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IFAA GENDER ANALYSIS REPORT

EAST HARARGHE ZONE OF OROMIA REGION | JANUARY 2023



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Cover: Women focus group discussion participants in Babile *woreda*. Photo by Betelhem Ephrem

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ACRONYMS

ADS	Automated Directives System
ANC	Antenatal Care
BHA	Bureau for Humanitarian Assistance
CCL	Center for Creative Leadership
CDCS	Country Development Cooperation Strategy
CEFM/U	Child, Early and Forced Marriage and Unions
CLA	Collaborating, Learning, and Adapting
CRS	Catholic Relief Services
DA	Development Agent
DCoP	Deputy Chief of Party
DiNER	Diversity for Nutrition and Enhanced Resilience
DFSA	Development Food Security Activity
EARO	East Africa Regional Office
FGD	Focus Group Discussion
FGM/C	Female Genital Mutilation/Cutting
FSTF	Food Security Task Force
GA	Gender Analysis
GALS	Gender Action Learning Systems
GAP	Gender Action Plan
GAYA	Gender and Youth Activity
GBV	Gender-Based Violence
GESI	Gender Equality and Social Inclusion
GoE	Government of Ethiopia
GYSD	Gender, Youth and Social Dynamics
HCS	Harar Catholic Secretariat
HEW	Health Extension Worker
HH	Household
IDEAL	Implementer-Led Design, Evidence, Analysis, and Learning
IDP	Internally Displaced Person
IFH	Islamic Family House
HQ	Headquarters
KII	Key Informant Interview
MCHN	Maternal and Child Health and Nutrition
M&E	Monitoring and Evaluation
MIS	Management Information Systems
NGO	Nongovernmental Organization
PA	Priority Area
PIM	Program Implementation Manual
PMTCT	Prevention of Mother-to-Child Transmission
PREP	Pipeline and Resource Estimate Proposal
PSNP	Productive Safety Net Programme
PWD	Person with Disability
RFSA	Resilience Food Security Activity
RUSACCO	Rural Savings and Credit Cooperative
SBC	Social and Behavior Change
SILC	Savings and Internal Lending Communities
SMART	Skills for Marketing and Rural Transformation
TFH	The Faithful House
ToC	Theory of Change
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Program
UNHRC	United Nations Human Rights Council
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
WASHCO	Water, Sanitation and Hygiene Committee
WDA	Women's Development Army
WHO	World Health Organization
WMBG	Women, Men, Boys and Girls
WKW	Whiz Kids Workshop

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EXECUTIVE SUMMARY

Background

As a continuation of the previous Development Food Security Activity, the CRS-implemented Ifaa (meaning “light” in Afaan Oromo) activity is a five-year Resilience Food Security Activity program in Ethiopia supported by the USAID Bureau for Humanitarian Assistance with the goal of enabling vulnerable communities in the East Hararghe Zone of Ethiopia’s Oromia region to reduce their poverty, vulnerability and food insecurity.

The Ifaa activity addresses key gender barriers that impact the achievement of project objectives and, per requirements of the USAID Automated Directives System (ADS) 201.3.2.9, ADS 205, and Food for Peace (FFP), CRS hired a research team to undertake a project-level gender analysis to inform the Ifaa project gender strategy. The gender analysis aligns with the [USAID Gender Equality and Female Empowerment Policy \(2012\)](#), [U.S. Strategy to Prevent and Respond to GBV \(2016\)](#), the [Women’s Entrepreneurship and Economic Empowerment \(WEEE\) Act \(2018\)](#), and the [United States National Strategy on Gender Equity and Equality](#).

The gender analysis uses USAID’s ADS 205 gender analysis domains as the analytical framework and seeks to address the cross-cutting themes of gender-based violence. This gender analysis employed an appreciative, qualitative and participatory methodology to answer the key research questions. In total the gender analysis (GA) team conducted 48 participatory group discussions speaking with 303 women and 228 men. In addition, the GA team conducted an additional 130 in-depth interviews (49 percent of which were women).

Summary of high-level synthesized findings and recommendations

Below summarizes the high level conclusions, synthesizing and summarizing key findings that are most relevant for the Ifaa project to address in its gender strategy and gender action plan (GAP). Each statement has summary recommendations. The most urgent/relevant recommendations have been tagged priority.

Women’s time burden and limited mobility remain key barriers to their effective participation and active leadership.

- Develop a specific strategy to address the barrier of women’s time burden by thinking through approaches focused on recognition (making care work visible and valuable), redistribution (distributing care work more equitably), and reduction (advocating for child care services and promoting time-saving technologies). **PRIORITY**
- Consider upscaling community child care facilities, such as the temporary child care centers planned under PSNP during public works.
- Promote a [market-based approach](#) for the introduction and dissemination of technologies that reduce the care work burden.
- Adapt the [Oxfam Rapid \(Unpaid\) Care Analysis](#) and training tools as a means to systematically assess who in a community carries out unpaid care, so that where care work is heavy and unequal it can be recognized, reduced and redistributed, and to promote the increased power of caregivers in decision-making.

- Besides the planned sequencing of Savings and Internal Lending Communities (SILC), sequence The Faithful House / Islamic Faithful House (TFH/IFH) modules,¹ Families with Dignity,² or Community Conversation³ activities on money management and joint decision-making directly prior to harvest months or months of greater expenses (September, school fees; and April/May, fertilizer).

PRIORITY

- Ensure the question of women’s mobility restrictions due to ‘permission’ is adequately addressed in existing Gender Youth Social Dynamics (GYSD) curricula (TFH/IFH and Families with Dignity)

Gender-inequitable norms of masculinity (and femininity) in the targeted woredas limit women’s mobility, leadership and control of resources, and perpetuate acceptance of GBV.

- Integrate content addressing the sociocultural beliefs related to women’s participation and leadership (i.e., ‘outside women’) into Ifaa GYSD and social and behavior change communication (SBCC) activities, including in Better Well-Being programming,⁴ Speaking Books, Community Conversations, and TFH/IFH, and Families with Dignity. **PRIORITY**
- Pilot a **gender-equitable masculinities** targeted approach with selected young men (newly married or new fathers) identified by gender champions to address harmful norms of masculinity that impede equitable division of household labor, joint decision-making, and GBV prevention. Consider modeling after evidence-based approaches. **PRIORITY**
- Monitor the effectiveness of planned male engagement approaches to increase men’s participation as Lead Parents; highlight the role of men in Care Groups and document reported enabling conditions for male engagement in maternal and child health and nutrition (MCHN). **PRIORITY**
- Develop strategies that mitigate against the risk of the same women in *kebeles* being nominated/participating in multiple committees. **PRIORITY**

Child, early and forced marriage/unions (CEFM/U), female genital mutilation/cutting FGM/C) and intimate partner violence (IPV) remain persistent issues in the targeted kebeles, and there is a marked absence of survivor-centered services available and an absence of GBV prevention activities implemented by other international partners.

- Consider adding a module using the CEFM/U in Families with Dignity approach, which focuses on openly discussing the drivers of CEFM/U and its negative outcomes on health, education and livelihoods. **PRIORITY**
- Ensure that all SBCC activities focused on gender equality or GBV and CEFM/U include specific resources and plans to monitor/assess the impact of shifting attitudes/beliefs. **PRIORITY**
- Highlight the reasons why girls/boys are drawn to CEFM/U (i.e., eloping early) and alternative solutions in SBCC approaches (like *Tibeb Girls*).⁵ **PRIORITY**
- Consider targeting **adolescent girls and boys** with livelihood training and workforce development skills building to support families to keep girls (and boys) in school as a strategy to delay marriage.
- Support the GoE to identify priorities for GBV response infrastructure, including safe houses, and, if validated, support the establishment of either temporary or permanent safe houses in government institutions. **PRIORITY**

¹ Couples-based interventions with modules organized around the four pillars of the “faithful house”: faithfulness, true love, respect and communication.

² A curriculum that challenges social and gender stereotypes and harmful norms in the family, and emphasizes just relationships, respectful dialogue between spouses and with children, and joint decision-making for family well-being.

³ An approach that facilitates group conversations to identify, prioritize and address community issues, focused on influencing behavior change to promote gender equity and equality, and youth development.

⁴ A methodology that addresses violence, tolerance and joint decision-making at the household level between men, women, boys and girls.

⁵ Cartoon series about three young superheroes who unite to make rural Ethiopian communities safer for girls experiencing gender-based violence and discrimination.

- Develop a strategy to actively involve *Abba Geda* (male traditional leaders) and *Hada Siinquee* (female traditional leaders) in evidence-based GBV prevention services, including prevention of FGM/C.

PRIORITY

Gender-transformative approaches are needed under Purpose 2 to engage more women in agricultural productivity and animal husbandry activities that have the potential to increase their income.

- Commit deliberate project efforts and resources to improve women’s participation as cooperative members and leaders. This may require challenging the assumption that men should be the de facto representative of a household in formalized agricultural groups. Based on the wider literature review, good practices include starting with women’s smaller self-help groups to build their capacity to lead, manage and have greater financial literacy and assets to support them to join more formal cooperatives. **PRIORITY**
- Support the creation of women’s cooperatives, organizing women in value chains they are interested in and that have an opportunity for increased profits, such as sheep/goat fattening. **PRIORITY**
- Establish/strengthen female-led cooperatives to enhance women’s productivity, and access to credit and markets. **PRIORITY**
- Where possible, support cooperatives to create more inclusive and gender-sensitive policies conducive to women’s membership (ensuring land tenure or literacy are not inclusion criteria for participation). **PRIORITY**
- SILC can be an opportunity to publicly promote more equitable household management and positive gender norms. Ifaa should consider integrating gender- transformative models into the SILC approach, such as [SILC + Gender Transformative Approaches \(GTA\)](#) to take advantage of the breadth of participation.

Ifaa’s gender strategy and action plan

Based on the findings of the gender analysis as well as the participatory validation sessions held with Ifaa staff and key stakeholders, below are the four priority areas that will guide the gender strategy for the life of the award:

1. Women and girls’ active participation in community decision-making structures.
2. Gender-equitable masculinities..
3. Gender-based violence prevention and response.
4. Promote women’s leadership in agricultural groups and joint control over agricultural income and products.

To facilitate the implementation of gender-responsive and gender-specific project activities, the Ifaa team developed a [gender action plan \(GAP\)](#) based on the findings of the gender analysis. The GAP is organized by project Purpose and includes gender-specific project activities, assigned responsibilities, resources needed.

1. INTRODUCTION

1.1 BACKGROUND

As a continuation of the previous Development Food Security Activity, the CRS-implemented Ifaa (Afaan Oromo for “light”) activity is a five-year Resilience Food Security Activity program in Ethiopia supported by the USAID Bureau for Humanitarian Assistance with the goal of enabling vulnerable communities in the East Hararghe Zone of Oromia region to reduce their poverty, vulnerability and food insecurity.

The Ifaa activity addresses key gender barriers that impact achievement of project objectives and, per the requirements of the USAID Automated Directives System (ADS) 201.3.2.9, ADS 205, and Food for Peace (FFP), CRS hired a research team to undertake a project-level gender analysis to inform the Ifaa project gender strategy. The gender analysis aligns with the [USAID Gender Equality and Female Empowerment Policy \(2012\)](#),⁶ [U.S. Strategy to Prevent and Respond to GBV \(2016\)](#), the [Women’s Entrepreneurship and Economic Empowerment \(WEEE\) Act \(2018\)](#), and the [United States National Strategy on Gender Equity and Equality \(2021\)](#).

The gender analysis is structured around the key project purposes (see Table 1). The gender analysis uses USAID’s ADS 205 gender analysis domains as the analytical framework and seeks to address the cross-cutting themes and priority populations listed below in lines of inquiry.

TABLE 1. KEY ELEMENTS OF THE GENDER ANALYSIS			
IFAA PURPOSES	ADS 205 DOMAINS	CROSS-CUTTING THEMES	PRIORITY POPULATIONS
1. Vulnerable HHs and individuals have sufficient quantity, quality and diversity of food at all times.	<ul style="list-style-type: none">• Laws, policies, regulations and institutional practices• Cultural norms and beliefs• Gender roles, responsibilities and time use• Access to and control over assets and resources• Patterns of power and decision-making	Gender-based violence (GBV) prevention and response, including prevention of child, early, and forced marriage/unions (CEFM/U)	First-time mothers, and pregnant and lactating women (PLW)
2. Vulnerable community members’ livelihoods are transformed.			Young men and women (youth) aged 18-29 years
3. Productive Safety Net Programme (PSNP) systems develop accountable, effective and shock-responsive systems.			Persons with disabilities (PWD)

The GA team—consisting of two external gender experts, an international team lead and research coordinator, relevant Ifaa staff, and contracted field researchers—carried out an in-depth literature review of over 100 secondary sources. The review included previous CRS project assessments and evaluations in Ethiopia, Government of Ethiopia publications and documentation, including those specific to the Productive Safety Net Programme; USAID publications including gender and youth analyses and strategy documents; USAID

⁶ USAID released their [2023 GEWE policy](#) in March 2023 after data collection and report writing for this GA.

implementing partner gender analyses; and other local and international organizations' gender and inclusion-related research.

Based on the results of the literature review and Ifaa's theory of change, the research team revised its research objectives and specific research questions (see Table 2 below). The gender analysis team also used secondary sources to triangulate findings from primary data collection which are woven into Sections 3 to 6 (Findings and Recommendations).

For the complete list of resources consulted, see [Annex A](#).

1.2 RESEARCH OBJECTIVES AND QUESTIONS

The main purpose of Ifaa's gender analysis was to identify gender-related gaps and inequalities that could negatively affect the achievement of project objectives, and to inform Ifaa's response to the identified gaps in a manner that does not exacerbate inequitable or harmful power relations. The analysis also seeks to understand how women and men, young women and young men, and people with disabilities can better participate and equitably benefit from Ifaa's interventions, improve their livelihood and household nutrition, and build their resilience to shocks. The results from the GA also serve to enhance gender integration across Purposes in order to allow for more meaningful gender transformative outcomes when relevant. These aims are summarized in the research objectives in the first column of Table 2 below. Lastly, as mentioned above, the research team refined and streamlined research questions aligned with the objectives, based on the results of the extensive literature review. Table 2 lists the research questions by research objective.

TABLE 2. RESEARCH QUESTIONS BY OBJECTIVE	
RESEARCH OBJECTIVE	RESEARCH QUESTION
<p>Research Objective 1 To identify how the intersectionality of gender, age and other social dynamics (marital status, disability, education, location and ethno-linguistic categories) hinder or facilitate equitable participation in, and benefits of, Ifaa interventions across Purposes, and associated risks to women's time burden as a result of engagement in project activities.</p>	<ul style="list-style-type: none"> • How do women, and other marginalized groups, participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? • What are the risks of increasing women's time burden associated with participation in project and community development activities? How does this change for female-headed households and women in polygamous unions? What are women-identified mitigation strategies? • What are primary gender-based mobility restrictions (that impact participation and leadership) and how can the project safely and effectively address these? • How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women's and girls' social, political and economic marginalization?
<p>Research Objective 2 To examine the extent to which informal and formal community structures are inclusive and</p>	<ul style="list-style-type: none"> • What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's

representative of the needs of marginalized groups in newly targeted <i>woredas</i> and continuing DFSA <i>woredas</i> .	<p>Development Army) in facilitating the engagement of marginalized groups?</p> <ul style="list-style-type: none"> To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>?
<p>Research Objective 3</p> <p>To identify the specific barriers and opportunities that women with multiple and intersecting vulnerabilities face in pursuing on- and off-farm livelihoods.</p>	<ul style="list-style-type: none"> What economic, social, cultural and systemic barriers and opportunities do women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs?
<p>Research Objective 4</p> <p>To identify existing coping mechanisms used by men and women in the targeted <i>woredas</i> in response to shocks and stressors related to climate change, conflict/insecurity and COVID-19, and related actions to improve resilience.</p>	<ul style="list-style-type: none"> How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Research Objective 5</p> <p>To examine community perceptions of gender-based violence (GBV) in newly targeted <i>woredas</i> and continuing DFSA <i>woredas</i> and identify opportunities to address harmful norms that perpetuate GBV.</p>	<ul style="list-style-type: none"> What are community perceptions of GBV prevalence, prevention and response in the targeted continuing/new <i>woredas</i> in East Hararghe? What are the opportunities to promote positive gender norms that combat the acceptance of GBV through targeted prevention activities?
<p>Research Objective 6</p> <p>To identify key project research areas and questions, and inform learning through existing platforms, including ToC refinement, regular project team meetings, technical working groups and experience.</p>	Cross-cutting

I.3 REPORT STRUCTURE

This gender analysis is organized into various sections. Section 3 and 4 findings and recommendations cross-cutting and by Purpose. These sections provide findings and recommendations necessary to address common challenges identified for advancing gender equality across all Purpose. In these section, the gender analysis team highlighted priority recommendations and target groups for relevant recommendations.

Section 5 outlines key project research areas and questions, and informs learning through existing platforms, including ToC refinement, regular project team meetings, technical working groups and experience. Lastly, Section 6 and 7 Conclusions and Ifaa Gender Strategy which includes the Ifaa Gender Acton Plan (GAP).

2. METHODOLOGY

2.1. RESEARCH METHODS

The gender analysis research protocol was submitted to the Institutional Review Board (IRB) in Ethiopia in September 2022 for ethical clearance. This gender analysis employed an appreciative, qualitative and participatory methodology to answer the key research questions. In addition to the literature/document review, it employed two qualitative data collection approaches: in-depth interviews (with key informants and herein referred to as key informant interviews- KIIs) and participatory group discussions (an innovative approach to conducting traditional focus groups and herein referred to as Focus Group Discussions- FGDs).

Appreciative inquiry is a collaborative and participative approach. In the context of this GA, fGD and KII instruments applied interactive techniques in order to identify good practices for scale-up and participants recommendations for change. More specifically, both the KIIs and FGD guides incorporate principles of appreciative inquiry by posing questions to uncover what has worked well in regards to promoting gender equality in targeted communities instead of focusing on negative issues of harm. Community mapping and ranking exercises employ principles of appreciative inquiry and were integrated in FGD guides. The responses to these questions were used in the development of the GA recommendations.

These approaches are described in more detail below.

Literature review

The gender analysis team conducted a document review on key themes related to gender equality and its influence on food security, health, nutrition, resilience and inclusive governance in the Ethiopian setting, particularly in the East Hararghe Zone of Oromia region. The review examined publications, studies, data and surveys from the GoE and relevant ministries, and gray literature from USAID/Ethiopia and implementing partners programs and reports including prior gender-related studies, as well as other documents from organizations in Ethiopia. Other sources include peer reviewed research, scholarly journal articles, and quantitative data sources such as Ethiopia's Demographic and Household Survey (EDHS) and UN Women's Global Database on Violence against Women. See [Annex A](#) for a full list of documents reviewed. The research team summarized the documents using a matrix that organized key information by the ADS 205 gender analysis domains and Ifaa Purposes/sectors.

The findings of the literature review provided an overall context for the gender analysis, guided the refinement of research questions, the development of the sampling and primary data collection tools, and informed the interpretation and triangulation of primary data to develop the findings and recommendations.

Primary data collection

Training of field researchers, tool testing and refinement

Upon completion of the literature review, Ifaa recruited a team of gender analysis field researchers to collect primary data in the targeted *woredas*. All recruited field researchers were fluent in Afaan Oromo, proficient in English, and familiar with local norms. The gender analysis consultant coordinator, with support from CRS gender staff, facilitated a two-day training for field researchers to familiarize them with the research objectives and questions, the gender analysis tools, key gender-related concepts and research protocol (following informed consent processes, and addressing ethical issues, including disclosure of GBV). During the training, the gender analysis coordinator facilitated a detailed review of each tool, question by question, to

ensure a common understanding and to confirm the clarity/appropriateness of the translation. During this review, the gender analysis coordinator adjusted certain translations, removed questions that were superfluous, and, in some cases, shortened the tool to respect respondent's time and maximize data quality. A total of 12 (six female, six male) field researchers and six field-level Ifaa staff attended the training.

After the two-day training, the gender analysis team piloted the tools in two *kebeles* (wards) of Meta *woreda* (district), which was one of Ifaa's targeted implementation sites. The objective of the pilot was to identify practical challenges, and subsequent solutions in administering the tools with targeted groups in the community. After the pilot, the research coordinator finalized the tools with the research team.

The final gender analysis field research team included six female and six male researchers who were accompanied by two supervisors (male), all managed by the gender analysis coordinator. The 12 researchers were in two teams, each containing three female and three male researchers and one supervisor. This team division allowed for simultaneous data collection in two *kebeles* at a time. Ifaa supplied each team with relevant note-taking materials (notebooks/pens), the English and Afaan Oromo versions of the gender analysis tools and consent forms, and voice recorders. Each FGD or interview was conducted by two field researchers (same sex for FGDs and mixed pair for KIIs where it was appropriate).

Ethical considerations

At the start of every semi-structured interview, the research team obtained free and prior informed consent at the organizational and individual levels. Informed consent was received by the field researcher verbally. The field researcher signed their name upon verbal confirmation of consent from all participants.

The research team conducted all interviews and FGDs in a private and safe location with little opportunity for passersby to overhear conversations. This meant finding secure locations in public locations such as school rooms, or outside in shaded and private locations. Moreover, the team was trained in confidentiality and ethical procedures as well as appropriate protocol for instances of disclosure of protection concerns or GBV. In instances of disclosure of GBV, all field researchers were instructed to refer to gender analysis coordinator who was equipped with up-to-date GBV referral services in targeted zone and who is trained extensive on GBV and the psychological first aid framework. All sensitive questions were preceded with disclosure of content, and all questions related to GBV were framed around community perceptions, with questions carefully crafted to avoid individual disclosure.

The GA team, in collaboration with Ifaa staff, applied for Institutional Review Board (IRB) approval to ensure the protection of the rights, safety and well-being of participants involved in research and provide public assurance on the informed consent process. The research team received IRB approval prior to data collection.

