



FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative



Gender and Youth Action Plan

Feed the Future Ethiopia Value Chain Activity

Partnering with the Agricultural Growth Program

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ANNEX A: Gender and Youth 3-Year Work Plan

ACRONYMS

A4AI	Alliance for Affordable Internet
ADS	Automated Directive System
AGP	Agricultural Growth Program
BDS	Business Development Services
CIG	Common Interest Group
FGD	Focus Group Discussions
FTF	Feed The Future
FTFE VCA	Feed The Future Ethiopia Value Chain Activity
GBV	Gender-based Violence
GoE	Government of Ethiopia
IP	Implementing Partner
KII	Key Informant Interview
MoANR	Ministry of Agriculture and Natural Resource
MoWA	Ministry of Women's Affairs
MoWCA	Ministry of Women and Children Affairs
PYD	Positive Youth Development
SBCC	Social and Behavior Change Communication
SNNP	Southern Nations, Nationalities, and Peoples
TOT	Training of Trainers
USAID	United States Agency for International Development
WAD	Women Affairs Directorate
WEAI	Women's Empowerment in Agriculture Index

I. PROGRAM BACKGROUND

The United States Agency for International Development (USAID) Feed the Future Ethiopia Value Chain Activity (FTFE VCA) is a five-year program (January 2017 – December 2021) funded as part of the US government’s Feed the Future Initiative and the government of Ethiopia’s (GoE) Agricultural Growth Program (AGP) II supporting Component Four: Agriculture Marketing and Value Chains. Under AGP II, the activity will contribute to the GoE’s objective of improving agricultural productivity and the commercialization of smallholder farmers through an inclusive value chain and market system development strategy that integrates nutrition-sensitive interventions, climate-smart agriculture, and USAID/Ethiopia’s push-pull strategy. The activity expects to reach at least 1.5 million rural farmers with improved technologies and prioritizes work across select AGP II value chains (maize, coffee, chickpea, dairy, livestock, and poultry) within focus woredas in Oromia, Southern Nations, Nationalities and Peoples’ (SNNP), Amhara, and Tigray regions.

Gender equality, female empowerment, and positive youth development (PYD) are essential for achieving the AGP II development goals and activity targets. Project activities will address issues and constraints to ensure *all* members of beneficiary households participate in and benefit from activity interventions. To guide gender activities, Fintrac and Banyan Global developed this Gender and Youth Action Plan.

I.1 COUNTRY CONTEXT

I.1.1. Overview

The government of Ethiopia has worked diligently to promote gender equality. The first National Policy on Women was established in 1993, followed by the call for equal rights of women and affirmative action in the 1995 Constitution. Additionally, the government has repeatedly revised discriminatory legal provisions in the Family Law and Penal Code to promote the advancement of women and further promote gender equality. Today, gender is integrated into all sector ministries and government institutions at the region, sub-region, woreda, and kebele level.¹ Because of its commitment to women’s empowerment, the GoE integrated gender concerns into its flagship agricultural program, AGP, from the initial design and launch. Under AGP II, the focus on gender inclusion was expanded to include youth. Despite this government-level support for women’s and youth’s participation in the country’s development, socio-cultural and economic barriers still exist to their full participation in the growth of the agricultural sector. In general, the incidence of poverty in female-headed households is notably higher than that of male-headed households.

Youth in Africa

Young people between 15–24 years of age constitute between 35 and 40 percent of the workforce in most sub-Saharan African countries. An additional one-fourth of the workforce is between 25–34 years old. Every year, roughly 11 million young Africans enter the labor force, but at best, only a quarter of these new workers will find paying jobs over the next decade. Of the 102 million people in Ethiopia, an estimated 30 million are aged 15–29.

Within the food security and agricultural sector, Ethiopian women and youth have limited access to resources (land), decision-making authority, and leadership opportunities. Though the specific roles that women play on their farms varies across Ethiopia’s differing cultural and agro-ecological zones, they remain marginalized when compared to their male counterparts.² For example, across Ethiopia women are limited

¹ UN Women. “Preliminary Gender Profile of Ethiopia.” *UNWomen.org* 2014. Page 21.

² Feed the Future/USAID. *Ethiopia Multi-Year Strategy*. 2011. 45

in terms of their access to the agricultural resources and decision-making authority needed to run their farms as profitable businesses. They are time-poor when compared to men as a result of household responsibilities both on the farm and in the home, leaving them with less time to spend on income-generating activities. As a result of their limited access to productive resources, decision-making authority and time poverty, women achieve yields up to 35 percent lower than their male counterparts despite the fact that they perform about 70 percent of farm work.³ Specific challenges affecting the benefits to participation in the agricultural section include the following:

1.1.2 Key Research Findings

Recent Gender Studies

USAID, in collaboration with the International Food Policy Research Institute (IFPRI) and the Oxford Poverty and Human Development Initiative, conducted a Women's Empowerment in Agriculture Index (WEAI) sample survey for Feed the Future in 2013 to establish a baseline in Ethiopia. The survey sampling consisted of nearly 7,000 individuals from 84 woredas in Amhara, Oromia, Somalia, SNNP, and Tigray regions. The longitudinal study was repeated in 2015 in the same households as in 2013. The results of this WEAI baseline and midline review have informed the GoE's National Nutrition Program, which recognizes that women's access to and control over household resources, time, knowledge and social support networks continue to be barriers to improving nutrition. The overall WEAI score for Ethiopia in 2015 was 0.72. This represents a 3 percent increase from Ethiopia's score in 2013. Key findings from this analysis are as follows:

- Ethiopian women have experienced a very small increase (1 percent) in gender equality in the household.
- Group membership and speaking in public continue to remain top contributors to women's disempowerment.
- Women's empowerment is positively related to children's and women's dietary diversity. Group membership, the amount of time spent on paid and unpaid activities, decisions on income, and autonomy in production are positively associated with dietary diversity.⁴

In early 2017, the Ministry of Agriculture and Natural Resource (MoANR) Women Affairs Directorate (WAD) commissioned Holster International Research and Development Consultancy to conduct a gender analysis study in 16 woredas where AGP is implemented. The study identified several challenges that were confirmed during key informant interviews as part of the Banyan Global 2018 trends analysis as needing improvement:

- There are not enough gender specialists working in agricultural offices due to high turnover, chronic vacancies and the fact that gender specialists are paid less than other technical specialists.
- There is inadequate support and supervision of gender specialists in most implementing agencies (IAs), which is often related to the limited financial and human resources of the Ministry of Women's Affairs (MoWA) to provide technical training and supervision.
- Public agriculture services neglect intra-household dynamics and the interests and needs of female farmers, especially females who are not heads of households.
- IAs are not able to adequately analyze sex- and age-disaggregated monitoring and evaluation data.
- Best practices for women are limited and reflect prevailing gender stereotypes that do not represent women's actual capacity and limit what they are expected or permitted to do.

³ UN Women, *Preliminary Gender Profile of Ethiopia*. UNWomen.org, 2014. Page 42.

