*, livestock rearing and farming are the major sources of household livelihoods. Selling labor and assets (cattle) are the main livelihood strategies during times of severe drought. Women's additional sources of income are petty trading in *chat*, poultry, small ruminants (goats), dairy products (milk and butter), vegetables and or grains. Women's IGAs are limited and less profitable due to their lack of time to invest in these activities; low level of education and restricted access to information.

According to Oda-Bultum and Tulo *Woreda* administrations, agriculture is the main means of earning a living. The next source is women's petty trading which is dominated by women selling *chat*, grains, vegetables, poultry and small ruminants.

Accessing financial services is another important source of livelihood security. In Meiso *woreda*, the Oromia saving and credit association was the main financial service provider for women to access credit. NGOs such as CARE and World Vision have supported women to self-organize into village saving and lending groups. In Oda-Bultum and Tulo *Woredas*, the main Oromia microfinance institution (MFI), the Credit and Saving Sharing Company (OCSSC) was the main service provider. Women, however, faced difficulty in accessing the formal credit service due to collateral requirements such as being a land owner, and a bureaucratic process which can take up to six months.

In order to support the livelihoods of women and diversify their sources of income, one NGO called FARM Africa had worked on supporting the formation of saving and credit groups to help women run goat fattening and selling of the goats in Meieso *Woreda*. In Tulo *Woreda*, World Vision together with GIZ works on training women on fuel efficient stoves production, sale and dissemination.

¹⁸ Capabilities are a person's ability and the opportunities they have to secure a decent livelihood and other positive life outcomes.



2.5 GBV and HTPs

FGM, beating by a close male family member, rape and attempted rape were consistently reported as key issues affecting women's well-being in the HH survey and FGDs. In the FGDs with male and female groups in all three *Woredas*, wife battery was identified as a common form of GBV practiced by men. Male participants in Meiso and Oda-Bultum explained that domestic violence is culturally acceptable. This was illustrated using expressions such as *"As oxen need whipping when they go out of track during ploughing, women need the same if they do not fulfill their household tasks appropriately."* Men interviewed explained that the rate of wife beating had gone down but should never completely stop. They felt that men were more sensitive now. For example, to avoid risk of disability or other physical harm, the men said they target body areas that are less sensitive to pain.

According to women FGD participants in Tulo and Oda-Bultum, they will be beaten if they come home too late from selling in the market and if they take contraceptives without consulting their spouses first. Women reported that they wanted the practice of domestic violence to stop, and even prioritized taking action to stop it in their DRR community action plans (see annex 2 for detailed community action plan).

In Ethiopia, the Family Code of 2000 makes the legal age of marriage for women and men 18 years of age. Rape and domestic violence are now illegal under the revised Penal Code. Regardless, in the *woredas* in this study, the data show that local cultural values and practices that support HTPs still predominate. Widely practiced HTPs in Tulo *Woreda* are FGM, early marriage, wife inheritance and polygamy. In this *Woreda*, girls 10-13 years old are married off to older men. These marriages are arranged by women marriage brokers from the community. These women convince the young girls to lie about their age and say they are 18 years in case police or the *Woreda* Women and Children's Affairs Office stops them in the process. According to the *Woreda* Women and Children Affairs Office Women's Empowerment Expert, *"nowadays it is customary to see teenage pregnancy and cases of fistula among girls in the Woreda."*

Similarly, FGM and abduction are more common HTPs in Meiso *Woreda*. Women are also exposed to rape and harassment on their way to fetch water, collect fuelwood or upon returning home from urban centers after selling their labor to wash clothes and perform other tasks. Data obtained from the Women, Children and Youth Affairs offices on GBV is (2007).



Types of GBV and HTP	Tulo (reported to the Women and Children's Affairs Office)	Meisio (Reported to the police)
Rape	195	23
Attempted rape	118	
Polygamy	203	57
Adduction, including abduction attempt	56	
Early marriage	105	28
FGM	113	37
Marriage by deception	19	
Beating by male partner		66 (out of this, 2 are physical injury cases)
Insult (humiliation) by husbands		22

Table 12: Reported cases of GBV and HTP in Tulo and Meiso Woredas

4. Quality of Gender Integration and Program Gender Responsiveness

Measuring REAAP's gender responsiveness: CRS Global Gender Strategy and the Ethiopia country program level Gender Strategy commit all CRS projects to a twin-track gender mainstreaming approach. This integrated approach aims to advance gender equality and female empowerment and is in line with USAID's Gender Policy (2012). Effective gender responsive programming focuses on addressing gendered power inequalities between and among women and men and boys and girls. It addresses both women and men's practical needs and strategic interests and challenge and change deeper gender norms that sustain gender inequalities.

Gender integration involves identifying and then addressing the gender differences and inequalities across project design, implementation, monitoring and evaluation. Combined with this, gender-specific interventions will be developed to support the most disadvantaged women and or men to overcome additional barriers and vulnerabilities that make it harder for them to equally take advantage of project interventions. The inclusion of a gender analysis is essential for properly developing gender responsive programs and strategies for individuals and communities to achieve integral human development.

In the global strategy, disasters are described as having different impacts on women and men, boys and girls due to their different and often unequal positions in society. The strategy also mandates that a gender vulnerability analysis be conducted at the onset of any crisis to inform the assessment, design, and implementation phases of all relief and early recovery programming, so that the different needs of all are addressed in a manner that is compatible with the cultural context. Both the Ethiopia and global gender strategies mandate taking a do-no-harm approach. The risk of not considering gender vulnerabilities is to worsen existing gender inequalities and to develop ineffective DRR or emergency interventions. For this reason, both the global and country program strategies mandate all programming to take a do-no-harm approach; no program should worsen existing gender inequalities.

Relevant Gender analysis results: Women and men were found to experience different "gendered vulnerabilities" and coping strategies based on male-biased gender norms, roles and relations. Women are generally less resilient when a disaster strikes due to their low decision-making power; limited



access and control over varied productive assets; low education level and access to information and triple role burdens.

Women and men also play different but equally important roles in how households and communities adapt and recover from shocks and climate variability. This gender analysis of West Hararghe showed that older women are respected seed preservers. Women play important complementary roles in agricultural production. Their petty trading in small ruminants and or vegetables, fuelwood and charcoal contributes to how they and their households deal with the negative impacts of drought, flooding and so on.

A major issue raised from the gender analysis findings that is not at all addressed in the REAAP design is the issue of GBV, particularly domestic violence. In all three woredas, social cultural norms privilege men's power and control over women and devalue women such as general acceptance of violence against women (VAW) among male community members. Women interviewed identified GBV as a major issue that needs to be addressed in CM-DRR activities. For example, women and girls are at risk of harassment when fulfilling daily responsibilities of fetching water and firewood in Meiso woerda.

The gender analysis results showed that GBV and rigid gender norms restricted women's freedom of mobility to invest more time and energy into IGAs that could improve their livelihoods and resilience and thus that of their households in the face of ongoing disasters and climate variability.

Strengths:

- REAAP's design is in conformity with CRS' gender institutional mandates. The proposal discusses the differential impacts of hazards and climatic changes on women and men and women's greater vulnerability to disaster risks.
- Gender and disability inclusion are two out of the three project's cross-cutting themes.
- In design and now in implementation, a gender analysis study has been conducted as planned. This study identifies gender issues and gaps. It should strengthen and ensure gender integration from design to implementation to monitoring, evaluation and learning (MEL).
- This gender analysis involved conducting a gender vulnerability analysis to identify gender issues and gaps to be addressed in a project level gender strategy.
- Led by the REAAP Gender Officer, REAAP CRS staff and partners will finalize a project level gender strategy based on this present report's findings and recommendations. The current draft strategy is aligned with the global CRS and country level Gender Strategies. It focuses on ensuring REAAP's project activities promote equitable participation and benefit of women and men with special attention to supporting women's empowerment as part of the CMDRR (see annex 3 for the draft gender strategy).

