

OROMIA NATIONAL REGIONAL STATE FORESTED
LANDSCAPE PROGRAM: CONSULTANCY FOR GENDER
ANALYSIS, AND PREPARATION OF AN ACTION PLAN
TO MAINSTREAM GENDER IN THE OROMIA FORESTED
LANDSCAPE PROGRAM (P156475)

FINAL VERSION

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Figure 1. A Little girl travelling about 1.5km far from home to collect cow dung for fuel (West Shoa zone, Toke Kutaye Woreda, Nega File Kebele)32

LIST OF ABBREVIATIONS

A/R	Afforestation/Reforestation
BSM	Benefit Sharing Mechanism
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRGE	Climate Resilient Green Economy
CSA	The Federal Democratic Republic of Ethiopia Central Statistical Agency
EFCCA	Environment, Forest and Climate Change Authority
EM	Emission Reduction Payment
FAO	Food and Agricultural Organization
GESI	Gender Equality and Social Inclusions
GTP-2	Growth and Transformation Plan Two
ICS	Improved Cooking Stoves
MRV	Measuring, Reporting and Verification
NWFP	Non-wood forest products
OBANR	Oromia Bureau of Agriculture and Natural Resource
OCPA	Oromia Cooperative Promotion Agency
OEB	Oromia Education Bureau
OEFCCA	Oromia Environment, Forest and Climate Change Authority
OEIDV	Oromia Enterprise and Industry Development Bureau
OFEDB	Oromia Finance and Economic Development Bureau
OFLP	Oromia Forested Landscape Program
OFWE	Oromia Forest and Wildlife Enterprise
OIDPA	Oromia Industry Development and promotion Agency
OMDA	Oromia Market Development Agency
ORCU	Oromia REDD+ Coordination Unit
ORLAUB	Oromia Rural Land Administration And Use Bureau
OWCAB	Oromia Women's & Children Affairs
OWMEB	Oromia Water, Mineral and Energy Bureau
PFM	Participatory Forest Management
REDD+	Reducing Emissions from Deforestation and Forest Degradation
TFPs	Timber Forest Products
ToR	Terms of Reference
UN	United Nations
UNDRIP	United Nations Declaration on the Rights of Indigenous People
WoANR	Woreda Office of Agriculture and Natural Resource
WoRLEP	Woreda Office of Rural Land and Environmental Protection
WoWME	Woreda Office of Water, Minerals and Energy
WoFWE	Woreda Office of Oromia Forest and Wildlife Enterprise
WoOFLP	Woreda level OFLP coordinator

1 Executive summary

1.1 Introduction

Gender mainstreaming has been a global agenda for many decades (UN, 2015). It is widely recognized that integrating gender perspectives into policies and programs is important to the achievement of all the 2030 Agenda for Sustainable Development. Gender analysis is an essential tool for gender mainstreaming. A gender analysis is an essential dimension of a socio-economic analysis to inform policy making. It provides information on the different social, economic and political conditions that women and men face in a specific context, and identifies possible benefits from particular activities, which can inform and improve policies and programs.

1.2 Objectives of the consultancy assignment

The general objective of this consultancy assignment was meant to analyse the gender-based constraints to equitable participation and access of men and women to OFLP programs and services across Oromia and to prepare gender action plan and guideline for proper gender mainstreaming.

1.3 Research approaches and methods

A number of participatory research approaches were used to collect data from different groups of stakeholders. At the first stage, desk review was conducted. A number of policy papers, working documents, project manuals and progress reports of different institutions with a mandate of working on natural resources conservation were collected and analysed. Furthermore, a number of recent articles related to the consultancy assignment objectives were collected and analysed which has informed the consultant directions and approaches of the research. Following the desk review stage, interview guides and check lists were prepared for key informant interviews and institutional capacity assessment. At the third stage, comprehensive questionnaire covering a number of issues was developed and administered to 372 randomly selected rural households. The data was processed and analysed using STATA version 14.

1.4 Main findings

The Ethiopian government is committed to the international convention on the elimination of all forms of discrimination against women. This commitment is reflected in the national constitution of 1995 and issuance of women policy in 1993. Gender issues are also reflected in a number of sectoral policies and strategies since then.

However, when it comes to gender policy mainstreaming into each sectoral programs, projects and activities, there are still long strides to make. Some sectoral policies and strategies lack gender responsiveness. For example, the Oromia Rural Land Use and Administration Proclamation No. 130/ 2007 and Oromia Forest proclamation N0.72/2003 give very scanty attentions to women needs and priorities. Other policies, although have some articles related to gender, these issues are usually deflected when it comes to their implementation. There are a number of constraining factors. These includes: limited political commitment from the sectoral bureau heads, assignment of “wrong persons” to lead gender departments or to act as gender focal persons, limited technical capacity, lack of monitoring and evaluation system in place, lack of financial resources and limited work place gender consciousness are the main ones. Furthermore, a number of past and present influencing factors are perpetuating gender inequality that limit women’s control over and access to resources. These factors include: community norms and social hierarchy; socio-cultural factors; the existing institutional structures; economic factors; legal and political factors are acting as brakes on equal participation of females with men.

OFLP programmatic components and activities are well designed to address most of the gender constraints identified. The proposed main activities under the program enabling investment component such as land-use planning, investment and extension services, forest management investment in deforestation hotspots are identified with gender indicators with realistic targets. Similarly, the program enabling environment activities such as institutional capacity building, enabling environment enhancements, information generation and dissemination are all gender responsive and are identified with realistic gender targets. The carbon emission reduction payment component is also gender inclusive and is expected to improve the economic participation of both male and women.

There are also opportunities and challenges to implement the OFLP programmatic activities. The opportunities include the current conducive political environment for gender mainstreaming and the commitment of the government to implement climate resilient green economy strategy. The challenges are political turbulence and the related security risks restricting free movement within the project areas. However, although the OFLP programmatic activities are all gender relevant,

the outcomes may end up further harnessing the subordination of women by men if implemented within the existing gender relation constraining factors identified above.

1.5 Recommendations

While the detail recommendations are reflected in the form of gender action plan, gender training plan and gender mainstreaming guideline, the following are just some of the brief recommendations.

- ✎ The existing national women policy (1993), Oromia Rural Land Use and Administration Proclamation No. 130/ 2007 and Oromia Forest proclamation N0.72/2003 lacks gender responsiveness and need to be revised.
- ✎ Initiate dialogue and organize consultation meetings at national and sub-national levels to discuss relevant gender issues and gaps in existing forest policies and practices.
- ✎ Engage civil society organizations, government institutions and relevant women's networks to ensure inclusive approaches to the development and implementation of gender-responsive forest policies.
- ✎ Organize gender-awareness seminars and workshops for forestry officials, including decision-makers and policy committee members, to ensure a deeper understanding of the relevance of the concerns of women in forest policies and programmes.
- ✎ OFLP implementation unit, Oromia wild life and forest bureau, other Oromia regional offices, district Forest Offices, NGOs, community forest management cooperatives, and other relevant agencies need to have integrated plan, implementation schedules, and monitoring and evaluation mechanisms with regard to gender equality and social inclusion related activities.
- ✎ There is a need to work on women capacity building. To this end, closely work with women who can be considered as role models and champions in promoting gender issues.
- ✎ Invest in interventions that reduce workloads for women and reduce fuel wood consumption. To this end, there is a need to increase the incentive and distribution of ICS and biogas.
- ✎ Implement the proposed gender training plans, gender action plans while following the gender mainstreaming guideline.

2 INTRODUCTION

Ethiopia's growth and transformation agenda mainly depends on how natural resources and climate risks are managed. The impacts of natural resource degradation on the economy and people's livelihoods are significant, complex, and amplifying with increasing climate risks. To address these challenges, the government of Ethiopia has introduced a range of initiatives and strategies, including the (1) Sustainable Land Management Program, (2) Climate Resilient Green Economy (CRGE) Strategy, and (3) Reducing Emission from Deforestation and forest Degradation (REDD+) initiative, and the Oromia Forested Landscape Program (OFLP). OFLP is supposed to contribute to key national strategies, including GTP-2, the CRGE Strategy and accompanying 2015 Climate Resilience Strategy for Agriculture and Forest, the emerging National Forest Sector Strategy and National REDD+ Strategy, as well as sector strategies for energy, water, and agriculture. Specifically, the OFLP is supposed to help deliver on goals on economic growth, poverty reduction, jobs, food and water security, forest protection and expansion, and climate change adaptation and mitigation.

OFLP programmatic activities consist of three components. The first component is related to enabling investments which is supposed to finance investment in PFM (including livelihoods support and selected nature-based community enterprise development) and reforestation in deforestation hotspots as well as extension services and land-use planning state-wide at state and local levels. The second component is Enabling environment which will finance complementary activities to improve the effectiveness and impact of institutions, policies, marketing, BSM, and information (that is, strategic communication, MRV), and safeguards management at state and local levels. This component will enhance the enabling environment to help scale up and leverage action on the ground to reduce deforestation and forest degradation. The last component is Emission Reduction payment which will be made only for emission reductions achieved during the ERPA period.

Gender equality is a human right set forth in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as well as addressed in the United Nations Declaration on the Rights of Indigenous People (UNDRIP). The concept of gender

mainstreaming was further clearly established as a global strategy for promoting gender equality in the Platform for Action at the United Nations Fourth World Conference on Women held in Beijing, China in 1995.

Gender mainstreaming has been the primary methodology for integrating a gender approach into any development effort. Gender mainstreaming is intended to bring the diverse roles and needs of women and men to bear on the development agenda. Gender mainstreaming has been a global agenda for many decades (UN, 2015). It is widely recognized that integrating gender perspectives into policies and programs is important to the achievement of all the 2030 Agenda for Sustainable Development. Specifically, goal 5 of agenda 2030 for sustainable development states "achieve gender equality and empower all women and girls". Recent evidence also shows that there is tremendous potential gains in agricultural productivity, poverty reduction and reduction in hunger from addressing gender inequalities in access to productive resources (FAO, 2011; World Bank, 2012). Oromia Forested Landscape Program (OFLP) in collaborations with other partners have recognized the role of gender mainstreaming as essential tool to advance the goals of social inclusion for addressing the strategic and practical needs of men and women. This report provides the main findings on gender-based constraints to equitable participation and access of men and women to OFLP programs and services across Oromia and to prepare gender action plan and guideline for proper gender mainstreaming. Gender issues of OFLP and the two legacy REDD+ Projects (The Bale Mountains Ecoregion REDD+ Project (BMERP) and the Joint PFM and REDD+ Project in five districts of Illubabor Zones (RJPP) are also reviewed.

3 RATIONALE AND THE PURPOSE OF ASSESSMENT

In most parts of rural Ethiopia, communities and households, men and women perform different roles, have different responsibilities and different— often unequal—statuses. Customarily, women have less ownership and control over assets, reduced decision-making capacity and fewer educational and economic opportunities than men. Due to this, women and men have different experiences, knowledge, talents and needs. As the result, development initiatives can affect male and female beneficiaries in vastly different ways. Thus, failure to assess and redress the existing social customs, norms and institutions that hinder equal participation of men and women in any development project may result in worsening the already existing gender inequity.

However, promoting any project which enhances gender inequality is against human right declaration.

Mainstreaming gender into a project can increase efficiency, effectiveness, and sustainability of a program. Evidences show that gender roles, responsibilities and inequalities can affect the ability to achieve broad-based economic growth, community forest management, strong communities and food security in developing countries like Ethiopia. The rationale of this gender assessment is to explore gender differences so projects can identify and meet the different needs of men and women. In line with this, the consultant is committed to provide the following services: (1) Gender analysis -with the aim to identify gaps in outcomes between women and men in a forest and forest relevant sector or project context. (2) Preparation of training plans -with the aim to design interventions to address the gaps between women and men; (3) develop a gender action plan- with the aim to mitigate the constraints and design support mechanisms to measure changes in outcomes between women and men. (4) Prepare gender mainstreaming Guideline. The consultant has produced separate document for OFLP gender mainstreaming guideline while recognizing the interdependence of the services categories. Knowledge from gender analysis will be considered as the base for preparations of the training plans; development of gender action plans and for the preparations of OFLP gender mainstreaming guideline.

4 OBJECTIVES OF THE ASSIGNMENT

4.1 General objective

The general objective of this assignment is meant to analyze the gender-based constraints to equitable participation and access of men and women to OFLP programs and services across Oromia and to prepare gender action plan and guideline for proper gender mainstreaming.

4.2. Specific objective

The specific objectives of the assignment include the following:

1. Identify gender-based constraints to equitable participation and access of men and women to the project and forest and forest related services in Oromia;
2. Assess the existing key gender-related national policies and programs to identify opportunities for collaboration and mutual strengthening of a gender approach in OFLP;

3. Identify gaps and strategies for ensuring both men and women benefit from the program's activities, especially how to ensure improved economic inclusion for women;
4. Provide operational recommendations for ensuring that gender dimensions are captured in all the OFLP components;
5. Assess any opportunities and potential negative effects of the OFLP program might have on gender relations;
6. Assess how OFLP programmatic activities address gender barriers and inequalities and contribute to promoting positive outcome for women and men, girls and boys;
7. Assess the level of Woreda/community capacity and commitment to gender -sensitive /responsive planning and implementation.

5 RESEARCH APPROACH AND METHODOLOGY

5.1 Scope of the work

In terms of geographic scope, the work covers sampled OFLP intervention areas. Accordingly, data has been collected from sample hotspot zones and none hotspot zones as identified by ORCU. Accordingly, the following table summarize lists of the selected zones and Woredas (districts) as we have identified in collaboration with OFLP coordinator.

Table 1 Survey zones and districts

Surveyed districts	Survey zones					Total
	East Woll	Illu Abab	Wet Shoa	West Arsi	West Guji	
Diga	40	0	0	0	0	40
Wayu Tuka	41	0	0	0	0	41
Alle	0	35	0	0	0	35
Hurumu	0	41	0	0	0	41
Toke Kutaye	0	0	41	0	0	41
Dandi	0	0	34	0	0	34
Dodola	0	0	0	36	0	36
Adaba	0	0	0	34	0	34
Adola Rede	0	0	0	0	36	36
Bore	0	0	0	0	34	34
Total	81	76	75	70	70	372

East Wollega and West Shoa zones were among non-hotspot areas while Illu Ababora, West Arsi and West Guji zones are among the identified hotspot zone. Two districts are taken from each zone. Accordingly, Diga and Wayu Tuka districts are from East Wollega zone; Alle and Hurumu districts were from Illu Ababora zone; Toke Kutaye and Dandi districts are from West Shoa

zone; Dodola and Adaba districts are from West Arsi zone while Adola Rede and Bore are from West Guji zone.

The individual consultant has worked in close consultation and discussion with Oromia REDD+ Coordination Unit (ORCU) and Oromia Environment, Forest and Climate Change (OEFCCA) in order to: (i) organize focus group discussions with women associations or networks. (ii) carry out interviews and document case studies of women and young that contribute to the conservation and sustainable management of forests and other natural resources, particularly as agro-foresters, farmers, forest professionals, etc. As implicitly stated in the scope section of the report, the assessment has combined both quantitative and qualitative methods.

5.2 Quantitative methods

The quantitative component has involved household survey. The sample was determined using multistage cluster sampling design. Multistage sampling refers to sampling plans where the sampling is carried out in stages using smaller and smaller sampling units at each stage. In this case, a sample of primary units is selected and then a sample of secondary units is selected within each primary unit. Accordingly, zones are primary sampling unit. Currently, there are about 20 Oromia zones, of which the consultant has sampled 5 zones. Our zones are classifications of zones as hotspot (7 zones) and non-hotspot zones (13 zones) by OFLP program implementation manual. Accordingly, five zones of which 3 from hotspot zones and the rest 2 zones from the non-hotspot zones were selected as explained in the previous section.

Woredas in each zone was considered as the secondary sampling unit. Following similar logic as for selection of the zones, districts are grouped into two as hotspot districts/woredas and non-hotspot Woredas. Accordingly, 52 districts are already classified as hotspot districts for forest management investment in deforestation by OFLP. The rest¹ districts are non-hotspot for forest management investment in deforestation. Accordingly, two districts from each hot spot zones and non- hotspot zones were sampled thereby making total of 10 districts. Of these, six (6) districts are from hotspot zones while the remaining four (4) districts are from non-hotspot zones (please see the selected zones and districts presented by Table 1 above).

¹ by the time this data was collected, there were 290 rural districts

Kebeles within each Woreda were considered as third sampling unit. The selection of the Kebeles was based on discussion with OFLP implementing entity. Accordingly, two (2) Kebeles were selected from each district. This makes total of 20 Kebeles from all districts. Villages within each Kebele were considered as the fourth sampling unit. Accordingly, two villages were selected from each Kebele. This will make total of 40 villages. The final sampling unit is households. At this stage, a number of community and household representatives were selected. From each village, the following individuals were selected:

- At least two (2) female respondents,
- At least two (2) married women
- At least two (2) male households,
- At least two (2) religious fathers,
- One community leader (Abba Gada)
- One young girl whose age is above 18 and yet not married

Thus, number of samples from each village will be 10 $[2+2+2+2+1+1= 10]$. Finally the total number of individuals to be sampled would be 400 calculated as $[10 \text{ individuals} * 40 \text{ villages}=400]$. Quantitative data collection tool was prepared and annexed to this report (please see annex 2). However, because some selected respondents (mostly women) were not willing to be interviewed for various reasons at the moment, our actual sample size was dropped to just 372 instead of 400. The following table shows the actual respondents classified by gender and district of the study.

Table 2. Survey respondents by sex and locations

Surveyed districts	sex of the respondents		Total
	Women	Men	
Diga	9	31	40
Wayu Tuka	20	21	41
Alle	20	15	35
Hurumu	21	20	41
Toke Kutaye	21	20	41
Dandi	13	21	34
Dodola	13	23	36
Adaba	20	14	34
Adola Rede	11	25	36
Bore	18	16	34
Total	166	206	372

Source: calculated from survey data (December 2019)

As can be seen from the table, women respondents constitute 166 (44.7%) percent of the total sample despite more efforts made to include many women respondents. In terms of location, very fewer women were willing to be interviewed in Diga district of East Wollega zone. In contrast, more women were willing to be interviewed in Hurumu and Toke Kutaye districts. This discrepancy in willingness across the location itself may imply gender mainstreaming and awareness raising difference activities done by the respective districts.

5.3 Qualitative Methods

Parallel with the quantitative survey, the individual consultant has conducted qualitative research. The aim of this qualitative research was to capture knowledge, attitude, practices as well as the nature of social sanctions and their enforceability in the community with regard to promote gender equality. To this end, the consultant has used a combinations of methods:

Interview with sectoral office heads: As gender issues are multispectral and multifaceted, the individual consultant has conducted interviews in the form of consultative meeting with a number of sectoral gender department heads² (Please see annex 3 for the details of the interview guides).

Self-assessment check list: In order to assess the level of Woreda capacity and commitment to gender -sensitive planning and implementation, self-assessment check list was prepared and annexed (annex 4).

Focus group discussion (FGD): The consultant has conducted two FGD at 20 Kebele consisting of 8-12 individuals. The consultant has organized separate FGD for men and male.

² Oromia Rural Land Administration And Use Bureau; Oromia Market Development Agency; Oromia Enterprise and Industry Development Bureau; Oromia Cooperative Promotion Agency; Oromia Industry Development and promotion Agency; Oromia Women's & Children Affairs; Oromia Education Bureau; Water, Mineral and Energy Bureau; Oromia Forest and Wildlife Enterprise; Oromia Forested Landscape; Oromia Health Bureau; Oromia Investment commission; Oromia Culture and Tourism are some of regional level sectoral bureaus interviewed.

The participants of FGD were determined in consultations with OFLP team members (Please see data collection instrument for FGD annexed as annex 5).

Participant observation: Field observation is useful to obtain timely information by observing the general environment which has helped to generate insights and findings that can serve as a base of further analysis of the collected data, to give detailed interpretation of the information and to draw recommendation. On top of that this method is essential to complement collected data and will be used to understand the context in which information is collected. Field visits were done on selected sites, in consultations with the client and all relevant stakeholders. For example, we have visited some plantation sites while the community were at work.

Desk review: The consultant has conducted a thorough desk review of programme documents including mappings of all OFLP supported communities, project documents, agreements, field visit reports, etc. The desk review has given us the true picture of what REDD+ and OFLP do and enabled us to derive relevant indicators on each program and sub-programs to be included in the M&E. Please see annex (Annex 1) for the details of the documents reviewed.

6 CONCEPTUAL FRAMEWORK OF THE STUDY

The consultant has prepared structured questionnaire and annexed to this report. The questionnaires are based on the following conceptual framework, which focuses on three domains:

- Identifications of gaps in outcomes between men and women in the project context;
- Design intervention mechanisms to address the identified gaps; and
- Design monitoring and evaluation mechanisms to measure the changes as the result of the proposed interventions.

The following figure depicts the conceptual framework used.