⁴ IFPRI Study. 2013.

- Female farmers' interest and readiness to accept new technologies is high, yet their access to technologies is still low.⁵

Overall, the study found that while AGP I has contributed to creating or increasing awareness of gender issues at all levels, the capacity of frontline extension service providers to identify, analyze and ensure gender mainstreaming in their day-to-day work is still low. Of the estimated 63,000 agricultural extension workers, less than 12 percent are female. The concerned implementing agencies and local level agriculture service providers have not yet mainstreamed gender into their extension interventions and many still believe that gender mainstreaming is the sole responsibility of the Women and Child Affairs Office and gender focal persons in the implementing agencies.⁶

Land Rights and Administration. The issue of land administration has specific ramifications that often impact women more than men. Specifically, the co-titling of land, which is underway, provides tax receipts for the heads of household. Males are traditionally heads of households but there are no legal grounds for collateral users' rights to pass only to men. Both women and men have "land rights certificates" but they need the consent of each other to use the land as collateral for loans.⁷ According to law, in the case of divorce, 50 percent of the lands should be divided between the spouses. The customary law, however, still prevails in the lowlands, where the male heads of household generally keep all land. In the case of inheritance, the land distribution follows the civil procedures in which 50 percent of the land goes to the surviving spouse and 50 percent to children above the age of 18 years old. It is expected in the next two years that the Ethiopia Rural Land Administration End Use Proclamation will address the expansion of users' rights of land.

Cooperative Membership. Women and youth experience challenges to membership in farming cooperatives. Many cooperatives require land ownership and being household head as necessary conditions for membership. This affects the ability of married women to join cooperatives because their husbands are almost always designated the heads of households. Youth and land-renters are affected as well because they are not considered land owners and heads of households. These three segments of society do face discrimination in their ability to join cooperatives, unions and other farming associations.

Nutrition Diversity. In Ethiopia, women are the primary decision makers at the household level regarding healthcare and daily purchases – including what to eat. This makes women an important focus in the battle against food insecurity. All activity programming, therefore, must build women into project planning and deliver services that respond to the needs of entire Ethiopian households. Initiatives that prioritize women's engagement will be central to the activity's income generation and food security strategies to help improve household nutrition and increase yields and sales.

Recent Youth Studies

Recent studies exploring the growing youth population in Ethiopia have drawn stark conclusions regarding existing conditions. For example, many Ethiopian young people – especially those in rural areas and peri-urban neighborhoods – live below the poverty line. This is coupled with high rates of unemployment of youth; as of 2014, national estimates of unemployed youth ages 15 – 24 were 27 percent (30 percent for young women and 22 percent for young men).⁸

In 2018, USAID commissioned a cross-sectoral youth assessment using a positive youth development lens. This study involved 24 focus group discussions (FGDs) with a total of 177 young people living in Addis Ababa, Amhara, Dire Dawa, Oromia, SNNP, and Tigray. The research team conducted 54 key informant

⁵ Holster International Research & Development Consultancy. *Gender Analysis for the Agriculture Growth Program*. 2016.

⁶ Ibid.

⁷ Land is technically owned by the government and can only be used as collateral if there are crops or a house on it.

⁸ International Labour Organization Unemployment Rate Index, 2016.

interviews (KIs) with USAID/Ethiopia, other donors and implementing partners (IPs), community-based organizations, and GoE ministries. This study notes that Ethiopia is experiencing the second-largest youth bulge in Africa, after Nigeria;⁹ and the median age in Ethiopia is estimated to be 19. Additionally, many Ethiopian youth (approximately 45 percent) are illiterate. And though Ethiopia offers a technical and vocational training system for Ethiopian youth, it lacks qualified teachers and has poor linkages to private sector demands.

The findings from USAID's research highlighted the frustration among youth due to their lack of opportunities to build skills and contribute to decision-making processes. Below are the key constraints identified by the youth:¹⁰

- **Lack of employment opportunities.** Almost two-thirds of FGD participants were unemployed at the time of the research and noted their lack of jobs limited their ability to achieve life goals. Youth are resentful that the GoE is not providing adequate support for job creation, and preconditions for the government-run credit schemes, such as the Youth Revolving Fund, are too onerous to be accessible by most youth.
- **Land.** One of the most significant challenges for Ethiopian youth in rural areas is lack of access to land. Ethiopia has a severe problem related to land scarcity-driven by population density, especially of youth. To access land, youth rely on periodic land redistributions, inheritance and rental markets. Inheritance norms vary across cultures, but most largely exclude young women.
- **Social, economic, and political marginalization.** FGD respondents said that despite scores of government-affiliated youth associations across Ethiopia, real opportunities for youth contribution and leadership in communities is limited.
- **Lack of positive role models.** Youth reported a lack of role models to demonstrate a viable path toward a successful life. This was especially true for younger youth, who are greatly influenced by older youth.
- **Restrictive gender norms.** Young women noted that gender-based violence (GBV) is a common practice in Ethiopia, especially with the high rate of early marriage. Young women also noted that social norms negatively influence their ability to secure a livelihood.

Some of the most vulnerable sub-groups in Ethiopia are adolescent girls and young women, young people living in drought/pest-afflicted areas, youth refugees, and youth migrants. Of these, young women are the most vulnerable subset. Young women face a range of barriers in terms of access to health services, education, and employment, as well as child marriage and domestic violence. Young women in Ethiopia are less likely to be educated or complete primary education.¹¹ Child marriage, a common practice, inhibits Ethiopian adolescent girls and young women's education and further employment. GBV is also widespread, with a recent survey finding that 33 percent of ever-married women aged 15 – 29 experienced physical, emotional or sexual violence from a partner or husband (with some of the highest rates – 36 percent – experienced by girls living in rural areas).¹² More than half of women and girls do not report violence to authorities, primarily because they fear being stigmatized and shamed by their communities.¹³

USAID's multi-technical office funding scheme for youth programming and its working group on youth are bodies with which this activity should strive to coordinate.

⁹ United States Census Bureau, International Database, 2017.

¹⁰ This information was taken from the *Ethiopia Cross Sectoral Youth Assessment Situational Analysis*, USAID, 2018.

¹¹ Institute for Security Studies. *Ethiopia Trends Analysis*, 2015.

¹² Ethiopia Demographic and Health Survey, 2016.

¹³ *Violence Against Girls: A Retrospective in Ethiopia, Kenya and Uganda*. 2006.

I.2 AGRICULTURAL GROWTH PROGRAM II

Under AGP II, the activity will contribute to the GoE's objective of improving agricultural productivity and the commercialization of smallholder farmers through an inclusive value chain and market systems development strategy that integrates nutrition-sensitive interventions, climate-smart agriculture, and USAID/Ethiopia's push-pull strategy.