More detailed discussion of REAAP's current gender mainstreaming efforts is discussed in sub-sections below based on a gender review of REAAP's three intended results.

Weaknesses:

- REAAP's gender commitments and MEL system focus heavily on addressing women's practical needs. There is a need to address the deeper gender norms and practices supporting HTPs and GBV. These socio-cultural barriers are limiting women and men's abilities to fully realize their socio-economic potential needed to be more resilient.
- The delay in developing and endorsing the project gender strategy will likely limit the impact the project can have on gender. Changes to socio-cultural attitudes and practices take many years.
- The project has no gender sensitive development objective, intended results or outputs except for output 2 of IR2; "community DRR committees managed inclusive context-specific DRR



adaptation activities and strategies.” One weakness is that the term “inclusive” is not clearly defined nor whether gender inclusion is part of the project’s focus on inclusion. Currently, it is only focused on disability inclusion.

4.1 REAAP Gender Capacity in Gender Integration

Gender analysis results: CRS Gender Strategies (global and Ethiopia country level) commit to investing in and ensuring the needed gender expertise and staff/organizational capacity building for strong gender responsiveness. This includes having adequate staff awareness, skills and supporting tools and systems in gender to effectively design, implement and M&E in gender sensitive ways. Institutionalized accountability is another key pillar to ensuring gender is fully integrated into the day-to-day operations of an organization. This requires having a gender expert and focal persons responsible for ensuring gender mainstreaming. Both inter-related gender strategies commit to establishing important means of accountability in projects such as having gender sensitive indicators that must be reported on in regular MEL work.

Out of the West Hararghe staff who participated in staff gender capacity assessment interviews, few staff had any formal gender training or had followed a university course. Those few who had, only were trained in understanding basic gender concepts. For the staff with no gender training, they had limited knowledge of basic gender concepts and of national and CRS level gender-related policies. Their knowledge was restricted to gender commitments of the Ethiopian constitution.

Apart from some training, very few staff members have engaged in gender analysis assessments or in applying a gender lens to their work such as how to apply a gender analysis or how to mainstream gender into their work responsibilities. Those who had engaged in previous gender analysis work explained that a major challenge was reaching women to participate in the assessments due to their triple domestic, productive and social work responsibilities. As a result, it was difficult to find time with women in order to get the required information.

Strengths:

Degree of gender sensitive staffing practices

- REAAP management is trying to have gender-balanced staff and gender sensitive hiring practices. REAAP’s narrative reports consistently mention as a key challenge to implementation, finding and recruiting qualified female staff. Few female candidates apply. Strategies for increasing female applicants described are listing in the advertisements that CRS supports “equality of opportunity” and using diverse newspapers.
- To ensure gender remains a priority, the project has a full time Gender Officer responsible for leading and facilitating gender integration throughout the whole project cycle.
- In the ECC-SDCOH Chiroo Office, they attempt to provide a women friendly work environment by providing housing for women staff regardless of their position.

Staff and organizational gender capacity

- Training and involving REAAP staff in this current gender analysis built their knowledge and practical skills in gender analysis. This practice of engaging different REAAP staff members in gender analysis should continue.

Weaknesses:

Degree of gender sensitive staffing practices

- Much more could be done to reach out and attract qualified female candidates and to promote affirmative action.



- In job descriptions and performance development; staff said they were not asked gender-related competency questions in written exams or interviews. As per the information obtained from ECC-SDCOH Chiroo ADPO coordinator, although women are encouraged to apply during the job vacancy announcement, job descriptions and performance evaluations of staff do not include any gender-dimension.
- Limiting advertising to newspapers is not enough to reach all potential qualified female candidates. It would be worthwhile to reach out to university graduates and to offer some incentives to attract qualified women to come to these rural areas.
- Although REAAP hired a Gender Officer and it is included in the M & E data flow and reporting structure, the staffing plan and activity management structure of the project proposal does not describe this position.
- With only one gender officer to cover many woredas and activities, there is a need for a more decentralized gender focal point staff and partner structure to implement and monitor gender related activities on the ground.

Staff and organizational gender capacity

- REAAP staff and implementing partners do not have the necessary gender capacity to effectively integrate gender considerations based on their role in the project.
- There is a need to finalize any needed gender tools to support gender integration in REAAP.

Case Study from the Field

Bizuayehu Abayneh had worked for ECC-SDCOH, West Hararghe Zone, in Chiroo town for 6 years. For the past two years, she worked as the Chiroo ADPO coordinator. She took a five-day gender mainstreaming training course organized by ECC-SDCOH, and another gender-related training by the Ethiopian Management Institute five years ago. She learnt about the ideological history of gender, gender concepts and gender mainstreaming in project cycle management. Despite this, she has not had the opportunity to participate in gender analysis or other related gender assessments, and has limited knowledge of national gender policies. Despite this, she believes that her staff have the potential to mainstream gender in program work if given the on-the-job training and practical experience during the lifespan of REAAP.

Implications for strengthening REAAP gender integration

Strengthen REAAP staff gender awareness, capacity and tools to support strong gender responsiveness

- Conduct a needs assessment and develop a TOT gender training and facilitators guide to ensure staff have gender capacity to effectively integrate gender into their respective work.
- Identify and finalize key gender and DRR tools for the CM-DRR toolkit and for monitoring visits.
- Take advantage of monitoring and evaluation reporting and reviews to discuss challenges, opportunities and action steps to improve gender integration and avoid doing harm.

Increase gender balanced staffing and organizational culture and systems that are gender responsiveness

- Strengthen institutional accountability mechanisms by integrating a commitment to gender in all REAAP project job descriptions and performance management.
- Set up a wider network of gender focal persons with one senior management person and representation of staff from all consortium members; and project components including a MEL staff member. As part of this network, put in place a designated gender focal person in the six



REAAP target *Woredas* of East and West Hararghe Zones to facilitate implementation of gender-integration activities.

- Finalize and have approved a REAAP Gender Strategy and action plan. Ensure action plan is integrated into main project plan.
- Put in place clear gender sensitive hiring, promotion and retrenchment guidelines so that such practices become institutionalized as part of regular staffing procedures without causing misunderstandings and underlying resistance because some staff thinks affirmative action is unfair.

4.2 Gender Responsiveness of Intermediate Result 1

Intermediate result (IR) One (IR-1) aims to improve community access to technical information and analytical tools for decision-making. Output 1.1 focuses on establishing a knowledge management system that will facilitate the collection of indigenous and expert resilience knowledge; and output 1.2 is about increasing community capacity to understand and analyze information about their context. IRI activities center around the establishment of inclusive community-managed DRR committees that will themselves carry out DRR vulnerability assessments and related action plans based on local indigenous and external information systems.

Relevant Gender analysis results: Women face multiple barriers to equally accessing, participating and taking leadership positions in community based committees and groups. Special measures will be required to support women's equal and active participation in DRR committees.

The findings show that women work up to 17 hours a day due to sole responsibility for domestic chores and time and labor demands of fetching water and fuel wood. Domestic, productive and social work burdens make it difficult for them to find time and energy to engage in community groups. In addition, compared to their male counterparts, they are less educated; have less access to information and socio-cultural norms and socialization processes discourage women from engaging in public meetings. Men are the socially legitimate household and public decision makers. Dominant cultural norms are that women are housewives and should stay near the home, under their husband's control. They are not supposed to speak out in public. These socio-cultural barriers limit women's ability and access to training/education and community-based economic or political groups such as cooperatives or local kebele structures.