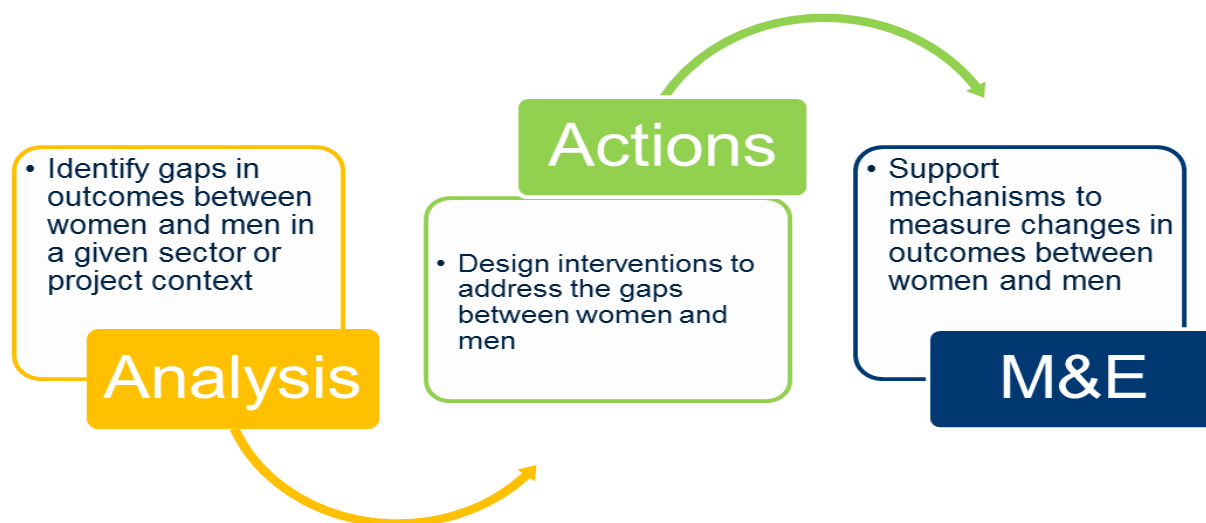


Figure 1. Gender analysis conceptual framework

Source: World Bank Group Gender Strategy Guidance

This gender analysis, gender mainstreaming and preparation of action plan have helped to provide indicators for monitoring and evaluation phase of the OFLP project. Accordingly, the assessment was strongly related to the first two components of OFLP as stated below:

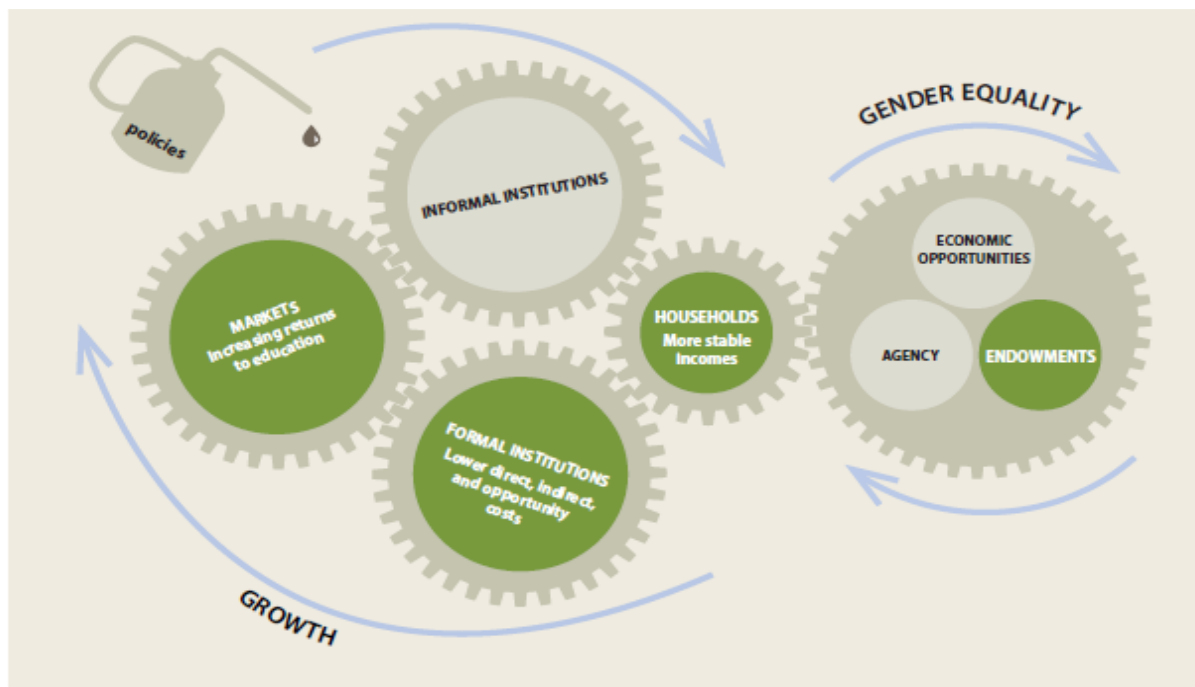
Enabling investment:-this project component aims to finance investment in participatory forest management (including livelihoods support and selected nature-based community enterprise development) and reforestation in deforestation hotspots in sites to be selected, as well as extension services, and land-use planning state-wide at state and local levels.

Enabling Environment: - This project component finances complementary activities to improve the effectiveness and impact of institutions, incentives (i.e., policies, marketing), information and safeguards management at state and local levels. This component will enhance the enabling environment to help scale up and leverage action on-the-ground to reduce deforestation and forest degradation. Accordingly, this gender assessment work will collect baseline data which will be used to monitor and evaluate changes in outcome between men and women and progress and achievements of both enabling investment and enabling environment finances.

To identify the gaps in outcome between women and men in the project contexts, we have utilized conceptual framework proposed by World Bank (2012). This framework focuses on three domains of gender equality:

1. Endowments, particularly health, education, and social protection;
2. Economic opportunity, defined as participation in economic activities and access to productive assets; and
3. Voice and agency, understood as freedom from violence, and the ability to participate in decision-making and influence political processes and governance mechanisms.

The three pillars are strongly interconnected. Health and education contribute to women's ability to take advantage of economic opportunities and to their capacity to exercise voice and agency. For example, in the forested landscape context, access to forest products helps women to save their time; their health and education contribute to their ability to participate in economic opportunities and access key productive assets and to exercise their voice and agency in the reconstruction process. Gender-based violence is a constraint to women's voice and agency; it can prevent women and girls from accessing overcoming constraints, and hamper their ability to access economic resources.



Source: Adapted from World Bank, (2012) World Development Report on Gender Equality and development

Accordingly, this gender analysis framework has four parts and is designed especially for the project level. It is carried out in two main steps:

- information is collected for the Activity Profile and the Access and Control Profile,
- this information is used in the analysis of factors and trends influencing activities and access and control, and in the project cycle analysis.

The four parts of analysis are:

1. Activity Profile

The basic research questions include:

- What do the men do as reproductive work?
- What do the women do as reproductive work?
- What do the men do as productive activities?
- What do the women do as productive activities?
- What do the men do in the community?
- What do the women do in the community?
- Is there an unequal distribution of tasks between men and women? If so, why?

In activity profile, we have considered all categories of activities: productive, reproductive, community-related service.

2. Access and Control Profile

The basic research questions include:

- What resources do men use to carry out their tasks?
- What resources do women use to carry out their tasks?
- Do the men and women access the resources differently?
- Are there any differences among the men in resource access? Are there any differences among the women in resource access?
- What resources do the men control?
- What resources do the women control?
- Are there any differences between the men and women in controlling resources?

- Are there any differences among the men in resource control? Are there any differences among the women in resource control?
- What benefits do the men get from family resources?
- What benefits do the women get from family resources?
- Who has control of the benefits? How? Why?

This information collected will enable the project implementer to consider whether the proposed project could undermine access to productive resources, or if it could change the balance of power between men and women regarding control over resources.

3. Analysis of Factors and Trends - The Socio-Economic Context

The basic research questions include:

- Why do the men and women have the resources they have?
- Is this due to the legal context?
- Is this due to the cultural norms?
- Is this due to other reasons? What are they?

7 Analytical tools

There are a number of gender analysis tools/frameworks which can be used to generate data & information during gender analysis. Among those, Harvard Analytical Framework sometimes call Gender Roles Framework, is the most frequently used approach. Accordingly, for this gender analysis, we have used the Harvard Analytical Framework. The framework answers questions such as: who does what, who has what, who needs what and what should be done to close the gaps between what women and men need.

8 LIMITATIONS OF THE REPORT

Given the very broad assignment objectives covering wide range of issues and geographic locations, there were some factors which challenging the achievement of the assessment. Below are some of the major challenges and mitigation measures used to address the challenges.

Firstly, given the fact that the gender issues are cross-sectoral and multifaceted, a number of government and non-government sectoral office heads were expected to be interviewed and consulted. However, getting the willingness and readiness of such high ranked sectoral officers

for this interview was not easy and straightforward in most cases. As expected, it is not uncommon to miss the officers in their office even when they give you an appointment. As the result, there were times when the consultant wasted a number of days just to interview a single office holder. In some cases, they were not totally willing to be interviewed. There were cases where the designated gender focal person was not available at their office the entire week days! For example, despite visiting the office of Oromia health Bureau five days in different weeks, eventually the consultant couldn't find anyone who could represent the gender office and give interview. Furthermore, some sectoral bureaus were not willing to give any information without an official request letter from the Oromia Environment, Forest and Climate Change. For example, gender department of Oromia bureau of agriculture was not willing to give any information asking us to provide a request letter for information. As the result, Although the consultant has raised this concern before signing the contract, the consultant was informed that Oromia Environment, Forest and Climate Change can issue a request letters to all relevant sectoral offices so that interview will be conducted as scheduled. Unfortunately, the consultant couldn't find anyone who could issue a request letter representing the Oromia Environment, Forest and Climate Change. Finally, this report was compiled without any information from gender department of Oromia bureau of agriculture.

Secondly, given the current very sporadic security issues in Ethiopia, it was hardly possible to freely and safely move in such remote rural areas for data collection. This was really a challenge in some areas like West Guji, West Shoa, and West Arsi zones. Of course, the consultant was also forced to change our priori selected study zones such as Bedele zone and West Wollega zones. Still, as some Kebeles of the selected Woredas were too risky to freely travel and discuss with the community, the consultant was forced to select relatively safer Kebeles in some cases. For example, in west Arsi zone, the consultant was forced to change study Kebeles. Similarly, the consultant was not allowed to gather community for FGD in Nega file Kebele in Toke Kutaye district of west Shoa zone. As a mitigation measure, the consultant has considered working with social figures (reputed persons) at each zone, Woreda, and Kebele so that were informed of when and what to do.

9 National and sectoral Gender Policies

Consistent with the international conventions explained in the introduction section, the Ethiopian government has recognized the importance of gender mainstreaming. The Ethiopian constitution 1995 article 34 sub article 1 clearly states that "men and women have equal rights while entering into, during marriage and at the time of divorce". Furthermore, article 35 of the constitution is entirely devoted to rights of women. Specifically, sub-article 3 stipulates that women are entitled to affirmative measures to redress the historical legacy of gender inequality. The purpose of the affirmative measure is to provide special attention to women so as to enable them to compete and participate on the basis of equality with men in political, social and economic life as well as in public and private institutions.

Furthermore, the Ethiopian government's commitment to gender equality is evidenced through the establishment of the Ministry of Women's Affairs (1993) with departments in all ministries and Bureaus in all regions, responsible to initiate, coordinate and monitor gender responsive development. Following the establishment of the women's affairs at ministry level, a number of policies and strategies were issued. The following table summarizes the main national policies and strategies.

Table 3. Gender related policies and programmes

Policies	Description	Remarks
The National Policy on Ethiopian Women (1993)	It is the main national policy framework for gender equality and the advancement of women. It has been in place since the early 1990s being complemented by a number of other specific policy and strategy documents relevant for gender equality and empowerment of women (GEWE).	Lacks gender responsiveness
Oromia Rural Land Use and Administration Proclamation No. 130/ 2007	It states conditions under which rural land use rights can be granted, the rights and obligations of the rural land use right holders in Oromia region.	Lacks gender responsiveness.
Oromia Forest proclamation NO.72/2003	It states different types of forest according to ownerships (private forest, common land forest and government forest), conditions under which rural land can be considered as forest areas , the rights and obligations of people with regard to forest management and utilization.	Lacks gender responsiveness.
Gender mainstreaming	It emphasizes the need to strengthen	

guideline for the water and energy sectors (2012)	democracy and good governance through the participation of women in decision making at all levels	
The Development and Change Strategy (2017)	It has 4 strategic focus areas namely; bringing attitudinal change; ensuring women's participation and benefit in the political, economic and social spheres; ensuring the rights and benefit of women who need special protection [homeless women, women with disabilities, women living with HIV/AIDS, migrant and returnee women, women in prostitution and women heads of households] and enhancing the participation and benefit of pastoralist and semi-pastoralist women.	Lacks gender responsiveness.
Rural Development Policy and Strategies (RDPS) (2003)	The policy recognized the need for mobilizing about 50 percent of the community, women and men for realization of agricultural and rural development as well as poverty reduction. Further, it emphasized on the need for enhancing women capacity through creating access for primary education and health care as well as tackling HTPs that hinder full utilization of their productive potentials.	Lacks gender responsiveness
Agricultural PIF (2011-2020)	It recognizes the disadvantaged position of rural women in terms of access to resources, level of education, membership of cooperatives, and participation in HH and community decision-making processes and emphasizes the need for strengthening gender mainstreaming in order to increase the benefit obtained from rural labour (men and women) and enhance value addition in the agricultural sector, as well as address gender imbalances at all levels of the institutional frameworks.	Lacks gender responsiveness
Food Security Strategy (1996)	The strategy identified pregnant and lactating mothers and children under five as the highest priority with both the highest risks and the area suffering the most serious consequences of malnutrition that needs to be addressed. It further, recognized the multifaceted positive effect of providing agricultural inputs to resource-poor farmers and loans to destitute women to develop sustainable livelihoods as well as the importance of provision of cash transfers to orphans, the aged and handicapped.	Lacks gender responsiveness.
Food Security Programme (2010-2014)	The programme makes reference of the needs and interests of both WMHHs and FHHs in all interventions and the in planning and implementation of awareness creation and capacity building activities and need to take into account their specific needs and capacities. This could include attention to low levels of asset holdings (in particular, land), household	

	labour availability and availability of draught power, women's needs in terms of business skills and financial literacy training.	Lacks gender responsiveness.
National Nutrition Programme (2013-2015)	The programme sets specific targets on the prevalence of child stunting and wasting and aims to reduce the prevalence of chronic under nutrition in women of reproductive age from 27 percent to 19 percent in 2015.	Lacks gender responsiveness.
Environmental Policy of Ethiopia (1997)	The policy recognizes the need for empowering women to enable their full participation in population and environmental decision-making, resource ownership and management; and facilitate the participation of women across all sections of society in training, public awareness campaigns, formal and informal education and decision making in environment and resource management.	Lacks gender responsiveness.
Water Sector Policy (2001) and Water Sector Development Programme (2002-2016)	Advocates involvement of water resource users, particularly women in planning, design, and implementation and follow up in their localities of water policies, programmes and projects so as to carry them out without affecting the ecological balance.	Lacks gender responsiveness.
National Policy and Strategy on DRM (2013)	The policy recognized that women, children, the elderly, people with disabilities as well as people living with HIV/AIDS are the most vulnerable to the impact of hazards and related disaster; DRM activities should be implemented by taking into consideration this objective reality	Lacks gender responsiveness.
National Social Protection Policy of Ethiopia (2012)	It undertakes equitable distribution of the benefits of growth among the different groups, i.e. the females and males of the society as well as their needs as may be required for affirmative action to further empower women; encourages gender-focused mainstreamed interventions.	Lacks gender responsiveness.
GTPII (2016-2020)	It puts women and youth economic and social empowerment as one of its seven pillars. It further recognizes the contributions of these key social groups' participation and effective utilization of untapped potential for socio-economic and political participation as well as development of the society.	Lacks gender responsiveness.

In line with the national sectoral policies, regions are also reflecting gender concerns in their sectoral policies and strategies. However, most of these existing regional policies and strategies lack concrete gender responsiveness. For example, the current Oromia Rural Land Use and Administration Proclamation No. 130/ 2007 sub-article 16 states “leaving the land unused for

two consecutive years” leads to expropriation of land by the government. This sub-article is in a sharp contradiction with the customary land and soil conservation practices of the community in which most of the time they fallow their farmland even for more than ten years to restore its fertility. Specifically, this policy may affect the female headed households who lack capital and human power to make use of their plots of land each year.

Furthermore, article 10 sub article 1 and 2 of the policy puts restriction on the sizes and durations of land that one can rent and the duration of renting. According to these sub- articles, one can rent only half of his land holding and for the period of maximum of three years. These sub-articles further complicate the land use rights of the female headed households as it restricts possibility of renting out when they face capital and labour shortages. Similarly, the current Oromia Forest proclamation N0.72/2003 gives a very scanty attention to women's needs and priorities.

Overall, Ethiopia has well recognized gender equality via its constitution and the national and sectoral policies uses gender-sensitive language. In addition to the policies, most official documents take into account the different experiences of women and men and clearly differentiate biological sex from gender. However, the document hardly includes gender equality objectives and indicators to monitor and measure outcomes and impacts on gender equality in relation to the technical areas of development projects. In essence, the document's references of women and gender equality lack substantive, merely mechanistic. As the result, gender issues are rarely integrated in national, regional and sectoral projects.

10 DISCUSSIONS AND ANALYSIS

This section is classified into four sub-sections. The first section presents assessment of integration of gender policy into programs, projects and activities. In this section, assessment of policy and programme frameworks, existing gender capacity /technical capacity, budget issues and gender-conscious workplace is presented. This is followed by section two presenting assessment of gender difference in access to and control over resources. In this section, assessment of gender sensitive activity profile, assess and control over resources, as well as influencing factors are presented. Section three presents empirical evidences on gender

differences in terms of social, demographic, economic, institutional, legal and political aspects. The final section summarizes the main findings.

10.1 Integration of Gender Policy into Programs, Projects and Activities

In section 9, assessment of the existing key gender-related international policy framework, national policies and programs to identify opportunities for collaboration and mutual strengthening of a gender approach in OFLP is presented. In this section, assessment of how far the national policies and strategies are integrated into sectoral plans and programs is presented.

Policy and top management support for gender mainstreaming is best reflected in each bureau's Programs, projects and activities. Theoretically, the flagship programs of each sectoral bureau are supposed to be strategic entry points for implementing gender equality initiatives. Thus, it is imperative to examine the policy and programme framework, existing gender capacity (technical capacity), budget issues, gender consciousness workplace, deployment of human resources for gender mainstreaming, and accountability mechanisms of each sectoral offices in Oromia region.

10.1.1 Gender Policy and programme frameworks

During our discussions with the sectoral office heads as well as the respective gender focal persons, it was learnt that there is neither specific gender policy nor gender mainstreaming strategy at any of those office. All sectoral head offices and the gender focal persons are referring to the only available national Ethiopian women policy issued in 1993. Some of those interviewed gender focal persons don't even have either the soft copy or the hard copy of the women policy. This could be partly because the national women policy document is not widely disseminated and available to the staff of some sectoral offices and partly because of the gross negligence of the responsible employees to collect such important materials. As explained shortly in the next sub-sections, most of the employees designated as the gender focal persons rarely have the required educational background and experiences for the position. As the result, when asked to explain the objectives and the policy target of the women policy they are referring to, the gender focal persons hardly comprehend the contents of the policy. Thus, it can be safely concluded that very few gender focal persons and management know and are familiar with the only women policy they are referring to.

As explained earlier, there is no specific gender policy at any sectoral office interviewed. Of course, some of them have the national women policy translated in to Afaan Oromo, but not gender policy. Thus, it would be surprising to find gender issue to be incorporated in the key planning documents, such as logframes, programme strategies as well as annual management plans of those sectoral office. Only three out of fifteen interviewed sectoral offices have reported practicing of gender disaggregated data in planning and reporting.

10.1.2 Institutional capacity for gender mainstreaming

As explained in the introduction section of this report, creation of enabling environment is one of the three components of OFLP programme. This programme component finances complementary activities to improve the effectiveness and impact of institutions, policies, marketing, BSM, and information (that is, strategic communication, MRV), and safeguards management at state and local levels. Accordingly, this section of the report shades light on the existing institutional capacity at regional and local levels; examines the possible constraints to enhancement of enabling environment and examine obstacles to information generation and dissemination. In terms of the objectives of consultancy assignment, this section is devoted to address two of the seven objectives: (1) identifications of gaps and strategies for ensuring that both men and women benefit from the program's activities, and (2) assessment of institutional and community capacity and commitment to gender-sensitive/responsive planning and implementation.

As explained above, none of the sectoral offices interviewed has their own specific gender policy. However, there is national gender mainstreaming guideline and national action plan for gender equality documents which are translated into the regional government official language (Afaan Oromo) and shared by some sectoral offices. With regards to effective use of these documents, there are still significant differences among the interviewed regional offices. While there are some gains with some sectoral offices in their gender mainstreaming efforts, most of the other sectors hardly moved beyond the assigning employee (s) as gender focal person and frequently lack practical tools to incorporate gender issues into their operational and strategic

activities. Effective gender mainstreaming requires organizational capacity development in terms of technical, organizational, accountability and above all, political will to do so.

In most sectoral offices interviewed, gender responsibility is shouldered by designated department named "women, children, youth and HIV/AIDS". While in most offices only one individual is assigned, there are few sectoral offices designating two and more individuals with varying degree of responsibility to the position. However, there are still some sectoral offices where the gender role is delegated to someone who is having another role at the same time. Thus, the gender issue is usually considered as "additional task" to the individual and hence rarely given a priority.

Further worsening the gender issue, employees with unrelated educational background and less skillful are usually assigned to the gender department. To quote a statement of one of our interviewee:

".....an individual is assigned to the gender department as punishment and or as deprivation of recognition. I mean, someone with poor performance records and or new employees who don't have strong tie with the top management are more likely to be assigned to the gender department. Once you are assigned to such department, other employees tend to mock you, laugh at you, and you are more likely to feel sense of low self-respect."

The educational background of most employees assigned to gender department includes: Afaan Oromo, English, and Business management. Out of fifteen sectoral offices interviewed, it was found that only two sectoral offices seem to have assigned right persons at the right positions by designating individuals having MA degree in Gender and Development field as heads of gender department.

Further analysis of the interviewed sectoral offices also reveals that the responsibility for gender issue is hardly shared among the staff. In most cases, it is only the responsibility of an assigned person (the gender focal person whether hired for the position or the delegated one). Where there is more than one employee assigned to the department, they are more likely to share information

and responsibility but this is a very rare case. In fact, employees in such departments are usually enjoying abundant leisure time compared to other departments. They tend to be a bit occupied occasionally if there are events to be celebrated. To quote a statement of one of our interviewees "...those people are paid 12 months of salary for the job they are doing to organize March 8 each year. They come to their office just to sign the attendance sheet twice a day. Then, they go home."

It was also found that there are less positive conditions for the gender department staff to take part in relevant trainings. To quote a statement of one of a gender department team leader:

"...whenever governmental and or non-governmental organizations organize gender related training and invite the sectoral offices to send their gender focal persons, those employees who have strong social link to the top management is more likely to be sent to such training regardless of their positions and their roles in the sector. This is because those who participate in such training are paid lucrative per diems and daily allowances both by sending sectoral offices and the organizing entity" The concern is on how to benefit each other instead of institutional building."

As you go down from the regional level to the zonal and district levels, their existing technical capacity sharply declines. At some of the zonal levels visited, the responsibility for gender mainstreaming was being handled by a delegated individual who has also other responsibilities. Moreover, the educational backgrounds of most delegates are barely related to the gender issues. At the district level, only Women & Children Affairs office has delegates. Other sectors don't have even such delegates at the district level.

In order to supplement the interview results explained above, self-assessment checklist was administered to 15 sectoral bureau gender department/focal persons. The self-assessment, aims to identify strengths and developmental areas of gender mainstreaming efforts of the sectoral offices. Accordingly, the questions seek to assess the technical capacity, organizational culture, institutional accountability and political will of each institution in promoting gender issues within its policies and programmes (please see annex 4 for the details of the self- assessment checklists and how the responses were converted into scale). Accordingly, the following table

portrays the summary report for each interviewed institution based on the four capacity domains, the over all, capacity as well as their ranks. Note that the institutions were ranked based on their overall institutional score for gender mainstreaming.