The activity's framework shares a common objective with AGP II to commercialize smallholder farmers through increased access to input and output markets. The framework is designed to support the AGP II Component Four: Agricultural Marketing and Value Chains, and its sub-components listed below:

- AGP II Sub-component 4.1: Supporting Agricultural Input Supply System
- AGP II Sub-component 4.2: Support to Farmer's Organizations
- AGP II Sub-component 4.3: Support Agribusiness Development
- AGP II Sub-component 4.4: Support Market Infrastructure Development and Management

The activity is also contributing, to a lesser extent, to AGP II Component Five: Program Management, Capacity Development, and Monitoring and Evaluation. Underpinning each of the AGP II sub-components are cross-cutting themes of gender and youth empowerment and integration, climate change, and access to information communication technologies.

To date, both AGP I and AGP II have worked to increase agricultural productivity and market access for key crops and livestock products in targeted woredas, with the increased participation of women and youth. Specific program implementation goals in the area of gender and youth integration include:

- Expanded opportunities for women to participate in project selection and decision making.
- Increased knowledge of the interests and roles of women and youth in agriculture.
- Enhanced leadership skills among women and youth.
- Increased skills of development agents and subject matter specialists to better serve female farmers.
- Increased women and youth participation in training and experience sharing programs.
- Increased capacity of women and youth to form common interest groups (CIG) and innovative groups (IG).¹⁴

AGP categorizes 'youth' as those individuals ages 18- 35 years of age and as a result, FTFE VCA has also adopted this age categorization.

To facilitate and coordinate cross-cutting gender activities, AGP has designated a gender and focal persons in each implementing agency, including the WAD (Women's Affairs Directorate), the Regional Bureaus of Agriculture, Federal, Regional & District Cooperatives, the Regional Women's Affairs Bureau, the Federal, Regional and District Youth and Sports Affairs Directorate, and youth sections under the supervision of the WAD within the Ministry of Agriculture and Livestock, District Agricultural Offices, and District Women's Affairs Offices. This activity will strive to build the capacity of and coordinate with these representatives.

I.3 USAID'S GENDER AND YOUTH REQUIREMENTS

Within the FTFE VCA contract, the inclusion of women and youth is incorporated as key cross-cutting factors and the activity's success will depend on developing strategies specifically tailored to these target groups. An emphasis on women is exhibited in the activity's targets where 30 percent of beneficiaries are

¹⁴ Kidane, Tsehaynesh. *Ethiopia Agricultural Growth Program Experiences in the Gender Perspective*. 2013. PowerPoint File.

expected to be female. Special emphasis is placed on addressing gender and youth issues and constraints, particularly “women’s and youth’s access to farm inputs, credit, technology, information, markets, training, and leadership opportunities.” The USAID Country Development Cooperation Strategy supports gender and youth through increased economic growth, building community and household resiliency, and increasing access and utilization of quality health services in rural Ethiopia. USAID supports the GoE and the World Bank in the expansion of basic education but has shifted focus to improving quality education – especially in primary reading and on workforce development to increase youth employment. These improved learning outcomes are essential for Ethiopian youth to succeed in agriculture and agribusiness. As part of their multi-year Feed the Future (FTF) strategy, USAID/Ethiopia has emphasized the importance social inclusion plays in achieving programmatic objectives, stating: “Recognizing the role of women in the various aspects of agricultural production, as well as the constraints faced by women, USAID/Ethiopia will mainstream gender into its FTF activities.”¹⁵ USAID also stipulates that providing workforce skills to youth will give them the tools needed to contribute to the economy. There are an estimated 20 million dropouts or unsuccessful youth in schools. The FTFE VCA activities will target adults between the ages of 18 – 65 with special emphasis on youth (ages 18 – 30).

Beyond these country-specific requirements, USAID has an agency-wide gender policy that prioritizes gender. USAID’s gender policy works to advance equality between males and females by empowering women and girls to participate in program activities. Their integrated approach addresses gender gaps during strategic planning, project design and implementation, and monitoring and evaluation. The policy works to achieve three main outcomes across sectors:

- Reduce gender disparities in access to, control over, and benefit from resources, wealth, opportunities and services, economic, social, political, and cultural.
- Reduce gender-based violence and mitigate its harmful effects on individuals and communities.
- Increase the capability of women and girls to realize their rights, determine their life outcomes, and influence decision making in households, communities, and societies.¹⁶

USAID’s operations manual specifically addresses gender equality and analysis through Chapter 205 of its Automated Directive System (ADS), which states that “promoting gender equality and advancing the status of all women and girls around the world is vital to achieving US foreign policy and development objectives.”¹⁷ The requirements for gender integration in the ADS ensure gender integration is not a one-time accomplishment by any program or Mission. Gender integration is a continuous and variable process and an integral part of program design and implementation.

USAID also has a Youth Development Policy (2012)¹⁸ with objectives to: (1) strengthen youth programming, participation and partnership in support of USAID objectives; and (2) mainstream and integrate youth issues and engage young people across Agency initiatives and operations. The Youth and Development Policy’s expected outcomes include:

- Youth are better able to access economic and social opportunities, share in economic growth, live healthy lives, and contribute to household, community, and national wellbeing.
- Youth fully participate in democratic and development processes, play active roles in peacebuilding and civil society, and are less involved in youth gangs, criminal networks, and insurgent organizations.

¹⁵ Feed the Future/USAID. *Ethiopia Multi-Year Strategy*. 2011. Page 45

¹⁶ USAID. *Gender Equality and Female Empowerment Policy*. March 2012.

¹⁷ USAID. *ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID’s Program Cycle*. Page 3.

¹⁸ This Policy is currently being updated.

- Youth have a stronger voice in, and are better served by, local and national institutions, with more robust and youth friendly policies.

The FTFE VCA will strive to utilize these guiding principles to prioritize activities that will support and contribute to the Agency's youth and gender objectives.

2. ACTION PLAN APPROACH AND OBJECTIVES

2.1 GENDER AND YOUTH INCLUSION ACTION PLAN DEVELOPMENT

To guide gender activities, a draft Gender Action Plan was prepared in October 2017, based on a desk review and inputs from value chains analyses that were conducted by Fintrac during the same period. Other USAID-funded project documents, including the Women's Agribusiness Leadership Network and the Pastoralist Areas Resilience Improvement through Market Expansion provided information related to women's roles in multiple value chains. Documents from the World Bank and GoE were culled to assess and summarize land tenure and land reform issues that impact female smallholder farmers and entrepreneurs. This desk review also utilized the 2014 National Assessment on Existing Income Generating Activities, which shows the development of the National Profile of Types of Income Generating Activities of Women and Youth in Ethiopia.