Description of sampling

TABLE 3. SELECTED *KEBELES* BY *WOREDA*

WOREDA	KEBELE	NEWLY TARGETED WOREDA
Gursum	Goro Sayo Day Feras	X
Jarso	Ifa Jalala Gara Abdula / Lafen Fedo	X
Deder	Urji Lalala Chela Nagaya	
Fedis	Riski Bid bora	X
Chinaksen	Kale Roga / Biftu Ware Amola	X
Babile	Ibada Gamachu Rahameta Selama	

Woreda and kebele selection. The analysis covered six of the nine targeted *woredas* of implementation in the East Hararghe Zone of Oromia. The Ifaa team selected these *woredas* based on poverty levels, Productive Safety Net Programme (PSNP) caseload, potential for continuum of response with other programs, and other partner presence. Four of the nine *woredas* (Chinaksen, Fedis, Gursum and Jarso) are new to the Ifaa project. The remaining two (Babile and Deder) were targeted in the previous Development Food Security Activity (DFSA) led by CRS and continue to be

targeted. Meta, Melka Belo and Midega Tola were excluded from the gender analysis data collection due to resource limitations and the fact that their sociocultural context is similar to the other six *woredas*.

In each *woreda*, the research team collected data in two *kebeles* (12 *kebeles* in total) (see Table 3). The selection of *kebeles* was done in close collaboration with Ifaa staff and finalized during training, considering such criteria as community size, safety/ease of travel, distance to the *woreda* town, and level of *kebele* participation in other Ifaa research to avoid fatigue among community and GoE stakeholders.

Participant selection. Purposive sampling was used to identify informants and FGD participants with the expertise (or profile) related to the objectives of each tool (see [Annex B](#)). Specifically, each FGD included different age cohorts (18-29 and 30+) and a diversity of participants to represent female-headed households, new mothers, pregnant and lactating women (PLW), and a representative sample of the ethno-linguistic groups of the village. Ifaa project staff and partners worked closely with frontline GoE staff (DAs and HEWs) to identify participants. In each *woreda*, the research team conducted eight FGDs (two with adult women, two with young women, two with adult men and two with young men), for a total of 48.

In addition to Ifaa staff, the gender analysis team conducted roughly 18 to 20 KIIs per *woreda* covering five categories of informants at the *woreda* and *kebele* levels who represented community groups as well as government sectors selected either purposefully or through snowball sampling:

- Community leaders: Traditional (*Abba Geda* and *Hada Siiquee*) and religious leaders.
- Persons with disabilities: Men and women from targeted *kebeles* and PSNP beneficiaries living with disabilities.
- Representatives of women's groups: Women's Development Army, Care Groups and SILC groups.
- GoE representatives at the *woreda* level: Bureau Office of Women and Children, Bureau of Sports and Youth; Bureau of Rural Job Opportunity Creation, Bureau of Agriculture and Livelihoods, Bureau of Social Affairs, Bureau of Small and Medium Enterprises, development agents and health extension workers.
- GoE representatives at the *kebele* level: Representative of Women and Children, development agents and health extension workers.

In-depth interviews

The in-depth interviews (herein referred to as key informant interviews, or KIIs) were semi-structured and included appreciative questions across key sectors, guided by ADS 205 domains and the refined research questions. The gender analysis team conducted 118 KIIs with stakeholders (listed below), of whom 58 (49%) were women, across the targeted *woredas*, in addition to 18 KIIs (9 female, 9 male) with Ifaa staff, for a grand total of 130 KIIs. See Table 4 below for a breakdown of KIIs by *woreda* and stakeholder and [Annex D](#) for a full list of key informants.

- Community leaders and gatekeepers (traditional and religious leaders)
- Representatives of women’s groups (Women’s Development Army, Care Groups, Savings and Internal Lending Communities (SILC))
- Individuals with disabilities
- Government representatives at the *woreda* and *kebele* levels (Office of Women, Children and Youth Affairs; Office of Agriculture and Livelihoods; development agents; and health extension workers)
- Ifaa project staff

<i>Woreda</i>	Community leaders		Persons with disabilities		Representatives of women’s groups	GoE representatives at <i>woreda</i> level		GoE representatives at <i>kebele</i> levels	
	Female	Male	Female	Male	Female	Female	Male	Female	Male
Gursum	1	1	1	1	2	1	5	4	2
Jarso	0	2	0	3	3	1	5	4	2
Deder	0	2	0	3	3	3	3	4	2
Fedis	0	2	0	2	4	1	5	4	1
Chinakse n	2	2	1	1	2	0	6	5	2
Babile	0	1	2	0	4	1	5	5	2
Totals	3	10	4	10	18	7	29	26	11
Grand total	118 KIIs (58 women and 60 men)								

Participatory group discussions

The GA team used semi-structured discussion guides with appreciative questions for the participatory group discussions (FGDs). The tools employed community mapping and rating exercises that drew upon visual aids to help participants identify community resources and structures, and inequitable patterns of access to and control (decision-making) over key resources. Single-sex group discussions were held with women and men (aged 30+), and young women and young men (aged 18-29) representing a diversity of household type, marital status, education level, ethno-linguistic group and religion. Groups included a mix of group discussion and participatory activities, building on the Harvard Analytical Framework’s Activity Profile, the Moser Calendar Activity, and the ADS 205 gender domains of analysis. In total, the research team conducted 48 FGDs. Across the 48 FGDs, the gender analysis team spoke with 303 women and 228 men. See section below on [participant demographics](#) for more information. In addition, the following participatory exercises were included in the participatory group discussions:

- 24-Hour Calendar and Seasonal Calendar
- Safety and Mobility Mapping

- Access and Control Matrix
- Leadership and Participation Mapping

See [Annex I](#) for gender analysis tools and [Annex B](#) for more information on methodology, including target participants by tool and alignment of tools to research questions.

2.2 DATA TRANSCRIPTION, CODING, AND ANALYSIS

After each FGD or KII, the pair was responsible for transcribing the FGD/KII into English using the audio recording and notes. The transcribed/translated data was submitted to the research supervisors for a first-level quality check. Once approved, field researchers entered the data into a standard Excel template provided by the gender analysis team lead, and submitted the data to the research coordinator who provided a second-level quality check. Quotes in this report were translated into English from the local language.

Completed, approved transcripts were uploaded to [Atlas.ti](#), a qualitative analysis software for managing, analyzing and presenting qualitative research data. The gender analysis team used [Atlas.ti](#) to code and analyze data from the document review, KIIs and FGDs from September to October 2022.

The team developed a draft coding structure based on the gender analysis questions and review of a sample of transcripts. Then, they piloted the codebook to ensure relevance of the coding structure to the data and consistent code application by the team lead. Based on the pilot, the team lead refined the coding structure to all transcripts during the first stage of deductive analysis. In the second stage, the team examined each code to generate emerging themes through an inductive process, which allowed respondents' voices and experiences to emerge as salient themes and avoided predetermined or expected hypotheses to define the findings.

2.3 DATA LIMITATIONS

Ethnolinguistic differences. The research intentionally excluded demographic information on religion and ethnicity, considering the current socio-political sensitivity of the issue in Ethiopia in general and in Oromia specifically. As a result, the research findings do not include religion and ethnicity as variables, limiting insights into how ethnolinguistic and religious identities play a role in shaping women's and men's experiences of gender relations. However, in Oromia, the vast majority of inhabitants are Muslim and Oromo, indicating some level of homogeneity.

Old and new woreda comparison. The research intended to articulate the difference between new and continuing Ifaa implementation *woredas* and specific to Research Objective 5: To examine community perceptions of GBV in newly targeted *woredas* and continuing DFSA *woredas*, and identify opportunities to address harmful norms that perpetuate GBV. Unfortunately, the majority of recruited FGD participants had not participated directly in previous project interventions and could not articulate changes. One of the key reasons was ongoing climatic shocks and migration impacted the profile of existing *woredas*.

Although the research team included a few observations on potential differences, the scope of the originally proposed analysis and sampling did not allow for an effective assessment of previous strategies. In fact, research protocol for a gender assessment is very different from a gender analysis. Both in regards to the instruments employed but also in regards to sampling of

participants. In the end, both CRS and BHA underestimated the resources necessary to meet gender assessment objective.

Security challenges. Operationally, the data collection process faced some challenges, such as ongoing conflict and insecurity in places. This impacted the ability of the data collection team to access certain communities, and the availability of young men who were engaged in security-related activities or reportedly hiding from government forces.

Time-consuming to administer FGDs. The participatory group data collection tool took longer to administer than anticipated. As a result of the tool testing, the gender analysis team decided to reduce the number of planned FGDs per *woreda* from 12 to 8 by combining tools and removing duplicated questions in order to keep the quality of the data intact and respect the time of participants. The latter is aligned with the GA research principle of do no harm, especially since women in targeted zone have a documented disproportionate care burden and resulting time limitation. The end sampling aligns with research showing that as little as three FGD uncovers 80% of qualitative themes and as little as three to six FGD enough to uncover 90% of themes.⁷ Although case stories (qualitative stories to solicit oral life stories related to gender equity and inclusion) were planned in each data collection site, the data collection team did not achieve the target due to lack of time and field researchers.

Diversity of persons with disability. The gender analysis team interviewed 14 individuals with disabilities residing in the targeted *kebeles*. This number (14) exceeded the original target of 12 (at least one per *kebele*). However, the type of disability respondents reported was limited to visual and physical impairment. In Ethiopia, there has been very little research on young people with disabilities broken down by impairment type and, unfortunately, this analysis is no different. This is in large part because of the major constraints of identifying persons with disabilities in rural areas given the continued shame and stigma they experience, as well as the limited number of agencies working with this population in rural areas. Lastly, the ethical protocol did not account for interviewing those with disabilities, especially those with mental disabilities.

Despite these limitations, the research team was able to meet all of the proposed research objectives with the expectation of a gender assessment of the previous project (because of reasons cited above). Reducing the number of FGD did not remove necessary questions (just combined tools), aligns with best practices for qualitative sampling, and saturation was observed for all tools and targeted *woredas* after conducting 48 FGDs.

3. FINDINGS AND RECOMMENDATIONS: CROSS-CUTTING

3.1 GENDER ANALYSIS PARTICIPANT DEMOGRAPHICS

Across the 48 FGDs, the gender analysis team spoke with 303 women and 228 men. See Figure 1 for a breakdown of FGD participants by sex and age cohort. No women reportedly older than 65 years participated in any FGD. Of the female respondents, 16% were from female-headed households. Among older women (aged 30+), the vast majority had either 6 or more children (58%) or 4 children (18%). Among young women (aged 18-29), only 10% had no children, and 19% had 4 children. The vast majority of women of all ages were engaged in both farming and animal husbandry (68% older women; 90% young women).

⁷ Guest, Greg. et. al. 2016.

Figure 1 Age breakdown among FGD participants

Interestingly, only a small proportion of women (less than 2%) reported off-farm livelihoods (all in 'trade') and all were older than 30. Only 11% of older women reported being able to read, 8% to write, and 48% to do simple calculations (see Figure 2). Among young women, literacy rates were much higher: 30% reported being able to read and 17% to write. Younger women indicated lower levels of ability to do simple calculations, at 29%. This is likely due to older women's increased engagement in the local economy and their role in small-scale trade.

In the older male cohort (30+), like the women's group, the vast majority reported having either 6 or more children (53%) followed by 4 and 5 children (both 16%). Young men (aged 18-30) had a wider variance in number of children, ranging from 6% with no children, 19% with 1 child, and 25% more than 6 children. Interestingly, no older men reported engagement in off-farm livelihoods, compared to 6% of young men who reported working in bakery or barber shops. In terms of literacy, 36% of older men reported being able to read, 22% to write, and nearly 45% to do simple calculations (see Figure 2).

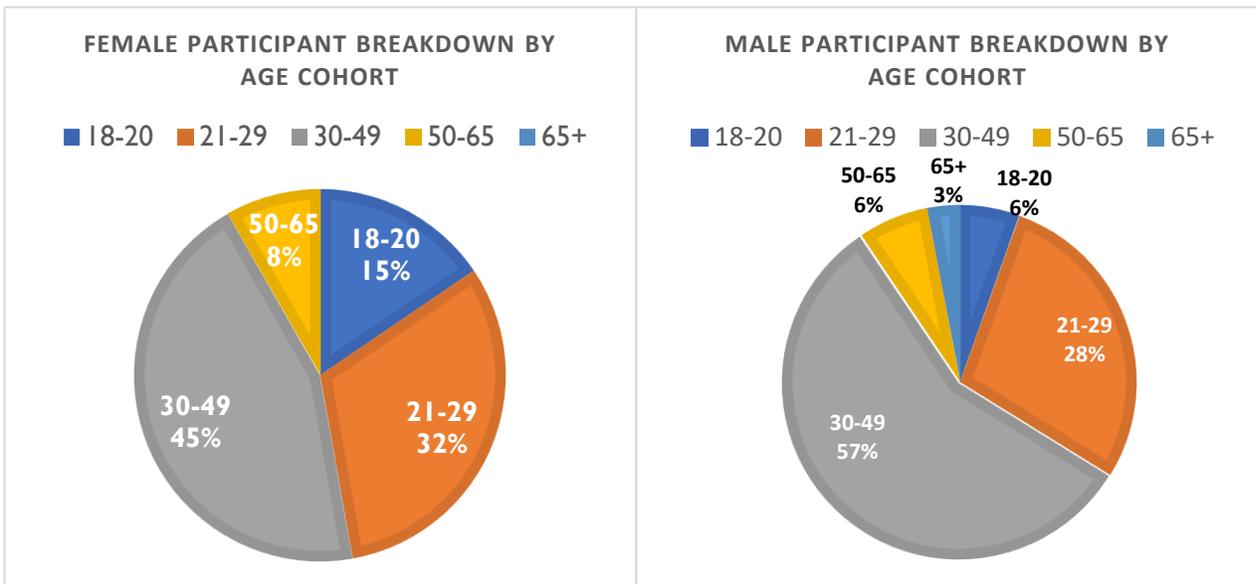
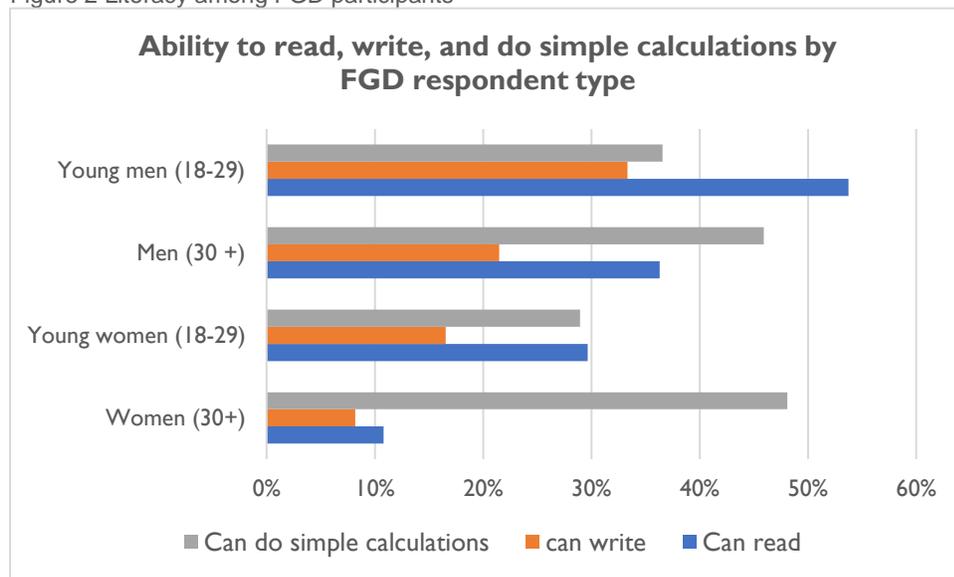


Figure 2 Literacy among FGD participants



See [Annex C](#) for full breakdown of FGD respondent demographics.

3.2 CROSS-CUTTING FINDINGS

Time burden and mobility

Though women’s time burden is well documented in zone of implementation, this GA found more nuance related to women and girls care burden and mobility in regards to age and life cycle. **While older women have more mobility because of fewer child care restrictions, young, newly married women have limited mobility because of sociocultural norms that indicate that households are not well established until wives give birth.** Respondents indicated that men use this reasoning to justify their control over women’s movement. Male religious leaders also indicated that Sharia law prohibits women’s movement without a chaperone.

Men’s control of the movement of newly married women insinuates that women, especially those with no children, are not to be trusted because they can easily leave their husbands since there is nothing ‘tying’ them down. Other community members justified this because women marry at younger ages than men and are ‘less mature.’

Similarly, newly married young men and women reportedly had less communication and joint decision-making practices, especially when it came to mobility and reproductive health. For example, both young men and women respondents indicated that young men would not tell their wives where they were going or about their activities, and their young wives were afraid to ask. At the same time, young couples were not communicating about reproductive health because of the normalized expectation of immediate procreation upon marriage. For example, newly married women were not allowed to use family planning services, including specifically contraception, before giving birth to either one or two children due to the assumption that children tie women to their marriage. Older couples, on the other hand, indicated a higher level of cooperation and discussion when it came to their activities and movements. One male FGD respondent said, *‘We can trust our women after they have had many children and proven themselves to us’* (Deder). More information is needed on young unmarried men and women.

New information emerged regarding the conflict between ethnic Somali and Oromia in affected woredas (Chinaksen and Babile). Specifically, the conflict severely hampers men’s and women’s mobility. Inter-ethnic violence between the Oromia and Somali regions causes restrictions and security concerns for women, men, boys and girls (WMBG). Men and women of all ages reported that the places where women and girls go to fetch firewood were unsafe (due to the distance and/or the ongoing conflict). In other areas, community members also identified water sources and farms as unsafe because of the particular risk of violence, harassment and theft when traveling to such places. Community leaders and GoE stakeholders indicated that the risk of GBV, mainly rape, was also a concern.

More globally, across all targeted *woredas*, respondents identified religious institutions (mosques), social/communal gathering places, primary schools and health posts as safe places for women of all ages to access because these were nearby and many others travelled to these venues. In addition to feeling unsafe fetching water or firewood, women across categories felt unsafe traveling to/from some health centers, PSNP distribution sites, and marketplaces, largely due to their distance from respondents’ homes.

Lastly, people with disabilities⁸ in the targeted woredas reported extremely limited mobility, resulting in extreme isolation. Their mobility is hampered both by a lack of necessary equipment as well as accessibility infrastructure. This issue is more severe for women with disabilities, who are more likely to be in the care of family members and unmarried. As one male KII respondent with a disability said, *‘We access the PSNP services well, but we don’t have any chance to move freely in our community or be considered for support to find jobs.’* (Jarso).

Participation and Leadership

There are various well-documented barriers in existing literature regards to women’s active participation and leadership in community decision-making structures and other male-dominated community groups such as agricultural cooperatives. This was further validated in primary data and in new *woredas* with specific details on women-identified barriers. Specifically, **a lack of initiation and encouragement from local leaders, and women’s household workload and illiteracy are barriers to their participation. Women also indicated that they tended to participate less in leadership due to self-perceptions of their appropriate role, and their lack of leadership capabilities and self-confidence.** When women did participate in public gatherings, local leaders did not encourage them to express their ideas and perspectives, and ideas given by men gained acceptance more often than those of women.

This GA found specific details that there are **negative community attitudes about women participating in the public sphere (community meetings or leadership positions) being ‘outside women’ who did not care about their husbands and children. Men, in particular, viewed these women negatively and indicated that ‘outside women’ made bad wives.** Also, men in the targeted *woredas* reported that fear of bullying by other men for having an ‘outside woman’ as a wife was a major barrier to allowing their wives to participate in activities outside the home.

Existing literature highlights other gender norms and beliefs limit women’s participation in decision-making at the community level. For example, Oromia has a patriarchal society in which men hold primary power in private and public life.⁹ According to these gender norms, women

⁸ As mentioned in the study limitations, the analysis related to PWD is largely limited to those individuals who experience a physical disability including blindness/deafness.

⁹ *Situation Analysis of Children and Women: Oromia Region*. No date. UNICEF.

should be obedient, subservient, respectful and faithful to men, whereas men should be powerful and authoritative.¹⁰ Moreover, ‘masculine attributes’ are valued positively, especially concerning leadership, whereas women are portrayed as ‘cruel, sexually rapacious, and lacking the mental and physical capacity necessary to hold leadership positions.’¹¹

In fact, in this GA, young women indicated that they were insulted when actively engaging in leadership posts in male-dominated realms. One female leader from Fedis said that although the situation was improving, young women active in community decisions were viewed as ‘*those who have no husband*,’ or ‘*those whose husbands do not control them*.’

This GA uncovered major opportunities to leverage existing traditional structures to promote more equitable norms and behaviors. **There are opportunities for women to assume community leadership through a popular customary institution called the *Siinqee*, positioned in the *Geda* system in Oromia**, including Hararghe. The *Siinqee* is symbolized by a stick that only a woman who is married in accordance with the *Geda* system will receive on her wedding day. These women are called *Hada Siinqees*. Community members respect *Hada Siinqees* highly, and these women have religious and political functions. Women use their *Siinqee* in various religious, social, political and economic contexts to protect women’s property and social rights, and maintain religious and moral authority. The power of such women is also related to customary systems in Oromia in which elders are extremely respected and responsible for teaching about peaceful coexistence, resolving conflict, and nurturing Oromo culture and tradition.¹² [Annex H](#) presents a case story of a woman called Halima who serves as a *Hada Siinqee*.

Norms, attitudes and beliefs

In targeted old and new *woredas*, community members overwhelmingly view young men as irresponsible, wasting money on *khat* and cigarettes, and courting additional wives.

Men and women’s groups reported a ‘wasting’ of household money by men who bought *khat* and cigarettes. Women of all ages indicated that when the household had additional money available, they ran the risk of their husbands seeking another wife. As a female *kebele* Women’s Affairs officer from Deder said:

There are times when the household head asks what the wife has earned and has spent. The woman also asks what her husband will spend it on because she is afraid that he will marry another woman with the money she earned.

In some instances, the ‘irresponsible’ behavior of men is used as an excuse by community leaders for young men’s low participation in community decision-making and governance structures. On the other hand, women spend their money almost uniquely on their household needs. As one male development agent KII respondent from Chinaksen said:

*Women have the ability to spend money wisely. If a man gets some money, he will spend it on *khat* and other things. A woman will feed and clothe her family.*

Access to and control of resources

Though the unequitable patterns of access to and control of resources in East Hararghe are well documented. This GA uncovered more nuanced information related to the intersection of age, life cycle stage, and gender. **There is a reported relationship between age and access and**

¹⁰ Druca et al. 2021.