Dominant cultural norms and widespread forms of GBV such as wife-battery discourage women from challenging their husbands. It is generally assumed that men, as the household heads and decision makers, decide on who will participate in community groups. Women have little opportunity to develop leadership skills necessary for voicing their opinions or leading DRR committees. Moreover, in REAAP's narrative reports, it has been noted that project staff are facing certain challenges in having adequate numbers of women and PWD involved in REAAP activities.

Strengths:

- REAAP proposal makes a strong commitment to establish "inclusive DRR committees" using participatory disaster risk approaches. Gender and disability inclusion issues are considered topics in the regular campaigning and community awareness raising on climate change.
- Related training and DRR committee establishment activities aim for gender-balanced targeting and participation. The draft Gender Strategy commits to have equal representation of women and men members.



- Design commits to ensuring CM-DRR toolkit is culturally appropriate and locally relevant. Use of PDRA and focus on community-driven problem solving and action planning is very conducive to supporting inclusive participation and DRR actions that are gender sensitive and responsive to women and other vulnerable groups.

Weaknesses:

- IRI activities describe ensuring “inclusive DRR” both in targeting and PDRA but what “inclusive” means is not clearly defined. Gender integration should be defined more clearly into a set of specific activities as done for disability inclusion in 1.2.2, 1.2.5, and 1.2.7.
- PDRA training was conducted in the first year of implementation. Clear gender guidelines should be integrated into PDRA to ensure communities identify the different gender risks and resources of women and men and other vulnerable groups and that these differences and related interests are accounted for in developing action plans.
- No mention is made of how the DRR facilitators will be trained to ensure they are equally targeting and responsive to women and men DRR committee members and to the fact that women generally are shy and fear voicing their opinions in front of men.
- In the creation of government and indigenous group forums, there is no mention of how to ensure gender balance or need to reach out to women’s groups who play important roles in disaster responses such as SILC groups for building collective/household livelihood initiatives.
- Activities defined in the development of the DRR toolkit or communication tools on community DRR (E.g. 1.1.3 and 1.1.4) do not mention the need to integrate special measures to ensure women and PWDs are equally able to access and participate in these activities. Gender and disability sensitive information should be given and to ensure information is accessible and easily understood by women and PWDs. There must be activities to address any barriers these groups are likely to face.
- While collecting indigenous knowledge is a good practice, there needs to be specific gender sensitive data collection methodologies to ensure women and men are equally consulted and their differing roles and impacts of climate variability on their gender roles is tracked. Involvement of the most vulnerable women and with diverse representation of women and men as part of “inclusive” approach is needed.

Implications for REAAP: The findings clearly show that REAAP’s gender strategy must focus on developing sets of activities to ensure women participate both in equal numbers and actively in terms of voicing and sharing their needs and concerns and experiences in these DRR committees. Possible strategies are:

Promote women’s active and equal participation and leadership in CM-DRR

- In DRR committee formation and training, take a gender sensitive participatory approach. Include organizing women specific safe spaces or groups before and in parallel with mixed-sex DRR committees. Provide gender-specific trainings to build women’s leadership, communication and negotiation skills to allow them to build these skills to be better able to articulate their ideas and lead in the DRR committees and to more openly discuss issues such as GBV. This approach of some all-women groups in parallel with mixed sex groups and all-male groups can be used for the same purposes for other livelihood support activities such as for the SILC and fuel efficient stove groups.
- In line with the CRS Ethiopia Gender Strategy and Gender Audit recommendations, develop specific guidelines, strategies and activities to accommodate to women’s multiple work burdens to provide greater opportunities for women to participate in REAAP supported groups. DRR and SILC facilitators should be trained on how to develop gender sensitive targeting strategies for community training and activities to reach out to women such as considering the best time,



location, sex and gender sensitivity of trainer/facilitator; provided in local language; staged to not take up precious time of community members; provision of child care etc. These good practices can go into the CM-DRR toolkit and facilitator training.

- Package and disseminate early warning information in a way that is accessible to women and persons with disabilities.

Address gender based violence

- Integrate into trainer of trainer courses of SILC and DRR livelihood support training with government and community facilitators, gender and community conversation (CC) facilitation training to support these facilitators to integrate into regular DRR committee discussions gender issues such as GBV and actions to reduce HTPs. Learn from what works in the DFAP program.

Strengthen gender responsiveness and integration in project management cycle

- Set gender targets for all REAAP supported groups such as percentage of women/men/PWDs/older generations in DRR groups as part of “inclusive DRR” principles/guidelines for establishing the committees.

4.3 Gender Responsiveness of Intermediate Result 2

Intermediate result (IR) two focuses on identifying and implementing actions that increase resilience to climate variability, long-term climate change and climate-related shocks by DRR committees. IR-2 output 2.1 aims to increase community resilience to climate variability, long-term climate change and climate-related shocks through innovative action; and output 2.2 is to manage inclusive and context-specific DRR activities via community DRR committees.

Relevant gender analysis results: The findings showed that dominant socially ascribed gender roles put women in a much lower and subordinate position to men. Men are the household heads, own and control more lucrative and most productive assets, have ultimate decision making authority at household and community levels and have more political influence. They have a more advantageous positioning to access cooperative, government and formal financial services.

Women’s lack of access and control over key productive assets such as land makes it difficult for them to access financial services. Saving and loan groups are important ways for them to save and access small amounts of money to improve their petty trading. Important existing initiatives exist to support women including supporting women’s self-organizing into savings groups and to be trained in goat fattening and business skill development.

Wider literature shows that women contribute to all aspects of agricultural work and own and control their own garden crops. Changing farming practices such as use of row planting is increasing women’s agricultural tasks because they are often responsible for more labor-intensive agricultural work. Girls may be taken out of school to help their mothers with domestic chores. Women and girls have triple work burdens. Women are overburdened with domestic chores and men only assist them occasionally and only when women are away.

Older generations of women are responsible for seed preservation because of their knowledge and ability to conserve even in times of crisis. FHHs face particular disadvantages due to male labor deficits.



Women's practical needs are easy access to safe drinking water and labor-saving devices. Their strategic interests are stopping GBV, especially wife-beating and to have equal influence in household and community decision making and access to education.

Men have greater access and control over most assets and a greater variety of them. They have final decision making power on most household decisions. Even if a woman disagrees with a decision, she will likely not challenge him for fear of divorce, social reprimand or a domestic conflict. Women have greater access to health extension services than men and greater authority on child care issues. Men have greatest authority on sale of large livestock and household investments. There is more joint decision making on household income and on savings and credit. Women have some influence in decisions on sale of food crops. Women's greater influence in household budgeting, sale of food and savings and credit is likely because these are areas where women are more actively involved and contribute more.

In situations of disaster, households cope by selling off livestock and working as daily laborers. Women's petty trading in vegetables and charcoal is another important mitigation strategy. Other women's strategies are washing clothes for urban households. Men sell of livestock, sow early crops and work as daily laborers.

Another relevant finding was the prevalence of GBV, particularly wife-beating and men's perspectives that it was acceptable to beat a woman if she did not fulfill her duties as a wife.

Strengths:

- IR-2 has included targeted activities to support women's economic empowerment: e.g. supporting women and men to self-organize into internal saving and lending committees using CRS' SILC approach; training a selection of SILC members in making fuel efficient stoves and selling them; targeting female headed households by organizing them into seed producer groups and supporting them to develop and use improved drought tolerant crop seed varieties; strengthening community and vulnerable community members' access to and linkages with relevant nutrition and health promoting activities; supporting development of water and land efficient keyhole garden vegetable production supportive of women controlled horticulture and demonstrations of healthy and nutritious food preparation; community-led sanitation and hygiene activities including market needs for sanitation products; and support to area enclosures, livestock marketing and animal health.
- REAAP has adopted and changed its criteria for the selection of SILC group promoters to encourage more women to be hired in these positions. It adjusted the criteria of selection from needing to have a grade 8 level education to a grade 6 level to increase the numbers of women.
- Support to multi-use water systems development is good because such systems respond to the diverse gendered needs and interests of women and men and their diverse domestic and productive tasks such as access to potable water, water for domestic use and for livestock and agricultural production.
- There are specific activities to support the economic empowerment of PWDs
- Multiple interventions combined together help reduce women's work burden and provide them with greater economic opportunities to improve their livelihood base and to diversify their assets for greater resilience to disasters.