The draft Gender and Youth Action Plan was revised after subcontractor, Banyan Global, conducted a gender and youth trends analysis in February and March 2018 and identified gender and youth inclusion issues in the six targeted value chains to complement the existing Gender Action Plan. The methodology for the gender and youth trends analysis included the following:

- A desk review of relevant literature and a staff survey on their knowledge and attitudes toward gender-related programming.
- Implementation of a gender and youth trends analysis in the six targeted value chains that included: (1) developing a research methodology and interview protocols; (2) collecting data (through KIIs with the FTFE VCA field team and other key stakeholders, FGDs, site visits, and consultative meetings); (3) analyzing data and drafting key findings; and (4) presenting findings to project staff and USAID.
- Completion of KIIs and FGDs in the Addis Ababa, Oromia, Amhara, and Tigray regions in January – February. The analysis relied on KIIs, FGDs, and site visits with 90 informants, 50 (55 percent) female of which 47 (52 percent) were youth. Key informants included staff from both federal ministries and regional offices, including the Ministry of Agriculture and Natural Resources, Ministry of Livestock and Fisheries, Women and Children Affairs, Agricultural Transformation Agency, USAID project implementing partners, and value chain beneficiaries who are members of cooperative associations and unions. CIGs were also interviewed.

2.2 ACTION PLAN OBJECTIVES

This Gender and Youth Action Plan outlines the activity's approach to addressing gender and youth issues during implementation by establishing the principles, strategy, and means by which it will overcome key constraints and incorporate potential opportunities to promote gender and youth integration and equity throughout the value chains. It builds on USAID's Gender Equality and Female Empowerment Policy, USAID's Youth in Development Policy, the United States' Strategy to Prevent and Respond to Gender-based Violence, AGP's Gender Analysis Report, comprehensive desk and literature reviews, field-based gender trends analyses, beneficiary interviews, input from internal staff trainings, best practices and lessons learned from previous USAID programming in Ethiopia, and activity-specific analysis undertaken to inform

this plan. Rather than treating it as a static document, this plan will be used as a living and dynamic management tool that will be updated regularly as a more in-depth understanding of the needs of the targeted population is gained.

The action plan used the FTF WEAI as a guiding framework. Based on a market systems approach, the WEAI comprises five domains along which to measure and develop an index reflecting the status of gender equality and women's empowerment.¹⁹ Table I below provides an overview of the WEAI domains.

Table I: Women's Empowerment in Agriculture Index

WEAI Domain	Description
Decision-making in production, processing, storage, marketing	Access to inputs into production, processing, storage/transport, marketing/sale
	Decision-making autonomy in production, processing, storage/transport, marketing/sale
Ownership of assets and access to finance	Ownership of assets
	Purchase, sale and transfer of assets, including land
	Access to and decision-making authority on credit
Income	Control and use of agricultural income
Group membership	Group membership
	Speaking in public
Time	Work load
	Amount of leisure time

This Gender and Youth Action Plan identifies key actions to make changes along the WEAI domains by project activity toward great equality and benefits of participation for women and youth in line with the analysis findings.

¹⁹ Feed the Future. *Intervention Guide for the Women's Empowerment in Agriculture Index (WEAI): Practitioners' Guide to Selecting and Designing WEAI Interventions*, 2016.

3. FTFE VCA GENDER AND YOUTH FINDINGS AND WORKPLAN

This section presents proposed activities along with corresponding findings from the gender and youth analysis. It is presented as a life of project action plan that will be synchronized with the project's annual activities and objectives. The first section of the plan summarizes training and capacity building support the gender and youth team will provide across the project followed by workplan specific activities.

Training and Capacity Building. The gender and youth team will collaborate with the project's technical teams to integrate gender, GBV and PYD principles into all levels of training, technical assistance, investor missions, and study tour activities. This will include efforts such as integrating gender and PYD themes into the project's BDS support to seed growing Famer Cooperative Unions; supporting efforts with the Commercial Farm Service Centers to upscale their services and integrate gender sensitive topics throughout technical assistance efforts; ensuring financial and business forums adequately include women and youth; integrating gender and PYD into the project's training for extension staff on nutrition sensitive agriculture; and assisting in the project's climate smart agricultural efforts to be gender sensitive and youth-focused. The gender and youth team will also work with the project's technical specialists to ensure trainings that are reaching women and youth have appropriate technical content, especially market-oriented business skills and technical knowledge around agricultural best practices, new technologies, and time-saving interventions. Work will also be done with the technical teams to ensure that technical initiatives – such as encouraging the adoption of traceability systems to enhance producer-buyer relations – include women and youth. The gender and youth team will support creative, youth-friendly methods to distribute information, e.g., periodic diagnostic studies of international commodity supplies, price trends, and market efficiency.

This assistance will include addressing constraints for women's attendance at trainings or study tours related to mobility, childcare, travel expenses, geographic location, and training times. Encouraging couples to attend trainings together, when possible, will also be explored. Technical assistance related to upgrading technology will take into account gender and youth specific consideration, i.e., applicability, affordability. To streamline this document, these cross-cutting efforts have not been individually identified but will be systematically carried out across all programming activities.

SUB-PURPOSE I: INCREASE NUTRITION-SENSITIVE PRODUCTIVITY OF TARGETED VALUE CHAINS INCLUSIVE OF WOMEN AND YOUTH

Activity Output 1.1 Strengthened and Scaled-up Input Supply Systems and Delivery of Affordable, High Quality Technology and Services, AGP II Component 4.1

Activities: (1) Ensure low-technology options promoted by the project are appropriate for women, e.g., low-cost technologies like hand operated maize shellers to reduce the drudgery associated with agriculture, improve product quality and incomes. (2) Collaborate with multi-purpose cooperatives to promote women's membership and leadership in collective groups, including encouraging joint spousal membership. (3) Provide assistance to Common Interest Groups (CIGs) to support youth and women's access to improved technology and services. (4) Assist the project to identify women community forecasters for the fall armyworm (FAW) and build the capacity of female farming practices to mitigate FAW infestation, including intercropping, early planting, weeding, and hand picking of pests. (5) Support the participation of youth in FAW control by supporting their role in the pesticide Spray Service Provider program (VCA/CropLife initiative). (6) Help input suppliers map demand for feed and inputs in rural areas to better reach and serve female and youth clientele. (7) Increase access to veterinary inputs (vaccinations, vitamin supplements) and services (basic care, artificial insemination) for live animals that are under

women's care – poultry, dairy cows, small ruminants. (8) Assist female dairy farmers to adopt hydroponic fodder production to improve productivity of cows and reduce production costs.²⁰ (9) Introduce manual hay baler technology.²¹

Associated Findings: Interviews and discussions with female and youth farmers in dairy, poultry and livestock value chains indicated women and youth generally farm and own smaller plots of land than their male counterparts and as such, their agro input needs are different in terms of size and sequencing. Furthermore, they are often unable to travel or leave their homes for long periods of time due to household and childrearing responsibilities and safety factors. This affects their access to multiple types of inputs, technology, and services. They also revealed that the lack of transportation is a significant challenge for women and girls, which can result in women having to transport produce from farm to home/market as well as carrying water from its source to home, which takes time away from other productive activities.