¹¹ Farnworth et al. 2019.

¹² Angessa 2013.

control over resources for women. Women deemed to contribute to the household sufficiently and who have had children are likely to experience higher levels of control over certain resources. Conversely, young women who recently married were, for example, considered as making no contribution to the household in terms of income, labor or children, and had less access to and control of resources. As one female community leader from Gursum said:

During the first two or three years of marriage, the young wife does not ask for her right to control the household resources because she is considered a child, and her husband a father since he is older than the wife ... But after the woman has two or three children, she becomes an adult. [Now] she can ask to control the household resources and access them well.

More on access to and control of resources, including access to land and productive assets, is found under Purpose 2.

This GA focused specifically on identifying trends in marginalization related to female-headed households. **In targeted woredas, female-headed households are primarily the result of the death of a husband or migration of older men. Although these households may have more decision-making power in some areas, they still lack access to inputs, primarily the labor necessary for agricultural productivity.** Although female household heads have more control over their daily lives and resources, they are frequently disadvantaged when it comes to access to productive assets and information. For example, female household heads indicated that finding sufficient agricultural labor to support them in the fields during preparation (plowing) and harvest was a major barrier to food security. Others said they did not have social networks or access to inputs that were easily accessed by men to be able to improve farming techniques. In fact, a 2020 study on female-headed households and food security found that the prevalence of food insecurity among female-headed households in Ethiopia was higher than the national estimate of household food insecurity.¹³ This indicates that the increased levels of control experienced by women household heads are not necessarily translating into improved outcomes in food security or nutrition because of structural inequalities that persist.

More on female-headed households is found under Purpose 2.

Relatedly, the GA also focused on power dynamics within polygamous households. In the implementation zone, **polygamy occurs and impacts women's access to and control of resources, especially land. Although power relations depend on specific family dynamics, older (first) wives can yield power over other wives while 'young wives' can leverage the favor of their new husbands.** Whether women/first wives approve of it or not, men in the targeted woredas tend to take one or two additional wives, a phenomenon that is reportedly common during the high-income harvest period. According to the 2016 EDHS data, 14% of women aged 15-49 are in a polygamous union in Oromia.¹⁴ Polygamy in Ethiopia is more common among rural populations and women with low levels of education.¹⁵ It is also reportedly practiced more commonly in woredas and kebeles where there are better-off farming households since the major assumption is that men must be capable of fully supporting, economically, all family members, which would include providing small parcels of land for

¹³ Negesse et al. 2020.

¹⁴ Central Statistical Agency/Ethiopia and ICF 2016.

¹⁵ Ibid.

farming.¹⁶ However, female respondents in polygamous households said that their husbands spent time drinking and talking, assuming that their wives would cover household expenses.

Polygamy structures social relationships within the household by requiring cooperation among co-wives in productive and reproductive tasks. Specifically, evidence from Oromia suggests that wife order influences how polygamous women and their children fare.¹⁷ Specifically, in Oromia, the wife who bears the first son (usually the first wife) receives greater social status in the community and the household.¹⁸ Other studies have also indicated that senior co-wives can get the lion's share of resources and are given authority over younger co-wives.¹⁹ However, many respondents reported that husbands could be partial to new or 'favorite' wives (who were typically younger). Men may give money as well as some of their resources, such as land, to their favorite wives.²⁰

Nevertheless, women in polygamous marriages are more likely to live in vulnerable households with higher levels of economic dependence. Second or third wives in Oromia are more likely to have been child brides and, as such, have high levels of economic dependence on their husbands.²¹ Also, women in polygamous households are more likely to experience domestic abuse and economic GBV.²²

In the targeted *woredas*, traditional and religious leaders play a significant role in maintaining peace in polygamous marriages. These leaders frequently intervene when there is conflict between wives and husbands or among co-wives. Neighbors are also important when there is a fight or physical abuse because '*they come in between and save the woman from physical trauma*' (Female FGD participant, Gursum).

Gender-based violence (GBV)

This GA found that community leaders claimed there were no issues related to GBV in their communities, and primarily classified GBV as random acts of sexual violence by strangers. Stakeholders, including specifically Women's Affairs representatives, however, disagreed and indicated that child, early and forced marriage/unions (CEFM/U), female genital mutilation/cutting (FGM/C), and intimate partner violence (IPV) were all common. In fact, existing data shows that sexual, physical, psychological and economic violence against women and girls is prevalent in East Hararghe as a result of the unequal power relations between men and women. One of the most common and normalized forms of such violence is IPV against women and girls, which is often characterized by long-term abusive and controlling behavior.²³ The 2016 EDHS revealed that Oromia had the highest rate of physical and sexual violence against girls/women (aged 15-49) by an intimate partner in Ethiopia. In addition, the proportion of girls/women (aged 15-49) who had ever experienced psychological, physical or sexual violence by their current or most recent husband/ partner was 25%, 30% and 13%, respectively.²⁴

¹⁶ Mengistu et al. 2022.

¹⁷ Uggla et al. 2018.

¹⁸ Ibid.

¹⁹ Mengistu et al. 2022.

²⁰ Ibid.

²¹ Ibid.

²² Ahinkorah 2021.

²³ Ibid.

²⁴ Ibid.

National evidence from 2022 shows that more than one-third (36%) of women in Ethiopia reported experiencing IPV in their lifetime.²⁵ Twenty-one percent of women reported experiencing IPV in the previous 12 months.²⁶ Moreover, for women in Ethiopia who had experienced physical violence since age 15, other household members, specifically current or former husbands, were frequently the perpetrators.²⁷ At the same time, IPV against women and girls in all its forms is the least recognized form of GBV among community members in the targeted *woredas*.

Expert respondents from this GA suggested that men and women normalized nearly all forms of intimate partner violence (IPV). In Oromia, certain types of violence are invisible and unreported, including marital rape and domestic violence. Both male and female respondents indicate that domestic violence is not perceived to be serious enough to report. Respondents mentioned verbal and emotional violence as being caused by other forms of violence, such as physical and sexual violence. This was also found in CRS-supported GBV study in 2020.²⁸ To triangulate further, the 2016 EDHS survey indicates that 69% of women and 26% of men in Oromia said a husband was justified in beating his wife for some reason.²⁹

This GA sought to uncover additional patterns related to age and GBV. Adolescent girls and boys face distinct risks from different forms of violence due to gender norms. In Oromia, existing data shows that girls are highly vulnerable to child, early, and forced marriage/unions (CEFM/U), with two in five marrying before the age of 18; to female genital mutilation or cutting (FGM/C), with nearly half undergoing the practice; and to sexual violence, with one-third of married girls aged 15-19 having experienced violence at the hands of their partner.³⁰ **Just over half of the research participants confirmed the prevalence of FGM/C despite strong legal sanctions put in place by the government to punish cutters and complicit parents.** These respondents indicated that, as a result of FGM/C's criminalization, parents usually took their daughters out of their village at the end of the school year under the pretext of visiting relatives in order to have FGM/C performed. FGM/C reportedly prepares girls for marriage and can occur when a girl is as young as 12 years old.

Repondents from this GA indicate that CEFM/U has increased because of COVID-19 school closures. Young girls in the targeted *woredas*, although enrolled in primary school, are reportedly frequently absent and/or regularly dropping out of school by the age of 15. Many indicated that this coincided with marriage, which is reportedly occurring **as early as 12 or 13, but more commonly between the ages of 15 and 16.** Many respondents did not recognize a marriage at 15 or 16 by girls to be child marriage. Respondents indicated that 20 years old was *'too old for girls to get married.'* These trends are further confirmed by national data, which indicates that the median age at first marriage in Oromia was effectively unchanged from 2005 to 2016, hovering at 17 years old.³¹

The recurring drought in the targeted *woredas* and the conflict some *woredas* experience with the Somali region are said to have exacerbated the rise of CEFM/U. Some respondents said this was a coping mechanism families might employ to reduce the number of children they needed to feed and to bring in additional income through gifts during the union. As a result,

²⁵ UN Women and Ministry of Women and Social Affairs. 2022.

²⁶ Ibid.

²⁷ CSA and ICF 2016.

²⁸ Ruark 2020.

²⁹ Ibid.

³⁰ Ibid.

³¹ CSA and ICF 2016.

many research participants, particularly government representatives, believed that child marriage was still widely prevalent. The Gender and Adolescence Global Evidence (GAGE) research project in East Hararghe suggests there is stasis on age at first marriage and, in some instances, backsliding.³²

Nearly all respondents from this GA indicated that young boys and girls were ‘eloping’ early, often at the behest of young girls who were reported as being ‘increasingly eager for marriage at a young age.’³³ Some participants considered elopement as a form of abduction whereby young girls were deceived by ‘brokers’ in the community who arranged such unions in the name of a better life for the girls.³⁴ On the other hand, peer and family pressure played a significant role, as young girls are taught from a very young age that marriage and child-rearing are their primordial and most important roles. This is exacerbated by a lack of opportunities for young women and girls as well as a lack of resources for young women to engage in the economy.

There were also reports that levirate marriage (forced marriage to the brother of a deceased husband) is practiced in the targeted *woredas* in an attempt to preserve men’s familial control of resources. For a widow to keep her household property to herself and her children without marrying her brother-in-law, she must confirm to her in-laws that she will not remarry.

There are many women whose husbands have died and been inherited [i.e., married] by their husband’s brother. This means the brother inherits the property of his dead brother if he marries the widowed woman. The children of the dead man do not inherit the property of their father unless this marriage occurs. (Abba Geda, KII, Gursum).

Polygamy is also associated with a widow marrying her dead husband's brother (levirate marriage), with or without her consent, as the brother would likely be married already.³⁵

Reportedly, there are no services for GBV survivors available at the *kebele* level (beyond access to basic medical care and customary justice), and community members perceived GBV as a ‘woman’s issue’ that is managed adequately by WDA, Women’s Affairs officials and *Hada Siinqee*. Respondents did not indicate the availability of survivor-centered GBV services at the *kebele* level. It is clear that incidents addressed at this level are usually through the customary justice system. Moreover, HEW often relied on their own knowledge and experience to identify survivors or relied on survivor disclosure, and most facilities had no formal system for referrals and follow-up.³⁶ Other existing research indicates that survivors are often unaware of available services or feel uncomfortable or afraid to access and use them. In Ethiopia, only 23% of survivors seek any sort of help from formal or informal sources, and of those that seek help, only 1.5% seek the services of medical personnel.³⁷

A report from 2018 indicates that there were only 12 GBV shelters across Ethiopia, five of which were in Addis Ababa.³⁸ All shelters reported higher demand for services than they had capacity to serve. No respondents indicated that these services were available in the targeted *woredas*.

³² GAGE Consortium 2020.

³³ Male community leader KII, Gursum.

³⁴ Also, in Ruark 2020.

³⁵ Ibid.

³⁶ Encompass 2019.

³⁷ Ibid.

³⁸ Cordon et al. 2018.

A 2020 assessment of GBV response in Oromia indicates that even when the shelters and safe houses are available, most women and girls, particularly in rural areas, do not have the possibility of accessing them due to long distances, and lack the necessary resources and permission to travel.³⁹

Lastly, GBV in the targeted *kebeles* is considered a ‘woman’s issue that should be addressed by representatives from Women and Children’s Affairs offices and the Hada Siinquees.’⁴⁰ In terms of community or traditional leader support, GA respondents indicate that it usually takes extreme incidents of violence for people at this level to openly discuss and condemn GBV.⁴¹

Traditional leaders and frontline GoE officials from previously targeted *woredas* had a more proficient vocabulary when it came to women’s rights and GBV. Although there was not a significant difference between FGD participants on their perceptions or awareness of GBV, there was a noted difference in the willingness of community leaders to discuss GBV openly and honestly. The transcripts also indicate a high level of knowledge of terminology when discussing GBV, including the acknowledgement of economic violence as a form of GBV and the ‘normalization’ of issues such as domestic violence. It is clear, however, that more is needed to address the persistent challenge of GBV that goes beyond awareness raising.

3.3 CROSS-CUTTING RECOMMENDATIONS

Time burden and mobility

- Develop a specific strategy to address the barrier of women’s time burden by thinking through approaches focused on *recognition* (making care work visible and valuable), *redistribution* (distributing care work more equitably), and *reduction* (advocating for child care services and promoting time-saving technologies) **PRIORITY**
 - Consider upscaling community child care facilities such as the temporary child care centers planned under PSNP during public works (**TARGET: Female-headed households and young, newly married women**)
 - Promote a [market-based approach](#) for the introduction and dissemination of technologies that reduce the care work burden. Target community leaders and gender champions (see text box) to use selected technologies, and showcase them within communities.
 - Integrate approaches specifically promoting more equitable division of household care work: (**TARGET: newly married young couples and PLW and their partners**). Adapt [Oxfam’s Rapid \(Unpaid\) Care Analysis](#) and training tools as a means to systematically assess who in a community carries out unpaid care, so that where care work is heavy and unequal it can be recognized, reduced and redistributed, and to promote the increased power of caregivers in decision-making.
 - Consider piloting a participatory time diary approach for targeted couples to build awareness of each partner’s responsibilities and to identify opportunities for chore sharing. (**TARGET: newly married young couples, and PLW and their partners**).

Participation and Leadership

³⁹ Ruark 2020.

⁴⁰ Women leader KII, Babile.

⁴¹ Bekele 2018.

- Integrate content addressing the sociocultural beliefs related to women’s participation and leadership (i.e., ‘outside women’) into Ifaa GYSD and SBCC activities including in Better Well-being programming, Speaking Books, Community Conversations, and TFH/IFH and Families with Dignity. **PRIORITY**
- Plan specific consultations with **community leaders** to discuss the benefits of women’s participation in decision-making structures, and provide job aids or posters to community leaders to use or display in public places. Consider gender-transformative approaches with these leaders to allow for time and space to reflect on why women are frequently excluded.
- Facilitate the convening of gender champions quarterly so they can provide moral support and share experiences/learnings with one another, and develop community-specific strategies to combat bullying related to men who support their wives’ active leadership in community structures. (**TARGET: newly married young men, and men with pregnant/lactating wives; consider targeting men in polygamous and monogamous unions**).
- Continue planned Youth Community Conversations, and plan to discuss topics related to stereotypes of young men and women and the impact these can have on their involvement in community and PSNP governance.
- Highlight the contribution of young men and young women in the community during visible community events.

GENDER CHAMPIONS

Ifaa will target different groups of people, including specifically couples, young men and adult men, as gender champions. Ifaa has developed gender champion selection criteria as well as a guide on how to support them in their work. Gender champions are selected by frontline staff and community members. They are selected in their communities because they exhibit gender-equitable behaviors, including a more equal division of roles and responsibilities, male engagement in domestic work traditionally viewed as women’s, joint decision-making, the promotion of girl’s education, and a reduction in GBV and harmful traditional practices. Gender champions are trained in basic gender equity and equality principles, and on how to share their experiences with others which they are encouraged to do frequently using various community platforms.

Gender-based violence

- Develop a rapid safety audit checklist that all Ifaa staff can use when identifying new sites for project interventions (e.g., farmer and pastoral training centers) to ensure the safety concerns of WMBGs are considered. **PRIORITY**
- Pilot the **gender-equitable masculinities** targeted approach with selected young men (newly married or new fathers) identified by gender champions to address harmful norms of masculinity that impede equitable division of household labor, joint decision-making, and GBV prevention. **PRIORITY** Consider modeling after evidenced-based approaches such as:
 - [MenCare+ Bandebereho male engagement approach](#)
 - [Responsible, Engaged, and Loving \(REAL\) Fathers](#)
- Consider a rapid assessment on the effectiveness of GBV committees in responding to cases of GBV and in promoting GBV prevention activities.
- Develop a strategy to actively involve *Abba Geda* and *Hada Siinquee* in evidence-based GBV prevention services including prevention of FGM/C. **PRIORITY**
- Target religious leaders in understanding principles of gender equity in Islamic texts as one approach to combatting acceptance of polygamy and FGM/C.

- Ensure all community facilitators are trained in GBV response and provided with guidance to:
 - Provide community members with up-to-date information on referral systems
 - Adapt/translate the pocket guide *How to support survivors of gender-based violence when a GBV actor is not available in your area* (UN 2015).

PRIORITY

- Consider adding a module on CEFM/U in the Families with Dignity approach which focuses on discussing drivers of CEFM/U and openly discussing the negative outcomes associated with CEFM/U related to health, education and livelihoods. **PRIORITY**
- Ensure that all SBCC activities focused specifically on gender equality or GBV and CEFM/U include specific resources and plans to monitor/assess the impact of shifting attitudes/beliefs. **PRIORITY**
- Highlight the reasons why girls/boys are drawn to CEFM/U (i.e., eloping early) and outline alternative solutions in SBCC approaches (like *Tibeb Girls*). **PRIORITY**
 - Consider piloting Listening Groups of young men and women who gather to listen to (or watch) radio or TV programming on themes related to gender equity and then discuss the content, for a learning and sharing experience. **(TARGET: In-school and out-of-school young WMBGs)**.
- Consider targeting **adolescent girls and boys** with livelihood training and workforce development skills-building to support them and their families to keep them in school as a strategy to delay marriage.
- Support the GoE in identifying priorities for GBV response infrastructure, including safe houses, and, if validated, support the establishment of either temporary or permanent safe houses in government institutions. **PRIORITY**

Inclusive targeting

- Review planned GYSD activities to ensure approaches do not inadvertently exclude women in polygamous unions, and make adjustments as necessary.
- Continue working with GoE stakeholders to sensitize them on the importance of engaging with female-headed households, and working to address their resource constraints specifically.
- Continue to target cohorts of **young / newly married couples** to become Master Trainers in TFH/IFH to target and train other young couples.
- Consider targeting couples for Youth Livelihood Committees and ensure implementation of such approaches is tailored to the limited mobility specifically of young women.

4. FINDINGS AND RECOMMENDATIONS BY PURPOSE

PURPOSE 1: Vulnerable households and individuals have sufficient quantity, quality and diversity of food at all times

4.1 PURPOSE 1: FINDINGS

This GA found that household conflict is more prevalent during harvest times when more money/income is available. Most households in Oromia engage in agricultural production and animal husbandry. Thus, the agricultural calendar greatly impacts household income levels and spending patterns. Respondents indicated that although climate change is shifting the agricultural calendar, households in the targeted *woredas* tend to have more income from harvest during December and January, but sometimes as early as September or October. For example, women indicated that they sold goats in September after the rainy season fattening. At

the same time, social events such as weddings occur during the dry season, both due to higher levels of free time and because it coincides with harvest when households have more money to contribute to such events. During times of higher income, respondents (both male and female) from male-headed households indicated that conflict between husband and wife(s) was more common because of disagreements on how to spend or manage money. Lastly, there is more illness in households during the rainy season (June-August), which increases expenses.

Existing literature and primary data indicate that food and water shortages

disproportionately impact women and girls. In August, families face extreme food shortages and tend to run out of stored food. *“There is a saying in Afaan Oromo that, Nahasen baanan nahasunuu baate, meaning ‘if the month of August passes, people are relieved of severe food shortage and deprivation.’”* (adult male, FGD, Babile). In addition, respondents across all groups indicated that a lack of clean drinking water was a major concern. During water shortages, women, girls and some boys must source water from unprotected rivers, frequently sharing the source with animals. Water scarcity increases women’s and girls’ work burden as they are required to make longer journeys to fetch water.

In old and new woredas, this GA found that the lack of access to water has been slowly worsening due to recurrent drought in the region over the last three years. As a result, communities rely heavily on food aid for survival. This situation is worse for vulnerable households, including female-headed HHs, and those caring for persons with disabilities. Also, inter-ethnic conflict, locust infestations and COVID-19 have caused the cost of living to rise significantly. Food shortages also have negative gendered impacts on household members’ coping mechanisms. For example, men and children eat first and receive better portions than women. **Women reported skipping meals, reducing the quantity of food they eat, or adding water to cereals to cope with insufficient food for household members.** Women may also try to supplement their income by engaging in the sale of firewood or selling small animals. Sometimes, **women and men migrate to nearby towns to beg.** Men also reported migrating temporarily to larger cities like Dire Dawa, Harar and Jijjiga to seek work as daily construction laborers or to make and sell charcoal.

Well-documented trends on decision-making and nutrition were confirmed in this GA. **Women dominate decisions on health and nutrition, and are often obligated to supplement household income to satisfy household members’ health/nutrition needs.** Women in the targeted woredas tended to have higher levels of decision-making around health and nutrition, including what food to buy and prepare, infant and young children feeding and breastfeeding practices, and child health, but they may not have the resources, particularly income, to optimize the practices. This GA sought to identify particularly influential persons in regards to nutrition practices. **Older women (mothers and mothers-in-law) offer advice and either actively or passively approve/disapprove of women’s health and nutrition-related practices.**

There are certain food taboos for pregnant women, including eating mango, papaya and bananas, as these foods are said to increase the baby’s size, making delivery difficult. Mothers-in-law also reportedly influence the eating habits of PLW.

Except for the mention of foods to avoid, no respondent indicated a specific diet needed during pregnancy. Respondents noted, however, that labor sharing (with grandmothers, mothers-in-law and daughters) was common for pregnant women, as a way to ease their burden during this period. Unfortunately, most women did not get to rest during pregnancy and post-partum due to the deep-rooted gender norms and the dire situation resulting from recurrent shocks and

stressors.

This GA reconfirmed that women are the primary providers of day-to-day family needs, including household food and nutrition expenses, while men are perceived as frequently wasting money on things like *khat*. In the targeted communities, men are expected to provide adequate resources for nutrition and health activities. However, in the Hararghe context, women are required to supplement (or provide solely) this money through petty trade, including selling milk, eggs, small quantities of *khat*, and goats. Female respondents indicated that, in some cases, women also covered the daily expenses of men; for example, buying cigarettes. As one DA put it, “*Women have the ability to spend money wisely. If a man gets some money, he will spend it on khat and other things*” (Male DA, KII, Chinaksen).

Young women indicated a higher dependence on men to cover expenses because of less developed petty trade practices or engagement in the market (something women reportedly acquire with age). Female-headed households are less likely to have contributions from older male household members and, instead, rely on young girls to sell produce in the market or fetch firewood.