Weaknesses:

- Output 2.1 should include gender sensitivity training for building the capacity of the REAAP staff, community DRR Facilitators and SILC Agents.



- Activities under output 2.1 are gender blind. There is a need for developing more gender sensitive early warning efforts that are easily accessible to women. Such approaches might consider increasing engagement of local women's groups and networks as part of the system; specifically identifying and supporting female climate resilience champions and male gender sensitive climate resiliency champions.
- Should expand PWD specific activities to include most vulnerable women such as in training on radio programming on disability inclusion, explore and expand to PWD/gender inclusive approach.
- Project could fall into reinforcing women and men in their traditional roles if for nutrition activities and hygiene, mainly or only women are targeted. Efforts must be made to ensure gender balance and engagement of women and men as responsible health promoters.
- In support to SILC groups, several recent CRS studies on SILC groups show that a mixture of women-specific, mixed sex and male specific groups along with focus on couple membership in same and different groups coupled with gender sensitivity training and household joint budgeting training can support positive changes to gender relations and women's internal, economic and social empowerment.

Implications for IR2: Efforts are needed to support women specific livelihood activities coupled with improving their literacy and social and leadership skills. The findings, however, indicate that women will not be economically empowered without help to reduce their work burdens and to address widespread gender discrimination. There must be promotion of labor saving devices including for farming. Greater attention must be paid to engaging women and men in rethinking and exploring more respectable gender values and relations. Men need to be encouraged to value women's farming and economic contributions and to share more in domestic burdens. Work should be done with girls and boys to socialize them early on to rethinking gender. These cultural shifts would help create the needed enabling environment for women to then pursue their livelihood potential and thus strengthen couple and household resilience.

Strengthening women's livelihoods

- Identify and strengthen alliances among local women's groups and initiatives that can support women's economic empowerment and social behavior change activities to challenge and change unequal gender norms.
- Prioritize linkages and initiatives to support labor and time saving devices for women including women-friendly agricultural technologies (such as row planter). Consider creating linkages with research institutions, agricultural centers and other NGOs.
- Prioritize support to women farmers to improve their farming based on their needs and interests.
- Learn and adapt from CRS and consortium member best practice interventions for supporting women's economic empowerment. For example, adapt the DFAP program's integration of complementary women's business skill and leadership training to address women's low-self-confidence, lack of voice and weak business and leadership capacities as part of SILC member training.¹⁹
- Learning from DFAP, consider training partners and a wide range of community change agents (E.g. SILC agents and DRR facilitators etc.) in how to facilitate community conversations (CCs) to address and enforce gender sensitivity in CM-DRR activities. CC can be used to engage male and female community members, as well as influential figures in the community such as religious leaders and elders in awareness raising and behavior change to support more gender equitable relations and to reduce GBV.

¹⁹ Haile, Tiruset, CRS Gender Dynamics in SILC Groups Assessment Report. CRS Ethiopia: Addis, (2013).



- Consider targeting mothers and fathers and male and female youth to equally participate in nutrition and food preparation activities. DFAP's nutrition awareness activities engage mothers and fathers. Results indicate that more men are sharing in domestic and child care responsibilities.
- Consider supporting non-traditional/gender sensitive agro-enterprise development for women such as beekeeping.
- Create linkages between the DRR committees and other community based groups that are aiming to bring peace and security into communities including to reduce GBV.

4.4 Gender Responsiveness of Intermediate Result 3

Intermediate result 3 (IR-3) aims to establish and strengthen MEL systems for planning, implementation and evaluation around DRR and climate change by working with government and other stakeholders. IR-3 Output 3.1 is to develop a contextually relevant community resilience framework to guide knowledge management, program strategies and learning; output 3.2 is to build sustainable and supportive relationships among community DRR committees, relevant government bodies and community organizations; and output 3.3 is to do all this using a functional monitoring, evaluation, accountability and learning system that facilitates evidence-based program decision making.

Relevant gender analysis results: The general finding is that REAAP has made efforts to develop a gender sensitive MEL system. It conducted a gender analysis. Its draft gender strategy commits to developing gender sensitive monitoring and reporting formats and gender sensitive checklists.

Strengths:

- In the MEL plan, commitment is made to ensure that the MEL system disaggregates data by sex, age, ability, location and so on in order to identify how the project is affecting different groups. Many indicators are disaggregated by sex and are important indicators for tracking whether women and men are equally participating and benefiting from the project, including tracking impact of female versus male household heads. Examples of relevant indicators include: Numbers of people trained in disaster preparedness, mitigation, and management disaggregated by sex (OFDA); percentage of attendees of joint planning meetings who are from the local community disaggregated by sex (OFDA); number of rural households benefiting directly from USG interventions disaggregated by sex of household head (FtF); number of people with a savings account or insurance policy as a result of USG assistance (FtF); and number of people assisted through new livelihood development activities by sex (OFDA);
- Draft REAAP Gender Strategy commits the project to equal representation of women in DRR committees (50% women).
- Activity 3.2.3 aims to establish or strengthen local level networks for women and PWD which can be used as an entry point to facilitate community conversations on GBV, HTPs, etc.
- Strong emphasis of REAAP to strengthen collaboration with other USAID supported projects like Feed the Future, GRAD, CASCAPE and DFAP. These entities have some strong gender responsive initiatives that could be adapted and or linked into REAAP's activities.
- Activity 3.3.18 is to conduct a gender analysis in West Hararghe to understand key gender issues and gaps in order to guide project activities to ensure they address the needs and interests of women and men.
- Gender-sensitive monitoring and evaluation tools have been developed through the participatory SMILER process.
- The performance management indicators expressed in number and percentage are disaggregated by sex.



- Indicator number 29 is a gender-sensitive indicator which measures the proportion of female participants in USG-assisted programs designed to increase access to productive economic resources.
- There are some good targeting such as 15% of households benefiting from the project should be single headed which means mainly female headed households.
- Emphasis on training staff and community DRR members in participatory MEL. This is an important opportunity to integrate a gender approach.

Weaknesses:

- REAAP MEL indicators were developed and aligned with USAID Disability Policy to ensure disability inclusiveness in all program interventions. These efforts show stronger disability inclusion in the project. In effect, the project has one implementing partner, Handicap International, responsible for ensuring strong disability inclusiveness. This is a success as disability is part of understanding power inequalities.
- No activities or indicators measure qualitative changes towards gender equality or changes to women and men's strategic interests.
- The M and E activities do not mention the need to write success stories or stories of change on men and women as one performance tracking mechanism.

Implications for REAAP: There is an important need to build capacity of all REAAP staff in order to ensure that all understand the importance of using gender sensitive indicators and data collection methodologies to identify whether, why and what can be done to ensure increased participation of women and PWDs.