Table 4. Organizational capacity analysis for gender mainstreaming

Bureaus	Technical Capacity	Organizational Culture	Discharging Accountability	Political Will	Overall capacity	Rank
B1	4.2	4.2	3.8	3.4	3.10	2
B2	4.7	4.8	4.3	4.0	3.54	1
B3	4.7	4.0	3.3	2.2	2.82	3
B4	2.0	2.6	1.3	2.0	1.57	10
B5	3.5	1.8	3.5	2.4	2.24	5
B6	3.0	3.8	1.8	1.8	2.07	7
B7	2.2	1.8	2.0	1.2	1.43	14
B8	1.7	2.4	1.3	2.0	1.46	13
B9	1.5	2.6	1.5	2.0	1.52	11
B10	3.3	3.2	3.3	3.3	2.61	4
B11	2.2	1.6	2.0	2.2	1.59	9
B12	2.0	2.2	1.3	2.0	1.49	12
B13	2.0	1.6	2.3	2.8	1.73	8
B14	2.3	1.6	1.0	1.2	1.23	15
B15	3.0	2.6	3.0	2.3	2.19	6
Overall mean	2.7	2.7	2.2	2.2	1.95	

Although the interviewed sectoral office are coded for the sake of anonymity, it is believed that it important to mention those leading sectoral offices on the basis of self reported institutional capacity for gender mainstreaming. Accordingly, the first three leading institutions are: Oromia Enterprise and Industry Development Bureau, Oromia Women & Children Affairs, and Oromia Rural Land Administration And Use Bureau.

While gender mainstreaming issue is led by gender team leader in most interviewed bureaus, the experience of Oromia Enterprise and Industry Development Bureau reveals that gender mainstreaming role is coordinated by a directorate level. There are also a number of success factors which other sectoral bureaus could learn from this office. Among these, gender balancing of higher management level, strong political will for gender mainstreaming, shared vision of gender mainstreaming among the employees of the bureau and use of gender disaggregated data for planning and performance evaluation.

As can be clearly seen from the table 3 above, those institutions with the higher score for self-assessed political will are most likely to report the higher score on other capacity domains such as technical capacity, organizational capacity, and discharging responsibility and hence become more effective in term of gender mainstreaming. Contrary to this, those bureaus with lower score on political will are more likely to report less score on the rest capacity assessment self-reported domains and hence less effective in gender mainstreaming. This clearly shows that lack of political will is the most detrimental factor for gender mainstreaming in Oromia regional national state.

With the exception of Women & Children Affairs office, other sectoral offices don't have gender as a department in their organizational structure at the zonal level. Instead, most of them have an individual delegated as gender focal person. As explained above, most of those delegates have educational background rarely related to their job. At the district level, only Women & Children Affairs office has delegates. Other sectors don't have even such delegates at the district level.

10.1.3 Budget issues

While having discussions with the gender focal persons of each sectoral office, majority of them stated that they lack budget for their tasks. Each sectoral office is supposed to allocate just two percent (2%) of their working capital budget for gender issues. Then, the gender focal persons of the respective sectoral offices are supposed to ask for the release of such budget by preparing action plan for its utilization. Thus, funds will be allocated specifically for gender-related work only based on action plans. As the result, gender equality objectives are rarely reflected in both regular budget allocations and extra-budgetary allocations.

As you move from the regional to the zonal and district levels, the budget issue gets more and more constraining. This is partly because the budget share of each sectoral offices get smaller as you go down from the higher level to the lower and partly because the less technical capacity of the delegates.

10.1.4 Gender-conscious workplace

One in every three interviewed gender focal persons agreed that there sexist expressions, comments or rude jokes that could affect the morals of employees assigned to gender department/focal person. As the result, the more skillful, hard worker and the experienced employees are less likely to be involved as gender focal persons. In addition, there seems no planned rewarding system for employees engaging in gender equality issues. Gender issues are hardly considered as criteria in performance monitoring and evaluation. Eventually, none of the interviewed sectoral offices has reported good organizational culture for gender mainstreaming.

At individual levels, however, relations among the staff of different sexes are cordial and respectful. We have found that the staffs feel regardless of their sex, have respect for each other. Unless she/he is assigned to gender department (as gender focal person), there is no reported case of sexist expressions, comments or rude jokes that could affect other staff because of her/his sex, race, place or age. Such improper expressions and comments are used to humiliate when someone is assigned as gender department staff/designated as gender focal person. This is a good reflection of lack of gender consciousness at workplace.

10.1.5 Human Resource Level

None of the fifteen interviewed sectoral offices has considered sex parity for assignment of employees to key positions. As the result, there has been a wide gap in the sex balance of staff at all levels of institution interviewed. It was found that women making up of the maximum of twenty percent (20%) of management member out of the fifteen sectoral offices interviewed. In most cases, only two (2) women have been reported to be in the directorate position among 10-15 directorates per sectoral offices interviewed. Such low participation of women in managerial positions is ascribed to mainly two reasons: firstly, women are less likely to apply for such positions because they are already busy with reproductive household activities at their spare time. Secondly, there are only few women who can best fit to most managerial positions given their relatively lower number compared to their male counterparts at each sectoral office.

In terms of new staffs, however, the recruitment and selection procedures are transparent and gender sensitive for all types of jobs at all sectoral office interviewed. There is always a three (3) points bonus for women during recruitment. In essence, women applicants will be given just three (3) marks more compared to their male counterparts. Even then after, in case a male and woman applicants score equal mark, the woman applicant will be automatically selected. The same policy is also applied during employee promotion to a given position. We have also found that the payments for equal position and responsibilities between the men and women are same in all the interviewed sectoral offices.

10.1.6 Accountability mechanism

Theoretically, the role of the gender department is to ensure that gender aspects are taken into account at all programmatic and project stages. In essence, it is a good strategic organizational choice to have a gender “watchdog” that will ensure that gender aspects are actually practically integrated. In addition to ensuring that gender aspects are fully integrated, gender focal persons are also supposed to ensure that the monitoring and evaluation tools are properly designed to capture such integration. The gender issues need to be addressed in the performance indicators, as well in monitoring and evaluation systems. Thus, such concentration of tasks within one person was pointed out as a relevant weakness in most sectoral offices interviewed. Not surprisingly, accountability mechanism at the zonal and district level is virtually nonexistent.

10.2 Access To and Control over Resources

In the previous sub-sections, the gender relevance of OFLP programmatic activities in term of creating enabling environment was assessed. The relevance of these activities in term of international convention and national policies were evaluated. Constraints for integrating gender policies in programs, project and activities were analyzed. Institutional capacity limitations, political will, Budget limitations, human resource limitations, limited work place gender consciousness, lack of monitoring and evaluation system and poor accountability mechanism were identified as the major limiting factors. This section is devoted to the identifications and analysis of the gender-based constraints to equitable participation and access of men and women to programs and services across Oromia; and assesses any opportunities and potential negative

effects of that the OFLP program might have on gender relations if the existing constraining factors for equal gender relations will not be redressed.

As per the principles of the Harvard Analytical Framework, separate focus group discussions were conducted for men and women at each community level. This technique has allowed everybody to contribute to the discussion and help men and women map out the facts and understand who is doing what, when and how. Although we have collected this information in separate groups of men and women as the women usually do not feel comfortable speaking in mixed groups, we have again brought male and female groups together to share findings. As per the Harvard Analytical Framework the data is gathered through three interrelated tools: an activity profile, an access and control profile, and a list of influencing factors (please see annex 4.1 and 4.2 for the details).

Accordingly, the data is analyzed as follows. Firstly, analysis of activity profile data is made by identifying which activities are done by which sex. At second step, data analysis from access and control profile is presented by first identifying all the relevant resources available for that activity. The objective of this step is to look at who has access to a particular resource and who makes decisions over that resource (control). At third step, we have analyzed what factors lie behind the pattern of activities and access and control situations using data from influencing factors tool. Finally, gender mainstreaming action plan is developed as mechanism to make changes and be more inclusive of women and other underserved populations.

10.2. 1 Activity Profile

The following Table 5 shows the aggregated summary of activity profile of visited areas.

Table 5. Gender-Sensitive Approaches: Sex Activity Profile

Activities	Who does what?			
	Women	Girls	Boys	Men
Reproductive Activities				
Who is Cleaning?	2	1	1	0
Who is Fetching firewood?	2	2	1	0
Who is Fetching water?	2	2	1	1
Who is Preparing food?	2	1	0	0
Who is Take care of children?	2	1	1	0
Washing clothes?	2	2	1	1
Who is milking?	2	1	0	0
Productive activities				
Inputs:				
Who goes to get seeds?	2	0	1	1
Who goes to get fertilizer?	1	0	1	2
Production:				
Land prep: clearing land	1	0	1	2
Land prep: ploughing	0	0	1	2
Land prep: compost	2	0	1	2
Planting/seeding	2	1	1	2
Weeding	2	1	1	2
Cultivation	2	1	1	2
Applying fertilizer	1	1	1	2
Irrigation labour	2	1	1	2
Harvesting	2	1	1	2
Processing:				
Sorting	2	0	1	2
Storage	2	1	1	2
Marketing:				
Who takes product to market?	2	0	0	2
Who negotiates prices?	2	0	0	2
Support Services:				
Who talks to extension officers?	1	0	0	2
Who talks to health extension officers?	2	0	0	1
Participation in cooperative meetings	1	0	0	2
Community activities:				
Wedding	2	1	1	2
Helping others in time of need	2	0	1	2
Meetings	1	0	0	2
Labour on communal projects	2	0	0	2
social and political activities	1	0	0	2
Key: 0=Never; 1= Sometimes; 2= Always				

Source: FGD (December, 2019)

In sum, women have triple roles: as food producer, as resource managers, and as caretakers of their families. These triple roles often present the conflict of trading stewardship of the resource base in favour of meeting household consumption needs. There is compelling evidence that women tend to make a greater contribution to household food security than men. This contribution sometimes comes at the cost of maintaining the resource base. For example, women travel to forest mainly for fire wood collections and most likely to overharvest wild foods, medicinal plants. Forest degradation, deforestation or prohibitions on resource extraction further penalize women who have to travel longer distances away from their homes. This, in turn, increases women's risk of being raped and sometimes attacked by wild animals. Those collection activities compete for time spent in food preparation, child care, and providing for the household's nutrition. These competing obligations may affect the expendable time women need for undertaking more environmentally sound practices, in concert with their long-term role as guardians of their resources and their specialized knowledge about their use and management.

10.2.1.1 Reproductive role

Although there are moderate differences in terms of crops grown, seasonality, social values and norms across different zones of Oromia, women's and men's roles and responsibilities remains similar across most zones and cultures. They often follow similar gender divisions of labour. On an average, women spend longer hours working per day compared to their male counterparts.

Because women are often responsible for providing their households with the necessities of life—food, fuel, and water—they rely heavily on natural resources. Men seldom have responsibility for collecting and using natural resources for household use. Although earlier development efforts assumed that women's fuel wood collection and use led to deforestation, it is now increasingly recognized that the major problems related to biomass collection include women's and children's exposure to indoor air pollution and heavy workloads for women and girls (Buchy & Rai, 2008). Evidences also show that environmental degradation increases women's time for labour-intensive household tasks, such as having to walk longer distances for the collection of fuel wood and water. Not only adult women but also little girls are held back from the school system to collect fuel woods and water.



Figure 1. A Little girl travelling about 1.5km far from home to collect cow dung for fuel (West Shoa zone, Toke Kutaye Woreda, Nega File Kebele)
Source: Picture taken during field visit

Environmental degradation would further decreases agricultural production and household food security create of the rural women and girls, which would create additional health problems related to their increasing workload.

10.2.1.2 Productive role

Productive roles include all tasks which contribute to the income and economic welfare of the household and community. These include the production of goods and services for income or subsistence. As can be seen from the Table 5 above, both women and men perform a range of productive roles.

In addition to the reproductive activities where the role of the men is insignificant, women are also involved in productive activities with men. They often grow a wider diversity of crops.

During our focus group discussion held with men and women, we have learnt that men and women perform complementary roles in most cases. For example, while men are clearing land, women are either planting crops or weeding. When it comes to livestock management, men often care for cattle and larger animals, and women care for smaller animals such as poultry and small ruminants. In many instances women also have responsibility for collecting fodder for animals, often depending on common property resources that are threatened in many cases because of deforestation and land distributions for emerging generation.

10.2.1.3 Community role

Community roles are those activities undertaken at the community level to meet the communities' basic needs. They can be seen as community managing role which include: provision and maintenance of scarce resources of collective consumption such as water, wedding, community projects such as health care and education (McCright & Xiao, 2014). As can be seen from above Table 5, these activities are usually undertaken primarily by women. In addition, community roles also include social and political activities at the community and local levels. This also includes social events such as ceremonies and celebrations where communities participate in groups. Note that most of these activities are dominated by men.

10.2. 2 Access and Control Profile

Gender is a determinative factor in both access to and control over resources (Xiao & McCright, 2015). The allocation of resources between women and men is better understood by differentiating access to resources and control over them (Buchy & Rai, 2008). Access refers to the opportunity to make use of a resource while control is the power to decide how a resource is used and who has access to it. Access and control profile is a tool that helps in determining power relations and interests. It is used for analysing the resources available and what benefits given to the people involved. In general, it is about who has access and who has the final decision making power (XIAO, 2012).

Table 6. Access and Control of Resources Profile

Resources	Control				Access			
	Women	Girls	Boys	Men	Women	Girls	Boys	Men
Land	1	0	0	2	1	1	1	2
Fertilizer	1	0	0	2	1	1	1	2
Seed	1	0	0	2	1	1	1	2
Oxen	0	0	0	2	1	1	1	2
Sheep/goat	1	0	0	2	1	1	1	2
Chicken	2	1	1	1	2	1	1	2
Dairy cows	1	0	0	2	1	1	1	2
Agricultural equipment	1	0	0	2	1	1	1	2
Training	1	0	0	2	1	1	1	2
Credit	1	0	0	2	1	1	1	2
Water	2	1	1	2	2	2	2	2
Fuel wood	2	1	1	2	2	2	2	2
agricultural products sales	1	0	0	2	1	1	1	2
Ownership of Cash	1	0	0	2	1	1	1	2

Key: 0= Non-existent; 1= Low; 2= High

Source: FGD (December, 2019)

As can be seen from the Table 6 above, men have full control of productive assets such as land, oxen, dairy cows, credit facilities, and sales of agricultural products while women have full control small animals such as chicken and less productive assets such as water and fuel wood. Although rural land use certificate of the households bears both the name and pictures of wife and husband in most cases, it is uncommon practices to see women deciding on how to allocate the land for different use. Men rarely consult with their wives when it comes to what types of crops to grow on which plots of land and whether to rent out or not. Similarly, men have full control over oxen, agricultural equipment, sales of agricultural products, and how best to allocate any credit facility whether obtained in his name or his wife.

Similarly, women have limited access to those important household assets. Their potential to make use of those assets is not different from their children. Because in most cases all household members eat from the same plate, to the extent the assets are used for the household consumption, they have similar access with the exception of the husband who decides on whether the assets are meant for what purpose in the first place.

It was learnt that women have limited control over such natural resources such as eucalyptus tree, mango tree, papaya, coffee, and other natural resources with significant economic values. In contrast, women have better access and control over such resources as forest garden grown ginger, medicinal plants, garlic, onion, water, fire wood and other spicy plants. The primary concerns about gender differences in these practice areas are related to the fact that adverse environmental conditions and lack of energy services tend to have a more negative effect on women than on men, especially in areas where people are directly dependent on natural resources for their livelihoods (Wondimagegnhu, Admassu, & Nischalke, 2019). This situation perpetuates disproportionate conditions of poverty for women, and also contributes to growing problems involving land degradation, over-exploitation of natural resources and scarcity of energy services (OSCE, 2009).

However, our discussion with both men and female groups reveal that men and women have equal right to all household assets when it comes to divorce. In most cases, women and men share all household assets equally at the time of divorce. Apparently, because most women are aware of their rights at divorce, they tend to be more intolerant of any misconduct of their husbands than earlier times. To quote a statement from one of our male focus group discussants:

...I think we (male) need to have men affairs office to advocate our rights this time. Because we don't have any gender policy, women tend to misuse the women policy and women affairs office. They feel they can break marriage anytime whenever they need to do so provided that there are assets to be shared. They rarely care even for their children. As the result, divorce rate in our village is increasing beyond new marriage cases. Some women deliberately initiate divorces cases following minor issues which could be ignored had it not for been for asset sharing. Divorce cases are rampant for women between age group of 20-30 years. Women at these age brackets are more likely to be literate and aware of laws favouring them. Women in these age brackets are also more likely to fall in love with other male and form marriage up on divorce from the former husband. As the result there are a number of women who tend to make business out of multiple marriage and divorce. We know women who have formed marriage three times with different male and finally got divorced thereby sharing assets.

10.2. 3 Influencing Factors

As explained above, women bears disproportionately higher work burden and have less access to and control over household assets as compared to male. This is largely due to women's traditional roles and responsibilities, and conditions of gender inequality that limit women's control over and access to environmental resources as compared to men. In this section, we present what are the past and present influencing factors perpetuating gender inequality that limit women's control over and access to resources. The existing opportunities and constraints to remove the gender inequality and limiting factors for equal control over and access to resources for men and women is also explored. The following table summarizes our findings.

Table 7. Influencing Factors to Access and Control of Resources³

Issues	Sex	
	Women	Men
Opportunities:		
Community norms and social hierarchy	Husbands give priority to their wife with respect to: <ul style="list-style-type: none"> • Taking seat at public events, • Crossing rivers 	Wives give priority to their husbands with respect to: <ul style="list-style-type: none"> • Having food first at the time of household food shortage. • Speaking in public gathering.
Socio-demographic conditions	Up on their first marriage, women are given: <ul style="list-style-type: none"> • New respect name by the husband's family • Dowry of high valued assets Upon giving birth to the first child: <ul style="list-style-type: none"> • She will be given prizes of different values, • Her name will be changed for the second time (indication of respect), 	Up on their first marriage, male are given dowry of high valued assets by the women family. He will be called by his second name (indication of respect) after getting the first child.
Institutional structures	Social institutions such as the Gada system, Sinke, arbitration by the elders by the time of conflict, police stations and justice departments have well recognized the gender equality and in most of cases fairly treat the women.	Because men are more likely to be involved as member of elders arbitrating conflicts, police departments as well justice departments their there is more chance that their case can be given attentions.
Economic factors	Economically empowered women are less likely to be subjected to mistreatment by their husbands and more likely to be participated in social and political affairs.	The economically better off men respondents are more likely to look for second marriage (polygamy). Some with better economic status are reported to have concubine.
Legal and political	It is now widely recognized that women have equal share to all household assets during marriage and at the time of divorce.	Recognizing that the current legal and political system support women, men are less likely to mistreat women.
Constraints		

³ As this matrix table depicts the summary result of male and female group FGD, the information is purely qualitative and hence hardly possible to quantify.

Community norms and social hierarchy	<p>In most cases, female means being compassionate, cooperative, and empathetic, and entails connecting with other people and expressing concern about their well-being. This means girls realize they are expected to enact an ethic of care as a nurturing caregiver when they grow up and become mothers.</p> <p>Despite the legal provision that enshrined women's inheritance rights unconditionally, a woman can inherit property upon her husband's death if the couple have common children (son) from their marriage.</p>	<p>In most cases, male means being competitive, independent, and unemotional, and entails objectively exerting mastery and control over other people and things. Boys realize they are expected to economically provide for their family when they grow up and become fathers. Although this is an opportunity for the male groups, it is really a constraint for removing the gender inequality and limiting factors for equal control over and access to resources for women.</p>
Socio-demographic conditions	<ul style="list-style-type: none"> • Because females are socialized to be caregiver to the family, they internalize a "motherhood mentality." As the result, they tend to be submissive and less demanding. • In case the women are infertile, she is more likely to be degraded by the husband family and finally will be divorced in the most cases. • Some women intentionally convince their husband to marry other women and later on take the same issue to a court seeking divorce so as to pave their way to marry someone with whom they fall in love. 	<ul style="list-style-type: none"> • Because males are socialized to be the bread winner of the family, they internalize a "marketplace mentality" As the result, they want to control everything. • Male are more likely to marry another women if his wife would not give birth to a baby. • Male are more likely to have a concubine even while living with his wife. • In the places, polygamy is still exercised to some extent.
Institutional structures	<p>Women are less likely to be involved as leader of social instructions such as religious fathers; as arbitrators to settle conflicts between women and men and as chief of police/justice departments.</p>	<p>Social institutions and government institutions are more likely to be dominated by men and hence their cases are more likely to get attentions than their women counterparts. Although this is an opportunity for the male groups, it is really a constraint for removing the gender inequality and limiting factors for equal control over and access to resources for women.</p>
Economic factors	<p>Women are more likely to initiate divorce cases when they think there are more resources to be shared at the time of divorce. Focus group discussants unanimously agree that divorce cases are very rare in poor families compared to the better of families. The poorer the women, the less possibility to exercise her human agency and freedom from violence and hence more GBV she entertains.</p>	<p>Husbands are more likely to flee to the nearby towns when they fail to feed their family members because of poverty. Thus, household poverty exacerbates the situation of poor women who ultimately bear the responsibility to care for their children as their husbands left them alone.</p>
Legal and political	<p>There is a tendency of over relying on the legal and political system by some women and unethically acting against their husbands. Some women think as if they will be favoured before any law regardless of the underlying causes of conflicts.</p>	<p>Recognizing that legal and political system doesn't allow polygamy and mistreat of women, some men marry another women secretly. After sometimes, usually after she delivers a baby, men talk the issue to their community leaders and religious fathers</p>

		so as to soothe their first wives and not to take the issue any further.
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Sources: Compiled from our FGD (December, 2019)

These findings are consistent with a growing body of literature showing that women and men have different activity roles and responsibilities (XIAO, 2012; McCright & Xiao, 2014; Xiao & McCright, 2015)

10.3 Quantitative Gender Analysis: Gaps and Constraints

In the previous sub-sections, gender-based constraints to equitable participation and access of men and women to programs and services across Oromia are identified. In the sections, gender based difference in terms of economic, social, institutional, political and environmental aspects are presented. While the previous assessments were based on key informant interview, self-assessment check lists and focus group discussions (qualitative data), in this section quantitative data analysis of survey is presented. In terms of the OFLP programmatic components and activities, this section presents the implications of the enabling investment component for improving gender relations. Activities in this component includes livelihoods support and selected nature-based community enterprise development; reforestation in deforestation hotspots as well as extension services and land-use planning state-wide at state and local levels. Analysis of available data on the legacy of the Bale Mountains Eco-region REDD+ Project and REDD+ Joint Forest Management in the five districts of Ilu Abba Bora Zone is also used to corroborate the quantitative data analysis. The result of this analysis has enabled the consultant to assess the implications of OFLP programmatic components and activities to address gender barriers and inequalities and contribute to promoting positive outcomes for women and men, as well as any opportunities and potential negative effects of the OFLP program might have on gender relations.