Relatedly, women of all ages, from this GA, reportedly had much greater access to health extension services through health workers (HEWs) because of their traditionally assumed gender roles related to maternal and child health and nutrition (MCHN). The gendered division of labor in health and nutrition has also justified HEW’s disproportionate targeting of women/girls in their activities. HEWs themselves reported preferring to work with women. Also, most health workers at health posts are female, which makes it traditionally appropriate as women patients prefer women health care providers in many instances. Although this creates greater access to health-related information and services for women, it is also a perpetuation of gender stereotypes. In other words, it may inadvertently exclude men from the role they should assume as husbands and fathers.

Despite their respected role in communities, leaders of the Women’s Development Army (WDA) also suffer from insecure access to food and water, low asset ownership, limited schooling, and a lack of time. With the WDA, the Ethiopian Health Extension Program has deepened and expanded a massive reliance on women’s unpaid labor.⁴² WDA leaders are supposed to hold weekly meetings to discuss issues related to children’s health, hygiene, nutrition, antenatal care, birth and so on. However, they receive no pay, and government policy is that they receive no incentives of any kind from donors, NGOs or other partners. One study on WDA leaders found that most were less likely to be married and more likely to be divorced or separated.⁴³ WDA respondents from the targeted *woredas* were also predominantly from female-headed households. This aligns with findings on female-headed households on their socioeconomic precariousness, despite enjoying a freedom of mobility and decision-making not afforded to women in male-headed households. In this regard, Ifaa should review its strategy to engage with the WDA to ensure the project is not further exacerbating gender gaps. Instead, Ifaa could explore how to link WDA members with important income-generating or asset-creating opportunities.

4.2 PURPOSE I: RECOMMENDATIONS

- Ensure the question of mobility restrictions due to ‘permission’ is adequately addressed in

⁴² Maes et al. 2018.

⁴³ Ibid.

GYSD curricula (TFH/IFH and Families with Dignity) **PRIORITY (Target: Young newly married couples).**

- Use the gender champion network to meet with men in households to explain the benefit of wives' participation in events; continue to celebrate male champions who practice these gender-equitable behaviors.
- Besides the planned sequencing of SILC, sequence TFH / Families with Dignity / Community Conversations activities on money management and joint decision-making directly prior to harvest months or months of greater expenses (September, school fees; April/May, fertilizer) **PRIORITY**
- Monitor Care Group activities for inadvertent perpetuation of unequal division of roles/responsibilities (e.g., rapid questionnaire of women and their partners' roles and expectations in the Care Group).
- Monitor the effectiveness of planned male engagement approaches to increase men's participation as Lead Parents; highlight the role of men in Care Groups and document reported enabling conditions for male engagement in MCHN. **PRIORITY**
- Involve **mothers-in-law** in MCHN activities; consider organizing them in 'grandmother care groups' (that could also self-organize into SILC groups) to maximize their support of and engagement in household MCHN activities. **PRIORITY**
- Make maternal and child optimal feeding practices central to community-based SBC, including in Talking Books or HEW job aids.
- Link members of the WDA to Ifaa activities that support asset ownership and increase access to finance including through membership in SILC groups.

Purpose 2: Vulnerable community members' livelihoods transformed

4.3 PURPOSE 2: FINDINGS

Access to and control of resources

Existing literature documents that women and young women and men (youth) have less access to productive resources and assets, making control over agricultural productivity difficult. In this GA, male and female respondents of all ages indicated that men had almost unanimous control over land. This GA also sought to uncover patterns of access and control by age and life cycle stage. Most women, married or female HH heads, have limited access to and ownership of land due to customary practices that assume male headship and ownership, despite land certification policies in Ethiopia that define both women and men as equal owners. Unfortunately, traditional or religious leaders rarely question these customary practices, although there are reportedly *woreda*-level officials who support women seeking resource inheritance after divorce. This GA found that **many community members justify these unequal inheritance practices with the belief that transferring land to women would result in automatic transfer of property to another family (her husband's) upon her inevitable marriage.** As one female community leader from Chinaksen put it in a KII, *"If a woman receives land by inheritance, she is viewed as transferring family resources to people who are non-relatives, far from their family line."*

In all targeted communities, the issue of land tenure is becoming more tense as claims to property are on the rise, and even young married men are not receiving adequate parcels for farming. This is because families tend to give small parcels of land to their male offspring as

wedding gifts which reduces a family's total land parcel over time. These trends impact young couples' ability to produce food and/or build resilience in the face of climatic shocks.

Existing data and GA results shows that, in the targeted *woredas*, women generally control less lucrative crops and livestock, while men control more profitable cash crops and larger livestock. In terms of animal husbandry, women (especially those past child-bearing age) are more likely to be owners of small ruminants, while men tend to own large livestock. Traditionally, women control the income from selling milk and eggs and, in some cases, small livestock such as sheep, goats and chickens.⁴⁴ These areas are key for women to provide for their family's nutrition, health and educational expenses. A 2018 study in Oromia revealed that, over the previous five years, women were increasingly participating in making decisions related to the sale of livestock. However, the final decision remained in the hands of the household head. Women tended to have more bargaining power over livestock they inherited or purchased using their own money.⁴⁵ However, other research from Ethiopia indicates that when rearing these animals and their products becomes a more important source of family income, the ownership and control returns to men.⁴⁶ One good example of this from the literature relates to cooperative-based milk marketing in Ethiopia, where men typically take over the control of income from milk, which traditionally falls under the domain of women.⁴⁷

UNEQUAL DECISION-MAKING POWER

Multiple sources of data and literature recognize that in Ethiopia, men and women do not have equal decision-making power related to household assets, in particular where income is concerned. Areas with unequal decision-making power include:

- Crops grown for household consumption versus cash crops
- Selling and transferring large livestock
- Market negotiations
- Sale or purchase of agricultural inputs
- Non-farm business activities
- Buying, selling or use of agricultural land
- Buying or selling of household property
- Use of income and savings
- Seeking medical treatment for children or adults
- Family planning and birth spacing

Although female-headed households have more control over resources, they generally lack access to labor for specific agricultural tasks. For example, farmers with no oxen usually pay up to 50% of their harvest to get their land plowed. In addition, women are culturally prohibited from plowing, and their control over cattle is restricted. Other studies from Oromia⁴⁸ looking at the determinants of food insecurity reported that female-headed households had almost double the chance of developing food insecurity compared with male-headed households.⁴⁹

Unfortunately, among almost all respondents at the *kebele* level, there was a *perceived* lack of barriers for women in terms of livelihoods even when they acknowledged unequal access to and

⁴⁴ Kinati et al. 2018.

⁴⁵ Mulema et al. 2017.

⁴⁶ Zahra et al. 2014.

⁴⁷ Kinati et al. 2018.

⁴⁸ Fekadu and Mequanent 2010; Muche et al. 2014; Mequanent and Tadele 2015; Mitiku and Tadesse 2012.

⁴⁹ Negesse et al. 2020.

control of resources. This is primarily because existing sociocultural norms are perceived as normal, and the gendered barriers related to access to livelihood options are normalized.

Access to agricultural extension services

This GA found that women (of all ages) are not considered farmers despite their involvement in agriculture. Generally speaking, in the targeted *woredas*, women were not considered farmers. Instead, their labor contributions to family farms were considered under the control or supervision of their husbands. Also, as mentioned above, customary law accepts that men are the main owners of land. This indirectly limits women's access to extension services as DAs anticipate providing extension services and information to the landowner.⁵⁰ One study in Oromia found that DAs do not frequently invite women from male- and female-headed households to agricultural extension meetings. As a respondent in one study said,⁵¹ *“The extension services do not see women as farmers even though women farm alongside men. The husband comes back home and does not communicate with us. We depend on our own knowledge derived from experience.”*

The lack of acknowledgment of women's critical role in agricultural productivity perpetuates a lower level of knowledge and skills related to good agricultural practices and the adoption of technology. This is further illustrated by the low proportion of female model or lead farmers across Ethiopia, who tend to receive better support from local rural institutions than other smallholder farmers. Also, recent studies have shown that a dominant gender stereotype in formal community-based groups and levels of government is that women's farming is informal and in the private or home sphere and secondary to men's cash crop farming.⁵²

Existing data shows that women have significantly less access to agricultural extension services in the project implementation zone. Women smallholder farmers in Ethiopia have little access to extension and training due to institutional bias.⁵³ Agricultural extension services are provided primarily to men in the targeted *woreda*, and nearly all female respondents have little to no access to such services, including women from female-headed households. Ragasa et. al. also found that female-headed households received less extension advice than male-headed households.⁵⁴ However, even for men, extension services are reportedly not accounting for the specific needs of rural smallholder farmers and their technology preferences.⁵⁵ Respondents from this GA report that the fact that most extension agents (DAs) are men also impacts women's access to extension services, as women may not be comfortable (or be allowed) to communicate with men without the presence of their husbands.

Access to financial services, including credit

Lack of access to credit was mentioned consistently across all primary data sources as the primary obstacle for young women and men to engage in (or grow) on-farm and off-farm livelihood activities. In the targeted *woredas*, for example, the Office of Rural Job Creation, in collaboration with the Agriculture and Food Security Office, organized young men and women into groups to save and develop business plans. Reportedly, however, most of these men and women were unable to start their businesses because of their limited ability to access financial services. Nearly all respondents mentioned Siinqee Bank as the primary financial institution that could provide loans. Still, respondents said that the lengthy application and approval process

⁵⁰ Tsige et al. 2020.

⁵¹ Østebø 2015.

⁵² Tsige et al. 2020.

⁵³ Aregu et al. 2010; Tsige 2019; Tsige et al. 2019; Tsige et al. 2020.

⁵⁴ Ragasa et al. 2013.

⁵⁵ Tsige et al. 2020.

discouraged borrowers, especially women and youth who have relatively little knowledge of the process.

Moreover, the required collateral and high interest rates are prohibitive for rural populations, especially for women and youth who tend to be significantly more resource-poor. Other studies from Ethiopia found that rural financial institutions did not recognize women as active economic agents, and, as a result, credit is often provided only to male household heads.⁵⁶ Aregu et al. (2010) found that limited access to credit was one of the gendered constraints that limit agricultural technology adoption in Ethiopia.⁵⁷

However, informal saving and lending groups, including SILC groups, are extremely common in the targeted *woredas*, including traditional saving structures such as *idir* or *equib*. Generally, in targeted new and old *woredas*, **women are participating in greater numbers in SILC groups than men and, as a result, have greater access to informal credit. Also, in these groups it is considered ‘convenient’ and ‘acceptable’ for women to be in leadership.** Lastly, the wider literature on community-based groups demonstrates that, as groups become more formalized, women’s participation tends to decrease while that of men increases. Evidence shows that women are much more likely to be members of informal self-help groups, such as village-level saving and loan groups, than of more formal groups due to the greater social and economic gains they experience in these informal groups.⁵⁸

Agricultural groups

In general, existing data sources show that women are not well represented in agricultural cooperatives or producer groups when they exist because membership requires secured land rights and household headship. Other barriers are related to limitations in accessing the necessary productive resources, and sociocultural norms. Due to unequal gender norms and relations, women have a lower socioeconomic status than their male counterparts, limiting their opportunities to access and participate in formal groups. Women’s freedom is constrained by men’s control over their mobility, by sociocultural expectations that they are primarily responsible for all domestic work and, in relation to this, by their uneven reproductive, productive and community work burdens. Compared to men, their restricted access to, control over, and ownership of land, credit and information disadvantage them from meeting conditions of formal group membership and leadership.⁵⁹ Further evidence suggests that women’s low level of education is another important factor contributing to their low participation in cooperatives.

GA respondents indicate that there are not many active agricultural cooperatives in the targeted rural areas. Of particular interest is the lack of agricultural groups organized for small ruminant husbandry, an area where women dominate labor and have opportunities to control the resulting income.

Respondents also note that due to men’s control over women and women’s heavy workload, women tend to have a narrower repertoire of social networks. **Moreover, even when women can join such groups, they report lower self-esteem and a fear of voicing their opinions in public spaces, which prevents their active participation and leadership in formal groups like cooperatives.** These gender inequalities, coupled with the low level of existing cooperatives or producer organization (PO), generally, contribute to men’s domination of

⁵⁶ Ragasa et al. 2013.

⁵⁷ Aregu et al. 2010.

⁵⁸ Ibid.

⁵⁹ Tsige et al. 2020.

cooperative membership. Specifically, men who are wealthier, more educated and own/manage larger-scale farms are at an advantage over economically vulnerable and resource-poor farmers (who tend to be rural women and youth in the targeted *woredas*). As one male FGD respondent from Fedis said, “Women are not at all active in agricultural cooperatives or POs; instead, they are ‘just a puppet.’”

There are also structural barriers to women’s participation in agricultural cooperatives. For example, land ownership is often a requirement for cooperative membership, and, in Oromia, most cooperatives restrict membership to only one member per household, which perpetuates women’s exclusion from such groups. As a result, female household heads are more likely to be members than married women. Moreover, female household heads are more likely to join than married women because they are less constrained in their mobility and have greater freedom and access to information to join such groups. **However, even if female household heads can join, there are other barriers to their participation and leadership because they generally have limited productive assets to participate equally with male members.**

Married women respondents, on the other hand, report often feeling excluded from male-dominated cooperatives because of male-biased rules governing cooperative membership. As such, they are denied the benefits of access to input services, trainings and knowledge sharing. Men are assumed to participate in such events and pass on the information and knowledge gained to their wives. However, in practice, there is often little information-sharing between men and women.

Existing research from Ethiopia indicates that more inclusive cooperatives play a stronger role in improving gender relations and helping women create safe spaces to ‘build their social solidarity and problem-solving capacity,’ particularly in all-female cooperatives.⁶⁰ In mixed cooperatives, female and male members can learn to adopt more gender-equitable values to respect one another as farmers, processors and entrepreneurs. Moreover, when women gain leadership positions, it helps them to build their self-confidence, exercise their political leadership, and gain the respect of their male and female peers. Another study on women’s leadership in agricultural cooperatives found that female leadership and mentorship can bring in more female members and improves services to female members. A further study found that this was also true of WASHCOs.⁶¹

Lastly, research shows that women are more attracted to joining cooperatives that are organized in more closely knit organizations (measured by having members only from the same *kebele*), that distribute agricultural inputs to members, and that have sold shares to their members.

On- and off-farm livelihoods

This GA found that women and young women in the zone of implementation are very active entrepreneurs who are primarily involved in selling small quantities of *khat*, goats and animal products such as milk and eggs to support household needs. However, respondents were unaware of opportunities for off-farm livelihoods. Generating income is not a new phenomenon for the women of Hararghe because they are known to engage actively in on- and off-farm trading. This is particularly true of older women who have already

⁶⁰ Ibid.

⁶¹ Haile et al. 2016.

established themselves well in their marriage, social relations and families, and gained the trust of their husbands to travel more widely to sell goods and services.

On the other hand, young women's ability to engage in business is limited because of their attention on establishing their marriage and their limited mobility and control over household resources. For example, **women respondents indicated that their husbands were often opposed to their engagement with a larger market which required travel to larger urban centers. Women's time burden also remained one of the key barriers to their economic participation.**

Because of disproportionate labor burdens, there are perceived trade-offs between women's engagement in market activities and child care. For this reason, women with smaller children and who are active outside the home are said to be selfish and think only about money.

Respondents from the targeted woredas indicated very few opportunities for off-farm livelihoods beyond petty trade for men and women of all ages. When opportunities did exist, they tended to be highly gender-segregated. Less than 2% of all female respondents and 5% of male respondents were engaged in off-farm livelihoods. Interestingly, women who did engage in off-farm livelihoods were all from the older cohort, whereas men engaged in off-farm livelihoods were from the youth (18-29) respondent group. According to research participants, women were typically engaged (or interested) in catering services, women's beauty salons, selling small quantities of *khat*, raising or fattening goats, sheep and chickens, and selling eggs. Conversely, men were interested in tailoring, maintenance/construction, woodwork (especially male youth), barbering, selling large animals, and cash crop farming (*khat*).

4.4 PURPOSE 2: RECOMMENDATIONS

- Commit deliberate project efforts and resources to improve women's participation as cooperative members and leaders. In some instances, this may require challenging the assumption that men should be the de facto representatives of the household in formalized agricultural groups. Based on the wider literature review, good practices include starting with women's smaller self-help groups to build their capacity to lead, manage and have greater financial literacy and assets to support them to join more formal cooperatives. **PRIORITY**
 - Support the creation of women's cooperatives, organizing women in value chains they are interested in and which create an opportunity for increased profits, such as sheep/goat fattening. **PRIORITY**
 - Establish/strengthen female-led cooperatives to enhance women's productivity, access to credit, and markets. **PRIORITY**
- Where possible, support cooperatives to create more inclusive and gender-sensitive policies conducive to women's membership (ensuring land tenure or literacy are not excluding criteria for participation). **PRIORITY**
 - Consider integrating gender-transformative approaches to producer organizations such as [Gender Action Learning Systems \(GALS\)](#) or CRS initiatives related to the Gender Transformative Approach for SILC with agriculture-related groups.
 - Identify opportunities to further⁶² integrate gender into the CRS SMART skills curricula and specifically into the [Organizing and Managing Farmers Groups manual](#). **PRIORITY**

⁶² CRS recently included a gender competency module in the SMART skills.

- Provide ongoing gender training and capacity building on gender integration and the benefits of increased female participation and leadership to cooperative office administrators at the regional, *woreda* and *kebele* levels and to male-dominated cooperatives. The planned couple approaches (TFH/IFH) should also adequately address the need for spousal support for female leadership.
- Where possible, integrate non-financial services within cooperative service delivery models, such as leadership training and literacy, to help build women's self-confidence, knowledge and ability to speak out. Such leadership skills training must be combined with engaging men from the cooperatives and from the whole community to become allies of women's empowerment.
- Conduct rapid gender analysis of selected value chains to identify additional opportunities for increased women's (and youth) participation/visibility in selected value chains, highlighting opportunities specifically for **female-headed households and young women**.
- Advocate for the promotion of female DAs as one strategy to improve women's access to extension services; one way to do this is to highlight the work of existing female DAs and the benefit they bring to women and men in rural areas.
- Prioritize the planned institutional assessment tool to strengthen the capacity of TVET institutions to reduce barriers to participation for **female youth and PWD**.
- Prioritize targeting of vulnerable women (including **female household heads and women in polygamous unions**), **youth and PWD** with livelihoods start-up kits including access to credit/financial services.
- SILC can be an opportunity to publicly promote more equitable household power management and positive gender norms. Ifaa should consider integrating gender-transformative models into the SILC approach, such as [SILC + Gender Transformative Approaches \(GTA\)](#), to take advantage of the breadth of participation.
- Build off of GoE successes in women's rights in divorce by supporting efforts to help women exercise their legal rights for land tenure, for example, through support to legal aid clinics.

Purpose 3: PSNP systems develop accountable, effective and shock-responsive systems

4.5 PURPOSE 3: FINDINGS

This GA found that migration has drastically increased due to drought and conflict, negatively impacting food security and economic livelihoods. Migration occurs for men and women, and sometimes includes whole households. Typically, migration is from rural to urban areas for work in construction day labor (men) or *sadaqaa* (begging, for women/girls/boys). Also, young girls reportedly migrate internally to cities seeking jobs, such as in domestic work. Sometimes young women migrate abroad, including to Saudi Arabia, seeking domestic work. Although young men migrate more frequently than young women, young women migrate at a younger age (higher proportions of female migrants in the 15-19 age cohort).⁶³ Respondents from the targeted *woredas* indicated that most young women and girls did not return—despite IOM research indicating that 87% of women had plans to do so—because of the high costs of travel and the economic independence gained abroad.⁶⁴ Interestingly, those who returned were hailed as 'talented' or 'hardworking' (*cimtuu* in Afaan Oromo).⁶⁵

⁶³ IOM 2020.

⁶⁴ Ibid.

⁶⁵ Ibid.

Migration for young women, however, is likely more than just economically motivated. Carruth et al. (2022) argue that in Oromia, “women do not migrate only for financial opportunities, but also to escape combinations of domestic, political and structural violence.”⁶⁶ Many young women from Oromia migrated because of a combination of “protracted violence in their communities, threats or harassment they or their family members endured, intimate partner violence, and economic insecurity.”⁶⁷

Internally displaced people (IDPs) joining certain target communities reportedly caused additional strain on available resources and could cause inter-community conflict. Mass internal displacement due to flooding, drought and conflict has been a recurrent risk in Ethiopia for several decades. Oromia has some of the highest numbers of IDPs in the country; according to the IOM, East Hararghe Zone alone was hosting nearly 150,000 IDPs across 165 sites, mostly Oromos who had fled the Somali region.⁶⁸ This ongoing internal displacement has not only fractured families and communities but also increased exposure to violence (during displacement and afterwards, with significant impacts on people’s physical and mental health and well-being) and driven widespread hardship and poverty due to the lack of economic opportunities for IDPs.⁶⁹ Respondents from *woredas* with an influx of IDPs reported that this impacted the availability of resources, especially water.

Male and female FGD responses on women’s and men’s participation and leadership in community structures differed. **Men reported much higher levels of women’s participation in community structures than women, except in religious and livelihood groups. Meanwhile, women unanimously indicated no or low/passive participation in watershed committees (WASHCOs), food security task forces, and PSNP appeal committees. Women of all ages, however, indicated interest in joining WASHCOs and food security task forces.** Women’s interest in these structures is related to their role in their homes around WASH and food security. As one female FGD respondent put it, “*We want to be part of the solution for our community in relation to sufficient food and water*” (Chinaksen).

However, women indicated it was difficult to participate actively in these groups because of the time burden and lack of a supportive environment related to the attitudes of male leaders. Men indicated that women’s low literacy and lack of leadership/confidence were primarily to blame. Both young and older men recognized women’s workload as being a major barrier to women’s participation, but men (especially young men) were reticent to offer their direct assistance. For example, one male FGD respondent from Fedis said, “*Unless the women have an adult female [to help with housework], no one will give her a hand [to attend meetings] by doing housework.*”

Some men also recognized the lack of support from other men as a barrier to women’s engagement in community groups. For instance, one male FGD respondent indicated that even when women were technically represented on food security taskforce committees, “*men do not let [women] know the meeting dates,*” which prevented them from actively participating. Lastly, there seemed to be inadvertent and exclusionary criteria established for membership in some community groups. For example, one women’s group member from Babile said “*One recruitment criteria to be a group member is to be a married woman who can read and write.*” Another woman from Deder said, “*The main difficulty the women are having when trying to*

⁶⁶ Carruth and Smith 2022.