Female farmers working in the three crop value chains stated that weeding and accessing water for irrigation are the most time-consuming chores. Those working in dairy, poultry and livestock value chains noted that cleaning the barns or animal sheds required daily time investments. In each of the six value chains, women said that many of their chores and duties are considered women's work and they received no assistance from their husbands. In a few rare cases, female heads of households were engaging their sons in some of these same chores, although they faced criticism from other males in the communities for these actions. As such, respondents in the three crop value chains mentioned the importance of interventions to change gender roles on weeding and water collection so that men and boys as well as women and girls can contribute to its collection for both household and agricultural uses.

The collection of animal feed and the purchase of other inputs is a major expense and time-consuming chore for women and youth. Reducing the travel distance to obtain animal feed and other inputs will increase on-farm productivity. The improvements in delivery networks could cut down on the distance and time spent on travel to purchase of inputs, and also stabilize prices more uniformly so that farmers can buy in bulk. Cooperative membership and cooperative members can also contribute in this domain both with respect to agricultural inputs and household basic necessities. In the Amhara region, for example, several female members of a multi-purpose cooperative said that one of the biggest benefits of their group farming was the ability to purchase oil and sugar at the cooperative store without having to travel to other villages for basic necessities.

Hay is an important feed source for dairy animals and other ruminants. However, the time required to harvest, dry, and properly store hay is time consuming and often lead to fodder losses through spoilage. Under traditional fodder collection practices, grasses are often harvested when they are over mature, after seeding, and then sun dried. These two practices negatively affect the digestibility of hay and reduces its nutritional value. Consumption of hay should be supplemented with other sources of Vitamin A, such as green fodder to reduce the incidence of calf blindness due to malnutrition. Adopting hydroponic fodder production technic by dairy farmers will improve productivity of dairy cows and reduces

²⁰ Hydroponic fodder production requires low input costs, low land requirement, and has high yields of dry forage matter per unit area of land. Furthermore, plants grown in hydroponics are more resistant to pests and diseases. In addition, the water required to grow fodder in hydroponics is very minimal and is not affected by season and can be grown in the dry season.

²¹ Hay, if properly dried, had has high palatability, digestibility and high nutrient content compared to other available feed sources particularly in the dry season where green forage is not available.

production costs. It will also reduce the calf blindness problem due to lack of vitamin A (carotene) as green fodder from hydroponic is rich in vitamins.

Finally, access to information (markets, weather) is a critical constraint to youth and female farmers. Women also have less access to digital information than men. In addition, handling and moving larger livestock (especially cattle) is often time consuming for women who sometimes have to wait for their husbands to complete basic tasks like watering, feeding, or administering veterinary medicine.

Fall Armyworm (FAW) is a new pest to Ethiopia which threatens to seriously damage farmers' maize crops and negatively impact overall food security. As maize is one of FTFE VCA's key value chains, the activity is investing considerable resources to support the national Integrated Pest Management strategy to mitigate the impact from Fall Armyworm. One key component of the action plan is to establish a Community Based Monitoring, Reporting and Early Warning System for Fall Armyworm to be implemented in close collaboration with MoANR.

Information from the scouting and monitoring system can provide essential guidelines to the community and extension staff on where and when to focus various control measures against the actual caterpillar stage of the pest life cycle. Major advantages of this system include: monitoring and reporting is done by the farmers and early warnings and timely alerts are issued quickly to the farmers; the system enables farmers to monitor their fields and identify the armyworms when they are still young and ultimately will help to effectively prevent crop loss by providing more time for decision-making, preparations, and taking control actions.

Activity Output 1.2 Expanded Use of Improved Technologies and Practices, AGP II Component 4.1

Activities: (1) Through the technology fund, pilot promote the establishment of seedling nurseries, stripper harvesters and threshers for chickpeas, handheld maize shellers and portable maize shellers, and handheld weeding machines in selected cooperatives to gauge their receptivity and usefulness as time saving interventions for women and youth. (2) Support youth- and women-led businesses and organizations to apply for Technology Fund Awards, which is an effective mechanism to bring new technologies to farmers, allied agribusinesses, and other program clients to encourage technology expansion and replication.²² (3) Collaborate with the dairy value chain team to train women milk processors on quality management and the use of low cost technologies – such as the Mazzi jerricans for maintaining hygiene and other best practices to increase the quality and reduce the time devoted to milking. (4) Assist the project to implement new approaches to traditional crop management for women through its work with CIGs, e.g., to use multiple row planting for maize to make weeding easier, the use of pre-emergence herbicides for maize and chickpea crops, (5) Make accommodations for women and youth to attend technical trainings (e.g., offer childcare, trainings at times convenient for women and youth, geographically convenient locations) to ensure men, women and youth receive information on agricultural best practices, new technologies, and time-saving interventions.

²² Potential partners include the Ethiopian Chamber and Sectoral Association (Maize), the Ethiopian Women in Coffee Association (Coffee), and the Ethiopian Women Enterprise Association (Input, Agriculture. Technology).

Associated Findings: Key informant interviews and focus group discussions with chickpea grain production value chain beneficiaries at Lume stated it is common that only men participate in extension trainings and do not share their learning. As such, the female members of the household have no context in which to judge new sowing techniques, for example, and may fear that planting in rows will result in a smaller yield. Further, men and women are responsible for different chores, especially in dairy, poultry, livestock and some crop value chains. Small investments in women’s labor, however, can have a big impact on overall productivity. If only men participate in trainings, though, they are unlikely to advocate for new technologies and practices that benefit “women’s work.” Furthermore, there is the potential for suspicion and resistance if only one partner becomes knowledgeable about new practices or technologies. As such, it is important that both men and women are introduced to new technologies and practices to increase receptivity to new ideas and minimize resistance and suspicion.

Key informant interviews and FGDs also highlighted women and youth have less technical knowledge than men regarding business management and time-saving new technologies. For example, women dairy farmers do not have access to information on how to improve their management practices and to use low cost technologies – such as the Mazzi jerricans for maintaining hygiene and other best practices to increase the quality and reduce the time devoted to milking. Women also face time constraints and work burdens differently than men. KII with Women’s and Children’s Affairs Bureau (WCAB) and Agriculture and Livestock Bureau (AaLB) in SNNPR indicated that women’s workload is one of the factors that affect their participation in training. They further indicated that the introduction of milk churners, meat driers, and animal drawn carts have helped women decrease their workload to great extent.

In addition, one of the most effective ways to increase women’s participation in training sessions is to understand the informal time-sharing arrangements that prevail in a particular community. By providing trainings in convenient locations and by adapting technical information and training materials for delivery to beneficiaries with reading proficiencies ranging from basic to advanced levels, the activity will ensure women and youth can attend and appropriately learn from training and technical assistance initiatives.

Ethiopian Network for Gender Equality in Agriculture

The Ministry of Agriculture and Natural Resources established the Ethiopian Network for Gender Equality in Agriculture (ENGEA) in 2015. The Network’s major objectives are to create synergies between government, NGOs, development partners and research partners in their efforts to develop and implement gender responsive agricultural policies, strategies, programs and projects in the sector, and to create platforms to share information and lessons.