- Consider aligning REAAP's gender indicators to USAID's 2012 Gender Equality and Female Empowerment Policy.
- A few additional indicators are needed to measure women's strategic interests such as: changes to women's ability to influence decision making; changes to women and men's perceptions and acceptance of GBV; women and men's perceptions of valuing women's contributions to household and community livelihoods and DDR; changes to men sharing in domestic and care responsibilities; changes in women's access and control over household income and so on. There is a need for indicators that measure changes to women's strategic interests. One option is to adapt some indicators used in DFAP such as "Women in DFAP targeted woredas are empowered and make decisions on issues that affect their lives" or "Proportion of females who report increased self-efficacy at the conclusion of USG supported trainings/programming (USAID - Outcome)."
- Activities to support local women and PWD groups and networks are important. There is an opportunity to link up with other government and NGOs supporting these groups to build their advocacy capacities to voice their perspectives on climate change variability; livelihood needs and interests and efforts to create community prevention initiatives against natural disasters and HTPs that are factors increasing women's greater vulnerability to climate change.
- A set of specific activities and performance indicators should be put in place to ensure gender reviews are part of regular joint project reviews. Regular MEL work should track and verify that REAAP activities are contributing to reductions in women's heavy domestic labor demands and not putting additional pressure on women.



5 Recommended Strategies for Action

This section summarizes actionable recommendations for strengthening gender integration in all aspects of the REAAP project based on the gender analysis and aligned with CRS global and Ethiopia gender strategies. Suggested strategies can be adapted into a project level gender strategy for ensuring gender responsiveness. Recommendations are divided between short term priorities and more long term strategies.

One recommendation is to align REAAP's gender strategy with CRS global and Ethiopia country program gender strategies' gender-responsive program outcomes of:

- Building capacity of its staff and partners in gender responsiveness.
- Increasing women's/girl's access to and control over resources, decision-making and participation within communities and families;
- Enhancing women's/girl's economic empowerment; and
- Ending violence against women/girls and boys.

The recommended strategies below would contribute to these outcomes.

Recommendation One: Build internal capacity of REAAP staff and partners in gender responsiveness

Short Term

Finalize and have approved a REAAP gender strategy and action plan

- The REAAP Gender Strategy should clearly articulate adoption of a twin-track gender mainstreaming approach.
- Provide practical and tailored staff and partner training on how the gender strategy applies to their work including application of learning and on-the-job backstopping.

Increase gender balance staffing and organizational culture and systems that are gender responsive

- Put in place clear gender sensitive hiring, promotion and retrenchment guidelines. Develop gender sensitive equal opportunities and affirmative action strategies to increase female staffing. To achieve this, explore non-conventional strategies for advertising job descriptions based on where more women candidates may be found; reaching out to universities and local secondary schools and adapting successful hiring practices from similar INGOs and national NGOs.
- Revise/update part of REAAP activity documents such as proposal, DIP, etc. to visibly indicate existing strengths such as presence of Gender Officer in the staffing plan structure.
- Assign REAAP Woreda and ADPO SILC supervisors as a gender focal person and into a gender focal point network to follow-up on gender-related activities and make a report of gaps and successes. The REAAP Gender Officer should be in the lead.
- Integrate gender criteria into all REAAP project job descriptions and performance management.

Strengthen REAAP staff gender awareness, capacity and tools to support strong gender responsiveness

- Conduct a capacity needs assessment on gender of REAAP and relevant sector government staff, design appropriate training using a phased approach for the second year of implementation and follow up with learning forums to share lessons learnt. Encourage staff to apply learning by developing action plans in these learning forums for ensuring systematic gender-integration in REAAP activities.
- Develop/adapt gender training and gender mainstreaming guidelines to train REAAP and relevant sector government office staff to effectively apply gender analysis based on their respective roles.



Long Term

- Assist ECC-SDCOH to have strengthened accountability mechanism towards gender.
- Facilitate further learning by creating networks of collaboration with stakeholders working in the three Woredas in East and three woredas in West Hararghe.

Recommendation Two: Increase women and girls' access to and control over resources, decision-making and participation in project-supported community DRR and livelihood committees, groups and interventions

Short term

- Develop sets of activities to ensure women participate both in equal numbers and actively in terms of voicing and sharing their needs and concerns and experiences in CM-DRR committees. Possible strategies are:
 - Clearly define what “inclusive DRR committees” consists of and what strategies are being used to ensure the most vulnerable groups are targeted.
 - Set gender targets and equal representation of women and men in all REAAP supported groups
 - Integrate gender sensitive participatory approaches and tools into all DRR committee set-up and the CM-DRR tool box. Train DRR and SILC facilitators on how to develop gender sensitive targeting strategies for community training and activities to reach out to women and other most vulnerable groups.
 - Empower beneficiary women to take leadership positions by facilitating leadership and business training for women within SILC and fuel efficient stoves groups, and community DRR committees.
 - Ensure that women participate equally and actively alongside men and are enabled to take-up leadership positions in REAAP activities.
- Package and disseminate early warning information in a way that is accessible and friendly to women and PWDs.

Long Term

- Link SILC groups with adult education service providers to enhance women's literacy levels.
- Organize intra-kebele experience sharing visits to provide opportunity for women to meet with other women and learn from their experiences.
- Link women and especially FHH with relevant GO or NGOs to enable them to access women-friendly and labor-saving agricultural technologies such as row planter.
- Scale-up the practice of using strategies and implementing activities that do not bring harm and additional pressure to women beneficiaries.

Recommendation Three: Promote women's livelihood diversification and economic empowerment

Short term

- Identify and strengthen alliances among local women's groups and initiatives that can support women's economic empowerment
- Build on and promote the production and use of women friendly household technologies such as fuel efficient stove that can protect degradation of vegetation cover, ease work load of women, and improve their health.
- Introduce and promote vegetable growing using keyhole garden that does not require a lot of space and clean water, and can easily be managed by women around the homestead.



- Capitalize the need and promote women internal saving mobilization through SILC approach to help them invest in IGAs and important HH expenditures. Develop and train SILC and DRR facilitators on best practice interventions to ensure women and men's equal participation and influence in decision making such as having some female only SILC groups.
- Adapt DFAP program's integration of complementary women's business skill and leadership training to address women's low-self-confidence, lack of voice and weak business and leadership capacities as part of SILC member training.
- Arrange trainings on natural resource management, WASH, CLTSH, etc. in consultation with women to identify better timing for training considering their time-taking gender roles and other cultural issues such as sitting arrangements.
- Support women to plant multi-purpose trees in their compound (as a fuelwood, animal forage, etc.)
- Target women and men/mothers and fathers and male/female youth to participate in community nutrition awareness raising and food preparation demonstrations.

Recommendation Four: Strengthen gender responsiveness in project management cycle to address gendered power inequalities that weaken women and men's capacities to adapt and cope to climate shocks and variability, particularly reduce GBV.

Short term

- Building on DFAP, adapt community conversations training design and train key REAAP community level DRR facilitators and SILC Agents and other relevant community agents (Year 2)
- Using REAAP Kebele level women and PWD networks as entry points, organize community conversation sessions and family dialogues to facilitate discussions on cultural values that are disadvantageous to women, HTPs, GBV, etc. using community elders, religious leaders, and other influential people.
- Develop and use IEC materials to guide community gender awareness raising initiatives.
- Capture and share success stories/stories of change/Case Studies on gender and PWD.
- Using all mixed sex groups, use social BCC tools to promote positive changes to gender values and practice such as engaging men in male specific conversations about gender roles and men and masculinity;
- Support promotion of male engagement in domestic activities by encouraging male role-models from communities among the resilience champions.
- Review good practice interventions and tools from CRS Ethiopia, East Africa regional program and international good practice interventions to integrate gender and PWD inclusive participatory approaches into the community managed DRR toolkit. Pilot test and track changes.