10.3.1 Socio-Demographic factors

Consistent with our focus group discussion results explained in the previous sub-sections, our survey results confirms that there are gender differences in terms of socio-demographic factors. The following table show this fact.

Table 8. Gender difference in Socio-demographic factors

Variables	Mean values		T-test	
	Men	Women	t	p> t
Age	43.316	36.373	6.010	0.000
Years of Schooling	6.945	6.677	0.790	0.429
Family size	6.854	5.590	4.290	0.000

As depicts in the table, women respondents are relatively younger in terms of age compared to men headed households, have fewer active resources and have fewer years of schooling and have smaller networks. Furthermore, there is a clear difference between male headed and women respondents in terms of literacy rate. The following table shows this fact.

Table 9. Gender difference in literacy

sex of the respondent	Can read and write?		Total
	No	Yes	
Women	63	103	166
Men	24	182	206
Total	87	285	372
Pearson chi2 (1) = 35.4903 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

While 63 individuals (about 38%) of the total women respondents are illiterate, this figure is 24 individuals (just about 12%) of the total for men respondents and the difference is statistically significant. This is consistent with evidences in the literature (World-Bank, 2012; Wondimagegnhu, Admassu, & Nischalke, 2019). Because women are less educated compared to their male counterparts, they are less likely to be involved in the leadership positions of Participatory Forest Management (PFM). Analysis of reports on the legacy of the Bale Mountains Eco-region REDD+ Project and REDD+ Joint Forest Management in the five districts of Ilu Abba Bora Zone also shows the same conclusion.

Women and girls are disproportionately burdened by lack of access to water due to their traditional roles in household management and food production and preparation. They are the ones typically responsible for water collection for family use. In most areas where there is no pumped water, and supplies are scarce due to seasonal dry periods or drought conditions, women can spend many hours per week trying to get enough water. Women's responsibilities with regard to water, combined with differences between men and women with regard to control over land use, often give rise to differing priorities for the use of water. Our evidence also shows that women respondents work relatively longer hours compared to their male headed counterparts. The following table shows the comparison of daily working hours between men and women.

Table 10. Comparisons of men and women work load per 24 hours

Basis of comparisons	Obs	Mean work	Std. Dev.	Min	Max
Men work load	372	8.95	1.10	4	10
Women work load	372	12.21	1.42	4	16

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, women work relatively longer hour per day (12.21 hours) compared to male counterparts who work on an average about 9 hours per day. While the daily working hours for male is about 10 hours, women work up to 16 hours per day. This is consistent with most literature (Buchy & Rai, 2008; Meyers & Jones, 2012; Xiao & McCright, 2015). Thus, care should always be taken to ensure that gender stereotypical roles are not reinforced, that women's work burden is not increased and that the benefits of and responsibility for water management is enjoyed equally by men and women.

There is also gender based difference in terms of decision making on household asset allocations. Although majority of the survey respondents agree that husband and wife jointly make decision on household assets, there is still significant difference how the male and female respondents respond to this question. As can be seen from the table below, most men respondents (149 individuals) feel that decision on the household assets are made jointly while only 107 of the women respondents agree on this. The following table shows the details.

Table 11. Gender difference in decision making over household assets

Who is the decision maker on the household assets	sex of the respondents		Total
	Women	Men	
Husband only	9	14	23
wife only	18	2	20
husbanded and wife	107	149	256
entire household	32	41	73
Total	166	206	372
Pearson chi2(3) = 17.7918 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

Although almost all male participants in our FGD agree on the need to participate in assisting their wives in terms of household care, only few (36%) of them actually feel they help their partners in this regard. Similarly, only 62 (about 37%) of the female respondents agree that the male do participate in household care (please see Table below). This finding is consistent with our FGD results explained in the previous sub-sections.

Table 12. Gender difference in household care

sex of the respondents	Do husbands participate in the housecare		Total
	No	yes	
Female	104	62	166
	27.96	16.67	44.62
Male	131	75	206
	35.22	20.16	55.38
Total	235	137	372
	63.17	36.83	100.00
Pearson chi2(1) = 0.0350 Pr = 0.852			

Source: Calculated from survey data (December, 2019)

Equal participation in community-based decision making remains a complex and difficult goal to achieve, especially in the contexts of highly unequal gender relations like Ethiopia. At the local

level, more natural resource projects and interventions emphasize community-level participation. Thus, careful and thoughtful planning in relation to gender must be exercised in the design of participatory projects. Community-level participation often leaves women's voices and concerns unacknowledged. Even when women attend meetings or events, they may not feel free to voice their opinions, or their opinions and needs may not be taken seriously (World-Bank, 2012; Buchy & Rai, 2008; Xiao & McCright, 2015; Wondimagegnhu, Admassu, & Nischalke, 2019). Community participation often favours local elites, usually men, but sometimes elite women's concerns directly conflict with and override poor women's access to resources such as fuel and water.

Despite attempts to mainstream gender at the national and international levels, few women participate. Gender is rarely a central issue in policy initiatives. Men tend to dominate in the newly emerging decision-making and policy arenas of climate change and diversity. Women's limited participation in decision-making processes at international and local levels restricts their capacity to engage in political decisions that can impact their specific needs and vulnerabilities (World-Bank, 2012).

Our evidence also shows the existence of gender based difference in access to decision making of their community. Because women are partly overloaded by the domestic works as explained above and partly because there has been long standing cultural bias against women, women are less likely to participate in community decision making. The following table shows more facts.

Table 13. Gender difference in access to decision-making and representation

sex of the respondent s	Do women participate in the decision making community		Total
	No	yes	
Women	72	94	166
Men	22	184	206
Total	94	278	372
Pearson chi2 (1) = 52.0330 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

As vividly shown by the table above, while 72 women respondents (43.4%) do not feel that women are participating in the community decision making affairs, only about 22 of the male headed household (just about 11%) agree that women are not given equal opportunity with male to participate in community decision making. Existing social and institutional structures that cause women to predominate in the more vulnerable and insecure social and economic spheres often limit their potential to influence the direction of environmental development. During our FGD with male and women respondents, it was revealed that the uneducated women are less likely participates in the community affairs and in PFM. This means this group of society are also less likely to be benefited from the natural resources because of conflict of interest between those who are the members and non-members of PFM. Review of reports on the legacy of the Bale Mountains Eco-region REDD+ Project and REDD+ Joint Forest Management in the five districts of Ilu Abba Bora Zone also shows existence of conflicts of interests between PFM cooperative members and non-members over the use of forest resources. This lack of participation not only deprives women of their voice in decision-making processes; it deprives society of the particular perspectives, insights and (World-Bank, 2012).

Asked whether female are contributing to their maximum potential to community forest management, most of them agree that they are not. About 77% of the female respondents do agree that they are not contributing the maximum potential they have. The following table shows the details.

Table 14. Gender difference in community forest management

sex of the respondent s	Not contributing your maximum potential in the forest management?		Total
	No	yes	
Female	38 22.89	128 77.11	166 100.00
Total	38 22.89	128 77.11	166 100.00

Source: Calculated from survey data (December, 2019)

Asked why they are not contributing their maximum potentials, most respondents (64%) felt that they don't have time because of their work load while 77% of them replied that they lack

information on when and how to participate. Evidences from different locations shows that women often face more obstacles than men in accessing agricultural services and information as well as in participating in organizations. Men relatives often mediate women's access to information, markets, and credit. Fewer women than men participate in farmers' organizations and commercial networks. Furthermore, agricultural extension services and technology development frequently target men, wrongly assuming men will convey information to women (Wondimagegnhu, Admassu, & Nischalke, 2019). Because few women own land in their own names, they rely heavily on common property resources. As women and men use and manage natural resources in different ways, their full and equal participation in community-based decision-making processes remains critical for safeguarding local natural resources.

These findings have interesting implications for OFLP project program activities. Firstly, program implementation without redressing such cultural bias against women may end up further exacerbating the male dominance over the women in terms of access to and control over resources that may ensue program implementations. Secondly, the program may not be as effective as planned given the fact that women are less likely to equally participate with their male counterparts in the program implementation. Thirdly, program implementation without redressing the existing cultural bias against the women may exacerbate the observed conflicts among the society over the use of forest resources and finally may loosen the existing social fabrics. The experience from Nepal REDD+ also confirms these possible negative effects:

Social and cultural norms still disadvantage women in community decision-making processes. members of lower caste and indigenous groups are often marginalized, even in women-only groups. And because men are viewed as more educated or/and have more capacity for leadership, voters - including women - are more likely to vote for men for top positions. At the household level, women's main responsibilities are dominated by domestic and farm-related chores. Their additional work outside of the traditional realm of activities are not supported or appreciated by their male partners, thus further discouraging their participation.When REDD+ investments come into a community bounded by these social-cultural norms, those already in a privileged position tend to become even more reluctant to share decision making power that is perceived to lead to profit accumulation. Thus, some women felt that there was even more resistance towards

women's meaningful participation and leadership in forest management when there is an inflow of financial resources (Shrestha, Magar, Thakali, Gurung, & Gurung, 2017)..

Scientific evidence shows that female are more likely knowledgeable about the severity of climate change and adaptation measure ((Buchy & Rai, 2008; World-Bank, 2012; World-Bank, 2012; Xiao & McCright, 2015). However, our evidence does not support this literature. The following table shows the details.

Table 15. Gender difference in Climate Change awareness

sex of the respondent s	Do you think that climate change is a real problem for farmers?		Total
	No	yes	
Female	7 63.64	159 44.04	166 44.62
Male	4 36.36	202 55.96	206 55.38
Total	11 100.00	361 100.00	372 100.00
Pearson chi2 (1) = 1.6582 Pr = 0.198			

Source: Calculated from survey data (December, 2019)

The result shows that 159 (about 96%) of the female respondents agree that climate change is a real challenge while 202 (about 98%) of the male respondents do share the same idea. However, the difference is not statistically different from zero. This finding implies that climate change is becoming hard fact and no more attitudinal issue. However, there is no doubt that women are more likely to be vulnerable to climate change than male because they are more likely dependent on natural resources. Degradation of natural resources disproportionately harms poor rural women and men and sometimes is the principal cause of poverty. In turn, poverty can lead to the overexploitation of natural resources. Rural poor people rely the most directly on natural resources and are the most vulnerable to changes in ecosystems. Significant differences between the roles and rights of women and men in many societies lead to increased vulnerability of women with the deterioration of natural resources. In some instances deterioration of natural

resources results in the renegotiation of gender roles. To design ways to mitigate the negative impacts on rural women and men, one must understand the context of their vulnerability. Vulnerability depends on the types of resources women and men rely on and their entitlement to mobilize these resources. The following table shows gender based difference in the frequency of travel to forest for various reasons.

Table 16. Gender difference in frequency of travel to forest

How often do you go to the forest?	sex of the respondents		Total
	Female	Male	
More than once per day	13	9	22
once a day	63	12	75
four times per week	80	46	126
Once a week	7	66	73
Irregularly	3	70	73
Never	0	3	3
Total	166	206	372
Pearson chi2 (5) = 154.2422 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

The result shows that although male also make frequent travel to forest, women are more likely to travel to forest for various reasons than male. To further understand gender difference in dependence on natural resources, the respondents were asked why they are travelling to the forest. The following table shows sex disaggregated data on the response of the respondents.

Table 17. Gender difference in the reasons for travelling to forest

Reasons for travelling to forests	Sex of the respondents		
	Women	Men	Total
fire wood collection	42	32	74
	25.3%	15.53%	19.89%
fire wood & construction materials collection	35	45	80
	21.08%	21.84%	21.51%
fire wood, construction & fodder collection	11	26	37
	6.63%	12.62%	9.95%
fire wood, construction, fodder & medicinal plants collections	50	18	68
	30.12%	8.74%	18.28%
fire wood, construction, fodder, medicine & construction materials collections	27	8	35
	16.27%	3.88%	9.41%
For other reasons (eg. hunting, charcoal production)	1	77	78
	0.6%	37.38%	20.97%
Total	166	206	372
	100%	100%	100%
Pearson chi2(5) = 105.0200 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

The table clearly shows vivid gender based difference in the reasons of travelling to forests. While women are travelling to forests mainly for fire wood and medicinal plant collections, male are travelling to forest mainly for construction materials, fodder collection, hunting and charcoal production. Given the fact that most rural households don't have access to electricity, they are dependent on fire wood as sources of energy. Culturally, firewood collection is considered as the responsibility of women and children in the rural Oromia. Women in Oromia region also spend a great deal of time collecting traditional biomass fuels – such as wood, dung and agricultural wastes – for household needs. Thus, they are at greater risk of rape, animal attacks and other threats as they travel farther away from home. As this work requires more and more effort, girls are increasingly likely to be kept home from school to help their mothers. To this end, improved access to energy services such as stoves can have a dramatic impact on women's lives.

Our evidence also shows that rural women and men have different types of knowledge, and value different things about natural resources and biodiversity conservation. The data reveals that, women, much more than men, have extensive knowledge of medicinal uses of plants and animals. Women, therefore, may place more value on forests for the collection of fruits, nuts and medicinal plants, whereas men may be more interested in potential sources for logging, hunting of small animals, and charcoal production. Thus, deforestation not only leads to loss of valuable health and food resources, but also affects the amounts of time and distances women must travel to secure fuel and water.

These findings have far reaching implications. When natural resources become insufficient to support the livelihoods of the population because of climate change, the men are more likely to out-migrate. Men's out-migration leaves women to assume men's traditional roles and responsibilities, increasing their work burden, but leaving them without equal or direct access to financial, social, and technological resources (McCright & Xiao, 2014). In some instances of severe drought, even women migrate to secure extra income for their families. The intra-household reallocation of labour can lead to a decline in agricultural production and in turn result in food insecurity and an overall decrease in financial assets (World-Bank, 2012).

Studies show that gender differences exist in adaptation strategies (XIAO, 2012). There are a range of adaptation strategies used across Oromia Zone. These include: changing in planting date; changing crop variety; changing crop type and investment in irrigation. Literature shows that adaptation is viewed may also vary between men and women, and there may be divergent views on whether a strategy is adding to coping or adding to vulnerability (World-Bank, 2012). The suggestion is that women may not see men's strategies as 'coping', while men may feel threatened by women's strategies. The following table shows the gender difference in whether the respondents know any climate change adaptation strategy.

Table 18. Gender difference in climate change adaptation strategy

sex of the respondents	know any climate change adaptation/mitigation stratege?		Total
	No	yes	
Female	4 40.00	155 44.16	159 44.04
Male	6 60.00	196 55.84	202 55.96
Total	10 100.00	351 100.00	361 100.00
Pearson chi2 (1) = 0.0683 Pr = 0.794			

Source: Calculated from survey data (December, 2019)

The result shows that there is no statistically significant gender difference in recognizing climate change adaptation strategy. To understand whether there any gender difference in selecting one or the combinations of the commonly practiced adaptation strategy, please see the following table.

Table 19. Gender difference in adaptation strategy use

climate mitigation strategies widely used	sex of the respondents		
	Women	Men	Total
C. type only	18	23	41
C.type & C.Variety	17	20	37
C.type,C.variety & dat	42	52	94
C.type, C.variety, dat	78	101	179
Total	155	196	351
Pearson chi2 (3) = 0.0841 Pr = 0.994			

Source: Calculated from survey data (December, 2019)

The result shows that both women and men uses combinations of adaptation strategies without significant difference. These strategies include: changing crop type only; changing crop type and crop variety simultaneously; changing crop type, crop variety and planting date; and changing crop type, crop variety, planting date and investing in irrigation respectively.

10.3.2 Economic factors

Gender difference is wider in terms of economic related factors. According to the survey result reported below, men respondents earn mean yearly income of Birr 37,382 and make expense of Birr 22,945. These figures are Birr 26,277 and Birr 19,211 respectively for women respondents and the difference is statistically significant. Women respondents are also identified with relatively smaller land size as compared to their male headed counter parts.

Table 20. Gender difference in Economic factors

Variables	Mean values		T-test	
	Men	Women	t	p> t
Income/year (Birr)	37,382	26,277	3.240	0.001
Expense/year (Birr)	22,945	19,211	2.160	0.032
Land Size (Hectare)	2.835	2.149	2.740	0.007

Source: Calculated from survey data (December, 2019)

However, there seems no statistically significant difference between male headed and women respondents in terms of saving from their earning. The following table shows the details.

Table 21. Gender difference in saving habits

sex of the respondent s	the respondent has a saving account		Total
	No	Yes	
Women	64	102	166
Men	65	141	206
Total	129	243	372
Pearson chi2 (1) = 1.9889 Pr = 0.158			

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, 102 individuals (fairly about 61%) of the women respondents have saving account while this figure is 141 individuals (just 68%) of the total for the men respondents

Women respondents have a larger food gap (defined as the number of months they cannot fulfill their food needs), more likely to have food shortages and can provide fewer meals to children when compared to men respondents. The following table shows this fact.

Table 22. Gender difference in periods of food gaps

food sufficient months	sex of the respondents		Total
	Women	Men	
<3 months	8 4.82	5 2.43	13 3.49
3-6 months	24 14.46	22 10.68	46 12.37
6-9 months	67 40.36	78 37.86	145 38.98
9-12 months	67 40.36	101 49.03	168 45.16
Total	166 100.00	206 100.00	372 100.00
Pearson chi2 (3) = 4.2427 Pr = 0.236			

Source: Calculated from survey data (December, 2019)

While most women respondents are food secure only for fewer months of the year, relatively men respondents are food secure for longer period of time. As can be seen from the table above, about 5%, 14% and 40% of the women respondents are food secure for three months, six months and nine months respectively. The figures are about 2%, 11% and 38% for men respondents. Fairly 40% of the women respondents are food secure for more than nine months while about 49% of the men respondents are food secure for more than 9 months. This finding is also consistent with most literature (Coates, Swindale, & Bilinsky, 2007; Buchy & Rai, 2008). Asked whether the households' crop production is sufficient for the household food security or not, their response vary by gender of the respondents. The following table summarizes the result disaggregated by sex.

Table 23. Gender difference in food security

sex of the respondent s	crop production sufficient for your Household consumption?		Total
	No	yes	
Women	95 55.23	71 35.50	166 44.62
Men	77 44.77	129 64.50	206 55.38
Total	172 100.00	200 100.00	372 100.00
Pearson chi2(1) = 14.5711 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, 172 (46.23%) of the total households interviewed are food insecure of which women respondents constitute 95 (55.2%) while the remaining 77 (44.77%) are men respondents. The difference is also statistically significant and consistent with most literature (Harris-Fry, et al., 2015; World-Bank, 2012). There is also gender difference in terms of strategy choice for filling food shortage. The following table shows the details.

Table 24. Gender difference in food shortage filling strategy

Strategy choices of the households	Sex of the household heads		
	Female	Male	Total
Sales of livestock	35	47	82
	36.84%	61.04%	47.67%
livestock & labour sales	16	12	28
	16.84%	15.58%	16.28%
livestock, labour & NWFP sales	11	6	17
	11.58%	7.79%	9.88%
Other means eg. land sales, migration	33	12	45
	34.74%	15.58%	26.16%
Total	95	77	172
	100%	100%	100%
Pearson chi2(3) = 11.8441 Pr = 0.008			

Source: Calculated from survey data (December, 2019)

The result shows that about 47.7% of those food insecure households fill their food deficit by selling livestock. About 26% of the those food insecure households are filling their food deficit by 'land selling'⁴ and sending their children to the nearby towns as migrant for search of jobs and sending back remittance for their parents. There is gender difference in choosing among the strategies between male and women respondents. While male resort to livestock selling (about 61%) most women resort to selling of NTFP, selling of land and sending their sons/girls to the nearby towns for search of jobs so as to receive remittance during hard times. With the exception of selling NTFP, others food gap filling strategy choices of women are more likely to have significant negative impacts on the livelihoods of the households. For instance, selling land and dwindle other productive assets may dwindle the productive capacity of the households and finally may further push such households to poverty. Similarly, sending of children to the nearby town for urban employment opportunity with the hope of getting remittance is meant holding back such children from school system. This is equally meant children from such households are more likely to be less educated and hence more likely to fall in abject poverty when they grow as adult. Eventually, this will result in vicious circle of poverty.

When it comes to training requirements needed to boost their socio-economic situation, male and women respondents have different priorities. While women respondents are keen to receive

⁴ Although selling rural land is prohibited by the Ethiopian constitution 1995 and the Oromia Rural Land Use and Administration Proclamation No. 130/ 2007, rural households are still secretly exercising land selling during hard times.

training on non-farm activities (petty trading, saving and hand-craft making, marketing), men respondents are interested in such training as agricultural technologies (land and labour saving technologies, compost making, and post-harvest handling). Both male and women groups are equally interested in such training as nutrition education, sanitation and health care, credit management, biogas and improved cooking stove making. Please see table 36 annexed for details.

10.3.3 Institutional factors

Asked whether the respondents are aware of any forest management groups in their village, only 43% of the respondents replied positively while the rest 56% are not aware of such groups. The following table shows the details.

Table 25. Gender difference in the awareness of PFM cooperatives

cooperatives for forest management ?	sex of the respondents		Total
	Women	Men	
No	95 57.23	114 55.34	209 56.18
yes	71 42.77	92 44.66	163 43.82
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 0.1333 Pr = 0.715			

Source: Calculated from survey data (December, 2019)

However, there seems same gender difference in awareness about PFM including A/R. While about 43% of the women respondents are aware of such institution, nearly 45% of the male respondents reported they knew. This difference could emerge from the fact that women are usually pre-occupied with their major role of reproductive activities as explained above. There seems also gender difference in becoming a member of the PFM they have reported they knew. The following table shows the difference.

Table 26. Gender difference in membership to Participatory forest management

Are you a member of the forest coop?	sex of the respondents		Total
	Women	Men	
No	18 25.35	16 17.39	34 20.86
yes	53 74.65	76 82.61	129 79.14
Total	71 100.00	92 100.00	163 100.00
Pearson chi2(1) = 1.5384 Pr = 0.215			

Source: Calculated from survey data (December, 2019)

While only about 75% of those women who have reported they knew some PFM groups actually become a member of one of those PFM, 83% of male respondents stated that they are a member of one of such groups. In sum, only 79% of those respondents who knew some PFM are actually a member of those groups.