⁶⁷ Ibid, pg. 2.

⁶⁸ IoM 2020.

⁶⁹ Ibid.

actively participate as a leader is a lack of support from their husbands. Rather than encouraging women, men ... are discouraging their wives because they think they are inferior.”

Relatedly, many women respondents believed that the groups and committees organized by kebele administrations did not recognize and address their needs in their full diversity. As a result, most female FGD respondents (from both age cohorts) did not think that community structures were responsive to their needs, in particular WASCHOs and food security taskforce committees. Men, on the other hand, believed most of these structures took women’s needs into account. To prove this point, men used the example of the PSNP targeting female-headed households, PWD and PLW.

Also, as with agricultural groups, there was often an assumption that women did not need to participate because their (participating) husband would deliver the necessary information to them. For example, in a study by Tsige et al. (2020) on irrigation, women’s user rights to large pumps were not even considered to be an issue since they were expected to be represented by their husbands. However, the unique needs and perspectives of underrepresented groups cannot be adequately captured through proxy participation, nor is there any way to hold men accountable for ‘transferring’ information they have received in community meetings to their wives.

There is some indication that women participating in these structures are engaged in multiple community associations. This is likely because a small pool of women can have the support (either of husbands or because they are female heads of households) to participate actively. One traditional male leader from Fedis said it was often the wives of ‘powerful’ men who were themselves ‘powerful’ women participating in community decision-making. By engaging with the same women multiple times in multiple associations, communities risk missing the perspectives of diverse groups of women.

It is clear that young women, particularly those who are newly married, participate less in community groups than older women, and they rarely hold leadership positions. As mentioned previously, this is mainly because of the reduction in the child care burden that comes with age (and older children) as well as a reportedly higher level of trust from their male partners to engage in activities outside the home. The exception to this is if there is a young woman (married with children) who is also literate and willing to participate in groups. However, in most cases, she is likely used more to fulfill a gender quota than as a valued member of the structure. More information is needed on women’s participation in polygamous unions compared to those in monogamous relationships.

Persons (men and women) with disabilities are largely invisible, relegated to their homes and thus also not well represented in kebele decision-making or informal community structures. Both men and women with disabilities are largely excluded from these community groups, and their experiences remain marginalized and invisible to the group’s decision-making agenda at the kebele level. There were no reports of PWD engaged as leaders in community associations. However, respondents with disabilities of both sexes expressed interest in participating in such groups, especially those related to livelihoods and micro-credit. Lastly, there were no community groups specific to PWD in the targeted kebeles. Resource and mobility constraints would limit rural persons with disabilities from participating in associations in woreda centers. As one male respondent with a disability from Jarso said:

The biggest challenge persons with a disability face in this community is that there is nobody who stands for a disabled person; the community does not engage a disabled

person in social life. Especially for women who are disabled most of the time, no one wants them for marriage.

Discriminatory attitudes on the part of community members impact PWD inclusion into community structures. As one male community member with a disability from Deder *woreda* said, “*Persons with disabilities are not respected and supported in the community. People have a negative attitude and stereotypes, and we are not regarded as a useful member of the community.*” Multiple respondents with disabilities indicated that they were considered ‘useless’ with nothing of value to contribute and, as such, were heavily dependent on their caretakers. One female PWD respondent in Babile said:

You are considered “useless.” The community does not facilitate anything for me. It does not encourage me to do anything. I am simply waiting or receiving handouts from my brother, relatives and aids in the form of a safety net.

Women with disabilities face structural barriers because of their disability and also constraints related to their gender. One key concern is the lack of opportunities for women with disabilities to marry and have children, one of the areas where women gain some respect. As one female PWD respondent from Babile said: *The challenge is also more pronounced or exaggerated when you are a woman with a disability. Look, I haven't married and do not have a child. Why? It is clear that no one wants to marry a disabled woman.*

Virtually all participants indicated that PWDs had less access to and control over resources within the household and community, resulting from a social perception that they did not have the ability to contribute to the household’s livelihood, develop resources and control them independently. Most PWDs in the targeted *kebeles* said they could not engage in on-farm or off-farm livelihood activities. One of the reported reasons was that PWDs are not viewed as capable of managing resources that would allow for such engagement, even if they are male. However, this seems to change depending on the severity and type of disability. Those with physical disabilities that still allow them to take on agricultural labor, for example, are less likely to experience these stereotypes.

Although PWDs and women (including those in female-headed HHs and PLW) were specifically targeted for PSNP services (practical needs), there was no evidence that, beyond this, their specific strategic needs (and opportunities) were accounted for in community decision-making structures. The GoE has made great strides in accounting for the needs of marginalized groups in the PSNP support. The fifth phase of PSNP has drawn lessons from the previous phases and has put in place better provisions for pregnant and breastfeeding mothers, and children under 5, persons with disabilities, and the elderly. It has included provisions, such as ensuring more than 50% of beneficiaries are women, registering women in polygamous unions under their names (instead of their husband’s), targeting all members of households, organizing female beneficiaries into RUSSACOs, targeting PWD’s farmland as public work sites, and so on. However, key informants indicated that the program implementation had not been uniform across bureaus and *woredas* mainly because the program implementation manual (PIM) of PSNP 5, which includes robust gender and inclusion criteria, is not widely shared among concerned bodies at the *kebele* level where program implementation occurs. This has led to the under-enrollment of certain marginalized groups. As one male respondent with a disability from Deder said:

Although we receive PSNP support, they don't give us other support. Our engagement in community issues/meetings/agendas is highly limited, even nonexistent. We cannot get material support or aiding tools for our impairment to help ourselves.

While the PSNP does not have explicit objectives related to prevention of child marriage, it is increasingly argued that social protection programs, and cash transfers in particular, can delay child marriage.⁷⁰ Based on the available evidence of linkages between child marriage and the PSNP, further research is needed to better understand the potential role that PSNP and complementary interventions can play in delaying child marriage, and unpack the channels through which these outcomes emerge.⁷¹ Only about 900,000 girls can be reached by this program as the rural PSNP serves about 8 million people (and 11.5% of the Ethiopian population is estimated to be adolescent girls).⁷²

4.6 PURPOSE 3: RECOMMENDATIONS

- Work with partner organizations working with displaced persons to understand which *kebeles* have the highest rate of IDP influx and what engagement this population desires with the programming.
- Leverage Youth Ambassador networks to facilitate conversations on potential conflicts between IDPs and host communities, and target **youth** from IDP and host communities for the Ambassador program.
- Couple the Center for Creative Leadership (CCL) Leadership Essentials curriculum (planned to enhance leadership, communication and performance of *woreda* food security task forces) with targeted support to inclusive leadership and best practices in soliciting participation among women and marginalized groups.
- Review planned community visioning to see what is possible around visioning exercises focused on fighting discrimination and promoting equity and inclusion of PWDs within community decision-making structures (See GALS visioning exercises).
- Develop strategies that mitigate the risk that the same women in *kebeles* are nominated/participating in multiple committees. **PRIORITY**
- Identify associations for collaboration that work with rural PWDs to increase engagement with them in rural areas.
- Establish effective referral systems to government or other literacy programs for interested women.
- Consider targeting women for leadership programs related to community development. **PRIORITY**

Strengthen the capacity of PSNP implementers for adherence to inclusion criteria in PIM in engagement with marginalized groups.

5. RECOMMENDATIONS FOR PROJECT LEARNING

There is little evidence in Ethiopia (or the region) on what works in the mass media (i.e., radio or TV programming) to change attitudes/beliefs related to gender equity. This is an area that Ifaa needs to explore further and integrate into some of its activities to address wider communities with messages and information on gender equality, women's empowerment, and youth engagement as productive citizens. Ifaa should dedicate specific resources to generate evidence on what is working to shift attitudes and beliefs, particularly when it comes to the

⁷⁰ Tadesse et al. 2022.

⁷¹ Ibid.

⁷² Ibid.

programming by the Whiz Kids Workshop.⁷³ This initiative would help programmatic learning, and help fill an important gap in national evidence. To this end, Ifaa will undertake a rapid an assessment on the need and effectiveness of various programs broadcasted focusing in its target woredas which will feed the Ifaa SBC strategy and intervention.

Respondents in the targeted *kebeles* made repeated reference to the fact that Sharia law is prohibitive of GBV. However, the specifics of this argument were not shared. This is an opportunity for Ifaa to further explore how local understanding or applications of Sharia law can implicitly and explicitly play a role in promoting GBV prevention, including prevention of CEFM/U, FGM/C and IPV.

Traditionally, women in the targeted *kebeles* have a system to exercise their rights through the customary *Hada Siinqee* institution. However, more information is needed on the current status of the system, and the specific roles these leaders play in promoting women's rights, preventing GBV and advocating for women's leadership. Ifaa should plan targeted research that highlights opportunities to engage with the *Hada Siinqee* in its gender equality focused activities.

Ifaa's learning activities related to gender and inclusion should be institutionalized across purpose leads and technical advisors. Each purpose lead should work with relevant technical advisors and the GYSD team to identify specific areas for monitoring and learning related to gender equality. The purpose lead should be responsible, ultimately, for the learning that is relevant to their sector. One way to promote this cross-sectoral responsibility is by organizing regular joint monitoring missions between GYSD members and members of other technical areas.

6. CONCLUSION

The following conclusions are key threshold findings, synthesized across Purposes. They are the most crucial for Ifaa to address across Purposes, in their gender strategy, and accompanied GAP.

Women's time burden and limited mobility remain key barriers to their effective participation and active leadership. Women and men across all respondent groups reported that women of all ages had limited availability to participate in community groups and community-level decision-making largely because of their workload. Without targeted and multi-pronged approaches to addressing the root causes of women's time burden, Ifaa risks not being able to engage with diverse groups of women, especially those facing multiple forms of marginalization, including those with disabilities, young first-time mothers, newly married women without children, and women in polygamous unions. Part of this strategy must include norm change around the roles and responsibilities of men and women in the household.

Gender-inequitable norms of masculinity (and femininity) in the targeted *woredas* limit women's mobility, leadership and control of resources, and perpetuate acceptance of GBV. Young men in the targeted *woredas* do not hold more gender-equitable beliefs, especially as they relate to women's mobility and decision-making power. Men in particular have a role to play when it comes to promoting increased women's leadership and economic autonomy. Ifaa should design and pilot a targeted gender-equitable masculinities approach that addresses

⁷³ A woman-led social enterprise aimed at improving the lives of children and youth through cost-effective, age-appropriate and culturally relevant educational media.

norms of power, control and GBV. Such approaches should also address the role of men as husbands and fathers. This approach can build off the successes of the DFSA award, sequencing such approaches first with well-established gender champions. Part of this approach should seek to create support peer groups for men who want to shift behaviors.

CEFM/U, FGM/C and IPV remain persistent issues in the targeted *kebeles*, and there is a marked absence of survivor-centered services and GBV prevention activities implemented by other national and international partners.

The ongoing occurrence and acceptance of everyday GBV, usually perpetrated by intimate partners in the household, disproportionately impacts the lives of women and girls, especially those facing multiple forms of marginalization (i.e., women with disabilities and women in polygamous unions). Ifaa should explore ways in which it can support *kebele* government structures in the delivery of survivor-centered services. Ifaa should also recognize that evidence-based GBV prevention activities require transformative approaches and must go beyond awareness raising. An evidenced-based gender-transformative positive masculinity approach that engages both men and women could help address some of the norms that must shift for true and sustained GBV prevention outcomes (such as reduced acceptance).

Gender-transformative approaches are needed under Purpose 2 in order to engage greater percentages of women in agricultural productivity and animal husbandry activities that have the potential to increase their income.

There are major challenges in ensuring that women are participating in and benefiting equitably from agricultural activities. One of the key barriers is related to women's lack of access to and control over productive assets and participation in (and benefit from) cooperatives. Some of these institutions (agriculture-focused groups) have put in place exclusionary requirements for membership, especially at the cooperative level. Ifaa should work with targeted groups that have the flexibility to adopt more inclusive practices, particularly groups working in rural areas, to review these criteria while raising awareness of the benefits and business case for gender equality both within their structure and within the larger community.

7. IFAA GENDER STRATEGY

The Ifaa team, using the results of this report, organized a three-day ToC review and gender strategy workshop that identified recommendations to be carried forward, how, by whom, and with dedicated resources identified. The framing of the gender strategy was around Ifaa's ToC Purposes as well as the four high-level conclusions listed above. The workshop ended with the validation of key pillars for a project-level gender strategy as well as necessary ToC adaptations and refinements to account for the findings and recommendations of the study. Below is a summary of the strategy objectives, programmatic pillars and planned actions.

See [Annex F](#) for more information on the ToC review and gender strategy workshop and [Annex G](#) for a summary of ToC refinements based on GA results.

Objectives

Ifaa's gender strategy aims to:

- Strengthen and guide gender integration efforts, including preventing and responding to GBV, and address gender gaps and opportunities that affect achievement of sector objectives (Purpose), across all project result areas.
- Prioritize gender gaps and opportunities identified in the gender analysis findings that can be addressed through advocacy and project activities.
- Guide implementation and MEAL of gender-responsive and gender-transformative activities in alignment with the project's annual ToC and work planning process.
- Generate learning from gender-responsive and gender-transformative project interventions to contribute to a body of evidence of the contributions of gender integration to improved outcomes across Purposes.

This gender strategy is a living document, and the project will revisit it on an annual basis, prior to the ToC review, work planning, and Pipeline and Resource Estimate Proposal (PREP) processes, in order to modify planned activities or develop new ones to respond to emerging gender needs, gaps and opportunities.

Ifaa Gender Strategy Priority Areas

Based on the findings of the gender analysis as well as the participatory validation sessions held with Ifaa staff and key stakeholders, below are the four priority areas that will guide the gender strategy for the life of the award. The priority areas (PAs) are to be kept in mind by all Ifaa staff and in particular all purpose leads who will align activities, wherever possible, to address these PAs.

1. **Women and girls' active participation in community decision-making structures.** Across Purposes, include specific actions to address the key barriers to women's active participation and leadership in community decision-making structures including: time burden, limited mobility, sociocultural norms, literacy and leadership skills/confidence.
2. **Gender-equitable masculinities.** Pilot gender-transformative, gender-equitable masculinities curricula to address issues of sociocultural norms that impact men's engagement in health and nutrition activities and perpetuate GBV; promote a more equitable division of labor; and support women's economic empowerment.

3. **Gender-based violence prevention and response.** GBV, including IPV and CEFM/U, is a major issue in the implementation zone. Across Purposes, Ifaa should ensure that no activities exacerbate the problem, that all staff are trained adequately in GBV, and that, when possible, activities are aimed at prevention and response services.
4. **Promote women’s leadership in agricultural groups and joint control over agricultural income and products.** Women and girls face major barriers to participation in agricultural producer groups, especially at the formal level, which represents their proportional contributions to labor. Ifaa should ensure key barriers related to access to agricultural inputs, extension services, and active participation in cooperatives are addressed.

Gender Action Plan (GAP)

To facilitate the implementation of gender-responsive and gender-specific project activities, the Ifaa team developed an action plan based on the findings of the gender analysis. The GAP is organized by project Purpose and includes gender-specific project activities, assigned responsibilities, resources needed. The actions encapsulate the GA recommendations by Purpose and for project learning. It also includes a column to indicate which PA the activity is aligning with. For information on relevant indicators see the section on [Monitoring Gender Strategy Implementation](#).

Purpose 1

ACTIVITY	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	ToC MAPPING	PA
Develop (and implement) strategy to ensure men’s engagement in Care Groups.	CRS Health and Nutrition PM	Staff time	FY23	I O. 1.3.3 (new)	PA 2
Monitor attempts to engage men with their wives as Lead Parents; highlight the role of men in Care Groups and document reported enabling conditions for male engagement in MCHN.	CRS Health and Nutrition PM	Staff time Travel expenses	Life of award	I O. 1.3.3 (new)	PA2
Gender champion Network (P3)	GYSD – DCoP	(This is budgeted) Travel costs, event costs, staff time	FY23 - FY25	IO. 1.3.3 (linked with male engagement on IYCF)	PA2
Community Conversations	GYSD – DCoP	Budget for establishment, strengthening, materials	FY23 - FY25	O 1.2.2.3.3	All PAs

ACTIVITY	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	ToC MAPPING	PA
		<i>support, travel and staff time</i>			
The Faithful House/Islamic Faithful House (TFH/IFH)	GYSD – DCoP	<i>Budget for training, materials printing, cascading, staff time</i>	FY23 - FY25	O. 1.2.2.3.5 (New)	All PAs
Sequence TFH modules / Families with Dignity / Community Conversations activities on money management and joint decision-making directly prior to harvest months or months of greater expenses (September, school fees; and April/May, fertilizer).	GYSD – DCoP	<i>Staff time</i>	FY23 - FY25	O. 1.2.2.3.5 (New)	All PAs
Develop a specific strategy to increase women’s leadership and decision-making on WASHCOs.	WASH PM	<i>Staff time</i>	FY23	O. 3.1.2.1	PA 1
Involve mothers-in-law in MCHN activities; consider organizing them in ‘grandmother care groups’ (which could self-organize into SILC groups), to maximize their support and engagement for household MCHN activities.	CRS Health and Nutrition PM	<i>Staff time</i>	FY23 - FY24	Modify - O. 1.1.2.1	Cross-cutting – No specific PA
Pilot gender-equitable masculinities targeted approach with selected young men (newly married or new fathers) identified by gender champions to address harmful norms of masculinity that impede equitable division of household labor, joint	GYSD – DCoP	<i>Budget for piloting activities (training, cascading, monitoring) staff time, travel costs</i>	FY23-FY24	I O. 1.3.3 (New)	PA 2

ACTIVITY	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	ToC MAPPING	PA
decision-making and GBV prevention.					
Integrate gender into HEW and DA extension service training package.	<i>GYSD DCoP and Ag. Livelihood PM</i>	<i>Staff time</i>	<i>FY23 - FY25</i>	<i>Modify – O. 1.3.3.1</i>	<i>All PAs</i>
Integrate approaches specifically targeting increased equitable division of household care work. Target: newly married young couples and PLW and their partners (see full GA report for example approaches).	<i>GYSD – DCoP</i>	<i>Staff time</i>	<i>FY24</i>	<i>New - O. 1.2.2.3.5</i>	<i>PA 2</i>
Facilitate the convening of gender champions quarterly to provide moral support and sharing of experiences/learnings with one another and to develop community-specific strategies to combat bullying related to men who support their wives' active leadership in community structures. Target: newly married young men and PLW and their partners; consider targeting men in polygamous and monogamous unions.	<i>GYSD – DCoP</i>	<i>Travel costs, staff time</i>	<i>FY23 – FY@\$</i>	<i>Modify - O 1.3.3.1 (male engagement in IYCF)</i>	<i>PA 2</i>

Purpose 2

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
Commit deliberate project efforts and resources to make women's participation 50% as group members and leaders. In some instances, this may require challenging the	<i>Agriculture lead and Access to Finance TA</i>	<i>Resources for training already included in PREP</i>	<i>FY23- FY 25</i>	<i>I02.1.1 0.2.1.1.1</i>	<i>PA 4</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
assumption that men should be the de facto representative of the household in formalized agricultural groups. ⁷⁴					
Establish/strengthen female-led groups/cooperatives to enhance women's productivity, access to credit and markets. Organize women into aggregators of value chain crops.	<i>Agriculture lead and Agriculture Production and Marketing TA</i>	<i>Resources for training already included in PREP</i>	<i>FY23- FY 25</i>	<i>IO2.1.1 O 1.1.1.4.1 O.2.1.1.1.4.2</i>	<i>PA 4</i>
Support existing cooperatives to create more inclusive and gender- sensitive policies conducive to women's membership (ensuring land tenure or literacy are not excluding criteria for participation).	<i>Agriculture lead, Agriculture Production and Marketing TA, Access to Finance TA, GYSD lead and TA</i>	<i>Resources for training already included in PREP</i>	<i>FY23- FY 25</i>	<i>IO2.1.1 O.2.1.1.1</i>	<i>PA 4</i>
Pilot gender-transformative approaches to producer organizations like <u>Gender Action Learning Systems (GALS)</u> ; document process, challenges and successes.	<i>GYSD lead and TA</i>	<i>For training and technical support</i>	<i>FY23</i>	<i>IO 1.2.2.3 O.1.2.2.3.1</i>	<i>PA 4</i>
Work with Senior Technical Advisor in HQ to integrate gender into CRS' SMART skills curricula and specifically into the <u>Organizing and Managing Farmers Groups manual</u> .	<i>Agriculture lead, Production and Marketing TA, GYSD lead and TA</i>	<i>Resources for manual adaptation, translation and printing and training</i>	<i>FY25</i>	<i>IO2.1.1 O.2.1.1.1</i>	<i>PA 1</i>
Pilot time-saving technologies: groundnut processing, egg tray.	<i>Agriculture lead, Production Marketing and Livestock</i>	<i>Included in FY23 PREP</i>	<i>FY25</i>	<i>IO 1.2.2.3 O.1.2.2.3.1</i>	<i>PA 4</i>

⁷⁴ Based on the wider literature review, good practices include starting with women's smaller self-help groups to build their capacity to lead, manage and have greater financial literacy and assets, to support them to join more formal cooperatives.