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Annex 1 - Gender Analysis Participants' Profiles

Name of Participants	Sex	PWD	Organization & Location	Position	Form of Participation	Telephone #
Aynalem Birhanu	F		Early Warning Office, Meiso	Agronomist	KII participants	
Aregash Hune	F		Early Warning Office, Meiso	Gender Focal Person	KII participants	
Birke Fafa	F		Woreda Women & Children Office, Meiso	Women Empowerment Process Owner	KII participants	
Serkalem Getahun	F		Woreda Women & Children Office, Meiso	Children Process Owner	KII participants	
Ibrahim Usman	M		Woreda Women & Children Office, Meiso	Education & Training Officer	KII participants	
Petros Yakob	M		Woreda Administration, Oda-Bultum	Woreda Administration Head & Public Relation	KII participants	09-12-38-47-02
Nuria Usman	F		Woreda Women & Children Affairs, Oda-Bultum	Head	KII participants	09-12-01-72-02
Desalegn	M		Woreda Women & Children Affairs, Oda-Bultum	Head	KII participants	09-12-01-72-02
Melaku	M		Woreda Water Office, Oda-Bultum	Officer	Secondary data provider	09-45-44-00-26
Mekete Million	M		DPCC, Oda-Bultum	Data Analyzer	KII participants	09-13-96-50-82
Alemnesh Ketsela	F		DPCC, Oda-Bultum	Input Supply Head	KII participants	
Kefyalew Kassaye	M		Water, Mines & Energy Office, Tulo	Head	KII participants	09-13-06-52-15
Tekabo Kinfe	M		Water, Mines & Energy Office, Tulo	Expert	Secondary data provider	09-13-40-07-13
Fetiya Adem	F		Women & Children Affairs Office, Tulo	Deputy Head	KII participants	09-15-14-32-17
Bahre Alemayehu	F		Women & Children Affairs Office, Tulo	Women Empowerment Expert	KII participants	09-20-69-50-73
Oljira Galata	M		Woreda Administration, Tulo	M & E Team Leader	Secondary data provider	09-12-93-74-35
Tefera Getachew	M		Early Warning Office, Tulo	Logistics	KII participants	09-13-29-38-27
Tessema Eshetu	M		Early Warning Office, Tulo	Aid Distribution Officer	KII participants	
Galata Sitota	M		Private	Statistician	Study team participant	
Samson Moges	M		ECC-SDCOH, REAAP, Meiso	MEAL Officer	Study team participant	
Ermezas Dejene	M		ECC-SDCOH, REAAP, Chiroo	Health & Nutrition Officer	Study team participant	
Jemal Abraham	M		Youth & Sport Office, Chiroo	Officer	Study team participant	
Emwedish Sileshi	F		ECC-SDCOH, REAAP, Chiroo	SILC Supervisor	Study team participant	
Shamee Jibril	M		Investment Office, Chiroo	Officer	Study team participant	
Wondu Negash	M		ECC-SDCOH, REAAP, Oda-Bultum	SILC Officer	Study team participant	
Abadir Abdu	M		ECC-SDCOH, REAAP, Tulo	SILC Officer	Study team participant	
Mesfin Kasahun	M		ECC-SDCOH, REAAP, Meiso	Woreda Coordinator	Study team participant	
Kedir Hussien	M		Youth & Sport Office, Chiroo	Officer	Study team participant	
Daniel Getachew	M		HI, Chiroo	Physiotherapist	Study team participant	
Seble Daniel	F		CRS, REAAP	Gender Officer	Study team participant	
Kassahun Darasee	M		Tulo, Terkanfeta Kebele	Farmer	FGD participant	



Name of Participants	Sex	PWD	Organization & Location	Position	Form of Participation	Telephone #
Tilahun Kebede	M	√	Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Endale Mulusha	M		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Abrasha Hassan	M		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Zaloo Husien	M		Tulo, Buraysa Kebele	Farmer	FGD participant	
Abdo Mumme	M		Tulo, Buraysa Kebele	Farmer	FGD participant	
Amadin Abdale	M		Tulo, Buraysa Kebele	Farmer	FGD participant	
Issee Abdale	M		Tulo, Buraysa Kebele	Farmer	FGD participant	
Sabder Amadee	M		Tulo, Oda Negaya Kebele	Farmer	FGD participant	
Obsa Usman	M	√	Tulo, Oda Negaya Kebele	Farmer	FGD participant	
Nure Abas	M		Tulo, Oda Negaya Kebele	Farmer	FGD participant	
Mohammed Yusuf	M	√	Tulo, Oda Negaya Kebele	Farmer	FGD participant	
Eyerusalem Tadese	F	√	Tulo, Oda Negaya Kebele	Student	FGD participant	
Asha Usmail	F		Tulo, Oda Negaya Kebele	Farmer	FGD participant	
Zehara Abdule	F		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Bere Bogale	F		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Azmera Metekie	F		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Halima Mesere	F		Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Tena Yemane	F	√	Tulo, Terkanfeta Kebele	Farmer	FGD participant	
Sartu Mohammed	F		Tulo, Buraysa Kebele	Farmer	FGD participant	
Mero Aliyii	F		Tulo, Buraysa Kebele	Farmer	FGD participant	
Asha Abraham	F		Tulo, Buraysa Kebele	Farmer	FGD participant	
Hindi Adam	F		Tulo, Buraysa Kebele	Farmer	FGD participant	
Raso Mohammed	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Merima Mume	F	√	Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Hawa Ali	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Nuria Aliye	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Asha Adam	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Fate Aliye	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Fatuma Umer	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Hawa Mohammed	F	√	Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Misro Ali	F		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Hallo Digo	F		Meiso, Buri Arba Kebele	Farmer	FGD participant	
Meka Mohammed	F		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Amina Ibro	F		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Usman Yusuf	M	√	Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Abdela Hassen	M		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Sultan Taha	M		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Yasin Ibro	M		Meiso, Dire Qalu Kebele	Farmer	FGD participant	
Mulu Ali	M		Meiso, Buri Arba Kebele	Farmer	FGD participant	
Adem Wariyo	M		Meiso, Buri Arba Kebele	Farmer	FGD participant	
Seid Elemo	M	√	Meiso, Buri Arba Kebele	Farmer	FGD participant	
Boru Nini	M		Meiso, Buri Arba Kebele	Farmer	FGD participant	
Adam Abdo	M		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Mohammed Adam	M		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Teyib Abraham	M		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Adam Mohammed	M		Meiso, Walda Jajaba Kebele	Farmer	FGD participant	
Aysha Mume	F	√	Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Sefiya Momet	F		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Jebo Torki	F		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Mero Nuri	F		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Seada Amede	F		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Fatuma Hassen	F		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Aysha Sali Hassen	F		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Misra Abdi	F	√	Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Zehara Turi	F		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Chaltu Momet	F		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Fatuma Yuyaa	F		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Moges Gabra	M		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Lishan Alemayoo	M		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Usmano Abdurje	M		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	
Adam Abdurman	M		Oda-Bultum, Obii-17 Kebele	Farmer	FGD participant	



Name of Participants	Sex	PWD	Organization & Location	Position	Form of Participation	Telephone #
Jamal Ahmed	M		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Mohammed Yusuf	M		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Yusuf Abdulle	M		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Najibo Ahmad	M		Oda-Bultum, Oda Robaa Kebele	Farmer	FGD participant	
Usmaill Akmin	M		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Mustafa Yusufe	M		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Mohammed Ibro	M		Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	
Mohammed Bekele	M	√	Oda-Bultum, Oda Biyoo Kebele	Farmer	FGD participant	