In Oromia, women's activities in the forestry sector are often concentrated in the informal sector, particularly those related to wood energy and NTFP value chains. As explained above, most women either don't have sufficient information to participate in the community participatory forest management or lack time because of their pre-occupied time with reproductive activities. For example, according to the Hurumu cluster, females constitute 684 out of the total participant of 1,839 (37%) A/R participants organized into 25 groups. Similarly, females constitute only 242 out of the total of 1,412 (just 17%) of A/R participants organized into 37 groups in the Alle cluster of Illu Ababa zone. By the time this data was compiled, Sinke women's planation group was the only women's organizations working in the forestry sector development. This organization consists of about 35 women participants and has been operating in Arjo district of East Wollega zone. However, as expected there is one women's association sometime named as "women's league" in each Kebele. However, this association is politically established and has been operating with political motives: it works neither on forestry nor on social development.

Thus, forestry information systems should include sex-disaggregated data and ensure that data are widely disseminated among stakeholders to acknowledge and promote women's contribution to sustainable forest management.

Similarly, there is vivid gender difference in awareness about OFLP and what it is doing. In general, 146 out of 372 (nearly 39%) of the respondents reported they knew about OFLP. The following table shows the details.

Table 27. Gender difference in OFLP awareness

sex of the respondent s	Have you ever heard about OFLP		Total
	No	Yes	
Female	117 51.77	49 33.56	166 44.62
Male	109 48.23	97 66.44	206 55.38
Total	226 100.00	146 100.00	372 100.00
Pearson chi2 (1) = 11.9005 Pr = 0.001			

Source: Calculated from survey data (December, 2019)

The result shows clear gender difference in term of awareness about what OFLP is and its program activities. While 117 (about 58%) of those who have never heard about OFLP are female respondents, only 109 (about 48%) of men respondents replied that they don't know what OFLP is. Those who responded to know OFLP programme were further asked whether they have ever received any training arranged by the OFLP. The result is that only 33 out of 166 (20% of the women) reported they have attended at least one training while 49 out of 206 (24% of the male respondent) took some training arranged by OFP. In general, only 82 out of the total 372 (22% of the respondents) have reported to have attended a training arranged by OFLP. This gender difference in institutional awareness could be partly because women are usually pre-occupied with domestic works and partly because women respondents are less literate compared to their men counterparts.

In most locations, women typically have fewer ownership rights than men (Abay & Melese, 2019). Evidence women frequently have de facto or land-use rights as compared to men's ownership rights (World-Bank, 2012). Women often have use rights that are mediated by their relationships with men. The following table shows gender difference in access to rural land use certificate in Oromia.

Table 28. Gender difference in land use certificate

sex of the respondent	have land use certificate		Total
	No	yes	
Women	39	104	143
Men	35	155	190
Total	74	259	333
Pearson chi2(1) = 3.6987 Pr = 0.054			

Source: Calculated from survey data (December, 2019)

The result clearly shows that women respondents are less likely to have land use certificate as compared to their men counter parts. While merely 73 % of the women respondents (who have land use right) have land use certificate, the figure is 82 % for men respondents. During our FGD with the female respondents, it was learnt that women's ownership and control of land is limited by the common practice of registering land in the name of the head of the household and men's greater control over economic assets in general.

In fact, most the rural land use certificates bear both the name and pictures of wife and husband in most study areas. Furthermore, female FGD participants stressed that women's access to and control over land has remarkably improved in recent years due to rural land certification. Some women in polygamous marriages have reported to have land use certificate bearing the name of their photo and their husband's.

The group further indicated that, per the new legislation, upon divorce, property will be equally divided between husband and wife without much difficulty. Thus, despite some irregularities in

some families who do not have sons, a woman inherits property upon death of her husband. Despite the legal provision that enshrined women's inheritance rights unconditionally, the women's group stated that it is easier for a woman to inherit property upon her husband's death if the couple has common children—preferably sons—from their marriage. This finding is consistent with other literature (World-Bank, 2012).

Lack of land use certificate has far reaching implications. When women are widowed or divorced, they may lose these rights. Furthermore, how men and women can use resources reflects gendered access. For example, women may collect branches and limbs from trees, whereas men may have rights to harvest trees, but for both men and women, insecure land tenure reduces incentives to make the improvements in farming practices necessary to cope with environmental degradation (Xiao & McCright, 2015). To understand gender difference in tenure security, we have further asked those respondents who have replied to have land use certificate. The following table shows their response.

Table 29. Gender difference in tenure security.

sex of the respondent	feel more tenure secured		Total
	No	yes	
Women	43	61	104
Men	21	135	156
Total	64	196	260
Pearson chi2 (1) = 26.1472 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, there is a clear gender difference in feeling of tenure security among women and men respondents who have land use certificate. While only 61 (about 59%) of women respondents who have land use certificate feel tenure secured, the figure is 87% for their men counterparts and this difference is statistically significant.

10.3.4 Legal and political factors

Evidences also show that there is gender difference in terms of trust in legal and political system (Sundströma & McCright, 2014). To examine this claim, we have asked our respondents a number of questions regarding their confidence in the legal and political system. The following table presents gender difference in knowledge about existing forest laws.

Table 30. Gender difference in awareness about forest laws

know any existing govt forestry laws	sex of the respondents		Total
	Women	Men	
No	17 4.57	30 8.06	47 12.63
yes	149 40.05	176 47.31	325 87.37
Total	166 44.62	206 55.38	372 100.00
Pearson chi2 (1) = 1.5557 Pr = 0.212			

Source: Calculated from survey data (December, 2019)

The result shows that there is no that much statistically significant gender difference in awareness about the existing forest laws. However, what matters is not just mere awareness about the law. Instead, public confidence in the law and commitment to implement is more important. Accordingly, the respondents were asked to express their opinion on how important the forest law has been in protection natural resources bases. The following table shows the result.

Table 31. Gender difference in trust in existing forest law

sex of the respondent	protecting forest degradation in your location		Total
	No	yes	
Women	129 48.50	20 33.90	149 45.85
Men	137 51.50	39 66.10	176 54.15
Total	266 100.00	59 100.00	325 100.00
Pearson chi2 (1) = 4.1448 Pr = 0.042			

Source: Calculated from survey data (December, 2019)

As expected, majority of the women respondents who knew the existence of forest law 129 (about 87%) do not believe that the law has helped in protecting forest from being damaged. In contrast, only 137 (about 78 %) of the men respondents who knew the existence of the law do not believe that the law has helped in protecting the environment. This difference is statistically significant and consistent with other literature (Buchy & Rai, 2008; Xiao & McCright, 2015). This could be because women are less likely to be represented in the political and legal system to feel ownership of the existing laws and hence narrow window of opportunity to struggle for their proper implementations.

10.4 Summary

In this section, summaries of critical structural gender constraints (socio-cultural, economic, institutional, legal and political) that limit women's participation in sustainable forestry management projects in Oromia is presented. As a summary, two important research questions are answered from the analysis above: The first question is: How OFLP programmatic activities will address gender barriers and inequalities and contribute to promoting positive outcomes for

women and men? The second research question is: What are the opportunities and potential negative effects of the OFLP program might have on gender relations?

10.4.1 Socio-cultural factors

Rural women work relatively longer hours compared to their male counterparts. They have triple roles: as food producer, as resource managers, and as caretakers of their families. These triple roles often present the conflict of trading stewardship of the resource base in favour of meeting household consumption needs. In the study areas, firewood remains a major source of energy for cooking. As the result, women spend substantial amounts of time gathering and transporting fuel wood from the community forests or private lands, and also illegally from the national forests. In most cases, collection activities compete for time spent in food preparation, child care, and providing for the household's nutrition. These competing obligations may affect the expendable time women need for undertaking more environmentally sound practices. This implies that need for developing improved cooking stoves and biogas construction enterprise associations; provide specialist technical support in demand creation, market promotion, and business linkages; facilitate expansion of access to electricity in rural off-grid areas; and provide technical assistance for the private sector to involve in renewable energy production and distribution; and promote renewable and energy-efficient sources to potential customers. Such investment will enable the rural women to save time which they can use as long-term guardians of their resources and their specialized knowledge about their use and management.

Despite the exiting national policy and guidelines, equal gender participation in the household and community decision making remains a complex and difficult goal to achieve. In Almost all visited zones and Woredas, men tend to dominate in every emerging household and community decision-making and policy arenas. The current social and institutional structures are causing women to predominate in the more vulnerable and insecure social and economic spheres and often limit their potential to influence the direction of environmental development. OFLP programme components, specifically enabling environment activities, are expected to improve the gender relations and decision making power women by investing in capacity building activities for CBOs and institutions at different levels.

Most female headed households, which constitute about 20% of the rural farmers, don't have time because of their domestic work load compounded by lack information on when and how to participate. Men relatives often mediate women's access to information, markets, and credit. Fewer women than men participate in farmers' organizations and commercial networks. Furthermore, agricultural extension services and technology development frequently target men, wrongly assuming men will convey information to women. Thus, although there could be possibility that female living with their husbands in marriage may receive information via the males, it is unlikely for the female headed households to get equal level of information and agricultural technologies. Thus, yield enhancing agricultural inputs have been one of the constraints restraining the productivity of such female headed smallholder farmers. Moreover, female headed households have relatively less capital stock, less productive labour, less land size and are more likely food insecure. Thus, the OFLP programme enabling investment activities need to address the special needs and priorities of those women. The project implementer may consider provisions of house to house extension services; provisions of labour saving technologies at affordable prices; give practical training on poultry production and marketing; give practical training on tree seedling production and marketing; provision of micro credits; and involving those groups in the constructions and marketing of biogas and improved stoves.

Rural women and men have different types of knowledge, and value different things about natural resources and biodiversity conservation. While female place more value on forests for the collection of spices, fruits, nuts and medicinal plants, men are interested in forest and biodiversity conservation for potential sources of construction materials, logging, hunt small animals, and charcoal production. In contrast, however, women are more likely to be vulnerable to climate change than male because they are more likely dependent on natural resources. Thus, OFLP programmatic activities which promote natural forest protection through PFM, developing plantation forests, management of forest resources, sustainable exploitation of timber and NTFP, value addition to NTFP and marketing of forest coffee in high-value markets would properly address the interest of different groups both men and women.

10.4.2 Unemployment and Economic issues

In developing countries, sex disaggregated individual level employment data are relatively scarce in Sub-Saharan Africa in general and in Ethiopia in particular. The recent national level employment survey in Ethiopia was conducted in 2013⁵ and Urban employment survey in 2017⁶. However, neither of these reports on sex disaggregated employed in the forestry sector as formal and informal.

According to these reports, unemployment afflicts women at a higher rate. In 2013, the unemployment rate for all age groups nationally stood at 16.5%, where the unemployment rate for males was lower than the national average, at 10.5%, but female unemployment was much higher than the national number 23%. The following table shows unemployment rate by age and sex. As can be viewed from the table, female's unemployment rate is disproportionately higher than male unemployment rate in all age groups.

Table 32. Unemployment Rate by Age Group and Sex, Country level data (2013)

Age group	Male	Female
20-24	20.4	30.2
25-29	10.4	24.2
30-34	6.4	23.4
35-39	5.9	20.2
40-44	5.7	20.1
45-49	4.8	18
50-54	4.4	19.5
55-59	7	17.8
60-64	9.4	19.7
65+	8.5	14.4

Sources: CSA (2014). June . “Analytic Report on the 2013 National Labour Force Survey

According to FAOSTAT (2014), labour force in agriculture constitutes 75.1 % of the total labour force in Ethiopia. Out of this, women labour force in agriculture constitutes 45% while male labour share is 65% in agriculture. Data from the 2013 labour Force Survey also provides data on skilled labour in the agricultural, forestry, and fishery fields. Out of the 20,231,430 people employed as skilled workers in this sector, 6,658,401, or 32%, were females while the rest are males. The same survey also shows that females made up 2,394,614 out of the 3,670,391

⁵ The report link:

<https://owsd.net/sites/default/files/National%20Assessment%20on%20Gender%20and%20STI%20-%20Ethiopia.pdf>

⁶ The report link: <https://2012-2017.usaid.gov/sites/default/files/documents/1860/Preliminary%20Gende>

workers or just 65.24% in service and sales. The data also shows women accounted for 46% of the total workers employed by the major industrial sectors.

The recent national urban employment survey also shows women constitute the largest share of unemployment. The following table shows the details.

Table 33. Gender difference in urban employment during 2018

Sex	Economically Active			Total Active	Unemployment rate (%)	Economically not active	Activity rate (%)
	All Persons	Employed	Unemployed				
Total	14,971,603	7,518,855	1,770,294	9,289,150	19	5,682,453	62
Male	6,838,748	4,213,920	584,585	4,798,506	12	2,040,242	70.2
Female	8,132,854	3,304,935	1,185,709	4,490,644	26	3,642,210	55.2

While the male unemployment rate (12%) is significantly below the national urban average of 19%, women unemployment rate is more than twice of that of the male average (26%). Male also accounts for the largest proportion of active labour force (70.2%) relatively above the national average of 62% while the female activity rate (55.2%) count for significantly below the national average. In terms of earning, the male respondents earn disproportionately higher yearly income than female respondents. Similarly, the male respondents have larger land sizes and higher yearly expenditure. Women respondents are also identified with significant food shortages and can provide fewer meals to their children compared to men headed households. There is also gender difference in terms of strategy choice to filling food shortage.

10.4.3 Institutional factors

A number of studies showed that government and its parastatals such as the unions and cooperative are almost never in the right place at the right time with the right product in the allocations of industrial products and seeds to the rural producers (Admassu and Workneh, 2016; Admassu and Beneberu, 2019). Given their susceptibility to predatory behaviours such as corruption, rent-seeking, abuse of public resources and a basic lack of accountability, these parastatals have never been successful in addressing the smallholder farmers' real interests (Beneberu and Admassu, 2019). Thus, government ought to reduce excessive reliance on the unions and their cooperatives for the distributions of agricultural technologies to the smallholder farmers. Furthermore, there is a need to encourage the participation of private agricultural technology input suppliers, whose success will depend on providing inputs to the producers

when and where needed and hence could be more responsive to shift in weather, cropping patterns and new technology supplies on competitive base than unions and their cooperatives.

There is also wide gender difference in terms of awareness about and trust in the institutions. Compared to the male respondents, only few women are aware of the existence of PFM groups and even very fewer number of them is member of the PFM groups they actually knew. This could be partly because women are usually pre-occupied with their major reproductive activities as and partly because of lack of information explained above. Compared to men, only few percent of women respondents replied to have heard about what OFLP program is and its activities (nearly 50% and 30% respectively). In terms of land use rights, women respondents are less likely to have land use certificate as compared to their men counterparts and hence less tenure secured. Without secure land rights, the poor rural women have little or no motivations to make investments in improved natural resource management and conservation practices. More disturbingly, poor rural women lacking secure land tenure often depend on common property resources for fuel wood, fodder, collection of fruits for food and, therefore more likely to over utilize the natural resources on common/government own lands. The depletion of common property resources is, in turn, posing a severe threat to the livelihoods and food security of poor rural women and men.

However, rural land use certification practice is not without unintended effects: In some places, the practices has promoted serious resource degradation and soil erosion on the common lands as those farmers who have plots of land adjacent to common land tend to deflect the direction of flooding from their own plot to the common land. In some places, in anticipation of the certification process, farmers have cleared communal forest areas in order to register them as private agricultural land. Moreover, the certification process does not adequately address tenure in pastoral areas where land is communally owned. Thus, OFLP programmatic activities such as land-use plan; supporting the agricultural and rural development program; optimizing the actual land use; avoid land-use conflicts; conserve and rehabilitate natural resources; formulating rational land management options based on an inventory of land resources.would be immensely helpful to address the problem.

10.4.4 Legal and political factors

There is gender difference in terms of trust in legal and political system. While fewer number of women are aware of any forest law, majority (about 87%) of those women respondents who knew the existence of forest a law do not believe that it has helped in protecting forest from being damaged. This could be because women are less likely to be represented in the political and legal system to feel ownership of the existing laws and hence narrow window of opportunity to struggle for their proper implementations. As the result, women's activities in the forestry sector are often concentrated in the informal sector, particularly those related to fuel wood and NTFP value chains. As explained above, most women either don't have sufficient information to participate in the community's participatory forest management or lack time because of their pre-occupied time with reproductive activities. Thus, forestry information systems should include sex-disaggregated data and ensure that data are widely disseminated among stakeholders to acknowledge and promote women's contribution to sustainable forest management. The content and mechanisms of information dissemination need to be customized to the low literacy level of rural women. Flyers and brochures with simple and attractive design bearing the important message together with sample pictures of women participating in forest management may easily attract their attentions. As rural women place very little trust on the formal institutions than men, call for community mobilization for PFM could be more effectively made via CBOs such as women Idir, credit associations *Abba Gadas* and *Hadha sinkes* rather than relying on government bureaucratic structure.

10.4.5 The OFLP programmatic activities: Opportunities & Negative effects

As a summary, two important research questions are answered in this section:

1. How OFLP programmatic activities address gender barriers and inequalities and contribute to promoting positive outcomes for women and men?
2. What are the opportunities and potential negative effects of the OFLP program might have on gender relations?

Gender relevance of OFLP programmatic activities

As explained in the analysis above, all OFLP programmatic activities are gender relevant. Activities under each of the three components: enabling investment program activities; creating enabling environment activities and emission reduction payments would better address the numerous and complex problems of rural women and girls described. Investment in rural extension services would help to boost agricultural production and productivity and eventually enhances household food security. Apparently, more female headed households are food insecure than their male headed counterparts. Investing in land-use planning support and forest management investment in deforestation hotspots would help to revitalize abandoned lands through reforestation program while protecting the existing forest cover. Furthermore, such activities would reduce water stress and avoid water shortages through participatory watershed management interventions. This would help to reduce carbon emission and eventually contribute towards improving climate changes. As explained above, women are more likely to be hard hit by climate change consequences than their male counterparts. Thus, the activities described under enabling investment are gender responsive.

Enabling environment program component would supplement the enabling investment activities. Market development for renewable energy and energy-efficient products; promotion of off-grid renewable energy including solar and biogas, and energy-efficient technologies through policy support and credit facilities would reduce women work load on one hand while reducing the current pressure on the natural resources bases on the other hand. Facilitating private sector participation and sustained credit facilities; building private sector technical and business capacity; and developing biogas construction enterprise would immensely contribute towards improving gender relations and improving climate change. Such actions would also reduce household air pollution influences family choices around domestic practices which will have immense benefits in terms of health, education, participation in community decisions, and economic empowerment of women, girls and boys. Provision of capacity building training to CBOs and community representative would help to lift the existing influencing factors perpetuating gender inequality that limit women's control over and access to resources. The emission reduction payment component would benefit both women and men and hence would be

more gender inclusive if implemented after redressing the existing societal norms, demographic, economic, institutional, political and legal factors that are perpetuating male dominance over the women. Thus, all OFLP programmatic activities are gender relevant and important one referring and reinforcing each other.

Opportunities to tap during OFLP program implementations

The current Ethiopian government and its philosophy of "Medemer" has far reaching political implications as community asset for gender mainstreaming. The philosophy seems to emanate from the long standing Oromo *Gada* system which encourages a spirit of synergy and mutual interdependence in the community (Abiy, 2019). Although the *Gada* system was systematically abolished by the past successive Ethiopian governments (Asmarom,2000), the culture is being restored following inscribing of Gada system as intangible World heritage by UNESCO in 2016. The Gada system has far reaching implications for natural resources management, gender mainstreaming, child rights protections and vulnerability handling by the community. The *Gada* system has effective principles, rules and punishment to discourage the offenders. According to the Gada system, everyone who cuts one tree for any reason is expected to plant at least two tree seedlings to ensure sustainable use of resources (Asmarom,2000) and both male and female are entitled to equal use of natural resources. Furthermore, the *Gdada* system allows females to bring any person who infringe on their rights before the Gada leaders for punishment using their social institution called *Sinke*. The *Gada* leaders are empowered to punish the offenders using a variety of techniques and any measure take by them is considered as socially acceptable (Asmarom, 2000). Thus, capitalizing on the *Gada* system and its social institutions will immensely help for the smooth implementation of OFLP programmatic activities.

The current government political commitment for gender mainstreaming and adoption of Climate Resilient Green Economy (CRGE) strategy are the other opportunity for the smooth implementation of OFLP programmatic activities. Beyond institutionalizing the need for gender mainstreaming via promulgation of policies, guidelines and regulations, the Ethiopian government has shown its commitment for gender mainstreaming by reserving 10 of the 20 ministerial positions for female incumbents. As part of its CRGE strategy, the Ethiopian

government is committed to plant at least 4 billion new tree plants each year in the form of campaign. Such campaign would increase the public awareness about the tree planting and the relevance of OFLP programmatic activities in this context. However, the current political turbulences and the related security risks may restrict project staff free movement within the project areas.

Possible negative effects of OFLP on gender relations

There are a number of constraints for integrating gender policies in programs, project and activities. Institutional capacity limitations, political will, budget limitations, human resource limitations, limited work place gender consciousness, lack of monitoring and evaluation system and poor accountability mechanism were identified as the major limiting factors. Furthermore, a number of past and present influencing factors perpetuating gender inequality are limiting women's control over and access to resources. These factors include: community norms and social hierarchy; socio-cultural factors; the existing institutional structures; economic factors; legal and political factors. Thus, OFLP program implementation without redressing these factors operating against the women agency may exacerbate exclusions of females from the project benefits. Implementing OFLP programmatic activities within the existing constraining factors may encourage those already in a privileged position to become even more reluctant to share decision making power that is perceived to lead to profit accumulation to them. Thus, program implementation without redressing the existing social-cultural norms may:

- ✎ Inaccurately identifying the primary stakeholders of forests and forest management;
- ✎ Setting up an inequitable system for sharing of benefits;
- ✎ Perpetuating inequality in land and resource use rights;
- ✎ Continuing marginalization of women in decision-making; and
- ✎ Limiting the sustainability and effectiveness of the programme effectiveness.

Thus, OFLP programme implementation without redressing the current socio-economic, institutional, legal and political contexts may harness the existing male dominance over female rural farmers.