Respondents, including those in cooperatives, also highlighted that many of the available trainings are too generic. Female and youth members of cooperatives (oxen fattening CIGs in Mojo and small ruminant fattening CIGs in SNNPR) complained that training programs did not provide them with *market-oriented skills*. Members of a poultry CIG in the Tigray region, for example, noted that they lacked knowledge about risks such as animal health, market failures, and the cost of feed. Dairy cooperatives in Oromia Holeta indicated that they want to know the basics of animal breeding (traceability) and how to purchase cows that are fertile and able to produce higher milk volumes. One dairy cooperative in Oromia had received this type of training from the UN Food and Agricultural Organization (FAO) and requested a continuation of this training so that they were more knowledgeable about purchasing cows and other livestock.

With respect to agricultural technology, FGD participants uniformly noted the tremendous amount of time spent on weeding. FGD participants noted that workloads vary widely depending on the type of crop. For example, weeding maize takes a much longer time (3 – 4 times per season) compared to chickpeas (only twice per season). Research for this report confirms that 50 to 70 percent of women’s labor on

smallholder farms in Africa is spent on hand weeding and 90 percent of this weeding is done by women.²³ Stakeholders requested the introduction of technologies that prevent weeds, like mulch and herbicides, to save women and youth the time and energy they would have spent weeding by hand. Several cooperatives - for example multipurpose cooperative in the Amhara region and Lume Adama - have expressed interest in purchasing hand-held weeding machines that could be shared amongst members of the cooperatives. Furthermore, respondents highlighted the need for other time-saving interventions citing an example from the Amhara region, where female coffee growers said that they could save time by using a new type of drying mat, made of stronger fabric than those currently used which do not fall apart after repeated use—meaning they would not have to repeatedly mend the mats by hand.

In general, FGDs noted a uniform desire among participants for stronger mentorship and practical advice on farming and business techniques. Repeatedly, female farmers expressed a desire to meet with other successful farmers and entrepreneurs who can tell them which types of training and market support contributed to their success. Field research found an opportunity to link female and youth farmers to associations and group memberships to increase their confidence in making business decisions through positive reinforcement and exposure to good practices.

Activity Output 1.3 Increased Availability of, Access to, and Consumption of Safe Diverse Foods, AGP II Component 5

Activities: (1) Incorporate a gender empowerment module within IMC’s training curriculum for health extension workers that links gender and youth development to diet diversity. (2) Support the activity’s social and behavior change communication (SBCC) messaging to include issues around the provision of water and destigmatizing it as a ‘women only’ issue. (3) Adapt the ‘Transformative Household Methodology’ for demonstration at field days, trade fairs, and technical trainings to support household level behavior change.

Associated Findings: By integrating a gender empowerment module within the training curriculum for health extension workers, the project will validate the linkages among the WEAI domains and better household diet diversity; and the training will discuss strategies for decreasing women’s time burden and its positive affect on household nutrition. This training component will support behavioral change among community leaders, especially religious leaders, to support the involvement of men and boys in food preparation and preservation, and other activities that contribute to diet diversification, especially during Orthodox religious fasting periods when Christian households’ dietary diversity is lower, and in lean seasons (June-August) when rural households consume 10 percent fewer calories. Furthermore, the GoE’s health development ‘army’ (or men’s and women’s development group), which is found at the village level, presents an entry point to address gender equality and positive youth development. Each group consists of 30 members and has six subgroups of five members each which meet every other week. The health extension workers train these groups in nutrition and water, sanitation and hygiene (WASH), and agriculture agents train them in agricultural activities (particularly men’s groups).

There are several significant food taboos that affect dietary diversity and the nutrition of women and youth. For example, studies conducted in Ethiopia²⁴ note that pregnant women may restrict the consumption of linseed, honey, milk and nuts that could provide sound nutrition to the baby and the mothers due to the belief that these may result in a discoloration of the skin and stillbirth. The consumption of fruits and vegetables may also be limited; for example, mango, orange, avocado, pineapple are not eaten based on the belief that babies may contract worms, malaria and diarrhea. Many vegetables

²³ FAO. *The Female Face of Farming*, Web, 2017.

²⁴ Food Taboos and Misconceptions Among... (PDF):

https://www.researchgate.net/publication/279271381_Food_Taboos_and_Misconceptions_Among_Pregnant_Women_of_Shashemene_District_Ethiopia_2012 [accessed May 21 2018].

are also taboo - particularly those that are green in color - as it is thought that these cause the baby to be bald and are associated with bad odors in both the baby and mother. Eating eggs and fruit together or meat with cheese is also considered harmful to mother and baby based on widely practiced food taboos. In addition to these foods, other studies have reported avoidance of potatoes, sweet potato and sugar cane so babies do not grow too large in the womb, leading to a difficult birth. Furthermore, food items that are white in color (e.g. milk, fatty meat, porridge, potatoes, bananas) are not consumed to avoid a baby growing white patches on their heads.

Alarming, this level of food restriction eliminates entire food groups, leading to fairly limited dietary diversity of women and young children. As a result, the majority of foods consumed are limited to, teff injera (sourdough flat bread), shiro wot (chickpea flour stew), wheat bread and kocho (fermented enset flatbread), which are generally high in carbohydrates and devoid of other key nutrients such as proteins, fats, vitamins and minerals which are vital for optimal body function, fetal growth and development during pregnancy.

In addition, rural mothers spend much of their time getting water, weeding, or caring for animals; time consuming activities that may prevent her from breastfeeding. FGDs indicated that breast feeding was most affected by women's workloads, particularly for those who walk long distances to collect animal feed, water, fuel wood and petty trading.

SUB-PURPOSE 2: STRENGTHEN MARKET ACCESS AND ORGANIZATION OF THE MARKET SYSTEM

Activity Output 2.1 Strengthened Market Access and Organization of the Market System, AGP II Component 4.4

Activities: (1) Support activity initiatives that encourage youth and women's membership in cooperatives and associations as well as training on leadership, time management and organizational skills development for women and youth. (2) Design and support agri-business internships and mentorship programs for women and youth.

Associated Findings: Female and youth farmers have little individual engagement with markets because most of the decisions are taken by the leadership or management committees of the cooperatives or unions regarding pricing, production, distribution and access. Both of these target populations need more access to information and exposure to market systems. In particular, marketing is especially difficult for women and youth because of their low knowledge level of how markets function, inability to travel, lower volumes given smaller land plots, and lack of access to formal market information. Furthermore, the lack of access of women and youth to formal markets or sales contracts results in them selling their products at farm-gate where a lack of bargaining power results in lower prices.²⁵ Many female farmers noted that membership in cooperatives and other associations provided important benefits such as shared child care and safer travel for their children to educational facilities, which increases the efficiency of their participation in multiple levels of the target value chains. This is critical because in Ethiopia, male farmers are able to spend about 23 hours a week on income-generating agricultural tasks where women can only spend about 14.4 hours because they are balancing unpaid household tasks as well.²⁶

The research also highlighted that women and youth are largely underrepresented in leadership positions in cooperatives and farmer associations. This takes place in spite of the fact that: 1. Dairy and poultry farmers are disproportionately female; 2. There are regulations and bylaws mandating quotas for the percentage of female leaders in management committees and other decision-making bodies; and 3. Women are often perceived as potentially better leaders because they are more "trustworthy, punctual, and reliable."