Annex 2- Community Gender Action Plans

Woredas	What to Do	How to do	Who does it	Remark
Meiso	Support pregnant women (from 5 month to delivery) in HH chores	Fetching water and fuelwood	Men	This already done but in inconsistent manner
	Support women to participate in community meetings (FTC, health post, etc.)	Fetching water and fuelwood	Men	New activity
	Give timely support for FHH in farming lands and selling livestock	Farming	Men	The support is already there , but they will take care farmland of FHH after taking care of their own
	Involve women in HH decision-making	Through discussion	Men	New plan
Oda-Bultum	Access to adult education	Attending and participating	Women	
	Share the triple burden role of women	Fetching water and fuelwood during slack seasons, purchasing HH items from the market, going to mill-houses	Men	This is rarely done by men, and not that much appreciated by their peers
	Promote women's role in HH and community decision-making	Supporting in HH tasks and discussion, teaching/telling neighbors the lessons obtained from the gender analysis	Men	
	Involve in fuel efficient stove making	Contributing labor and other local resources	Women	
	Get access to clean water for human and cattle use	Actively involved in the community meetings of water points construction	Women	
	Stop/reduce gender-based violence (wife-beating)		Women and men	Young men involved during PRA said, women still needs to be beaten
Tulo	Support women to participate in community meetings	Collecting fuelwood and fetching water, going to mill-house	Men	This rarely done by few men
	Support women to actively participate in HH and community meetings	Discussion and allowing women to participate in community meetings	Men	New activity
	Support women in household chores	Fetching water, collecting firewood and going to mill-house during slack season	Men	This is rarely done by few men
	Give time/allow women to participate adult education	Fetching water, collecting firewood and going to mill-house	Men	New activity
	Address the issue drought in their vicinity	Planting trees	Women	
	Address the issue of water shortage and fuelwood accessibility problem	Contributing labor for the water construction, avail locally available resources (gravel), planting trees (if they get seedlings), engage in fuel efficient stove production	Women	
	Organized in to groups and involve in IGA groups	Starting from own saving and access additional saving and credit services	Women	
	Involving in community meetings		women	
	Access to adult education	Attending and participating	Women	



Annex 3- Gender Strategy for REAAP

Introduction

Existing gender inequalities and the different gender roles and responsibilities women and men have at home and in their respective communities are important factors influencing the different experiences and impacts on women and men from climate related disasters. Gender influences differences in vulnerabilities to disasters, and different capacities to reduce risk and respond to disasters. Women's low socio-economic status; limited decision making power; low educational levels; limited access to key resources and services and limited access to information and knowledge inevitably increases their disaster vulnerability and risk, and that of their families. While women's vulnerability to disasters is often highlighted, their role in fostering a culture of resilience and their active contributions to building disaster resilience has often been overlooked. It has not been adequately recognized.

Purpose

Recognizing gender as a central issue in community-managed disaster risk reduction (DRR), CRS and its partners in REAAP will adopt a twin-track gender mainstreaming approach aligned with CRS' Global Gender and Ethiopia country program gender strategies. Gender integration for gender responsive programming will be one of the project's strategies to ensure women and men's equal participation and benefit from the project. Mainstreaming gender into CM DRR offers an opportunity for re-examining gender relations in communities from different angles in order to build on positive gender related practices and address inequalities; to enhance gender equality in socioeconomic development; to develop special measures to support women to overcome the additional obstacles they face to fully take advantage of project activities and to ensure each intermediate result of the project addresses such issues. By addressing gender inequalities and promoting women's empowerment, these changes will contribute to communities strengthening their disaster resilience. This is a win-win option for different stakeholders to achieve sustainable development.

Both the Ethiopia and global gender strategies mandate taking a do no harm approach. The risk of not considering gender vulnerabilities is to worsen existing gender inequalities and to develop ineffective DRR or emergency interventions. REAAP will at the least, ensure it does not reinforce gender inequalities. This will be achieved by applying a gender analysis at every phase of the project and in all aspects to ensure women and men equally participate and benefit.

Justification

Women from the poorest households are most vulnerable to disaster risks and negative impacts such as increased food insecurity and food and care work burdens. While women and girls are the main managers of household food production, underlying gender biases put them in a much more disadvantaged position compared to men and boys. They have a lower social status and educational attainments; limited access and control over resources and less decision-making and bargaining power. In a gender assessment conducted by CRS in 2012, East Hararghe women and girls reported low self-confidence and self-worth and limited ability to influence decision-making at household, community and institutional levels. Due to women's disadvantaged position, women may suffer more during droughts or hunger periods, for example eating less. In addition, because women's livelihoods often depends more on the natural resource base, they are more negatively affected. Their existing care, domestic and food productive burdens can increase. The recent gender analysis study results from West Hararghe had similar findings.

Women and men in East and West Hararghe zones have distinct but complementary roles and tasks in both agriculture and livestock production and marketing, but men have more control and benefits from them. Women and girls are responsible for all domestic duties which restrict their capabilities to improve their socioeconomic status. Recent gender analysis studies conducted by CRS in EH and WH revealed that women in EH zone work on average 15–19 hours per day and in WH zone up to 17 hours. In EH, men work less between 5–12 hours per day.

Despite improved laws and policies with respect to women and girls in the country, informal gender biases dominate preventing them access to needed services. Harmful traditional practices such as female genital cutting or mutilation, early marriage, abduction, polygamy, domestic violence and rape and gender stereotypes also undermine female empowerment. Women's freedom to move around is controlled by husbands/men and the risks of GBV, such as wife-beating in the case of WH, discourage women from pursuing economic and social opportunities. Without male support for gender equality, women will struggle to overcome barriers. There are, however, recent improvements in women and girls' status as a result of opportunities to support women, such as CRS' Saving and Internal Lending (SILC) groups. Findings from the 2012 CRS gender analysis of EH showed that women who are more empowered are more articulate and able to exercise their rights and influence critical decisions relative to their lives in their homes, communities and wider institutional structures.

Strategies of Implementation

The following are the major intervention which will be implemented:

Internally:

- Train and build awareness of value of gender responsive CMDRR among implementers: To address a gender perspective in CM DRR requires change in the mindsets and attitudes of policy makers and implementers. Every individual engaged in the implementation of the proposed project has a role to play in reducing disaster risk, through creation of an enabling



environment for gender equality in DRR. Enhancing the knowledge and skill of relevant staff that are closer to the community helps to educate the community members on the existing discriminatory community values, norms and practices which disfavor women and for them to encourage the value of rethinking cultural norms in favor of more gender equitable values.

Intended Result (IR) 1

- Adapt, integrate and carry out gender sensitive risk assessments as part of the PDRA process in selected REAAP communities: women and men experience, perceive and identify risks differently. Everyone can be equally exposed to a hazard, but women and men have different levels of vulnerability and access to resources, and have therefore developed different coping skills. Gender sensitive risk assessment will be achieved through development of gender sensitive disaster risk assessment tools and approaches.
- Develop/Adapt Gender responsive manuals/tools: working with partner research institutions, review existing tools and manuals developed by various institutions. Formulate gender responsive CMDRR manuals/tools that can be used for assessments and designing project interventions.
- Empowering women CMDRR committee members through capacity building: 50% of the DRR committees will be women who are either female headed households (FHH) or women in male headed households (MHH). Due to cultural barriers and lack of opportunities, women in targeted *Woredas* have no experience in leadership and decision making both at household and community levels. Thus to enhance their leadership capacity, develop their confidence and self-worth, skill trainings on leadership and decision making and trainings on women's empowerment will be provided to women in CMDRR committees.