11 CONCLUSIONS AND RECOMMENDATIONS

11.1 CONCLUSIONS

The following are conclusions from the major findings:

1. Consistent with the international declarations, the Ethiopian government has recognized the importance of gender mainstreaming. Accordingly, the Ethiopian constitution 1995 article 34 and article 35 states about gender equality. Of course, Ethiopia has issued national women policy (not gender policy) in 1993 two years before the issuance of the constitution. Since then, women issues are reflected almost in all national and regional policies. However, as the national women policy of 1993 was issued during the period of transitional government, there was very little room to invite different stakeholders to comment on the draft policy document. Moreover, as it has been nearly three decades since it was issued, the policy document hardly reflects the current social, cultural, political and technological contexts.
2. With regard to integration of women policy into other policies, programs, projects and plans, different sectoral bureaus are not uniform. In fact, some sectoral bureaus are not even aware of the national gender policy. Most gender department heads and focal persons lack technical capacity required for the position. Most of them are with unrelated educational background and less skilful.
3. There is wide gender parity when it comes to the assignment of employees at management positions at regional, zonal and district levels. With the exception to Oromia Enterprise and Industry Development Bureau where women makes up 50% of the management team, women makes maximum of 20% of management member at all levels in the other sectors.
4. Organizational capacity for gender mainstreaming is a function of a number of factors. Among these, political commitment, gender balancing at higher management level, strong political will for gender mainstreaming and shared vision of gender mainstreaming among the employees of the bureau are the mains factors.
5. The existing organizational structures and cultures - both at regional and local levels have limited the space of gender mainstreaming in the Oromia region. There is less practice of using gender-responsive participatory and interactive methods for planning, implementation, and M&E in the institutions at the regional and district levels. The current structures and mechanisms are not conducive for promoting gender- sensitive organizational cultures due to

high levels of influence from social and political networks and traditional mind-sets that view "gender mainstreaming" merely as the political terms.

6. Program implementation without redressing the existing cultural bias against the women may exacerbate the observed conflicts among the society over the use of forest resources and finally may loosen the existing social fabrics. Thus, if OFLP investments come into a community bounded by the social-cultural norms putting women in disadvantageous position, those already in a privileged position will become even more reluctant to share decision making power that is perceived to lead to profit accumulation. Thus, program implementation without redressing the existing social-cultural norms may:
 - a. Inaccurately identifying the primary stakeholders of forests and forest management;
 - b. Setting up an inequitable system for sharing of benefits;
 - c. Perpetuating inequality in land and resource use rights;
 - d. Continuing marginalization of women in decision-making; and
 - e. Limiting the sustainability and effectiveness of the programme outcomes.
7. When it comes to training requirements needed to boost their socio-economic situation, male and women respondents have different priorities. While women respondents are keen to receive training on non-farm activities (petty trading, saving and hand-craft making, marketing), men respondents are interested in such training as agricultural technologies (land and labour saving technologies, compost making, and post-harvest handling). Both male and women groups are equally interested in such training as nutrition education, sanitation and health care, credit management, biogas and improved cooking stove making.
8. There is gender difference both in terms of awareness and becoming a member of institutions working on forest management in their village.
9. With regard to human agency and freedom from violence, rural women in the study areas are far from exercising their full rights.
10. Extension agents and policy makers at the regional, zonal and district levels tend to ignore the role of gender or assume as if policies will not affect men and women differently.
11. Women are still disadvantaged in the provision of agricultural training, credit, and extension, and in land reform programs.

12. Power and bargaining relations as well as the broader social relations governing decisions about household assets such as land, agricultural equipment, trees and other resources are still favouring male dominance over women in most cases.
13. With regard to activity profile, women have triple roles: as food producer, as resource managers, and as caretakers of their families.
14. Women have very limited control over decision-making at both household and community levels.

11.2 Recommendations

Below are main recommendations aligned with the main project components:

Component 1: Enabling Investments:

1. There is a need to ensure that women, particularly women of marginalized groups, are actively engaged in all planning, monitoring, and benefit sharing activities related to land use planning of OFLP. Extension activities must inform women of their rights in relation to land use and benefits, as per the government policies. To this end, there is a need to engage women's agriculture and water user groups and cooperatives in planning and implementation. There is a need to develop interventions based on women's knowledge of traditional land use systems and biodiversity and recognize their roles as farmers' environmental managers. Actions to ensure that women are able to participate in national OFLP processes, such as consultations, can include:
 - a. Promoting gender balance within groups and workshops. It is recommended that women should make up at least 30% of each group to ensure effective results (as per the objective of OFLP project appraisal document).
 - b. Involving and consulting women in the design and conduct of participatory and stakeholder analyses;
 - c. Considering women only groups and consultations if possible. Women-only groups can build confidence and ensure higher levels of decision-making power
 - d. Ensuring that the information is disseminated to women in local languages and via different media outlets that women can access (including radio, internet, flyers, etc.).

2. Institutional support is critical to gender equality in forestry policies and programmes. Deep-rooted gender biases, lack of sex-disaggregated data on forest uses, poor technical capacity on gender matters and limited budget allocations for gender issues are the most pressing challenges. Some of the existing regional policies and strategies also lack gender responsiveness. For example, the current Oromia Rural Land Use and Administration Proclamation No. 130/ 2007 and Oromia Forest proclamation N0.72/2003 gives a very scanty attention to women's needs and priorities. Thus, these proclamations need to be amended. Practical actions to improve gender mainstreaming in institutions could include:
 - a. Initiate dialogue and organize consultation meetings at national and sub-national levels to discuss relevant gender issues and gaps in existing forest policies and practices.
 - b. Engage civil society organizations, government institutions and relevant women's networks to ensure inclusive approaches to the development and implementation of gender-responsive forest policies.
 - c. Organize gender-awareness seminars and workshops for forestry officials, including decision-makers and policy committee members, to ensure a deeper understanding of the relevance of the concerns of women in forest policies and programmes.
 - d. Strengthen the capacities of existing gender focal points within institutions to engage at a substantive level in forestry related consultations and in policy review and development processes.
 - e. Encourage consultation with stakeholders in existing management structures to determine gender power imbalances and to facilitate the creation of more gender-balanced forestry institutions. This is important to increase women's representation in leadership roles and their participation in decision-making.
3. Extension agents need to consider the constraints and opportunities of marginalized women. They need to consider the convenient time and place for women while organizing agricultural training and meeting. They need to move from the current practice of supply driven rural extension supply to demand driven approaches.
4. The current practices of rural land use joint titling needs to be expanded with maximum care as some farmers tend to cleared communal forest areas in order to register them as private agricultural land in anticipation of the certification process.

Component 2: Enabling environment:

1. There is urgent need to establish and support platforms for women's leadership to allow both men and women to learn about gender and the importance of women's engagement in forest and development related decision-making and access to financial and technical resources to improve family livelihoods. These leadership platforms can build the confidence of women - particularly of those from marginalized groups - to comfortably voice their priorities in their own language and surroundings
2. There is a need to strengthen the knowledge and skills of government staff at regional and district levels on gender equality and social inclusions (GESI), for analysis and integration both in project cycles and within their organizations. This would be particularly effective for gender focal persons, planners, gender directors and implementing staff at the district level. There is a need to develop programs and allocate resources targeting women staff at regional and districts to improve their leadership and gender analysis skills. There is an urgent need to ensure the proper collaboration among different stakeholders in gender integration for OFLP implementation.
3. At the institutional level, staff of institutions engaged in OFLP need to receive training on how to collect gender disaggregated data, and use it for planning and monitoring results. They also need to develop the skills and behaviours that enable them to become gender champions, whether formally or informally, to bring about changes in the cultures and structures of their institutions. Above all, OFLP coordination units at zonal and district levels and agricultural extension workers need to receive trainings. The content of the training need to include gender and women's empowerment to different stakeholders on gender integrated planning, safeguards etc (please see the proposed gender training action plan below).
4. There is a need to promote adult education and leadership training. Education and leadership training is the key to the achievement of transformative changes of gender equality. With more education and leadership training, women can more easily access information and networks, utilize technologies, and assert, defend and organize themselves. Above all, education can raise women's awareness and hence promote their human agency to enjoy their freedom from domination and violence.

5. There is a need to closely work with women who can be considered as role models and champions in promoting gender issues. Thus, champions at regional and district levels are needed to support women's leadership at local level. Rural women are more likely to be convinced by women trainers acting as role model. Thus, it is highly recommended that community consultation and training need to be carried out by female professionals.
6. There is a need to work on women capacity building. Capacity building plan tailored to women's need will have lasting value for the community. When capacity building is done in a way that is sensitive to the education level of women and the social-cultural norms they are facing, it can have long lasting impacts in the community. Evidences shows that women who are married and have children will stay in their community for their whole life, and rarely migrate outside. Thus, the knowledge and skills they obtain will stay within the community even when projects change and men migrate out. As women are usually the main educators of their family, they thus are more likely to pass on their knowledge to their partner, children and relatives. To this end, capacity building training need to be tailored to women needs such as petty trading, saving and hand-craft making, marketing while the men respondents are interested in such training as agricultural technologies (land and labour saving technologies, compost making, and post-harvest handling).
7. Gender mainstreaming demands integrated work. Thus, the staff of OFLP implementation unit, Oromia wild life and forest bureau, other Oromia regional offices, district Forest Offices, NGOs, community forest management cooperatives, and other relevant agencies need to plan and implement gender equality and social inclusion related activities, with full inclusion of women and marginalized groups. Accordingly: 1) each bureau and agency need to have a designated gender focal person with proper educational background, experience, and TOR at regional, zonal and district levels; 2) budgets for gender equality promotion and social inclusion activities need to be sufficient and fully expended; 3) Operational plans and benefit sharing mechanisms need to be developed with inclusion of women and marginalized groups; 4) all sectoral bureau heads at different levels must show genuine political commitment for gender issues. For this, there is a need to develop the capacities of line implementing government agencies at different levels and OFLP coordination units to provide gender-sensitive facilitation of programme activities in village communities. There is

a need to implement targeted trainings on OFLP and gender mainstreaming at different government levels

Component 3: Emission reduction payments:

1. Invest in interventions that reduce workloads for women and reduce fuel wood consumption. To this end, there is a need to increase the incentive and distribution of ICS and biogas. There is a need to develop and conduct outreach program to increase number of women- particularly those of marginalized groups - accessing incentives and using biogas/ICS. Thus, there is a need to increase subsidies provided for upfront installation costs for marginalized women. There is also a need to provide training for women to become to be able to construct and service biogas plants and ICS.
2. Strengthen implementation practices to ensure female and male representation in planning, implementation, and monitoring activities of the OFLP programme.
3. Prepare and disseminate gender-sensitive information, education and communication materials to guide implementation of gender dimensions of the project.
4. Conduct experience sharing between Woredas, zones or regions on best practices of gender mainstreaming and women's empowerment.
5. Develop and disseminate sample gender-responsive reporting format that includes both quantitative and qualitative analysis of periodic implementation reports.

12 GENDERACTION PLAN

12.1 Introduction

This Gender Action Plan (GAP) forms the basis for operationalizing the results of the gender analysis explained above. It contains specific gender elements to be considered during the implementation of the OFLP programme measures and activities. Moreover, it helps to monitor implementation of these measures and activities. Hence, the GAP ensures effective gender mainstreaming and integration of a consistent gender-perspective in the OFLP programme in order to optimize benefit sharing from OFLP activities among different groups. The aim is to promote opportunities, drivers of change and positive gender dynamics as well as to manage and mitigate potential adverse risks over the duration of the OFLP programme.

12.2 OFLP Program Components And Major Activities

Effective GAP needs to be strongly related to the program components and the related identified gender gaps. Accordingly, re-visiting of the OFLP programme is in order. The programme design consists of three components as explained in the box below.

Component 1: Enabling investment: - it will finance investment in participatory forest management and livelihoods support, and reforestation and afforestation in deforestation hotspots in sites selected, as well as extension services, and land-use planning state-wide at state and local levels.

Component 2: Enabling environment: -include complementary activities to improve the effectiveness and impact of institutions, incentives (i.e., policies, marketing, Benefit Sharing Mechanism, information (i.e., strategic communication, MRV)and safeguards management at state and local levels. This component would enhance the enabling environment to help scale up and leverage action on-the-ground to reduce deforestation and forest degradation.

Component 3:Emissions Reductions (ER) Payments:- This is based on achievements; success in reducing carbon emission, sustainable land use.

All of these components share many similarities in terms of their on-the-ground intervention requirements. Activities required for the first project component will certainly affect the effectiveness of the activities required for the second component and finally, the realization of the third programme component is entirely dependent on the effectiveness of the first two components. Thus, the programme components are not mutually exclusive. This means, existence of gender gap at any of these component and the related activities may reinforce gaps in the other programme component. Though may not necessarily exhaustive, the following are some of the major activities required under each program components.

1. Creation of an Enabling investment for OFLP implementation

- Provisions of local incentives for good agricultural practices and agro forestry
- Catalyzing private sector investment in value chains
- Promoting sustainable rural infrastructure watershed management
- Village forest management
- Sustainable management of production forests
- Land use planning and improved tenure security

2. Enabling environment

- Strengthening the regulatory framework
- Law enforcement and monitoring
- Capacity building training to the stakeholders
- Knowledge management, safeguards and promoting gender equality

3. Emissions Reductions (ER) Payments

- This involves programme management, coordination, monitoring and reporting.
- Integrating gender into all activities and benefit sharing.
- Implementation of the measurement, reporting and verification (MRV) system.

12.3 Proposed Gender Action Plans

The following table depicts gender action plan for the three components and the related major components.

Table 34. Gender Action Plan

Gender Gaps	Targeted gender activities needed	Gender Output Indicators	Short term outcome indicators	Long term Outcomes Indicators	Target 2030	Responsible institutions	Implementation year	Budget (USD\$ ⁷)
1. ENABLING INVESTMENT								
The poor women are excluded from the community based forest management groups. Villagers are not participating in investment in agro forestry actively.	The main activities needed: 1. Awareness raising campaigns on women's forest rights and project benefits. 2. Provide gender-specific forest management trainings. 3. Conduct inclusive and participatory community forest planning dialogues.	1. Number of awareness raising campaigns on women's forest rights conducted. 2. Number of forest management training provided. 3. Forest laws, b-laws and policies revised.	Number (%) of Women and specifically, the marginalized groups participate in community forest management groups	1. Number (%) of Women groups who possess the required knowledge for community forest management 2. Share of (%) forest area managed according to gender-informed management plans.	30% of women in community management committee actively participate in community forest management decision-making process.	OEFCCA, OWCAB, OFLP & OFWE	Throughout the project life - continuous	500,000
Women's participation in the community forest is not more than 12% and less than 5 % in the private sector forestry	Catalyzing private sector investment in the forestry sector and its value chains. The main activities: 1. Arrange credit facilities for the private sector forestry. 2. Provide incentive structures for private investors in forestry. 3. Issue and promulgate private sector forestry laws.	1. Viable project proposals in private sector forestry 2. Credit facilities provided to private sector forestry 3. Incentive structure designed for private sector forestry	Number of (%) women, particularly from marginalized groups, have accessed capital, skills and networks to become successful entrepreneurs	Number (%) of private sector forestry projects implemented by women through improved access to finance and inputs.	30 % of women participate in private sector forestry and 30% increase in number of women hired by receiving incentives provided by private sector forest entities	OEFCCA, OWCAB, OFLP, OFWE & OMDA	Throughout the project life - continuous	600,000
Currently, about 91% of the households use fire woods as sources of energy for cooking; very	Provide incentive structure for marginalized women to use biogas and improved cooking stoves. Main activities: 1. Organize women groups on construction of	1. Number of women groups organized. 2. Number of training	1. Number of women groups who have accessed capital, skills and networks to become	1. Number of households shifted to alternative energy sources for cooking, 2. Number of women	1] 30% increase in number of women, who have installed and are using	OEFCCA, OWCAB, OFLP, OFWE, OMDA & OWMEB	Throughout the project life - continuous	656,000

⁷ The proposed budget is just personal estimation. It can be revised based on the availability of fund.

few (less than 5%) of the households use improved cooking stoves; and less than 4% uses biogas for cooking.	<p>biogas and improved cooking stoves</p> <ol style="list-style-type: none"> 2. Provide training on how to construct and use biogas and improved cooking stoves 3. Arrange credit facilities for marginalized women 4. Promote rural electrification such as off grid energy supply. 	<p>conducted</p> <ol style="list-style-type: none"> 3. Number of credit facilities arranged for investment in biogas and improved cooking stoves 4. NO of new households with access to electricity 	<p>successful entrepreneurs in alternative energy sources such as biogas and improved cook stoves</p> <ol style="list-style-type: none"> 2. Number of biogas and improved cook stoves constructed and traded. 	particularly from marginalized groups, have saved time, improved their health and reduced fuel wood consumption through use of biogas and improved cooking stoves.	biogas and ICS; 2] 30 % of women using biogas and improved cooking stoves experience improved health and food security			
Apparently, 25% of the women respondents are food insecure	<p>Promote livelihood diversifications. The activities:</p> <ol style="list-style-type: none"> 1. Organize women groups on income generating activities such as animal fattening, petty trading, and local specific service provisions. 2. Provide gender specific training on income generating activities. 3. Support integrated land use planning and multi-storey cropping systems. 	<ol style="list-style-type: none"> 1. Number of women groups organized on alternative income generating activities. 2. Number of training provided on gender specific income generating. 3. NO of households trained in integrated land use planning and multi-storey cropping systems. 	<ol style="list-style-type: none"> 1. Number of households participating in alternative income generating activities 2. NO of households practicing integrated land use planning and multi-storey cropping systems. 	Number (share) of Food security of women, particularly of marginalized groups, and their families has improved.	<ol style="list-style-type: none"> 1) 30% increase in food security of households; 2) increased participation of women in alternative income generation by 30% 	ORLAUB, OEFCCA, OW CAB, OFLP, OFWE, OMDA & OWMEB	Throughout the project life - continuous	

No gender requirements associated with the establishment or operation of village forest management committees.	The activities include: 1. Set criteria to include women at least 30% of the members of any community forest management. 2. Set criteria to include at least 10% women in any community forest management committee.	1. Share (%) of women in community forest project management. 2. Share of community forest project management team that is female (%)	Forest management plans endorsed by women's groups (no. %)	Share of forest area community management plans developed with inclusive processes (ha)	Village forest management committee guidelines developed by the sub-project; set standards of accessibility for women, with a quota of at least 30% female committee members	ORLAUB, OEFCCA, OWCAB, OFLP, OFWE, OMDA & OWMEB	Throughout the project life - continuous	567,600
Currently, less number of women respondents have land use certificate compared to the male counterparts. Only 31 % of the women respondents have land use certificate as compared to 47% of the male respondents.	Promote women's access to land use certificate. Development of Activities: 1. Awareness raising campaign on land tenure security/laws 2. Promote joint titling (husband and wife pictures and names appearing on the certificate).	1. Number of women participating in awareness raising campaign on land tenure security/law. 2. Number of joint titling issued.	Women have feel land secured and invest on their land (participate in soil and water conservation practices; implement good agronomic practices; plant trees on their land etc).	Women have improved land tenure security and increased land productivity.	All women and male farmers have land use certificate	ORLAUB, OEFCCA, OWCAB, OFLP, OFWE, OMDA & OWMEB	Throughout the project life - continuous	345,000
2. ENABLING ENVIRONMENT								
Women's participation rates in trainings, community meeting and decision making are very low (often below	The required activities: 1. Provide awareness raising and capacity building trainings. 2. Time and location of the trainings/meeting has to take into account women's work	1. Number (%) of women in community meeting/trainings. 2. Involvement of women in setting time and location of meetings and	Equitable and accessible (language, location, timing, methods appropriate for women) technical training opportunities aimed at meeting diverse	Women participation rates in community meeting and decision making affairs increased (yes/no)	1) Equal gender participation in community meetings, trainings and decision making achieved	OEFCCA, OWCAB, OFLP, OFWE, OMDA & OWMEB	Throughout the project life - continuous	5,282,452 ⁸

⁸ As determined in the gender training plan budget (table 35) below.

20%).	schedules and accessibility.	trainings (yes/no)	needs and constraints provided (yes/no).		(yes/no)			
The existing national women policy (1993), Oromia Rural Land Use and Administration Proclamation No. 130/ 2007 and Oromia Forest proclamation NO.72/2003 lacks gender responsiveness.	Gender-focused review and revision of national gender policy, land use policy, forest policy and laws.	<ol style="list-style-type: none"> 1. Advocators of women rights and social development or gender experts are involved in the policy review (yes/no). 2. The national gender policy, land use policy, forest policy and other laws recognize women's rights drafted (yes/no). 	Gender policy, land use policy and forest policy endorsed by women's groups (no., %).	Share of forestry, social, economic, and political operations that acknowledge rights of women (%)	Systematic gender discrimination avoided (yes/no).	OWMEB involving all other sectoral bureaus	2021	
Women participation in forest community planning, implementation, monitoring & evaluation is very low.	<p>Strengthen implementation practices to ensure female and male representation in planning, implementation, and monitoring activities. The required activities:</p> <ol style="list-style-type: none"> 1. Develop gender-sensitive information, education and communication materials and disseminate to guide implementation of gender dimensions of the project; 2. Conduct experience sharing between Woredas, zones or regions on best practices of gender mainstreaming and 	<ol style="list-style-type: none"> 1. Number of gender sensitive education and communication materials developed and disseminated. 2. Number of women participated in experience sharing between Woredas and Zones. 3. Number of gender responsive reporting formats developed and disseminated. 	<ol style="list-style-type: none"> 1. Number of projects designed with active participation of women. 2. Gender monitoring system designed (yes/no) 3. Benefit-sharing mechanism with gender consideration in place (yes/no). 4. Number of projects successfully 	<ol style="list-style-type: none"> 1. Share of forest product output produced with women's group's active involvement (%) 2. Share of overall forest enterprise earnings going to female-led enterprises (%) 	Women participation in the project activities reach at least 30%	OEFCCA, OWCAB, OFLP, OFWE ,	2021	

	women's empowerment; 3. Develop and disseminate sample gender-responsive reporting formats.		implemented with active participation of women.					
There is lack of effective women empowerment techniques.	<p>The following activities may help:</p> <ol style="list-style-type: none"> 1. Provide targeted technical and leadership training to women involved in forestry and agroforestry activities. 2. Provide leadership training for women in forest-related associations. 3. Earmark funds to innovative communications efforts highlighting women's key role and best practices for forest landscape restoration. 4. Forest agency budget specifies target percentage of funds to training women in forest production and value-added activities. 	<ol style="list-style-type: none"> 1. Ensure that women are signatories or co-signatories to forest-project related contracts (e.g. Ecosystem payments, ecotourism, tree nurseries, etc) (yes/no). 2. Quota system for women in management roles (yes/no) 3. Project activities include those that support women as role models to break through barriers, demonstrate by example, change mindsets and provide inspiration to others (yes/no) 4. Project budget specifies target percentage to women-focused activities (yes/no). 	<ol style="list-style-type: none"> 1. Forest sector plans, strategies, policies incorporate acting gender considerations (%). 2. Women receiving training in leadership, negotiation, business skills (no.) 	<ol style="list-style-type: none"> 1. Share of women project participants rating 'satisfied' or above on gender-related interventions (%). 2. Share of workers involved in forest production and value-added activities that are women (%) 	Women participation in the project activities reach at least 30%.	OEFCCA, OWCAB, OFLP, OFWE,	2021	

Women are systematically excluded from economic activities and benefit sharing.	<p>The following activities may help to enhance equal participation and sharing of benefits:</p> <ol style="list-style-type: none"> 1. Management info system with sex-disaggregated data 2. Dedicated women's fund for forest-related activities 3. Credit program targeted to female-led forest and agroforestry-related enterprises 4. Women and women's groups given access to forest enterprise-related credit (number) 	<ol style="list-style-type: none"> 1. Management info system with sex-disaggregated data designed (yes/no) 2. Benefit-sharing mechanism with gender consideration in place (yes/no) 3. Share of women organized in forest-related associations (%) 4. Women and women's groups given access to forest enterprise-related credit (number) 	<ol style="list-style-type: none"> 1. Annual budget guidelines include gender considerations (yes/no) 2. Women forest project beneficiaries being tracked (no.) 3. Women's forest groups representatives in leadership positions in regional and national forest associations (no.) 4. Share of total forest-related credit going to female-led enterprises (%) 	<ol style="list-style-type: none"> 1. Share of those receiving direct benefits/income from project that are women (%) 2. Share of project beneficiaries that are female (%) 3. Share of forest product output produced with women's group's active involvement (%) 4. Share of overall forest enterprise earnings going to female-led enterprises (%) 	Equal gender participation in economic activities and equitable benefit sharing achieved.	OEFCFA, OWCAB, OFLP, OFWE,	2021	
Total estimated budget to implement this gender action plan (in USD)								7,025,053

13 GENDER TRAINING PLAN

13.1 Introduction

This gender training plan is meant to assist OFLP program implementing sectoral bureaus to mainstream gender concerns into forest management programme and activities, with particular focus on the implementation of the gender action plan specified above. The goal of this gender training plan is to shade light on the thematic areas of gender capacity building training requirements as per the gender action plan; indicate institutional responsibility and give a rough budget estimation of the training. It also provides details on the approach and methodology, process and frequency of the training. However, this training plan need not be considered either as a substitute for a gender training manual or as curriculum for gender training. Thus, gender training manual and curriculum for each thematic areas identified need to be developed.