²⁵ USAID. *Intervention Guide for the Women's Empowerment in Agriculture (WEAI)*. Page 50.

²⁶ UN Women, "Preliminary Gender Profile of Ethiopia." *UNWomen.org*, 2014. Page 43.

The research also revealed that women and youth often lack sufficient encouragement or time commitment to take on leadership roles. In general, FGD participants requested grassroots interventions to increase women’s and youth’s leadership skills, and to build confidence and decision-making abilities. They further expressed a desire to learn about successful female entrepreneurs that can serve as role models and explain how to “balance technical and managerial responsibilities.”

Models of successful women- and youth-led organizations exist and can be strengthened and replicated. For example, the Women’s Entrepreneurial Association of the Amhara region has 18,000 members in 51 towns and villages, of which about 6,000 women work in the agricultural sector. The chairwoman is a dairy farmer and milk processor who had developed a localized needs assessment survey that helps women identify gaps in traditional income-generating activities. According to members of this association, it was invaluable for them to learn that they are “not alone in their struggles,” which builds confidence in speaking about their difficulties and provides a forum for problem-solving approaches to common challenges. Furthermore, evidence of thriving national and regional women’s and youth’s entrepreneurial associations, of which about 25—30 percent of the members are engaged in agricultural activities, indicates that women and youth can play important roles within targeted value chains beyond direct production.

Activity Output 2.2 Increased Access to Financial and Other Supporting Services, AGP II Component 4.2

Activities: (1) Work with Enat Bank, Saving and Credit Cooperative Organization & microfinance to address women- and youth-owned agribusiness financial service needs and better use of DCA-guaranteed loans.²⁷ (2) Work with the subawards and technology fund managers to assess the feasibility of establishing a competitive process for youth to receive seed capital for business start-ups coupled with a private sector mentor. (3) Pilot digital financial services and savings programs for young women and boys with targeted savings goals such as contributions towards school fees or investments in improved agriculture inputs.

Associated Findings: In Ethiopia, a 2006/2007 UN Women survey found that male landowners outnumbered female landowners five to one.²⁸ Women’s access to agricultural sector credit accounted for only 12 percent of total credit allocated.²⁹ This affects their ability to purchase inputs. A 2016 AGP gender analysis report also specifically highlighted women’s access to inputs as a key constraint to their business growth; it highlighted women’s lack of information about how to both access and use inputs as a key constraint to their empowerment.³⁰

²⁷ This may include providing the bank with a Banyan Global developed Partner Bank Agri-Business Training as well as establishing targets aligned with project goals.

²⁸ *Preliminary Gender Profile of Ethiopia*. UNWomen.org, UN Women, 2014. Page 41

²⁹ WABEKBON Development Consultant PLC. *Ethiopia: Country Gender Profile. 2006*. Page 6

³⁰ Holster International Research & Development Consultancy. *Gender Analysis for the Agriculture Growth Program*. 2016. Page 53

Most financial institutions are risk averse to lending to women or youth entrepreneurs. Financial institutions also create a variety of entry barriers for these potential clients, including immovable property requirements such as collateral. Further, the few financial institutions that are interested in financing agribusiness trade need to be convinced that women and youth are potential clients. Despite limited internet services in some areas, farmers should be prepared for the eventual adaptation of mobile services (electronic wallets) geared towards the specific needs of women and other targeted groups.

Activity Output 2.3 Increased Access to Non-Financial Supporting Services, AGP II Component 4.2

Activities: (1) Support the project's business training through partner organizations and BDS providers to better reach female farmers and businesses with information related to record keeping, analyzing production costs, business planning, accessing market information, packaging, and financing options. (2) Contextualize a women's leadership and negotiations training (implemented by Banyan Global in Southern Africa with women business leaders) and offer it to women partner organizations as a Training of Trainers (TOT). This training will provide women with new confidence and skills to deal with day-to-day market actors and negotiate better positions and prices for their products and services.

Associated Findings: Women and youth lack basic business and financial management skills. Key informants noted the importance of assistance to help them obtain a comprehensive overview of basic financial literacy using flexible and adaptable materials. Many women interviewed noted the inability to speak in public or successfully negotiate with buyers and sellers.

Activity Output 2.4 and 2.5 Strengthened Lead Firms, including Agribusiness, Agro-processors, and FCUs, AGP II Component 4.3/ Increased Trade in Domestic, Regional, and International Markets

Activities: (1) Support activity staff to identify women-owned businesses to serve as lead firms and to integrate gender and PYD concepts into ongoing technical assistance to agribusinesses, agro-processors, and FCUs. (2) Assist cooperatives, agribusinesses, and FCUs to develop and implement policies that promote greater participation of women and youth and encourage women's engagement in leadership positions. (3) Facilitate work with outgrowers to contract with women's groups, cooperatives and associations. (4) Ensure price and market information are provided through mechanisms that women have access to and youth find engaging. (5) Provide project resources to support women business leaders' participation in Trade Fairs.

Associated Findings: Women lack role models in the Many potential partner organizations lack awareness of best practice approaches to gender and PDY and need technical assistance to integrate these issues into their trainings, policies and governance structures. Partners also need exposure to the benefits to implementing these best practices in their organization's operations.

The activity recognizes that collateral remains a key constraint for women and youth to access financing. While female heads of household generally own land, which is their own collateral, their needs are different than those of married women. The activity will make efforts to differentiate between married and non-married females and youth when introducing alternative collateral structures such as peer-to-peer group guarantees and farmer cash savings deposits to stimulate formal lending, and will facilitate the expansion of mobile money products (when feasible) to reduce transaction costs.

SUB-PURPOSE 3: IMPROVE ENABLING ENVIRONMENTS IN SUPPORT OF AGRICULTURAL TRANSFORMATION

Activity Output 3.2 Strengthened Public and Private Sector Dialogue Related to Policy Review and Implementation, AGP II Component 5

Activities: (1) Collaborate with women’s organizations to strengthen and expand on their programs to bring together women business leaders, organizations, business associations, and agricultural/farmer groups to advocate for solutions to address agreed-upon constraints within target value chains. (2) Assist the value chain team’s work to advance sector-specific platforms and develop tools to encourage female and youth inclusion.

Associated Findings: Women’s organizations such as the Ethiopian Women’s Coffee Association, the Ethiopian Chamber and Sectoral Association (Maize), the Ethiopian Women Enterprise Association (Input, Agriculture Technology), provide an important entry point for increasing women’s access to market information, business and financial skills, and mentoring support, and for strengthening their leadership skills.