IR2

- Promote /implement Gender-Sensitive Early Warning Systems: Women and men access information differently, which can affect the manner, medium and time (day or night) of early warning message disseminations. For example, a recent study in Ethiopia (ATA 2015) found that Ethiopian women prefer extension information through women-only extension groups, women friendly technologies and women friendly training such as facilitated in local languages, close to their locality and in the right time and season, and illiterate-friendly with lots of illustrations and demonstrations. These preferences are based on the fact that women often get extension services from informal sources, such as their neighbors, peer groups, social networks (farmer based associations) and in limited scales from husbands (WAD/MoA/ATA 2015). Other studies show that women's involvement increases the number of people informed because they are connected to different social networks and often have specific and different communication strategies that take into consideration women's practices, concerns and needs.
- Promote equal participation and benefit from the project: both male and female members of the targeted communities will have equal access to the various resources. Fair targeting for all capacity building efforts at different levels and various interventions prioritized by the communities will be applied. CMDRR committees will be encouraged to give priority to the needs and interests of the most vulnerable community members while designing project interventions/activities.
- Promote women's participation and decision making in CMDRR committees: Women and girls are the most affected social groups in targeted communities. Their involvement in every aspect and project phase is critical to achieve the project objectives. Ensuring women's genuine participation in disaster risk assessment will be achieved by involving them in CMDRR committees, and giving equal opportunities for capacity building interventions. By doing this, the differential needs of women and girls will be identified, prioritized and addressed through implementation of various interventions which will be identified and implemented by the community.
- Organize women into SILC groups: enabling women to access more economic options and increase their economic positions at household levels is one of the most effective approaches for women's empowerment and to reduce their vulnerability to threats of disasters. Women in targeted *Woredas* will be organized and provided with the necessary trainings that will enable them to save and access credit; to improve their small scale businesses, IGAs and their income. With these improvements, women's economic and social status in their household and in their communities should be improved.

IR3

- Undertake a gender analysis in West Hararghe as an assessment was done for East Hararghe *Woredas* by DFAP. The purpose of the analysis will be to assess gendered power relations and inequalities in the selected districts (*Woredas*) through analyzing the root causes of gender inequality in the context of climatic related disasters at individual, household, community and institutional levels. The ultimate goal of the gender analysis will be to identify programming opportunities, strengths, gaps, lessons learned and recommended strategies for designing a gender-responsive strategy catered to the needs and interests of women, men, boys and girls of the area to enhance CMDRR project effectiveness. The main focus areas of the analysis will be: gender roles and responsibilities; access to and control over household
- Establish/strengthen networks that promote gender equality: CRS will mobilize the different stakeholders either to establish or strengthen networks in order to use these networks to create awareness and sensitize various stakeholders including the communities in gender responsive CMDRR.
- Establish Gender Sensitive M&E: The project will develop gender sensitive indicators that capture the degree of involvement, and benefits for women and girls from the project; gender sensitive monitoring and reporting formats to gather information on selected indicators and assess the results. This will enable each supportive monitoring visit to focus on gender sensitive elements of the project. Moreover, a gender sensitive checklist and gender expert will be included in the planned project. Both the baseline and final evaluations will include a gender assessment to provide substantial evidence for programmatic decisions.



Annex 4 - Photograph Gallery



Men during FGD in Meiso



Men during community resource mapping in Meiso



Women during community resource mapping in Meiso



Key informants from Meiso Early Warning Office



Firewood and charcoal for sale along the roadside in Meiso



Kebele Administrator orienting FGD participants in Oda-Bultum



Key informant interview in Oda-Bultum





Partial view of the topography in Oda-Bultum



Partial view of the topography in Tulo



Women and men FGD in Tulo



ECC-SDCOH & government staff taking note of FGD in Tulo



FGD participants in Tulo



Partial view of the gender analysis study team



Annex 5 - CRS Key Gender and DRR Concepts

The following CRS gender concepts and definitions will be used to build staff capacity on gender and as tools of analysis and measurements of success:²⁰

Risk: The probability of harmful consequences or losses resulting from the interaction between natural hazards and the vulnerable conditions of people and property (UNISDR).

Disaster: A serious disruption to the functioning of a community involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community to cope using its own resources (UNISDR)

Resilience: The ability of women and men, households, communities, countries and systems to mitigate, adapt to and recover from shocks and stresses in a manner that reduces chronic vulnerability and facilitates inclusive growth (USAID).

Gender equality: Reflects the concern that women and men, boys and girls have equal opportunities, resources, rights, and access to goods and services that a society values—as well as the ability to make choices and work in partnership. Gender equality also means equal responsibility in terms of workloads and energy expended within one’s individual capacity to care for families and communities. Gender equality does not mean that men and women, boys and girls become the same, but that their opportunities and life chances are equal and that the differences that do exist in their talents, skills, interests, ideas, etc. will be equally valued.

Gender equity: The process of being fair to men and women, boys and girls that leads to equality—the equal valuing in society of both similarities and differences between men and women, boys and girls and the varying roles they play. To ensure fairness, measures must often be available to compensate for historical and social disadvantages or biological makeup that prevent women and men, girls and boys from otherwise operating on a level playing field.

Empowerment: a process of awareness and capacity-building leading to greater participation and decision-making power. Being empowered is about women and men, boys and girls taking control over their lives—to determine their own agendas and build their self-confidence, problem-solve and become self-reliant. It involves the ability to make choices as well as to define what choices are offered. Though empowerment often comes from within, and individuals empower themselves, institutions can and have the responsibility to support processes that create space for women and men, girls and boys to develop their skills, self-confidence and self-reliance.

Gender-based violence: Violence that is directed against a person on the basis of gender or sex in both public and/or private life. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and other deprivations of liberty. While women and men, boys and girls can be victims of gender-based violence, women and girls are the main victims.

Gender analysis: Examines the differences in women’s and men’s lives, including those which lead to social and economic inequality for women. It is a tool for systematically collecting data that can be used

²⁰ CRSqGlobal Gender Strategy (2013: 27-32)



to examine these differences, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives. This understanding is then applied to policy development and social services in order to address inequalities and power differences between males and females.

Gender mainstreaming: Is a strategy for promoting and achieving gender equality. It involves making women's as well as men's concerns, needs and experiences an integral part of ensuring that gender perspectives and attention to the goal of gender equality are central to all activities such as policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects. It is not an end in itself, but a strategy and approach used as a means to achieve the goal of gender equality.

Gender relations: Concerned with how power is distributed between women and men, girls and boys. Gender relations are simultaneous relations of cooperation, connection, mutual support, and of conflict, separation, and competition, of difference and inequality. They create and reproduce systemic differences. They define the way in which responsibilities and workloads are allocated and the way in which each is given a value. Gender relations vary according to time and place, and between different groups of people. They also vary according to other social relations such as class, race, ethnicity, and disability.

Practical needs: These needs are often associated with material conditions related to daily needs. If these were met, the lives of women and men would be improved without changing existing gender division of labor or challenging women's subordinate position in society. Meeting practical interests/needs is a response to an immediate perceived necessity; interventions that do this are typically concerned with inadequacies in living conditions such as provision of food, fuel, water, credit, land, technology, health care, education and employment.

Strategic interests/needs: The needs represent changes in gender roles, division of labor, power control, or new opportunities related to disadvantaged positions in society. If these were met, the existing relations of unequal power between men and women would be transformed. Those identified by women may include issues such as legal rights, domestic violence, equal wages, and women's control over their bodies. Men also have strategic interests/needs such as transforming their own roles in child care or resisting conscription into a fighting force, or, on the other hand, they may resist women's demands for more control over their own lives. Every practical development intervention has an effect on power relations (the strategic areas of life) whether this is intended or not.

Gender-responsive programming: Programming that addresses the gender roles, relations, needs and interests of women and men, boys and girls in order to guarantee those right relationships. Men and women, boys and girls experience their surroundings differently as they fulfill different sets of roles, but also face different sets of rules, norms, and practices informed by their particular cultures and contexts. The inclusion of a gender analysis is essential for properly developing gender responsive programs and strategies for individuals and communities to achieve integral human development.

Gender integration: Involves identifying and then addressing the gender differences and inequalities across all program and project design, implementation, monitoring and evaluation. Since roles and relationships of power between men and women affect how an activity is implemented, it is essential that project and activity planners address these issues throughout the life of a program or project. USAID uses the term "gender integration" in both development and humanitarian planning and programming.

-- End of Gender Analysis Report --