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
	<i>Production and Marketing lead</i>				
Provide ongoing gender training and capacity building on gender integration and the benefits of increased female participation and leadership to both cooperative office administrators at the regional, woreda and kebele levels and to male-dominated cooperatives.	<i>GYSD lead and Agriculture lead</i>	<i>Training budget</i>	<i>FY25</i>	<i>IO 3.3.2 03.3.2.4</i>	<i>PA 1</i>
Prioritize targeting of vulnerable women (including those in female-headed HHs and polygamous unions), youth and PWD with livelihoods start-up kits including specifically access to credit/financial services.	<i>AgEI lead and Production and Marketing and Access to Finance TAs</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.1.4 O2.1.1.4.2</i>	<i>PA 4</i>
Build off GoE successes in women's rights in divorce by supporting efforts to help women exercise their legal rights for land tenure, for example, through support to legal aid clinics.	<i>GYSD lead</i>		<i>TBD</i>		
Provide tractors (targeting specifically female-headed households to address access to labor).	<i>Agriculture lead and Production and Marketing TA</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.2. O 2.2.2.4</i>	<i>PA 4</i>
Integrate gender into DiNER fairs (addressing issues of women's access).	<i>Agriculture lead and Production and Marketing TA</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.2 O 2.2.2.4</i>	<i>PA 4</i>
Provide grants (targeting specifically women/youth for IGAs)	<i>Agriculture Lead, Access to Finance and Youth TAs</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.1.4. O2.1.1.4.2</i>	<i>PA 4</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
Advocate for policy shifts with GoE to increase women's participation in cooperatives (part of sustainability).	<i>Agriculture Lead, Access to Finance and Youth TAs</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.1.4 O2.1.1.4.2</i>	<i>PA 4</i>
Consider targeted life skills/technical skills for migrants.	<i>Agriculture Lead, Access to Finance and Youth TAs</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.1.1.4. O2.1.1.4.2</i>	<i>PA 4</i>
Increase young men's and young women's capacity to pay back/manage loans	<i>Agriculture Lead, Access to Finance and Youth TAs</i>	<i>Already in PREP</i>	<i>FY22</i>	<i>IO.2.2.1 O2.2.1.1</i>	<i>PA 4</i>

Purpose 3

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
Train FSTFs on gender-based violence (GBV) prevention and response.	<i>Yohannes Afework Tiruset Haile</i>	<i>Financial Trainers from GYSD</i>	<i>FY 23</i>	<i>IO 3.3.2.5</i>	<i>PA 3</i>
Develop GBV response-service infrastructure (safe houses).	<i>Tiruset Haile Negussie Kefeni</i>	<i>Financial Technical support from PSNP Systems</i>	<i>FY23</i>	<i>O 3.3.2.5</i>	<i>PA 3</i>
Advocate the need for establishment of child care centers in RFSA operation <i>woredas</i> .	<i>Endalkachew Tizeta Adugna</i>	<i>Zone / woreda TWG meeting</i>	<i>FY23</i>		<i>PA 1</i>
Consider upscaling community child care facilities, such as the temporary child care centers planned under	<i>Tiruset Haile Negussie Kefeni</i>	<i>Financial Technical support from PSNP Systems</i>	<i>FY24 Q2</i>		<i>PA 1</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
PSNP during public works. Target: Female-headed households and young newly married women.					
Ensure linkage with P1 and P2 approaches aimed to reduce women's time burden for increased participation in community decision-making structure. Area enclosure with livelihood options like livelihoods group formation with meaningful female participation in Livestock fattening, bamboo harvesting, beekeeping.	<i>Yohannes Afework</i> <i>Desalegn Akati</i>	<i>Financial</i> <i>Technical support from Ag and Livelihood Sector</i>	<i>FY23</i>	<i>O 3.1.1.2 with o 2.3.2.1</i>	<i>PA 4</i>
Develop/implement women's leadership curricula to promote women's engagement/active participation in community structures.	<i>Tiruset Haile</i> <i>Hareg</i>	<i>Budgeted</i> <i>Technical support from CCL</i>	<i>FY23 Q2</i>	<i>O 3.3.2.4</i>	<i>PA 4</i>
Recognize role-modeling women/ youth active in community structures.	<i>Masresha</i> <i>Hareg</i>	<i>Budgeted</i> <i>Technical support from CCL</i>	<i>FY23 Q2</i>		<i>PA 2</i>
Pilot (and document) climate-sensitive livelihood/income option targeting specifically women/youth (beekeeping/bamboo harvesting)	<i>Yohannes Afework</i> <i>Desalegn Akati</i>	<i>Budgeted</i> <i>NRM experts (HCS and CRS)</i>	<i>FY23</i>		<i>PA 4</i>
Plan specific consultations with community leaders to discuss the benefits of women's participation in decision-making	<i>Masresha</i> <i>SBC Lead (Tegbar)</i>	<i>Budgeted</i> <i>CCL team</i>	<i>FY 23 Q2</i>	<i>O 1.2.2.1.4</i>	<i>PA3</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
structures and provide job aids or posters for community leaders to use or display in public places.					
Ensure early-warning hotline is accessible to men and women.	<i>Binyam Bulti</i> <i>Negussie Afeni</i>	<i>Budgeted</i> <i>Posters and leaflets</i>	<i>FY 23</i>		
Establish/strengthen Youth Ambassador networks to facilitate conversations on potential conflict between IDPs and host communities, and target youth for the Ambassador program from IDP community as well as host community.	<i>Masresha</i> <i>Tariku</i> <i>Zenebe</i>	<i>Budgeted</i> <i>Technical training, club establishment</i>	<i>FY23</i>	<i>O 3.4.2.1</i>	<i>PA 2</i>
Couple CCL Leadership Essentials curriculum (planned to enhance leadership, communication and performance of <i>woreda</i> food security task force) with targeted support in inclusive leadership and best practices in soliciting participation among women and marginalized groups.	<i>Tiruset Haile</i> <i>Hareg</i>	<i>Budgeted</i> <i>Technical training by CCL</i>	<i>FY 23 Q1 and Q2</i>	<i>O 3.3.1.1</i>	<i>PA 1</i>
Conduct adult/functional literacy (P2) classes	<i>Tizeta Adugna</i> <i>Bezuayeu</i>	<i>Budgeted</i> <i>Local facilitator</i>	<i>FY23 Q1 to Q4</i>		<i>PA All</i>
School gender club (P3)	<i>Tizeta</i> <i>Bezuayeu</i>	<i>Budgeted</i> <i>CCL's toolkits</i>	<i>FY23 Q1 to Q4</i>	<i>O 3.3.2.4</i>	<i>PA ALL</i>
Strengthen the capacity of PSNP implementers for adherence to inclusion criteria in PIM in	<i>Negussie</i> <i>Nikodimos</i>	<i>Budgeted</i> <i>Technical, operational and</i>	<i>FY 23 Q1 to Q4</i>		<i>PA All</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
engagement with marginalized groups.		<i>functional trainings</i>			
Develop rapid safety audit checklist with FSTF that all Ifaa staff can use when identifying new sites for project interventions (e.g., farmer and pastoral training centers) to ensure safety concerns of WMBGs are considered.	<i>Masresha Tizeta Adugna Bezuayeu</i>	<i>Technical support from GYSD, PSNP Systems, NRM</i>	<i>FY 24</i>		<i>PA 1</i>
Conduct rapid assessment on the effectiveness of GBV committees in responding to cases of GBV and in promoting GBV prevention activities.	<i>Tizeta Adnuga Bezuayeu</i>	<i>No budget required</i>	<i>FY 23 Q3</i>	<i>O 2.3.1.1</i>	<i>PA 3</i>
Develop strategy to actively involve <i>Abba Geda</i> and <i>Hada Siinquee</i> in evidence-based GBV response and prevention services.	<i>Tiruset Haile CRS CO</i>	<i>FY23</i>	<i>Budget required Local consultants</i>	<i>O 3.3.2.7</i>	<i>PA All</i>

SBCC and Training Curricula

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
Integrate content addressing sociocultural beliefs related to women's participation and leadership (i.e., 'outside women') into Ifaa GYSD and SBCC activities including in Better Well-Being programming, speaking books, Community Conversations, and TFH/IFH and Families with Dignity.	<i>WKW</i>		<i>FY23</i>	<i>Cross-cutting</i>	<i>PA 1</i>
Ensure the question of mobility restrictions due	<i>WKW</i>		<i>FY23</i>	<i>O.3.3.2.4</i>	<i>PA 1</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
to 'permission' is adequately addressed in existing GYSD curricula (TFH/IFH and Families with Dignity) Target: Young newly married couples.				O.1.2.2.3.5	PA 2
Ensure that all SBCC activities focused specifically on GE or GBV and CEFM/U include specific resources and plans to monitor/assess the impact related to shifting attitudes/beliefs.	<i>GYSD and WKW</i>		<i>FY23 – FY25</i>	O 3.3.2.5	<i>ALL PAs</i>
Consider adding a module on CEFM/U in Families with Dignity approach that focuses on discussing drivers of CEFM/U and openly discussing the negative outcomes associated with CEFM/U related to health, education and livelihoods.	<i>GYSD and WKW</i>		<i>Ongoing</i>	O 3.3.2.5	<i>PA 3</i>
Highlight the reasons why girls/boys are drawn to CEFM/U (i.e., eloping early) and offer alternative solutions in SBCC approaches (like <i>Tibeb Girls</i>)	<i>WKW (TG)</i>		<i>FY23</i>	O 3.3.2.5	<i>PA3</i>
Tailor messaging, design and development of SBC interventions, tools and materials around lfaa priority behaviors across all sectors, including Gender and Social Dynamics. These interventions will be tailored to shift social norms and positively influence individual	<i>CRS, WKW, Viamo</i>		<i>FY23- 25</i>	<i>Cross Cutting</i>	<i>All PA3</i>

ACTIVITY AREA	RESPONSIBLE	RESOURCES NEEDED	TIMELINE (FY)	TOC MAPPING	PA
behaviors to sustain gender- equitable norms.					
Feature women, PLW, youth, PWD and community members who are actively engaged in gender activities on all Better Well Being platforms as a local heroes.	WKW		FY 23	O 3.1.1.1	PA3

Monitoring Gender Strategy Implementation

The Ifaa MEAL team will be responsible for ensuring adequate indicators across key actions proposed. Specifically, the indicators listed in Table 5 below have been proposed to capture the gender-related adjustments to the Theory of Change. See also [Annex G](#) for summary of gender analysis findings and ToC refinements.

TABLE 5 GENDER ADJUSTMENTS TO TOC AND PROPOSED ADJUSTED INDICATORS		
Result	Indicator	Disaggregation
Purpose I		
○ 1.1.2.4 Key Influencers (religious leaders, gatekeepers, older women) are engaged on the promotion of consumption of diverse and nutrient dense foods by women, adolescent	No new indicator. Ifaa will develop an additional disaggregate and review data collection forms to include type of participant that will help identify key influencer.	NA
○ 1.1.2.5 Women, girls, and household members are trained positive coping mechanisms in relation to consumption of nutrient-dense foods.	Output Indicator 14 in Purpose I (PM26. Number of individuals receiving nutrition related professional training through USG supported programs (RiA))	Sex: Male, Female Age: <15, 15-29, 30+ Added disaggregate: type of participants : 1. Professionals 2. Non-professionals: Influencers, community members Disaggregation Not Available
○ 1.2.2.3 Men and women are trained on importance of equitable division of household responsibilities to support household nutrition needs and expenses	Output Indicator 14 in Purpose I (PM26. Number of individuals receiving nutrition related professional training through USG supported programs (RiA))	Male Female Disaggregates Not Available
○ 1.2.2.3.5 Couples are trained and mentored on shared decisions on household resources during periods of seasonal income	Output Indicator 14 in Purpose I (PM26. Number of individuals receiving nutrition related professional training through USG supported programs (RiA))	Sex: Male, Female Age: <15, 15-29, 30+ Disaggregation Not Available

O 1.2.3.4 Reduced acceptance of GBV among targeted PSNP households.		
O 1.3.3.5 Male youth and adults are trained and mentored on engagement in HH nutrition and WASH roles	Output Indicator 14 in Purpose 1 (PM26. Number of individuals receiving nutrition related professional training through USG supported programs (RiA))	Sex: Male, Female Age: <15, 15-29, 30+ Disaggregation Not Available
O 1.3.3.3 Safe water infrastructure is developed in the targeted communities and households for multiple uses. (adopt/modify)		
Purpose 2		
O 2.3.2.3. Men offer support (advocacy, time, financial) for women to engage in off-farm livelihoods	G1-CC-1.4-Gender-v01-p. Percent of women/girls currently in union with increased input in household decisions (CRS - Custom)	
	BL43. Percent of women/men in a union who make decisions about credit	
	BL33. Percent of women in union and earning cash who report participation in decisions about the use of self-earned cash	
Purpose 3		
O 3.3.2.6 Community-based GBV management services and structures established	Number of safe houses established	None
O.3.3.2.7 Male and influential leaders (traditional/religious) are sensitized on the role of men in supporting women, youth, and PWD to take community leadership and decision-making positions	No new indicator. Ifaa will develop an additional disaggregate and review data collection forms to include type of participant that will help identify key influencer.	None Add disaggregate on type of participants (key influencers, community members)
O.3.4.2.3 Women, youth, PWD are trained, equipped, and empowered to equitably and meaningfully participate in leadership positions in WASHCOs, IUA, and WSC structures	Output Indicator 40 in Purpose 1 (Number of community structures with at least one woman or one youth in leadership positions (CRS - Custom))	-

The project GYSD team will convene a gender strategy review meeting with key project and partner staff to map progress achieved toward this gender strategy, and refine activities and indicators on an annual basis. Progress toward implementation of the strategy activities will be included in quarterly and annual work plans and other relevant reports to the donor. Lastly, in project year 5, the project will conduct a gender assessment to ascertain the extent to which the activities in this strategy helped address the needs, gaps and opportunities identified in the gender analysis.

Learning

The GYSD team should be deliberate about documenting the key approaches implemented that have transformative potential. In particular, the learning areas described in the [Recommendations for Project Learning](#) section above has been integrated in the GAP above and will be integrated into the MEL learning agenda as well.

Monitoring for unintended risks

The MEAL team with GYSD colleagues will need to actively monitor for gender-related risks. During the gender strategy workshop, the team identified the following areas with potential gender-related risks as a result of project activities:

- Increasing women's time burden
- Exacerbating gender gaps (nutrition/food security/asset ownership) of members of WDA and Care Group members.
- Increasing GBV as a result of any activity that aims to increase women's control over income.

These issues will be monitored regularly through routine monitoring surveys and beneficiary feedback mechanisms.

To mitigate the risks of GBV, all staff will be trained on GBV basics, as well as how to appropriately respond to disclosures.

ANNEX A: REFERENCES

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ANNEX B: ADDITIONAL INFORMATION ON METHODOLOGY

DATA COLLECTION TOOLS ALIGNED WITH RESEARCH QUESTIONS		
TOOL	TARGET PARTICIPANTS	RESEARCH QUESTION
<p>Tool 1: KII Semi-structured interview</p>	<p>Community leaders / gatekeepers</p>	<ul style="list-style-type: none"> • What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? • What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities? • How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? • To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed household, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? • What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's Development Army) in facilitating engagement of marginalized groups? • What are the economic, social, cultural and systemic barriers and opportunities that women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs? • How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Tool 2: KII Semi-structured interview</p>	<p>PWDs / representatives of associations of PWDs</p>	<ul style="list-style-type: none"> • How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? • To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? • What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's Development Army) in facilitating the engagement of marginalized groups? • How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19,

		drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Tool 3: KII Semi-structured interview</p>	Government representatives	<ul style="list-style-type: none"> ● How do women, and other marginalized groups, participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? ● To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? ● What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's Development Army) in facilitating the engagement of marginalized groups? ● What are the economic, social, cultural and systemic barriers and opportunities that women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Tool 4: KII Semi-structured interview</p>	Ifaa staff	<ul style="list-style-type: none"> ● What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? ● What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities? ● To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? ● What are the primary gender-based mobility restrictions (that impact participation and leadership) and how could the project safely and effectively address these constraints? ● What are the economic, social, cultural and systemic barriers and opportunities that women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring necessary the agricultural skills and inputs? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?

<p>Tool 5: FGD</p> <p>Participatory Group Discussion</p> <p>Safety Mapping and Leadership/Participation</p> <p>Access/Control and Food Security, Nutrition</p> <p>=</p> <p>Daily/Seasonal Calendar and Tools for Timesaving</p>	<p>Women and young women (separate)</p>	<ul style="list-style-type: none"> ● What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? ● What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities? ● How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women's and girls' social, political and economic marginalization? ● How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe ? How are they viewed, acknowledged or recognized? ● What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's Development Army) in facilitating the engagement of marginalized groups? ● What are the primary gender-based mobility restrictions (that impact participation and leadership) and how could the project safely and effectively address these constraints? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
		<ul style="list-style-type: none"> ● How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? ● To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
		<ul style="list-style-type: none"> ● What are the risks to increasing women's time burden associated with participation in the project and community development activities? How does this change for female-headed households and women in polygamous unions? What are women-identified mitigation strategies? ● What are the economic, social, cultural and systemic barriers and opportunities that women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring necessary the agricultural skills and inputs? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19,

		drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Tool 6: FGD A</p> <p>Participatory Group Discussion</p> <p>Safety Mapping and Leadership/Participation</p> <p>Access/Control and Food Security, Nutrition</p> <p>Daily/Seasonal Calendar and Tools for Timesaving</p>	Men and Young Men (separate)	<ul style="list-style-type: none"> ● What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? ● What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities? ● How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women’s and girls’ social, political and economic marginalization? ● How do women, and other marginalized groups, participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? ● What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women’s Development Army) in facilitating engagement of marginalized groups? ● What are the primary gender-based mobility restrictions (that impact participation and leadership) and how could the project safely and effectively address these constraints? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe? <hr/> <ul style="list-style-type: none"> ● How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women’s and girls’ social, political and economic marginalization? ● How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? ● To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe? <hr/> <ul style="list-style-type: none"> ● What are the risks to increasing women’s time burden associated with participation in the project and community development activities? How does this change for female-headed households and women in polygamous unions? What are women-identified mitigation strategies? ● What are the economic, social, cultural and systemic barriers and opportunities that women in

		<p>the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs?</p> <ul style="list-style-type: none"> ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p>Tool 7: FGD/KII Semi-structured Interview and Participatory Group Discussion</p>	<p>Members of Women's Groups</p>	<ul style="list-style-type: none"> ● What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? ● What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities? ● How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women's and girls' social, political and economic marginalization? ● How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized? ● To what extent are the formal and informal structures (e.g., food security task forces, watershed development committees, etc.) inclusive of and responsive to the needs of marginalized groups, including first-time mothers, women in polygamous unions, female-headed households, and persons with disabilities? What are the differences between continuing/new <i>woredas</i>? ● What is the perceived role of formal and informal women-led associations and socioeconomic groups (i.e., Women's Development Army) in facilitating engagement of marginalized groups? ● What are the economic, social, cultural and systemic barriers and opportunities that women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring necessary agricultural skills and inputs? ● How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?
<p><i>*Applies to new woredas only</i></p>		

ANNEX C: FGD RESPONDENT DEMOGRAPHICS

	Women (30+)	Young Women (18-29)	Men (30+)	Young Men (18-29)
Number of children				
0	0.6%	10.3%	1%	6%
1	0.0%	11.0%	3%	19%
2	4.4%	15.2%	3%	11%
3	4.4%	15.9%	7%	11%
4	15.1%	19.3%	16%	14%
5	17.6%	16.6%	16%	14%
6+	57.9%	11.7%	53%	25%
Household composition				
Married or living together	78%	75%	96.3%	95.7%
Divorced	3%	2%	3.0%	0.0%
Widowed	19%	10%	0.7%	0.0%
Single	0%	13%	0.0%	4.3%
Livelihoods				
Farming	28%	9%	55.6%	44.0%
Animal husbandry	2%	7%	0.0%	2.2%
Both	68%	84%	44.4%	48.4%
Off-farm	2%	0%	0.0%	5.5%
Education proxy				
Can read	10.8%	29.7%	36.3%	53.8%
Can write	8.2%	16.6%	21.5%	33.3%
Can do simple calculations	48.1%	29.0%	45.9%	36.6%

ANNEX D: LIST OF KEY INFORMANTS

Community leaders

1. Abba Geda (M) - Chinaksen
2. Abba Geda (M) - Chinaksen
3. Hada Siinqee (F) - Chinaksen
4. Abdalla Ibro Umer, religious leader (M) - Fedis
5. Religious leader (M) - Jarso
6. Community leader (M) - Deder
7. Religious leader (M) - Deder
8. Religious leader (M) - Jarso
9. Community leader (M) - Fedis
10. Community leader (F) - Gursum
11. Abba Geda (M) - Gursum
12. Hada Siinqee (F) - Chinaksen
13. Community leader (M) - Babile

Member of women's group

14. Community SILC group leader (F) - Babile
15. Community SILC group leader (F) - Jarso
16. Community SILC group leader (F) - Fedis
17. Community SILC group leader (F) - Chinaksen
18. Community SILC group leader (F) - Deder
19. SILC member (F) - Fedis
20. Women's group leader (F) - Fedis
21. Head of Women's Development Army (F) - Babile
22. SILC (F) - Deder
23. SILC (F) - Fedis
24. SILK (F) Jarso
25. SILC (F) - Babile
26. Zuleka Abdi - women's group leader (F) – Gursum
27. SILC (F) - Deder
28. Head of WDA (F) - Chinaksen
29. SILC (F) - Jarso
30. SILC (F) - Babile
31. FTH (F) - Gursum

Development Agents

32. Ahmen Adem (M) - Deder (*woreda* level)
33. Ibsa Ibrarhim (M) - Chinaksen
34. DA (M) - Chinaksen
35. Abdulmajid Muhumed (M) - Babile
36. Mohammed Arab (M) - Fedis
37. Mustefa Osman (M) - Gursum
38. Anas Ahmed Ismael DA (M) - Deder
39. Mohamed Adem (M) - Gursum
40. Teshager Mgos (M) - Jarso
41. Taju Husen (M) - Jarso

42. DA (M) - Chinaksen

Women's affairs representatives (*Kebele*)

43. Women Affairs representative (F) - Chinaksen
44. Iftu Ahmed, *Kebele* Women's Affairs representative (F) - Chinaksen
45. *Kebele* Women Affairs representative (F) - Deder
46. *Kebele* Women Affairs representative (F) - Jarso
47. Women Affairs representative (F) - Deder
48. Karima Hussien, Women and Children's Affairs (F) - Fedis
49. Gemechisa Korne (M) - Babile
50. Meftuwa Kasim, Women Affairs representative (F) - Babile
51. Zenaba Yusuf, *Kebele* Women and Children's Affairs representative (F) - Babile
52. Iftu Ahmed, *Kebele* Women and Children's Affairs representative (F) – Chinaksen
53. Faxuma Ahmed Abdile, *Kebele* Women and Children's Affairs representative (F) – Gursum
54. Illili Ahmed, *Kebele* Women and Children's Affairs representative (F) - Jarso
55. Women's Affairs representative (F) - Fedis