13.2 Gender training content⁹

There are thematic areas identified in this gender training plan: They cover the following topics: gender and related concepts, Gender Based Violence, Gender Mainstreaming, Advocacy, Gender Budgeting, Monitoring and Evaluation. Each thematic area addresses different issues that are very important for integrating gender into the forest management in Oromia.

13.3 Training process

13.3.1 Introductions (30-45Minutes)

Introductions may take between 30 - 45 minutes (Maximum 50 minutes). The first day of training session need to be opened by blessing of Abba *Gadas* and religious fathers. This should be followed by a formal speech to be delivered by a government representative. The government representative needs to be acquainted with the rationale and the content of the training before making speech to the audience.

Following training opening speech, the consultant/gender expert will begin the workshop by greeting participants. Then, he/she should introduce him/herself, co-facilitators and any other

⁹ The thematic areas, where the trainees are supposed to be from, responsible institutions and budget estimations are given in the table 35 below.

workshop staff working with him/her. Conduct some type of introduction activity so that all participants are aware of who is in the room. For this, printed name tags are very important. Encourage the participants to catch the names of each other, organizations, work sites, and general information about each other. The aim of the introductions is to establish positive group dynamics and lay a foundation for management of the training. Thus, the time spent on introducing the participants to each other's should not be considered as time wasted. The following alternative approaches are examples of how introductions can be done in a very interactive and fun manner:

Approach 1 - Meeting one another

- ✎ Step 1: Welcome participants and briefly explain the aim of the workshop.
- ✎ Step 2: Ask participants to choose partners and ask each pair to introduce themselves to each other, by their names. Each partner will give the other person a pet name that starts with the first letter of their name. That is what they will be called during the workshop. The names will be written on sticky notes or cards. Example: ten years ago, while attending gender trainers of training I gave a pet name to a fellow participant sitting next to me. His real name was *Demeke Tumsa*. Because his name begins with letter "D" I named him "Democrat" and he named me "Action" because my name is *Admassu Tesso* which begins with "A" letter. Throughout the 7 days of training, including during tea breaks and lunch time, we used to call each other by our new name. Although it has been before 10 years, we still call each other by our pet names and we are both happy with our new names.
- ✎ Step 3: Once all 'partners' have a name, ask each pair to discuss if the nicked name the partner gave them says anything about their characteristic, where they work, what they do and one reason why they have joined the workshop.
- ✎ Step 4: Ask the pairs to introduce their partner to the entire group by sharing their partner's name, and information shared during their conversation.

Approach 2 – My Secret Wish

- ✎ Ask the participants to introduce themselves to each other. This can be done either individually or by exchanging information with the partner next to her/him on the following aspects: position, ministry/department/agency/businessman and main duties

marital status, number of children, hobbies, etc. Ask what types of crops she/he produces and what types of animals do she/he keeps for farmers. A secret wish: “What I always wanted to do, but could not do because I am a man/woman.”

- ✎ Each secret wish is written on a colored card/sticky note (one color for men, one color for women).
- ✎ Each participant introduces the participant beside her/him giving the information from the above points including the “secret wish”. While the participants are being introduced, collect all cards and put them on the flip chart in separate columns for men and women. Group them according to their contents. The secret wishes can be referred to during the discussions on gender and gender relations.

13.3.2 Participants' Expectations (10 – 15 minutes)

Following the self-introduction session, the participants need to share their own expectations for the workshop training.

- ✎ Ask participants to take 2 minutes to think of the expectations they have for the training workshop.
- ✎ In a clockwise direction, ask participants to mention their expectations.
- ✎ Write the expectations up on flipchart paper and keep them on the wall for everyone to refer to during the training workshop.
- ✎ Explain whether or not this workshop will address each of the shared expectations. If it will not, explain why and how interested participants can gain access to such knowledge.

Alternatively

- ✎ Ask participants to write out 2 expectations clearly on sticky notes. The trainer has to ask and write the expectations of a trainer if she/he is unable to write.
- ✎ Collect notes and place on flip chart in groups.
- ✎ Read out the key themes identified in the expectations, compare participant's expectations with workshop objectives and clarify which expectations the workshop will be able to meet.

13.3.3 Presentation of workshop objectives (5 minutes)

The facilitator (trainer) can either write out the objectives on flip chart or print it out and hand each participant a copy. Immediately following the expectations, facilitator should explain the

objective of the workshop using a pre-prepared flipchart posted on the wall. Ensure that participants understand their workshop purposes, objectives, and intended outcomes.

13.3. 4 Set ground rules (5 – 10 minutes)

Ask the participants to generate a list of rules that will guide the training sessions. These are a set of basic rules for the group at the beginning of the workshop. Write on the flipchart the list of rules generated. Discuss and agree on the rules that will guide the training sessions. Hang this list on the wall for all the number of days the workshop will take place.

Examples of ground rules may be as follows:

- ✎ Respect time – start on time, end on time, tea breaks and lunch times.
- ✎ Switch off cell phones or turn them on silent/vibrate
- ✎ Do not receive calls during the training
- ✎ Be respectful of other participants and the facilitators
- ✎ When contributing, talk loud enough for all to hear
- ✎ Have tales, preferably related to the training contents as energizer.
- ✎ No side talks etc.

13.3. 5 Formation of Committees

Depending on the group being trained, it might be necessary to form committees for effective management of the participants. If it is a very small group it might just be useful to select individuals to represent the group or ask for volunteers e.g. timekeeper, welfare officer etc. However, if it is a fairly large group the following steps can be taken to form committees within the group:

- ✎ Participants discuss and agree what committees they would like to form for the effective functioning of the training.
- ✎ List Committee names on flipchart e.g. Time management, Social and Welfare, Information and Resource, Evaluation etc.
- ✎ Read out (from pre-prepared handout) and jointly agree on terms of reference for the committees.
- ✎ Ask participants to volunteer or nominate members to each committee.

After individuals are nominated for each committee member, the facilitator need to explain what is expected from each committee member. This can be done in the form of giving terms of references (TORs). Sample TORs for Committees may include:

A) Time Management/Rule Enforcement Committee

- ✎ Ensure that time is effectively managed
- ✎ Assists with reviewing timetable if necessary
- ✎ To identify defaulters
- ✎ Ensure that agreed upon fines are complied with

B) Social and Welfare Committee

- ✎ Oversee general welfare of participants in collaboration with the trainers.
- ✎ Organize recreational and social activities for participants.

C) Information and Resource Committee

- ✎ Obtain and make available relevant technical information and news for participants.
- ✎ Ensure that all participants receive training information and handouts.
- ✎ Produce and disseminate a summary of daily proceedings.

D) Evaluation Committee

- ✎ Help assess key learning of previous day using various evaluation methods.
- ✎ Produce or review relevant instruments for training evaluation.
- ✎ Process evaluation results and feedback to participants and trainers.

13.3. 6 Pre-training assessment (15-20 minutes)

The pre-training assessment is administered at the very beginning of training or even before the training commences. The goal of the assessment is to measure the level of knowledge of the participants as a group, as well as individually. It also allows the facilitator to prepare more effectively for the training.

The objectives of pre-training assessment:

- ✎ To assess participants' level of understanding of gender, its intersection with forest management, access to and control over resources, gender based violence, female workloads, human rights and sexuality.
- ✎ To assess participants' practical experience in gender, its intersection with forest management, access to and control over resources, gender based violence, female workloads, human rights and sexuality.

- ✎ Information from the pre-test will help identify points of emphasis during training and assess progress made at the training when compared with results of a post-test.

The steps for pre-training assessment

- ✎ Distribute the pre-prepared questionnaire and present objectives of this activity.
- ✎ Give participants 15-20 minutes to undertake the pre-test.
- ✎ Ask participants to make a sign (code) on their scripts to enable them identify their scripts. Inform them that the same sign (code) will be put on their post-test to enable comparison.
- ✎ Wrap up activity by asking participants to voice their impression of the pre-test.
- ✎ Summarize the pre-test results by a table (minimum, maximum, mean, standard deviations) and briefly inform the participants about overall assessment results.
- ✎ Continue to the training contents.

13.3. 7 Closing the Training and Evaluation(15 – 20 minutes)

Closing a training workshop involves reviewing the workshop content and outcomes. When you evaluate the workshop, you can read out the expectations and ask participants if their expectations were met in the workshop. You also need to check if the workshop achieved its set objectives repeating the pre-training assessment test as a post test. The facilitator might want to develop a questionnaire/evaluation form or just adopt the sample workshop evaluation form below and provide copies for each participant at the end or have an interactive session and just ask leading questions to evaluate the project. The facilitator should choose which option suits her/him best. There may be a need to do daily evaluation using prepared questionnaire for a training workshop taking more than 3 days. After evaluating the training workshop, invite *Abba Gada*, religious father or government representative to thank the participants and formally close the training workshop. At this stage, training organizer institute may give presents to some best performing training participants and the training facilitator.

Sample training workshop evaluation format¹⁰

1) How do you rate the facilitation of this workshop?

5. Very good 4. Good 3. Average 2. Poor 1. Very Poor

Please add any other comments you have on the facilitation.

2) How do you rate the handouts and reading materials provided at the workshop?

5. Very good 4. Good 3. Average 2. Poor 1. Very Poor

Please add any other comments you have on the facilitation.

3) How would you rate the venue, accommodation and overall logistics provided for this workshop?

5. Very good 4. Good 3. Average 2. Poor 1. Very Poor

Please add any other comments you have on the logistics.

4) What have you learned through the training workshop?

5) Which factors facilitated or hindered your learning?

6. How do you intend to use your learning?

7. Which improvement (s) (if any) would you like to see in the overall design, delivery and methodology of the workshop or the training manual?

¹⁰ Adapted from UNAIDs. (2015)

13.4 Training approaches and Methods

This training plan calls for appreciating and respecting the views and knowledge of the trainee/learner. Facilitators are to build on existing knowledge of the trainee/learner. All sessions are expected to be as participatory as possible. This is to enable participants to think, reflect and draw conclusions towards problem solving. The training is not envisaged as a one-off contact. There should be follow on forum and in between, some action plan which the trainees commit to and implement and report again by the next training or through the instrument of the monitoring and evaluation system in place for the gender mainstreaming at the institutional level. In order to ensure a participatory environment, the training format should include one or more of the following methods (UNAID, 2015):

Presentations: Some of the sessions will require that the facilitator make a presentation to explain the theory of the topic at hand. This is to ensure that participants are well informed. It is expected that a question and answer/discussion session will ensue following such presentations so that participants can clarify doubts or confusions.

Plenary sessions: This involves all participants sitting together in the training room as one whole so what is said can be heard and shared by everyone, individuals can speak, brainstorming session held and the trainer can give lectures and group work guidance in plenary.

Group work: Participants will be divided into smaller groups of 5 – 7 depending on the number of participants in the room. Group work ensures that more sharing can be done and findings are reported back.

Triads: Participants reflect and discuss in groups of three on a given topic. This method enhances participation and helps to break the ice. It allows neighbors to talk and to know each other better.

Buzz Group: This is a small group aimed at having intense discussion on a specific question or in search of very precise information. It's called a 'buzz' group because it mimics the sound of people in intense discussion! It should ordinarily consist of 2 – 4 people.

Role - plays: This is a simulation of a real life situation where participants are required to immerse themselves in the roles of others. This creates empathy and better understanding in a humorous setting creating some relaxation for the participants, in a fun learning environment.

Ice breakers: Energizers that increase the energy level in the room, deal with boredom or wandering attention and increase the warmth in the room are necessary. Tea and coffee breaks; meet and greet session and gallery walk to see some of the report back from group work put up on the wall can equally serve as energizers.

Case studies: Preparing materials for activities that help tell a story (case studies) is very useful in creating lively training through appealing to the participants' imagination. It facilitates quick and retentive learning through its approximation or extraction from the participant's reality. However, the material prepared has to be suited to the task at hand and able to deliver the training and module objective.

Table 35. Gender training plan

Gender training contents	Trainees coming from	Basic Assumptions ¹¹	Number	Responsible	Contributors	Days of training	Budget (USD\$) ¹²
Gender and development; Gender sensitive planning; gender budgeting; Gender policy implementation; Gender advocacy; gender mainstreaming; monitoring and evaluation	At least bureau heads and gender department heads of all sectoral bureaus and agencies at regional level	Currently there are about 49 sectoral bureaus/agencies in the Oromia regional state. Thus, $2 \times 49 = 98$ will be total number of trainees at the regional level	98	OEFCCA and OWCAB	OBANR, ORLAUB and OFWE	5	$98 \times 5 \times 14 = 6,860$
Gender and development; Gender sensitive planning; gender budgeting; Gender policy implementation; Gender advocacy; gender mainstreaming, Monitoring and Evaluation.	At least bureau heads and gender department heads (focal persons) of all sectoral bureaus and agencies at zonal level	Currently there are about 49 sectoral bureaus/agencies in the Oromia regional state and zonal levels. Thus, $49 \times 21 \times 2 = 2,058$ will be total number of trainees at the zonal level	2,058	OEFCCA and OWCAB	OBANR, ORLAUB, and OFWE	5	$2,058 \times 5 \times 14 = 144,060$
Gender and development; Gender sensitive planning; gender budgeting; Gender based violence; Gender advocacy; gender mainstreaming, Monitoring and evaluation, and extension; gender and environment; protection and utilizations of forest resources	Experts from each rural Woredas	In each of the 290 rural Woredas 6 experts from WoANR, WoWME, WoRLEP and WoFWE, WoWC and WoOFLP will participate in the training. In addition, Woreda level OFLP coordinators (38) will participate. Thus: $290 \text{ districts} \times 6 \text{ experts from each district} = 1,740 + 38 = 1,778$ will participated.	1,778	OEFCCA and OWCAB	OBANR, ORLAUB, and OFWE	5	$1,778 \times 5 \times 14 = 124,460$
Gender based division of labour; gender roles, benefits and participation in A/R and	At least two male; two women in marriage and two	From each of the 7,451 rural Kebeles $= 44,706$ ($7,451 \times 6$) in total will participate in the	44,706	OEFCCA and OWCAB	OBANR, ORLAUB, and	3	$44,706 \times 3 \times 14 = 1,877,652$

¹¹ Currently, there are 21 zones; 290 rural districts, 46 urban districts; 7,451 rural Kebeles and 139 urban Kebeles in the Oromia region

¹² Budget is estimated based on 14 USD dollar per participant per day at Addis Ababa, Zonal towns and district levels. No training is supposed to be organized at Kebele level because of facility limitations in the rural areas. This includes all per diem cost, consumable materials and transportation cost. However, it excludes such costs as trainers (facilitators) fee, training hall rent and any contingency costs.

PFM activities; gender disparity in access to and control over assets; gender and decision making ; gender based violence	women headed households from each Kebele.	training			OFWE		
Construction and marketing of ICS and biogas; non-farm activities; poultry farming; beekeeping; small business management;	At least two male and two women in marriage from each Kebele plus two female headed households	From each of the 7,451 rural Kebeles= 44,706 (7,451*6) in total will participate in the training	44,706	OWMEB, and OIDPA,	OMDA and OEIDV	3	$44,706 * 3 * 14 = 1,877,652$
Gender based division of labour; gender roles, benefits and participation in A/R and PFM activities; protection and utilizations of forest resources; gender disparity in access to and control over assets; gender and decision making; non-farm activities; small business management; renewable energy sources.	At least two CBO leaders from each rural Kebele	From each of the 7,451 rural Kebeles= 44,706 (7,451*2) in total will participate in the training	29,804	OEFCCA and OWCAB	OBANR, ORLAUB, and OFWE	3	$29,804 * 3 * 14 = 1,251,769$
Total number of people supposed to be trained within the next one year			123,150				5,282,452

14 Glossary of key terms

Agency	The capacity to make decisions about one's own life and act on them to achieve a desired outcome, free of violence, retribution or fear (World Bank 2012).
Gender	Gender refers to the social, behavioural and cultural attributes, expectations and norms associated with being male or female (World Bank 2012).
Gender equality	Refers to how these factors determine the way in which women and men relate to each other and to the resulting differences in power between them (World Bank 2012).
Gender-based violence	an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (that is, gender) differences between males and females. Gender-based violence includes acts that inflict physical, mental, or sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life (IASC 2015).
Gender mainstreaming	a process that systematically integrates gender perspectives into legislation, public policies, programs and projects. This process enables making women's and men's concerns and experiences to be made an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres with the goal of achieving gender equality (United Nations 2015).
Gender equality:	Gender equality is when men and women enjoy equal rights, opportunities, and entitlements in civil and political life, in terms of access, control, participation and treatment.
Gender equity:	Gender equity means fairness and impartiality in treating men and women in terms of rights, benefits, obligations, and opportunities. At times, special treatment/affirmative action/ positive discrimination are required.

Gender roles include: (1) productive roles that generate an income – women engage in paid work and income generating activities, but gender disparities persist in terms of wage differentials, contractual modalities, and informal work; (2) reproductive roles related to social reproduction, such as growing and preparing food for family consumption and caring for children; (3) community managing roles that include unpaid and voluntary activities, mainly carried out by women, to complement their reproductive role for the benefit of the community, such as fetching water for the school; and (4) community or political roles related to decision-making processes, such as membership in assemblies and councils. Women's role can be identified as reproductive, productive, and community managing, while men's roles are categorized mainly as either productive, community, or political. Women's multiple and competing roles lead to their time poverty, which can imply asset and income poverty. The unequal value placed on roles of women compared with men is mainly responsible for their inferior status and the persistent gender discrimination they experience.

Gender socialization: - refers to situation where men and women are socialized respectively into masculine and feminine identities and hence differ on key beliefs and values that directly influence access to and control over environmental resources (Xiao & McCright, 2015).

Annex 1: Documents reviewed:

International Legal Frameworks

- United Nations Convention to Combat Desertification (UNCCD)
- United Nations Framework Conventions on Climate Change (UNFCCC)
- FAO (Food and Agriculture Organization of the United Nations). 2011. The state of food and agriculture: Women in agriculture—Closing the gender gap for development. FAO, Rome, Italy.
- WDR (World Development Report). 2012. Gender equality and development. World Bank, Washington, DC, USA.
- World Bank. 2001. Engendering development. World Bank, Washington, DC, USA.
- GFDRR Gender Action Plan 2016-2021
- Strategy and plan of action to mainstream gender in ILRI-March 2017
- Gender Mainstreaming Conceptual Framework, Methodology And Presentation Of Good practices Strasbourg, May, 1998
- World Bank Group (2016-2023 Gender strategy): Gender Equality, Poverty Reduction and inclusive growth-102114

The following policy, legal frameworks and other relevant documents will be reviewed:

- Constitution of The Federal Democratic Republic of Ethiopia (Proclamation No. 1/1995)
- Environmental Policy of Ethiopia (EPE, 1997)
- Forest development, conservation and utilization policy and strategy (April, 2007)
- Forest development, conservation and utilization (Proclamation No 542/2007)
- National Energy Policy of Ethiopia (2006)
- National gender Policy of Ethiopia (2014)
- Gender mainstreaming guideline of Ethiopia
- Gender mainstreaming guideline of Oromia
- Development, conservation and utilization of wildlife (Proclamation No 541/2007)
- Environmental Impact Assessment (Proclamation No. 299/2002)
- Legislation on Expropriation of Landholdings for Public Purposes and Payment of Compensation (Proclamation No 455/2005)
- National Social Protection Policy, 2014
- The Rural Land Administration and Land Use Proclamation No. 456/2005
- Regulations on land Expropriated and payment of Compensation (Reg. No. 135/2007)
- The Rural Development Policy and Strategy (2001)
- Sustainable Land Management and Productive Safety Net Program
- Ethiopian Water Resources Management Policy (1999)
- Access to Genetic Resources and Community Knowledge, and Community Rights(Proclamation No. 482 /2006)

Relevant natural resources related document reviewed

- Project appraisal Document for Federal Democratic Republic Of Ethiopia For the Oromia National Regional State Forested Landscape Project (March 16, 2017)

- OFLP Program Implementation Manual (PIM)-2016-2016
- Environmental and Social Review of the Bale Mountains Eco-region REDD+ Project and REDD+ Joint Forest Management in the five districts of Ilu Abba Bora Zone, Oromia Regional State, South-West Ethiopia - Phase II Project (2018)
- Ethiopia's Climate Resilient Green Economy (CRGE, 2011)
- REDD+ Readiness preparation proposal (R-PP) (2011)
- Draft National REDD+ Strategy (2015)
- SESA for the Implementation of REDD+ in Ethiopia 2015
- Process Framework(PF) for OFLP, October, 2015
- OFLP RPF. Updated February 2017.
- *OFLPESMF* (Revised Final Draft).