Activity Output 3.3 Strengthened Policies and Regulations to Support an Improved Business and Investment Environment around the Selected Value Chains, AGP II Component 5

Activities: (1) Assist the dairy value chain team include gender equality and women’s economic empowerment issues into its efforts to structure a regulatory framework for milk and milk products. (2) Conduct a study on gender-based violence (GBV) in selected target communities with respect to its impact on household economic stability, food security and agricultural productivity and make recommendations for project interventions. (3) Assist the project to integrate gender and youth considerations into all of its research, policy documents and studies.

Associated Findings: Studies have shown important linkages between gender-based violence and low economic productivity. For example, research has indicated that the effects of violence in agricultural communities include reduced income, reduced work capacity of women, loss of agricultural skills, low on-farm investments, and decreased productivity. More data on this subject must be gathered in Ethiopia to make financially compelling arguments to the government and the private sector regarding GBV’s economic impact, i.e., lower productivity and GDP, and significant costs to the public health sector and legal system. Of note, the UN women representative to Ethiopia, Letty Chiwara indicated, “In a recent study done by UN Women and the Economic Commission for Africa, the costs of violence against women have led to a 3 percent loss of GDP in Ethiopia and other African countries.” Other studies indicate that Africa loses millions of dollars per year on costs related to GBV.

4. BUILDING ACTIVITY STAFF GENDER AND YOUTH INTEGRATION CAPACITY

The key to the success of strong gender and positive youth development (PYD) integration is the uniform integration of gender equality and youth integration throughout all program interventions. Each team member must understand the value of these approaches as well as have the capacity to implement them. Below is a list of best practices the youth and gender team will employ to support capacity building, training, and accountability of program staff and partners in this domain.

1. Hold a gender and PYD orientation training for all staff and partners to build their capacity on these topics and uniformly represent the project in this area.³¹ Invite the USAID Gender Advisor, Meseret Kassa, to present at these trainings when possible.
2. Implement continuous, mandatory training on gender and PYD for the activity team. Training will be replicated for all new staff. The evolution of staff competencies and skills in gender and PYD will be tracked over time using pre- and post-tests; staff coaching and mentoring opportunities will be organized as needed.
3. Support the activity's development of a gender and PYD policy that will be adapted based on staff inputs. Upon finalization, this policy will be signed by all staff and integrated into staff performance plans.
4. Integrate gender equity GBV, and PYD into subject matter trainings, capacity building, and SBCC messaging. Partner staff will join in the delivery of gender and youth awareness trainings to build local capacity in gender and youth analysis and techniques for addressing gender- and youth-based constraints to development. Examples of this might include: (1) developing a Gender, Women's Empowerment and Youth Engagement SBCC module to address issues of decision-making and time management and pilot these modules with the technical teams; (2) leveraging the GoE's health development 'army' at the village level to integrate PYD and gender messaging into on-going training efforts; and (3) collaborating with the Ethiopian Network for Gender Equality in Agriculture (ENGEA) to strengthen their gender and PYD capacity and training on best practices.
5. Hold experiential sharing and learning sessions every six months around the challenges and opportunities faced by staff in the field and in their own lives related to gender and youth development. Regular sessions will be organized for staff to explore new topics, and question existing beliefs and social norms regarding gender and youth issues. Findings will be shared with other implementing partners, USAID and government counterparts.

³¹ A six-hour training was developed and delivered to the Bihar Dar/Amhara Region team; this training incorporated principals of adult learning as well as a participant knowledge survey, a knowledge quiz and 3 group exercises. The training curriculum focused on staff roles in integrating women and youth into activity programming including gender and youth awareness, gender and youth analysis, and gender- and youth-responsive planning. A before and after participant learning test was performed.

5. MONITORING AND EVALUATION

Understanding the complex issues surrounding gender equality and empowerment is crucial to promoting an inclusive approach that will achieve sustainable results. Tracking gender-specific results will help activity staff and USAID evaluate the impact of program interventions on targeted beneficiaries.

5.1 TRACKING BENEFICIARIES

Effectively and sustainably measuring and monitoring activity impact on women begins with identifying target beneficiaries. Every direct beneficiary under the activity will have a complete user profile in Fintrac's proprietary monitoring and evaluation software, CIRIS, which includes demographic, geospatial, and activity participation information. By maintaining M&E information on the beneficiary population, the program will make certain that beneficiaries can be easily located and communication channels remain open. Specific activity participation reports will be designed for women to ensure the program is effectively targeting and engaging with these populations. These reports will help the activity team and partners monitor program participation and address disparities in access to activity services.

5.2 MEASURING IMPACT AND MONITORING PROGRESS

As noted in the FTFE VCA Monitoring, Evaluation and Learning Plan, the project is limited in the scope of its gender interventions. In particular, the WEAI requires a level of detail and investment of time and resources in execution that are beyond the scale of FTFE VCA. While FTFE VCA will prioritize the inclusion of women in nutrition-sensitive agricultural productivity training and technical assistance activities, the project will share information with other implementing partners but not at the level of detail as the WEAI surveys in 2013 and 2016.

To understand the effect of program activities on women and youth, the activity will measure (quarterly, semi-annually or annually) outcome and result-level impacts on these target populations through a combination of custom disaggregates and standard and custom indicators. Custom indicators will capture specific data to monitor progress for women and youth on adoption rates of technologies and best practices, engagement in the agribusiness sector, and increases in sales and incomes. Indicators to be utilized by FTFE VCA specifically designed to measure program impact on women include:

- Percentage of female direct beneficiaries of USG nutrition-sensitive agriculture activities consuming a diet of minimum diversity. The target for this indicator is a 32% to 42% change.
- Female participation in cooperatives that ideally distinguishes between female heads of households and married women and youth as well as leadership roles within the structures. The target is to change from 15% baseline to 17.6% of direct female beneficiaries.
- Percentage of female participants in US government-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment). The target is to benefit 30% of total direct beneficiary women in productive economic resources.

In addition to FTF standard gender disaggregates (sex and primary decision maker), all person-level indicators will be disaggregated by sex and age. This includes:

- Number of direct project beneficiaries.
- Farmer's gross margin per hectare, per animal, or per cage obtained with US government assistance.
- Yield as a result of US government assistance.

- Value of inputs purchased by smallholder farmers, disaggregated by women, men, and youth as a result of US government assistance.
- Number of farmers and others who have applied improved technologies or management practices with US government assistance.
- Number of individuals who have received US government-supported short-term agricultural sector productivity or food security training.
- Proportion of production sold by targeted beneficiaries for selected products.
- Value of agricultural and rural loans as a result of US government assistance.
- Number of micro, small, and medium enterprises, including farmers, receiving agricultural-related credit as a result of US government assistance.
- Number of smallholder farmers supported by lead firms with the support of US government assistance.
- Number of full-time equivalent jobs created with US government assistance.

FTFE VCA's Monitoring and Evaluation Plan discusses detailed targets for all program indicators along with a thorough plan for data collection and analysis.

ANNEX A:
Gender and Youth 3-Year Work Plan