Health Extension Workers (HEW)

56. HEW (F) - Gursum
57. HEW (F) - Chinaksen
58. Fayo Ahmed (F) - Dede
59. HEW (F) - Fedis
60. HEW (F) - Jaso
61. HEW (F) Gursum
62. Rihana Muhumed, HEW (F) - Deder
63. Ajabiya Adem, HEW (F) - Babile
64. HEW (F) - Babile
65. Warda Ahmed (F) - Chinaksen
66. HEW (F) - Fedis
67. Sada Abdala, HEW (F) - Gursum
68. HEW (F) - Jarso

Persons with disabilities

69. PWD (M) - Deder
70. PWD (M) - Jarso
71. PWD (F) - Babile
72. PWD (F) - Chinaksen
73. PWD (M) - Deder
74. PWD (M) - Fedis
75. PWD (M) - Jarso
76. Ibrahim Ahmed, PWD (M) - Jarso
77. PWD (M) - Chinaksen
78. PWD (M) - Deder
79. PWD (M) - Fedis
80. PWD (F) - Gursum
81. PWD (F) - Babile
82. PWD (M) - Gursum

Woreda GoE staff

Deder

83. Nesibu Jemal (M) - Livelihood expert
84. Gini Adam (F) - MIS expert
85. Fikru Weldetsadik (M) - Youth and Sports
86. Merdisa Gessa (F) - Job Creation
87. Abera Jimma (M) - Social Affairs
88. Hiamanot Demessie (F) - Women and Children's Affairs

Chinaksen

89. Fikru (M) Head of Agriculture office
90. Job Creation (M)
91. Mohammed Abdi (M) - Social Affairs
92. Masut Niman(M) - Health office
93. Remedan Shemsu (M) - Youth and Sports
94. Ramadan (M) - Social Affairs

Gursum

95. Kebede Assefa (M) - Head of food security
96. Selam Wegayehu (F) - Expert in Women and Children's Office
97. Tariku Badee (M) - Nutrition focal person
98. Ramadan Mohammed (M) - Rural job opportunity creation
99. Name to be confirmed (M) – Social Affairs
100. (M) - Youth and Sports

Babile

101. Jibril Nure (M) - Social Affairs
102. Sahilu Regasa (M) - Agriculture office
103. Habibat Aman (F) - Health Office
104. Ahmed Mohammed (M) - Women and Children Affairs
105. Abdi Kasim (M) - Job Creation
106. Ahmed Zakir (M) - Youth and Sport office

Jarso

107. Zimbabwe Gebre (M) - Head of PSNP taskforce
108. Eliyab Hailu (M) - Women and Children Affairs
109. Abdi Mohammed (M) - Youth and Sport
110. Temesgen Bekele (M) - Rural job opportunity creation
111. Muhedin (M) - Health
112. Endalkachew (M) - Social affairs

Fedis

113. Hojira Worku (M) - Women And Children Affairs
114. Shemseden Abdu (M) - Social Affairs

115. Cheru Kenenisa (M) - Agriculture office
116. Tufah Ali (F) - Health office
117. Fuad Habey (M) - Job creation
118. Youth and Sports representative (M)

ifaa staff

1. Tiruset Haile - DCoP GYSD (F)
2. Gregory Makabila - MEAL Manager (M)
3. Tegbar Achamyale - SBC Lead (F)
4. Desalegn Akati - Agriculture and Economic Livelihood Lead (M)
5. Shawl Mengistu - Youth TA (M)
6. Yeshewahareg Feyis - WASH PM (F)
7. Mitiku Telilla - Health and Nutrition Lead (F)
8. Fetiya Ahmed - Finance and Off-Farm TA (F)
9. Abebe Yilma - Gender Coordinator (M)
10. Tariku Aweke - Youth coordinator (CRS) (M)
11. Zenebe Meskel - Youth Coordinator (M)
12. Brukey Tigabu - WKW RFSA Directory (F)
13. Tizita Adugna - Senior gender officer (F)

HCS woreda-level gender and/or youth experts

14. Bayush Desalegn (F)
15. Zemedet Aychiluhim (M)
16. Noel Genachew (M)
17. Hinkosa Tesgena (M)
18. Hiwot Mekonnen (F)

ANNEX E: SUMMARY FINDINGS AND RECCOMENDATIONS BY GENDER THEMATIC AREA/DOMAIN

GENDER THEMATIC AREA/DOMAIN	FINDINGS	RECOMMENDATIONS
CROSS-CUTTING FINDINGS		
<p>Roles, responsibilities and time use / Norms, attitudes and beliefs / Mobility</p>	<p>While older women have more mobility because of fewer child care restrictions, young, newly married women have limited mobility because of sociocultural norms that indicate that households are not well established until wives give birth.</p>	<ul style="list-style-type: none"> • Develop a specific strategy to address the barrier of women’s time burden by thinking through approaches focused on recognition (making care work visible and valuable), redistribution (distributing care work more equitably), and reduction (advocating for child care services and promoting time-saving technologies). PRIORITY • Consider upscaling community child care facilities, such as the temporary child care centers planned under PSNP during public works. • Promote a market-based approach for the introduction and dissemination of technologies that reduce the care work burden. • Target community leaders and gender champions to use selected time-saving technologies, and showcase them within communities. • Integrate approaches specifically promoting more equitable division of household care work. • Adapt the Oxfam Rapid (Unpaid) Care Analysis and training tools as a means to systematically assess who in a community carries out unpaid care, so that where care work is heavy and unequal it can be recognized, reduced and redistributed, and to promote the increased power of caregivers in decision-making.

		<ul style="list-style-type: none"> Consider piloting a participatory time diary approach for targeted couples to build awareness of each partner's responsibilities and to identify opportunities for chore sharing.
Mobility / Norms, attitudes and beliefs / Power and decision-making	Newly married young men and women reportedly have less communication and joint decision-making practices, especially when it comes to mobility and reproductive health.	
Roles, responsibilities and time use / Participation and leadership	A lack of initiation and encouragement by local leaders; women's household workload; and illiteracy are barriers to women's participation in community groups. Women also indicated that they tended to participate less in leadership due to self-perceptions of their appropriate role, and a lack of leadership capabilities and self-confidence.	<ul style="list-style-type: none"> Integrate content addressing the sociocultural beliefs related to women's participation and leadership (i.e., 'outside women') into Ifaa Gender, Youth and Social Dynamics (GYSD) and social and behavior change communication (SBCC) activities, including in Better Well-Being programming,⁷⁵ Speaking Books, Community Conversations,⁷⁶ and The Faithful House / Islamic Faithful House (TFH/IFH)⁷⁷ and Families with Dignity.⁷⁸ PRIORITY Plan specific consultations with community leaders to discuss the benefits of women's participation in decision-making structures, and provide job aids or posters for community leaders to use or display in public places. Consider gender-transformative approaches with these leaders to allow for time and space to reflect on why women are frequently excluded. Facilitate the quarterly convening of gender champions to provide moral support and sharing of experiences/ learnings with one another and to develop community-specific strategies to combat bullying of men who

⁷⁵ A methodology that addresses violence, tolerance and joint decision-making at the household level between men, women, boys and girls.

⁷⁶ An approach that facilitates group conversations to identify, prioritize and address community issues, focused on influencing behavior change to promote gender equity and equality, and youth development.

⁷⁷ Couples-based interventions with modules organized around the four pillars of the "faithful house": faithfulness, true love, respect and communication.

⁷⁸ A curriculum that challenges social and gender stereotypes and harmful norms in the family, and emphasizes just relationships, respectful dialogue between spouses and with children, and joint decision-making for family well-being.

		support their wives' active leadership in community structures.
Participation and leadership/ Norms, attitudes and beliefs	There are negative community attitudes about women participating in the public sphere (in community meetings or leadership positions). Such women are viewed as 'outside women' who do not care about their husbands and children. Men, in particular, view these women negatively and indicate that 'outside women' make bad wives.	
Norms, attitudes and beliefs	Community members view young men as irresponsible, wasting money on <i>khat</i> (leaf chewed as a stimulant) and cigarettes, and courting additional wives.	<ul style="list-style-type: none"> ● Continue planned Youth Community Conversations and plan to discuss topics related to stereotypes of young men and women and the impact these can have on their involvement in community and PSNP governance. ● Highlight the contribution of young men and women in the community during visible community events.
Access to and control of resources	There is a reported relationship between age and access to and control over resources for women. Women who have been deemed to contribute to the household sufficiently and who have had children are likely to experience higher levels of control over certain resources. Conversely, young women who recently entered into marriage were, for example, considered to make no contribution to a household in terms of income, labor or children, and had less access to and control over resources.	<ul style="list-style-type: none"> ● Continue to target cohorts of young / newly married couples to become master trainers in TFH/IFH and who can specifically target and train other young couples.
Access to and control of resources / Power and decision-making	Female-headed households are the result primarily of the death of a husband or migration of older men. Although these households may have more decision-making power in some	<ul style="list-style-type: none"> ● Continue working with GoE stakeholders to sensitize them on the importance of engaging with female-headed households and work to specifically address the resources constraints.

	areas, they still lack access to inputs, primarily the labor necessary for agricultural productivity.	
Access to and control of resources / Gender-based violence (GBV)	Polygamy occurs in the zone of implementation and impacts women's access to and control of resources, especially land. Although power relations depend on specific family dynamics, older (first) wives can yield power over other wives while young wives can leverage the favor of their new husbands.	<ul style="list-style-type: none"> Review the planned GYSD activities to ensure the approaches do not inadvertently exclude women in polygamous unions; make adjustments as necessary.
Norms, attitudes and beliefs / GBV	Community leaders claimed there were no issues related to GBV in their communities, and primarily classified GBV as random acts of sexual violence by strangers. Stakeholders, including specifically Women's Affairs representatives, however, disagreed and indicated that child, early and forced marriage/unions (CEFM/U), female genital mutilation/cutting (FGM/C), and intimate partner violence (IPV) were all common.	<ul style="list-style-type: none"> Develop a rapid safety audit checklist that all Ifaa staff can use when identifying new sites for project interventions (e.g., farmer and pastoral training centers) to ensure the safety concerns of WMBG are considered. PRIORITY
Norms, attitudes and beliefs / GBV	Expert respondents said men and women tended to normalize nearly all forms of intimate partner violence (IPV).	<ul style="list-style-type: none"> Pilot a gender-equitable masculinities targeted approach with selected young men (newly married or new fathers) identified by gender champions to address harmful norms of masculinity that impede equitable division of household labor, joint decision-making, and GBV prevention. Consider modeling after evidence-based approaches. PRIORITY
GBV	Adolescent girls and boys face distinct risks from different forms of violence due to gender norms.	<ul style="list-style-type: none"> Consider adding a module using the CEFM/U in Families with Dignity approach, which focuses on openly discussing the drivers of CEFM/U and its negative outcomes on health, education and livelihoods. PRIORITY Ensure that all SBCC activities focused on gender equality or GBV and CEFM/U include specific resources and plans to
GBV	Anecdotal evidence indicates that CEFM/U has increased due to COVID-19 school closures.	
GBV	Most respondents indicated that young boys and girls were 'eloping' early and	

	often at the behest of young girls who were reported as ‘increasingly eager for marriage at a young age.’	<p>monitor/assess the impact of shifting attitudes/beliefs. PRIORITY</p> <ul style="list-style-type: none"> ● Highlight the reasons why girls/boys are drawn to CEFM/U (i.e., eloping early) and alternative solutions in SBCC approaches (like <i>Tibeb Girls</i>)⁷⁹. PRIORITY ● Consider targeting adolescent girls and boys with livelihood training and workforce development skills building to support families to keep girls (and boys) in school as a strategy to delay marriage.
Access to and control of resources / GBV	There were reports that levirate marriage (forced marriage to the brother of a deceased husband) is practiced in the targeted <i>woredas</i> in an attempt to preserve men’s familial control of resources.	
GBV	Reportedly, there are no services for GBV survivors available at the <i>kebele</i> (ward) level (beyond access to basic medical care and customary justice), and community members perceive GBV as a ‘woman’s issue’ that is managed adequately by the Women’s Development Army (WDA), Women’s Affairs officials, and <i>Hada Siinqee</i> (female traditional leaders).	<ul style="list-style-type: none"> ● Support the GoE to identify priorities for GBV response infrastructure, including safe houses, and, if validated, support the establishment of either temporary or permanent safe houses in government institutions. PRIORITY
Norms, attitudes and beliefs / GBV	GBV in the targeted <i>kebeles</i> is considered a ‘woman’s issue’ that should be addressed by representatives of Women, Children and Youth Affairs offices and <i>Hada Siinqees</i> .	<ul style="list-style-type: none"> ● Develop a strategy to actively involve <i>Abba Geda</i> (male traditional leaders) and <i>Hada Siinqee</i> (female traditional leaders) in evidence-based GBV prevention services, including prevention of FGM/C. PRIORITY ● Target religious leaders to aid their understanding of the principles of gender equity in Islamic texts as one approach to combating acceptance of polygamy and FGM/C.
PURPOSE 1: Vulnerable households and individuals have sufficient quantity, quality, and diversity of food at all times		
Access to and control of resources / GBV	Household conflict is more prevalent during harvest times when more money/income is available.	<ul style="list-style-type: none"> ● Besides the planned sequencing of Savings and Internal Lending Communities (SILC), sequence TFH modules, Families with Dignity or Community Conversation activities on money management and joint decision-making directly prior to harvest months or

⁷⁹ Cartoon series about three young superheroes who unite to make rural Ethiopian communities safer for girls experiencing gender-based violence and discrimination.

		months of greater expenses (September, school fees; and April/May, fertilizer) PRIORITY
Access to and control of resources	Food and water shortages disproportionately impact women and girls.	<ul style="list-style-type: none"> ● Prioritize women's engagement in water, sanitation and hygiene committees (WASHCOs) and in decisions related to the development of water points. The project should also consider WASH infrastructure.
Access to and control of resources / Coping mechanisms	The lack of access to water has slowly worsened due to recurrent droughts in the region in the past three years. Women report skipping meals, reducing the quantity they eat, or adding water to cereals to cope with insufficient food for household members. Men report migrating to cope with food shortages.	<ul style="list-style-type: none"> ● Make maternal and child optimal feeding practices central in community-based social and behavior change (SBC), including specifically in Talking Books or health extension worker (HEW) job aids.
Power and decision-making	Women dominate decisions in health and nutrition and are often obligated to supplement HH income to satisfy HH members' health/nutrition needs. Older women (mothers and mothers-in-law) offer advice and either actively or passively approve/disapprove of women's health and nutrition-related practices.	<ul style="list-style-type: none"> ● Monitor Care Group activities for inadvertent perpetuation of unequal division of roles/responsibilities (i.e., rapid questionnaire of women and their partners' roles and expectations in Care Group). ● Monitor the effectiveness of planned male engagement approaches to increase men's participation as Lead Parents; highlight the role of men in Care Groups and document reported enabling conditions for male engagement in maternal and child health and nutrition (MCHN). PRIORITY
Roles, responsibilities, and time-use / Access to and control of resources	Women are the primary providers of day-to-day family needs, including HH food and nutrition expenses. Men are perceived as frequently wasting money on things like <i>khat</i> .	<ul style="list-style-type: none"> ● Ensure the question of women's mobility restrictions due to 'permission' is adequately addressed in existing GYSD curricula (TFH/IFH and Families with Dignity).
Access to and control of resources / Norms, attitudes and beliefs	Women of all ages reportedly have much greater access to health extension services through HEWs because of their traditionally assumed gender roles related to maternal and child health and nutrition (MCHN).	<ul style="list-style-type: none"> ● Use the gender champion network to meet with men in households to explain the benefits of wives' participation in events. Continue to celebrate male champions who practice these gender-equitable behaviors.
Access to and control of resources	Leaders of the Women's Development Army (WDA) also suffer from insecure access to food and water, low asset	<ul style="list-style-type: none"> ● Link members of the WDA to IFAA activities that support asset ownership and increase

	ownership, low levels of schooling, and a lack of time despite their respected role within communities.	access to finance, including through membership of SILC groups.
PURPOSE 2: Vulnerable community members' livelihoods are transformed		
Access to and control of resources	Women, and young women and men (youth) have less access to productive resources and assets, making control over agricultural productivity difficult. Male and female respondents of all ages indicated that men had almost unanimous control over land.	<ul style="list-style-type: none"> ● Build off of Government of Ethiopia (GoE) successes in women's rights in divorce by supporting efforts to help women exercise their legal right to land tenure, for example, through support to legal aid clinics.
Access to and control of resources	<p>In targeted <i>woredas</i> (districts), women generally control less lucrative crops and livestock, and men control more profitable cash crops and larger livestock. In terms of animal husbandry, in the targeted <i>woredas</i>, women (especially women past child-bearing age) are more likely to be owners of small ruminants, while men tend to own large livestock.</p> <p>Although female-headed households have more control over resources, they generally lack access to labor for specific agricultural tasks.</p>	<ul style="list-style-type: none"> ● Conduct a rapid gender analysis of selected value chains to identify additional opportunities for increased women's (and youth) participation/visibility, specifically highlighting opportunities for female-headed households and young women. ● Prioritize targeting of vulnerable women (including female-headed HHs and women in polygamous unions), youth and people with disabilities (PWD), with livelihoods start-up kits, including specifically access to credit/financial services.
Access to and control of resources	Women (of all ages) are not considered farmers despite their involvement in agriculture.	<ul style="list-style-type: none"> ● Advocate for the promotion of female development agents (DAs) as one strategy to improve women's access to extension services. One way to do this is to highlight the work of existing female DAs and the benefit they bring to women and men in rural areas.
Access to and control of resources	Women have significantly less access to agricultural extension services in the project implementation zone.	
Access to and control of resources	Lack of access to credit was mentioned consistently across all data sources as the primary obstacle to young women and men engaging in (or growing) on-farm and off-farm livelihood activities.	<ul style="list-style-type: none"> ● Prioritize targeting vulnerable women (including female household heads and women in polygamous unions), youth and PWD, with livelihoods start-up kits, including specifically access to credit/financial services. ● SILC can be an opportunity to publicly promote more equitable household management and positive gender norms. Ifaa
Participation and leadership / Access to and	Generally, women are participating in greater numbers in SILC groups than men and, as a result, have greater	

control of resources	access to informal credit. Also, the community considers women's leadership of these groups 'convenient' and 'acceptable.'	should consider integrating gender-transformative models into the SILC approach, such as SILC + Gender Transformative Approaches (GTA) to take advantage of the breadth of participation.
Participation and leadership / Access to and control of resources	In general, women are not well represented in agricultural cooperatives or producer groups (when they exist) because membership requires secured land rights and household headship. Other barriers are related to limitations in accessing necessary productive resources, and sociocultural norms.	<ul style="list-style-type: none"> ● Commit deliberate project efforts and resources to improve women's participation as cooperative members and leaders. This may require challenging the assumption that men should be the de facto representative of a household in formalized agricultural groups. Based on the wider literature review, good practices include starting with women's smaller self-help groups to build their capacity to lead, manage and have greater financial literacy and assets to support them to join more formal cooperatives. PRIORITY ▪ Support the creation of women's cooperatives, organizing women in value chains they are interested in and that have an opportunity for increased profits, such as sheep/goat fattening. PRIORITY ▪ Establish/strengthen female-led cooperatives to enhance women's productivity, and access to credit and markets. PRIORITY ● Where possible, support cooperatives to create more inclusive and gender-sensitive policies conducive to women's membership (ensuring land tenure or literacy are not inclusion criteria for participation). PRIORITY ● Provide ongoing gender training and capacity building on gender integration, and the benefits of increased female participation and leadership to both cooperative office administrators at the regional, <i>woreda</i> and <i>kebele</i> levels and to male-dominated cooperatives. ● Where possible, integrate non-financial services within cooperative service delivery models, such as leadership training and literacy, to help build women's self-confidence, knowledge and ability to speak out. Such leadership skills training must be
Participation and leadership / Norms, attitudes and beliefs	Moreover, even when women can join such groups, they report lower self-esteem and a fear of voicing their opinions in public spaces, which prevents their active participation and leadership in formal groups like cooperatives.	
Laws and policies / Participation and leadership / Access to and control of resources	There are also structural barriers to women's participation in agricultural cooperatives. For example, land ownership is often a requirement for membership, and, in the Oromia region, most cooperatives have 'one member per household,' as a membership rule, which perpetuates women's exclusion from such groups. However, even if female heads can join, there are other barriers to their participation and leadership because they generally have limited productive assets to participate equally with male members.	
Participation and Leadership / Norms, attitudes and beliefs	Married women often feel excluded from male-dominated cooperatives because of male-biased rules governing cooperative membership.	

		combined with engaging men from the cooperatives and from the whole community to become allies of women's empowerment.
Roles, responsibilities and time-use / Power and decision-making / mobility	Women respondents indicated that their husbands were often opposed to their engagement in a larger market that required travel to larger urban centers. However, women's time burden remains one of the key barriers to their economic participation.	<ul style="list-style-type: none"> ● Ensure the question of mobility restrictions due to 'permission' is adequately addressed in existing GYSD curricula (TFH/IFH and Families with Dignity) PRIORITY (Target young, newly married couples).
Access to and Control of Resources	Respondents from targeted <i>woredas</i> indicated very few opportunities for off-farm livelihoods beyond petty trade for men and women of all ages. When opportunities did exist, they tended to be highly gender-segregated.	<ul style="list-style-type: none"> ● Prioritize the planned institutional assessment tool to strengthen the capacity of Technical and Vocational Education and Training (TVET) institutions to reduce barriers to participation for female youth and PWD.
PURPOSE 3: PSNP systems develop accountable, effective, and shock-responsive systems		
Conflict / Coping mechanisms	Migration has drastically increased due to drought and conflict, negatively impacting food security and economic livelihoods.	<ul style="list-style-type: none"> ● Work with partner organizations working with IDPs to understand which <i>kebeles</i> have the highest influx, and the level of this population's desire to engage in programming. ● Leverage Youth Ambassador networks to facilitate conversations on potential conflicts between IDPs and host communities, and target youth from the IDP community for the Ambassador program in addition to participants from the host community.
Conflict / Coping mechanisms	Internally displaced persons (IDPs) joining certain target communities reportedly caused additional strain on available resources and could cause inter-community conflict.	
Participation and Leadership / Norms, attitudes and beliefs	Men reported much higher levels of women's participation in community structures than women did, except in religious and livelihood groups. On the other hand, women unanimously indicated no or low/passive participation in WASHCOs, food security task forces, and PSNP appeal committees. Women of all ages indicated specific interest in joining WASHCOs and food security task forces.	<ul style="list-style-type: none"> ● Establish effective referral systems to government (or other) literacy programs for interested women. ● Consider targeting women for leadership programs related to community development. PRIORITY

Roles, responsibilities and time use/ Participation and leadership / Norms, attitudes and beliefs	Women indicated it was difficult to actively participate in these groups because of the time burden and lack of a supportive environment related to the attitudes of male leaders. Men indicated that women's low literacy and lack of leadership/ confidence were primarily to blame.	
Participation and Leadership / Norms, attitudes and beliefs	Many women believed that the groups and committees organized by <i>kebele</i> administrations did not recognize and address the needs of women in their full diversity.	<ul style="list-style-type: none"> ● Couple the Center for Creative Leadership (CCL) Leadership Essentials curriculum (to enhance leadership, communication and performance of <i>woreda</i> FSTFs) with targeted support in inclusive leadership and best practices in soliciting participation among women and marginalized groups.
Participation and leadership	There was some indication that women participating in these structures were engaged in multiple community associations.	<ul style="list-style-type: none"> ● Develop strategies that mitigate against the risk of the same women in <i>kebeles</i> being nominated/participating in multiple committees. PRIORITY
Participation and leadership	Persons (men and women) with disabilities are largely invisible, relegated to their homes and thus not well represented in <i>kebele</i> decision-making or informal community structures.	<ul style="list-style-type: none"> ● Identify associations that work with rural PWDs to collaborate with to increase engagement with this population in rural areas. ● Review planned community visioning exercises to see what is possible for fighting discrimination and promoting equity and inclusion of PWDs within community decision-making structures (See Gender Action Learning Systems visioning exercises). ● Strengthening the capacity of PSNP implementers for adherence to inclusion criteria in the Program Implementation Manual (PIM) in engagement with marginalized groups.
Participation and Leadership / Norms, attitudes and beliefs	The discriminatory attitudes of community members impact PWD inclusion in community structures.	
Participation and Leadership / Norms, attitudes and beliefs	This situation is worse for women with disabilities as they face structural barriers because of their disability and constraints related to their gender.	
Participation and leadership / Access to and control of resources	Most participants indicated that PWDs had less access to and control over resources within a household and a community, resulting from a social perception that PWDs do not have the ability to contribute to the HH's	

	livelihood, develop resources or control them independently.	
Participation and leadership / Access to and control of resources	Although PWDs and women (including those from female-headed HHs and pregnant and lactating women) are specifically targeted for PSNP services (practical needs), there is no evidence that, beyond this, their specific strategic needs (and opportunities) are accounted for in community decision-making structures.	