World Bank Safeguard Policies reviewed

- Environmental Assessment (OP/BP 4.01)
- Natural Habitats (OP/BP 4.04)
- Pest Management (OP/BP 4.09)
- Indigenous/underserved People (OP/BP 4.10)
- Physical and Cultural Resources (OP/BP 4.11)
- Involuntary Resettlement (OP/BP 4.12)
- Forests (OP/BP 4.36)

Annex 2: Quantitative Household Data Collection Sheet

Household Identification Summary

Interview Date: DD [] MM [] YY [2019]

Household locations

1. Zone name: _____

2. Woreda name: _____

3. Kebele name: _____

4. Specific location name: _____

5. Household Head name (ID): _____

6. Sex of the respondent: Put [✓] sign Female [] Male []

7. Have you ever heard about OFLP? Yes [] No []

Household Demography and Locations

1. HH head ID	2. age in years	3. Sex: F=0, M=1	4. Marital status (see the code)	5. Can read and write: Yes = 1 No=0	6. Attended formal school? Yes=1, No= 0	7. If formal, maximum education level (grade)	8. Religion (see code)	9. Occupation 1. farmer 2. otherwise

Marital status

1= married
2= single
3=divorced/separated
4=widowed
5=other (specify)

Religion

1= Orthodox
2= Muslim
3= catholic
4= Protestant
5= Waqefata
6= others (specify)

S.N	Household member information:	Quantity (number)	
		male	female
1	Household family size in number		
2	Household members aged between 15-64 years		
3	Those who aged between 15-64 years and full time participating in agriculture		
4	Household members aged below 15 years		
5	Household members aged above 64 years		

Household economic issues

1	Do you have saving in cash	Yes No	1 0
2	If your answer to question NO 1 above is yes, where do you save?	at home at MFI	1 2

		at a bank	3
		Equb	4
		Other (specify).....	5
3	Estimate your household annual income from different sources in 2011 E.C in Birr	Crop production..... Sale of livestock..... Sale of livestock products..... Beekeeping..... Sale of vegetable and fruits..... Sale of forest products..... Off farm activities..... Remittance..... Others _____	
4	Estimate your household annual expenditure for different purposes in 2011 E.C. in Birr	Food..... Clothing..... Fuel..... Salt, sugar, oil etc..... Soap and other sanitation propose..... Health treatment..... Education Farm inputs..... Stoves Lighting..... Mobile charging Cooking Others _____	
5	What type of training and/or capacity building would you need in order to address gender issues more effectively in your economic issues? please circle to one or more numbers of your choice.	Saving culture Non-farm activities Agricultural activities Not needed at all Other (specify).....	1 2 3 4 5
	Gender issues		
1	Do you observe any form of sex discrimination in this area?	Yes No	0 1
2	Who is the decision maker on the household assets (land, livestock) in your household?	Husband only Wife only Both husbanded and wife All house hold members	1 2 3 4
3	Estimate the average working hours for men and women per day:	Men..... women.....	
4	Do men/husbands participate in the house (child care, food cooking, fire wood collection etc..)?	Yes No	1 0
5	Do women participate in the decision making community affairs and development activity ?	Yes No	1 0
6	Is there women association in your area?	Yes No	1 0

7	What are the most pressing needs of women in this area? please circle to one or more numbers of your choice.	Grinding mills 1 Safe water supply 2 Maternal and child healthcare 3 Cooking stove and biogas 4 Credit and saving schemes 5 Other (please specify) 6
8	Is there any cooperative/community association or team established for forest management?	Yes 1 No 0
9	If your answer to question NO 8 above is yes, how many men and women are involved in the cooperative?	Men..... Women.....
10	If your answer to question NO 8 above is yes, are you a member of any community forest management team?	Yes 1 No 0
11	Are there any differences between the tasks and responsibilities assigned to men and women in the community forest team?	Yes 1 No 0
12	Do you feel that you are not contributing your maximum potential in the forest management (only for women)?	Yes 1 No 0
13	If your answer to question is yes, what are the hindering factors that influence your roles in Community Forestry Program? Please mark (v) on the circle below where applicable.	Lack of time due to household tasks 1 Lack of knowledge/ information 2 Male dominant society 3 Lack of control over the benefits 4 Others, (Specify)..... 5
	Energy issues	
1	Has OFLP project ever organized participatory community planning and consultation meetings on energy sources and safety issues at your location?	Yes 1 No 0
2	If your answer to question NO 1 is yes, did you attend the participatory planning and consultation meetings?	Yes 1 No 0
3	Does your households have an electricity connection to home?	Yes 1 No 0
4	Which energy source do you more frequently use for cooking? please circle to one or more numbers of your choice.	Fire wood 1 Electricity 2 Energy saving stove 3 Biogas 4 Other (please specify) 5
7	How long does it takes to go the forest and collect firewood?	Time in hours
	Climate changes	
1	Do you think that climate change is a real problem for farmers?	Yes 1 No 0
2	If your answer to question NO1 above is Yes, did you notice indication of climate change since the last five years?	Yes 1 No 0
3	What are the manifestations of climate change? Please circle to one or more numbers of your choice.	drought 1 Over flooding 2 Increased air temperature 3

		Untimely rain	4
		Reduced crop production	5
		respiratory health problems	6
		other (specify).....	
4	Do you know any climate change adaptation/mitigation strategie?	Yes	1
		No	0
5	If your answer to question NO 4 is yes, which of the following climate change adaptation strategy do you practice more? Please circle to one you use more.	change in planting date	1
		increase crop variety	2
		changing crop type	3
		investment in irrigation	4
		Others (specify).....	5
6	Do you think that deforestation contribute to climate change?	Yes	1
		No	0
7	Do you think that re-afforestation program will help to minimize the effect of clime change?	Yes	1
		No	0
	Natural resources		
1	Why is the forest important to rural communities at your location? Please circle to one or more numbers of your choice.	We need the forest for hunting and gathering	1
		We use the forest for subsistence farming	2
		We use the forest for commercial farming	3
		We use the forest for leisure activities	4
		We use the forest for fuel wood collection	5
		We use the forest for cultural activities	6
		Other reasons...	7
2	How often do you go to the forest?	More than once per day	1
		Daily	2
		four times per week	3
		Once a week	4
		Irregularly	5
		Never	6
3	Which of these non-wood forest products (NWFP) do you have access to? List in order of importance ?	forest fruit collection for food	1
		collection of medicinal plants	2
		fodder	3
		Collecting of fuel wood	4
		thatch and construction materials	5
		others (specify).....	6
4	If you have access to non-wood forest products (NWFP) listed in question above, for what purpose do you use them?	for domestic consumption	1
		for sales	2
		both for domestic consumption and sales	3
5	If you or any person from your household is participating in sales of NWFP, how much of your household income is generated through such sale monthly?	Please state in Birr.....	
6	Out of the members of your household, who is most involved in the collection of NWFP? (Tick one)	Male	1
		Women	2
		children	3
		none	4
7	Do you or any person from your household participate in a sale of Timber Forest Products (TFPs)?	Yes	1
		No	0

8	If your answer to question NO 7 is yes, how much of your household income is generated through the sale of TFPs monthly?	Please state in Birr.....
9	Out of the members of your household, who is most involved in the collection of TFPs? (Tick one).	Male 1 Women 2 children 3 none 4
Policies in Forest Management		
1	Do you know any existing forestry laws promulgated by the Ethiopian government?	Yes 1 No 0
2	If your answer to question NO 1 is yes, do you think that the law has helped in protecting forest degradation in your location?	Yes 1 No 0
3	If your answer to question NO 1 is No, what do you think the reason could be? Please circle to one or more numbers of your choice.	rural people are not aware of the law 1 rural people are ignorant of the law 2 because no one is there to implement the law 3 because of corruption 4 any other reasons? (specify)..... 5
4	Do you know any existing forestry laws established by the community/Aba Gada?	Yes 1 No 0
5	If your answer to question NO 4 is yes, do you think that the law has helped in protecting forest degradation in your location?	Yes 1 No 0
6	Do you think that the community based forest laws are more effective than the government laws?	Yes 1 No 0
7	If your answer to question NO 6 above is yes, what could be the reason? Please circle to one or more numbers of your choice.	there is social sanctions against breach the law. 1 community laws are more easily understood. 2 there is less room for corrupted practices 3 any other reasons (specify)..... 4
8	In your opinion, which forest is more likely subjected to deforestation or illegal uses?	Private forest 1 Community forest 2 Open access/government forests 3
9	If your answer to question NO 8 is 3, what could be the reasons? Please circle to one or more numbers of your choice.	inequality in sharing forest benefits 1 absence of claim to ownership of such forests 2 ineffective enforcement of forest laws 3 illegal exploitation of forest resources 4 others (specify)..... 5
Participation on community activities		
1	Have you taken part in any of the following community development programs? Please circle to one or more numbers of your choice.	Afforestation/tree planting 1 Soil and water conservation 2 Social services 3 Road construction 4 5 Others (specify)..... 6
2	Have you heard of any proposed community forest plantation/afforestation at your location?	Yes 1 No 0
3	Do you accept the proposed the afforestation plan?	Yes 1 No 0
4	If your answer to question NO 3 above is yes, what do you expected from it? Please circle to one or more numbers of your choice.	Increased production of crops 1 reduced risk of drought and flooding 2 cash receipt in the form of carbon trading 3 More employment opportunity 4

		Increased availability NWFP	5
		Other (specify).....	6
Agriculture and Food Supply			
1	Do you have your own land?	Yes	1
		No	0
2	If your answer to question NO 1 above is yes, how much in ha?	Grazing:.....	
		Cultivated:.....	
		Backyard:.....	
		Coffee land:.....	
		Forestland:.....	
		Total :.....	
3	If your answer to question NO1 above is yes, do you have land use certificate for your plots of land?	Yes	1
		No	0
4	If your answer to question NO 3 above is yes, whose photo is attached on the land use certificate?	Husband	1
		Wife	2
		Both wife and husband	3
5	If your answer to question NO3 above is yes, do you feel more tenure secured than before?	Yes	1
		No	2
6	How is the trend of your crop production for the last 5years?	Increasing	1
		Decreasing	2
		No change	3
7	Was your last year's (2011 E.C)crop production sufficient for your Household consumption?	Yes	1
		No	0
8	If your answer to question NO7 above is No, what do you think the reasons could be? Please circle to one or more numbers of your choice.	Shortage of farmland	1
		Shortage of inputs (seed fertilizers, etc)	2
		Because of climate change	3
		Shortage of capital to buy farm technologies	4
		Others (specify).....	5
9	If your answer to question NO 7 above is No, how did you manage to fill the gap ?	Household members sale labor	1
		Sale of livestock	2
		Get remittance	3
		Aid from govt. and or NGO	4
		Borrowing	5
		Sale of forest products	6
		Other)specify)	7
10	For how many months of the year your household rely only on the yearly produced crops without external support or buying from market?	<3 months	1
		3-6 months	2
		6-9 months	3
		9-12 months	4
Livestock production			
1	Do you have own livestock?	Yes	1
		No	0
2	If your answer to question NO 1 above is yes, specify their type and number?	Camel:.....	
		Cows:.....	
		Oxen:.....	
		horse:.....	
		Heifer:.....	
		Donkey:.....	
		mule:.....	
		Goats:.....	
		sheep:.....	

		Poultry:..... Traditional Bee hives:..... Modern beehives:..... Others (specify) :.....
3	What are the main problems of livestock keeping?	Shortage of fodder and grazing land 1 Shortage of capital to buy animals 2 Live stock diseases 3 Other (specify)..... 4
4	Do you have enough oxen for ploughing?	Yes 1 No 0
5	What is the source of feed for livestock?	Grazing 1 Crop residue 2 Grazing and crop residue 3 Others(specify) 4
6	Do you provide your livestock any supplement feed materials during fodder shortage?	Yes 1 No 0
7	Do you conserve feed for your livestock?	Yes 1 No 0
8	For the sake of environmental concern, you may be advised to reduce the number livestock, but keep only productive ones under improved management and better feeding. Do you agree to destock (reduce number of your livestock)	Yes 1 No 0

Do you have any question or further points to explain?

.....
.....
.....
.....

Thank you very much for your time and genuine reply.

Annex 3. Interview guide

1. Policy and programme frameworks

- 1) Is there a gender policy or strategy of the organization?
- 2) Does the staff and management know and are familiar with the gender policy? Are those documents widely disseminated and available/obtainable?
- 3) Has gender been incorporated in the key planning documents, such as logframes, programme strategies, annual management plans?
- 4) Are gender disaggregated data used in all areas of work, including selection of staff and organizational matters as well as planning and reporting?

2. Existing gender capacity /Technical capacity

- 1) Is responsibility for gender shared among the staff or is only responsibility of an assigned person (gender focal point for example)? How much training and experiences does she/he have? Are specialists hired to help her/him in specific tasks? Does she/he work alone or in a team?
- 2) What is the level of knowledge on gender by the staff (e.g. in technical terms – no. of trainings they have attended, including their degree, sensitivity, resistance to gender)?

- 3) Are there any past or planned gender trainings? Do existing trainings include sections on gender? Is there any institutional learning activity on gender? How many people attended/attends them, disaggregated by sex?
- 4) Are there positive conditions for the staff to take part in the training (e.g. management grants time and space for attending the training)?
- 5) Are there available manuals, publications on gender? Are they publicly available? Are there working tools available or developed by the institution for the use of the staff?

3. Budget issues

- 1) Are there any funds allocated specifically for gender-related work? Any for projects on women's rights or women's empowerment?
- 2) Are gender equality objectives reflected in both regular budget allocations and extra-budgetary allocations? Are efforts made that ensure all projects and programmes implemented by the institutions include a gender mainstreaming strategy?

4. Gender-conscious workplace (organizational culture)

- 1) Are the staff members rewarded for or discouraged from engaging in gender equality issues?
- 2) Is the institution seriously involved in promoting empowerment of women and men and changing cultural norms in society? Who exerts most influence in the work unit when it comes to whether or not gender issues are taken seriously or neglected?
- 3) Are human resource policies on paternity, benefits, etc. applied? What mechanisms are used, whether the whole staff benefits or only those who have certain kind of contract?
- 4) Are there any sexual harassment and discrimination policies in place? Is there a responsible person for these policies? Are they and other personnel familiar with these policies?
- 5) What is the level of transparency in the organization? How are decisions taken, who is included, what is the sex balance? Who makes decisions on budgets?
- 6) Are financial/budget matters discussed openly in the organization? Are principles of transparency and accountability (overall and budgetary) followed/encouraged within organization? Is this depicted in works/actions or both?
- 7) What is the level of staff sensitivity and commitment to gender? Are relations among the staff of different sexes cordial and respectful? Does staff feel, regardless of their sex, they receive equal treatment? Are relations among fellow workers established on the basis of sex, age, political ideology, religion or other characteristics?
- 8) Are there sexist expressions, comments or rude jokes that could affect other staff because of their sex, race, place or origin or age?
- 9) Are there any signs of use of physical space and gender-differential behaviour in the institutions internal activities, both formal or informal (e.g. selection of moderators at official ceremonies, chairs of meetings;

5. Human resource level

- 1) What is the sex balance of staff at all levels of institution? How is the sex balance of staff promoted and maintained; if at all: by positive action, additional facilities, targets, trainings?
- 2) How are women and men distributed among staff positions? Is sex parity an objective? What is the sex distribution in decision-making versus support functions? Has this been increased in the last years?
- 3) Are recruitment and selection procedures transparent and gender sensitive for all types of jobs, including technical cooperation?
- 4) Are the gender criteria incorporated into the processes of recruiting new staff or consultants? Do terms of references for not specifically gender related work include gender knowledge and experience, especially for staff being hired for projects and programmes? Are candidates questioned about their marital or family status, or intimate personal matters?
- 5) What is the staff salary distribution in the institution (sex-disaggregated according to the level)? How long have the staff members (men/women) been in the same grade?

- 6) How much the office allocates for each gender financially? Are the payments for equal position and responsibilities between the men and women the same?
- 7) What are the promotional policies? How more women or men have been promoted in the recent years? Are there any signs in gender discrimination in this field?
- 8) How does the organization, unit or department demonstrate its commitment to gender equality in its hiring practices?
- 9) Do selection criteria for consultants include knowledge or experience in addressing gender inequality in programmes and policies?
- 10) Are there any gender briefing kits available for new employed staff or short term consultants?

Accountability mechanism

- 1) Does staff or organization have ideas about the relative success and outcomes of their work on gender equality?
- 2) Is gender addressed in the performance indicators? In monitoring and evaluation systems?
- 3) Are there effective financial and administrative mechanisms in place allowing for the tracking of planned and spent resources and planned and completed activities on gender mainstreaming?

Annex 4. Self assessment check list

This questionnaire seeks to assess the technical capacity, organizational culture, institutional accountability and political will of your institution in promoting gender issues within its policies and programmes. Accordingly, please put a tick mark [✓] in the box which you consider best represents your response to each question.

Technical Capacity		1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	Calculation
1	There is a person and/or division responsible for gender in my organization.						Sum and divide by 6
2	Staff have been trained to have the necessary knowledge and skills to carry out their work with gender awareness.						
3	Program/project planning, implementation, valuation and advisory teams in my institution consists of members who are gender sensitive.						
4	Program/project planning, implementation, valuation and advisory teams in my institution include at least one person with specific expertise and skills in gender issues.						
5	Gender analysis is built into our program planning and implementation procedures.						
6	Gender analysis is built into our program evaluation procedures.						
Organizational Culture							
1	Gender issues are taken seriously and discussed openly by men and women in my organization.						
2	My institution has a reputation for						

	integrity and competences in gender issues among leaders in the field of gender and development.						Sum and divide by 5
3	The working environment in my institution has improved for women over the past five years.						
4	Staff in my institution are committed to the advancement of gender equality.						
5	My institution has made significant progress in mainstreaming gender into our operations and programmes.						
Accountability							
1	Data collected for programmes and projects are disaggregated by sex.						Sum and divide by 4
2	The gender impact of projects and programmes is monitored and evaluated						
3	My institution's programmes and projects ensure equal participation of, and benefit to, men, women, boys and girls.						
4	Gender awareness is included in job descriptions and/or job performance criteria.						
Political Will							
1	The integration of gender equality in programmes/projects is mandated.						Sum and divide by 5
2	There is a written policy that affirms commitment to gender equality.						
3	Senior management actively supports and takes support for our policy on gender equality.						
4	There has been increase in the representation of women in senior management positions in the past few years.						
5	My organization has budgeted adequate financial resources to support our gender integration work.						
Total domain sum							SCORE:
Divide by 4							
Overall Capacity							

Annex 5.1. Gender-Sensitive Approaches: Sex Activity Profile

Activities	Who does what?				Why
	Women	Girls	Boys	Men	
Reproductive Activities					
Cleaning					
Fetching firewood					
Fetching water					
Preparing food					
Take care of children					
Washing clothes					
milking					
Preparing food					
Productive activities					
Land preparation					
Land clearance					
Ploughing					
Seed selection					
Sowing / planting					
Weeding					
Daily maintenance					
Harvesting					
Threshing					
Storage					
Fertilizing					
Community activities:					
Wedding					
Helping others in time of need					
Meetings					
Labor on communal projects					

Note:-

Interviews will be conducted separately for men and women. Then, symbol (X) will be used to represent who does that particular activity. An extra symbol (i.e. XX) will be used to reflect the relative contribution of a person performing that activity i.e. who is spending more time on that particular task. In case both men and women share the task equally each of them get similar (i.e. each of them get X or XX), whereas if only one of them is entirely responsible for that particular activity the symbol will be noted only for that person.

Annex 5.2. Access and Control of Resources Profile

Resources	Control				Access			
	Women	Girls	Boys	Men	Women	Girls	Boys	Men
Land								
Fertilizer								
Seed								
Oxen								
Sheep/goat								
Chicken								
Dairy cows								
Agricultural equipment								
Training								
Credit								
Water								
Fuel wood								
Others								
Benefits from								
Sale of agricultural products								
Ownership of								
Cash/assets								

Interviews will be conducted separately for men and women groups. I will use a symbol X to indicate who has the access/control over the resource. An extra symbol (i.e. XX) will be used to reflect the relative access/control of a person over that particular resource. In case both men and women have equal access or equal control, each of them get similar numbers (i.e. each of them get X), whereas if only one of them is entirely in control of that particular resource, the symbol will be noted only for that person. By doing so, we will be able to consider what factors over time influence and change gender relations, division of labor, access and control over resources.

Annex 5.3 : Influencing Factors to Access and Control of Resources

The issues	Sex			
	Women	Girls	Boys	Men
Opportunities				
Community norms and social hierarchy				
Demographic conditions				
Institutional structures				
Economic factors				
Legal and political				
Constraints				
Community norms and social hierarchy				
Demographic conditions				
Institutional structures				
Economic factors				
Legal and political				

Note: Women, girls, boys and men should be assisted to fill the profile separately. After the compilation of the profile by the women, girls, boys and men they should come together to discuss the results and the implications of the results on the OFLP project

Annex 6: Gender difference in training needs

Table 36. Gender difference in training needs

need for training on off farm	sex of the respondents		Total
	Women	Men	
No	57 34.34	99 48.06	156 41.94
yes	109 65.66	107 51.94	216 58.06
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 7.1073 Pr = 0.008			

need for training on agricultur e	sex of the respondents		Total
	Women	Men	
No	37 22.29	29 14.08	66 17.74
yes	129 77.71	177 85.92	306 82.26
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 4.2471 Pr = 0.039			

safe water as most pressing needs of women	sex of the respondents		Total
	Women	Men	
No	17 10.24	30 14.56	47 12.63
yes	149 89.76	176 85.44	325 87.37
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 1.5557 Pr = 0.212			

healthcare as most pressing needs of women	sex of the respondents		Total
	Women	Men	
No	45 27.11	56 27.18	101 27.15
yes	121 72.89	150 72.82	271 72.85
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 0.0003 Pr = 0.987			

credit as most pressing needs of women	sex of the respondents		Total
	Women	Men	
No	49 29.52	69 33.50	118 31.72
yes	117 70.48	137 66.50	254 68.28
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 0.6713 Pr = 0.413			

stove as most pressing needs of women	sex of the respondents		Total
	Women	Men	
No	80 48.19	89 43.20	169 45.43
yes	86 51.81	117 56.80	203 54.57
Total	166 100.00	206 100.00	372 100.00
Pearson chi2(1) = 0.9229 Pr = 0.337			

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