ANNEX F: GENDER STRATEGY AND THEORY OF CHANGE WORKSHOP

Summary of Workshop:

Roughly 22 *Ifaa* staff participated in a three-day workshop from November 15-17th in Addis Ababa to validate final gender analysis findings and recommendations, refine and adapt the existing ToC to reflect gender analysis findings, and to develop a project-level gender strategy which includes priority areas and key actions, by Purpose.

See below for the workshop agenda.

The workshop resulted in validation of the *Ifaa* gender analysis report findings and recommendations (report forthcoming). Participants also proposed and validated specific changes/adjustments/refinements to the Theory of Change by Purpose.

Based on discussions during the workshop, the lead consultant proposed four priority areas (PAs) to act as the core programmatic pillars for the *Ifaa* gender strategy. The PAs reflect key findings from the gender analysis and required adjustments to the ToC. Lastly, based on Theory of Change refinements, participants developed a gender action plan (GAP) to respond to ToC refinements and gender analysis findings. The lead consultant will synthesize all of the components developed/validated during the workshop (gender analysis findings, ToC refinements, PAs, and GAP) into a project-level gender strategy document.

Workshop outputs:

- Validated Gender Analysis results

- List of ToC refinements by Purpose
- Validated Priority Areas (PAs) for gender strategy
- Validated actions (by Purpose) for gender strategy

Overall Goal: To develop /finalize <i>Ifaa</i> gender strategy based on results from gender analysis and other formative research			
Specific objectives. Participants will:			
<ul style="list-style-type: none"> (1) Be familiar with <i>Ifaa</i> gender analysis results and recommendations (2) Be familiar with other gender-related findings across <i>Ifaa</i> refinement research (3) Identify gender-related outcome gaps in the current ToC & propose revisions/solutions as necessary (4) Identify adaptations to or new activities to align with gender-outcomes across Purposes (5) Understand the ensemble of gender-related activities as part of program-level gender strategy 			
Session	Time	Topic	Who
Tuesday, November 15th			
Welcome	9:00 – 9:30	Welcome <ul style="list-style-type: none"> • Introductions • Training objectives • Review Agenda, expectations & norms • Volunteers 	Shane/Tiruset Laura
Session 1	9:30 – 10:30	<i>What is a gender strategy</i> Key components CRS Global Gender Strategy (refresher)	Laura

10:30- 10:45 Coffee and Tea Break			
Session 2	10:45 – 12:15	<i>Ifaa</i> gender analysis results presentation and Q&A	Laura
Session 3	12:15 – 13:00	Presentation of summary of gender-relevant findings (and recommendations) from other refinement studies	Maria/Tiruset + Laura
13:00 – 14:00 Lunch			
Session 4	14:00- 15:00	Gender & Theory of change <i>Ifaa's</i> original ToC (GYSD components)	Laura Greg
Session 5	15:00 - 16:15	<i>Small group work (by Purpose): Identifying gaps (theory of change)</i> Review findings & map against existing gender outcomes to identify missing outcomes/IR needed to address key gender-related findings	Small groups
Close	16:15 16:30	Wrap-up and daily evaluation	
Wednesday, November 16th			
Welcome	9:00 – 9:30	Review/Reflection of Day 1 Evaluations Announcements & Agenda	Laura
Session 6	9:30 – 10:30	Small group share out: Theory of Change group work Prioritizing the 'what' : Agreements on adjustments to ToC (if needed)	Laura & small group work

10:30 – 10:45 Coffee and Tea Break			
Session 7	10:45 – 12:00	Presentation of planned gender activities (stand-alone); and review of gender approach by Purpose/Sector & operations	Tiruset/Purpose/Sector Leads
Session 8	12:00 – 13:00	<i>Small group work (by Purpose): Identifying gaps (activities)</i> Map planned activities against planned outcomes (and any adjustments recommended in Session 6)	Laura
13:00-14:00 – Lunch			
--	14:00 – 15:30	<i>Small group continued</i> Small group share out	Laura
Session 9	15:30 – 16:30	Prioritizing the 'how' : Agreements on adjustments to planned activities (if needed)	Laura & small group work
Close	16:30-17:00	Wrap-up and daily evaluation	
Thursday, November 17th			
Welcome	9:00 – 9:30	Review/Reflection of Day 2 Evaluation Announcements	Laura
Session 10	9:30-10:30	Back to Gender Analysis Results: missing pieces? (assumptions or risks?)	Laura & small group work
10:30 – 10:45 Coffee and Tea Break			

Session 11	10:45- 11:45	Gender Strategy: Pulling it all together & seeing the big picture <i>Sequencing, targeting, and risk mitigation</i>	Laura & Tiruset
Session 12	11:45 – 13:00	Small group (by purpose): work planning, sequencing, and targeting	Small groups
13:00 – 14:00 – Lunch			
--	14:00– 15:00	Small group share out	Laura
Session 13	15:00 – 16:00	Moving gender strategy forward: Commitments by SMT and Purpose Leads	Laura & Tiruset
Close	16:00 – 16:30	Wrap-up and final evaluation	Laura & Tiruset

ANNEX G: SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENTS

Based on the results of the gender analysis and group work to review each finding against the existing ToC, the Ifaa participants identified the following ToC refinements/adaptations.

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the targeted <i>woredas</i> in East Hararghe?	The Ifaa gender analysis found that generally women and girls are disproportionately impacted by climatic shocks because of their roles in the household including specifically in relation to fetching firewood and water. However, they also employ gender-specific coping mechanisms that relate to gender power dynamics in the household. Specifically, women report eating last, skipping meals, reducing food quantity, or adding water to cereals to cope with insufficient food for household members including their children and husband.	<p>Key learning: Women in households bear the brunt of impacts due to conflict and climatic shocks.</p> <p>Women/girls are also frequently victims of economic gender-based violence (GBV), which increases during times of household stress. Ifaa needs to address these issues by targeting couples for improved gender-equitable behaviors, and specifically:</p> <p>Refined implementation plans R1. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design Add: <ul style="list-style-type: none"> ○ 1.2.2.3.5 Couples acquire skills on shared decisions on household resources during periods of seasonal income. ○ 1.1.2.5 Women, girls and household members are encouraged to practice positive coping mechanisms in relation to consumption of nutrient-dense foods. </p>
How are marginalized groups affected by, and coping with, recurring shocks caused by COVID-19, drought, flooding and conflict/insecurity in the	The Ifaa gender analysis found, from the results of the seasonal calendar, that household conflict is more prevalent during harvest times (when there is more money/income). This is linked to the prevalence of economic GBV and women's limited control over household income.	<p>Key learning: Women/girls are frequently victims of economic gender-based violence which, according to community members from the targeted zone, increases during periods when households have more income (due to harvest).</p>

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
targeted <i>woredas</i> in East Hararghe?		Ifaa needs to address this seasonal pattern in an attempt to reduce this type of GBV, and to increase gender-equitable household behaviors related to control over harvest (and resulting income). Refined implementation plans R2. Type of Refinement: Adapt – Modify None. Refined Activity Design Add: O 1.2.2.3.5 Couples acquire skills on shared decisions on household resources during periods of seasonal income.
To identify whether intersectionality of gender, age and other social dynamics (marital status, age, disability, education, location, ethno-linguistic categories) hinder or facilitate equitable participation in, and benefits from, Ifaa interventions across Purposes and associated risks to women’s time burden as a result of engagement in project activities.	Women dominate decisions in health and nutrition, and are often obliged to supplement household income to satisfy household health/nutrition needs. Polygamous households complicate the roles and responsibilities, as do household power dynamics and the age of the women. Ifaa found that, when it comes to health and nutrition-related behaviors/practices, older women were very influential. Specifically, mothers and mothers-in-law frequently offered advice and either actively or passively approved/disapproved of women’s health and nutrition-related practices.	Key learning: Older women are a frequently overlooked category of women in development and humanitarian programming focused on nutrition outcomes. However, the Ifaa gender analysis found that they are particularly influential when it comes to health/nutrition practices. Ifaa should develop specific strategies to engage with this group of community members. Refined implementation plans R3. Type of Refinement: Adapt – Modify O 1.1.2.1 Key influencers (religious leaders, gatekeepers, older women) are engaged in the promotion of consumption of diverse and nutrient-dense foods by women, adolescents. Refined Activity Design None
What are the primary gender-based mobility restrictions (that impact participation and	Women are the primary providers of day-to-day family needs, including household food and nutrition expenses, while men are perceived as frequently wasting money on things like <i>khat</i> . Women in East Hararghe are frequently required to	Key learning: Women are disproportionately impacted by the inequitable division of labor in terms of household health and nutrition. At the same time, HEW and other actors working in the

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
<p>leadership) and how could the project safely and effectively address these constraints? <i>and</i> How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women’s and girls’ social, political and economic marginalization?</p>	<p>supplement household income to meet the nutritional needs of the household, without the support of their husbands.</p> <p>Women across all ages indicated that their role in the care and maintenance of the home, including in relation to nutrition and WASH, was a major barrier to their engagement in activities outside of the home.</p> <p>Moreover, women of all ages reportedly have much greater access to health extension services through health workers (HEWs) because of their traditionally assumed gender roles related to maternal and child health and nutrition (MCHN). There are major opportunities to promote more equitable household behavior through strategic and evidence-based male engagement strategies in the nutrition/WASH sphere.</p>	<p>sector tend to primarily target women and girls for health and nutrition activities. This inadvertently perpetuates an inequitable division of labor (which hinders women’s mobility and engagement in activities outside of the home) while excluding men from increasing knowledge and engagement in health and nutrition, which is a prerequisite for their active role in the related labor.</p> <p>Refined implementation plans R4. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design O 1.2.2.3 Men and women adopt equitable division of household responsibilities to support household nutrition needs and expenses. O 1.3.3.5 Male engagement in household nutrition and WASH is increased.</p>
<p>How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women’s and girls’ social, political and economic marginalization?</p>	<p>While older women have more mobility because of fewer child care restrictions, young, newly married women have limited mobility because of sociocultural norms that indicate that households are not well established until wives give birth. Newly married young men and women reportedly have less communication and joint decision-making practices, especially when it comes to mobility and reproductive health.</p> <p>Community members view young men as irresponsible, wasting money on <i>khat</i> and cigarettes, and courting additional wives.</p> <p>Young men in particular expressed less equitable views on their wives’ engagement in activities outside of the home. This is linked to community and sociocultural norms about the</p>	<p>Key learning: In the context of East Hararghe, men are primarily decision-makers in relation to women’s engagement in activities outside of the home (with the exception of SILC and small-scale market activities). Young men in particular hold more inequitable views than older men who tend to ‘allow’ or appreciate their wives extra income from small-scale marketing. Men must be systematically targeted for norm change related to unquestioned control over women’s mobility and about the benefits of women’s engagement in market activities and livelihood groups. Male engagement activities (and specifically gender-equitable masculinities) can also target harmful behaviors and the wasting of resources that men</p>

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
	<p>importance of young women ‘establishing’ themselves in marriage through childbirth. It is also linked to the perception of women as ‘outside women’ when they take part in activities outside of the home.</p> <p>Women respondents indicated that their husbands were often opposed to their engagement in a larger market, which required travel to larger urban centers. Also, women’s time burden remains one of the key barriers to their economic participation.</p>	<p>have come to associate with ‘manhood.’ Approaches should take into account the age and stage of the man (and his wives/family).</p> <p>Refined implementation plans R5. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design O 2.3.2.3. Men support women to engage in off-farm livelihoods. O 2.2.2.5 Men support women to take leadership roles in livelihood groups.</p>
How can men in the targeted <i>woredas</i> in East Hararghe be actively engaged as partners in addressing the drivers of women’s and girls’ social, political and economic marginalization?	<p>Negative community attitudes about women participating in the public sphere (community meetings or leadership positions) label them as ‘outside women’ who do not care about their husbands and children. Men, in particular, view these women negatively and indicate that ‘outside women’ make bad wives.</p> <p>Women indicated that male community leaders were not supportive of their role in committee leadership, especially in livelihood groups, food security task forces, WASHCOs and PSNP committees.</p>	<p>Key learning: Ifaa must engage gatekeepers and community members with power in community structures; these tend to be older men. The engagement should focus on sensitizing them on the importance of supporting women and other marginalized groups (PWD) in leadership roles at the community level. SBC activities should support individual targets.</p> <p>Refined implementation plans R6. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design O.3.3.2.7 Male and influential leaders (traditional/religious) are sensitized on the role of men in supporting women, youth and PWD to take community leadership and decision-making positions.</p>
What are primary gender-based mobility restrictions (that impact participation	The conflict between ethnic Somali and Oromia, in affected <i>woredas</i> (Chinaksen and Babile), severely hampers men’s and women’s mobility.	Key learning: Any project-supported infrastructure, including water points, needs to include strategic input from women on its location

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
and leadership) and how could the project safely and effectively address these constraints?	<p>Women report feeling unsafe, specifically when fetching firewood and water. This is more severe in conflict-affected <i>woredas</i>, where women report harassment, theft and the risk of GBV.</p> <p>Fetching water and firewood are the most time-consuming tasks for women.</p>	<p>to ensure it's appropriate and identified as 'safe' by project participants. Another way the project can ensure women are included in the choice of location of water points is by increasing women's participation and leadership in WASCHOs. (see above).</p> <p>Refined implementation plans R7. Type of Refinement: Adapt – Modify O 1.3.3.3 Safe water infrastructure is developed in the targeted communities and households for multiple uses.</p> <p>Refined Activity Design None.</p>
<p>What are community perceptions of GBV prevalence, response and prevention in the targeted continuing/new <i>woredas</i> in East Hararghe? What are the opportunities to promote positive gender norms that combat acceptance of GBV through targeted prevention activities?</p>	<p>Numerous stakeholders, including community leaders, reported no issues related to GBV in their communities. Community leaders primarily classify GBV as random acts of sexual violence by strangers. Experts, including specifically Women's Affairs representatives, however, disagree and indicate that child, early and forced marriage/unions (CEFM/U), FGM/C, and intimate partner violence (IPV) are all common.</p> <p>Experts also indicate that IPV is normalized by community members and that GBV in the targeted <i>kebeles</i> is considered a 'woman's issue that should be managed by women'⁸⁰ (dismissing the role of the perpetrator).</p>	<p>Key Learning: Gender-inequitable norms of masculinity (and femininity) in the targeted <i>woredas</i> limit women's mobility, leadership and control of resources, and perpetuate acceptance of GBV. Ifaa should look to pilot gender-transformative approaches that are proven to reduce acceptance of GBV.</p> <p>Refined implementation plans R8. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design O 1.2.3.4 Reduced acceptance of GBV among targeted PSNP households.</p>
What are community perceptions of GBV prevalence, response and	Reportedly, there are no services for GBV survivors available at the <i>kebele</i> level (beyond access to basic medical care and customary justice), and community members perceive GBV as	Key learning: CEFM/U, FGM/C and IPV remain persistent issues in the targeted <i>kebeles</i> and there is a marked absence of survivor-centered services

⁸⁰ Female leader, KII, Babile.

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
prevention in the targeted continuing/new <i>woredas</i> in East Hararghe?	a 'woman's issue' that is managed adequately by WDA, Women's Affairs officials and <i>Hada Siinqee</i> .	available, nor are their GBV prevention activities by other international partners. Unaddressed, this will impact the achievement of objectives across sectors. Refined implementation plans R9. Type of Refinement: Adapt – Modify O.3.3.2.5 Community and GoE/RFSA structures are trained on prevention and management of GBV. Refined Activity Design O 3.3.2.6 Community-based GBV management services and structures are established.
What economic, social, cultural and systemic barriers and opportunities do women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs?	Female-headed households are primarily the result of the death of a husband or the migration of older men. Although these households may have more decision-making power in some areas, they still lack access to inputs, primarily the labor necessary for agricultural productivity. Women, and young women and men (youth), have less access to productive resources and assets, making control over agricultural productivity difficult. Both male and female respondents of all ages indicated that men had almost unanimous control over land. In the targeted <i>woredas</i> , women generally control less lucrative crops and livestock, and men control more profitable cash crops and larger livestock. In terms of animal husbandry in the targeted <i>woredas</i> , women (especially older women) are more likely to be owners of small ruminants, while men tend to own large livestock.	Key learning: Ifaa, under Purpose 2, must explicitly define who is the target audience, as experience has shown that women are inadvertently excluded from livelihood activities when they are not defined in the outcome/objective language that aligns with project indicators and targets. FHHs in particular are resource-poor and require specific targeted assistance when it comes to agricultural productivity and livelihoods. Refined implementation plans R10. Type of Refinement: Adapt – Modify I.O. 2.1.1. Men and women, especially women in female headed-households , are provided with information on appropriate skills training, technical information , and business development services. IO 2.1.2. Men and women, including youth and PWD , increase and sustain engagement in markets.

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
		Refined Activity Design External actor
What economic, social, cultural and systemic barriers and opportunities do women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs?	<p>Women (of all ages) are not considered farmers despite their involvement in agriculture.</p> <p>Women have significantly less access to agricultural extension services in the project implementation zone.</p>	<p>Key learning: Women in East Hararghe do not have equitable access to agricultural services and inputs due to sociocultural norms and gender roles related to who is the farmer in the household. Ifaa must explicitly define how it will ensure DAs target extension services to women (that are appropriate for women), and explicitly define targets for reaching both male and female farmers.</p> <p>Refined implementation plans R11. Type of Refinement: Adapt – Modify O 2.2.2.2 Extension agents are trained and mentored to offer quality, gender-sensitive extension services. O 1.2.1.1 Male and female farmers are mentored on the application of improved agricultural technologies and management practices. O 1.2.1.2 Male and female farmers are linked to public and private extension services and inputs</p> <p>Refined Activity Design None.</p>
What economic, social, cultural and systemic barriers and opportunities do women in the targeted <i>kebeles</i> in East Hararghe experience in pursuing their livelihoods and acquiring the necessary agricultural skills and inputs?	<p>Lack of access to credit was mentioned consistently across all data sources as the primary obstacle for young women and men to engage in (or grow) on-farm and off-farm livelihood activities. Long, complicated procedures and a lack of collateral were specific barriers mentioned. Youth in particular (both male and female) mentioned this a barrier to developing/growing a business.</p> <p>Respondents from the targeted <i>woredas</i> indicated very few opportunities for off-farm livelihoods beyond petty trade for</p>	<p>Key learning: Ifaa must ensure that any youth engagement approaches are gender-sensitive, with gender-specific targets and approaches that account for the specific needs/constraints of young women and young men (who have very different realities).</p> <p>Refined implementation plans R12. Type of Refinement: Adapt – Modify</p>

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
	men and women of all ages. When opportunities did exist, they tended to be highly gender-segregated.	<p>I.O 2.3.1 Male and female youth access appropriate and safe employment opportunities.</p> <p>O.2.3.1.3 Male and female youth are provided with information on urban and peri-urban job opportunities.</p> <p>O 2.3.2.1 Rural male and female youth are linked to economic opportunities in urban and peri-urban centers.</p> <p>Refined Activity Design None.</p>
How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized?	<p>In general, women are not well represented in agricultural cooperatives or producer groups (when they exist) because membership requires secured land rights and household headship. Other barriers are related to limitations in accessing necessary productive resources and sociocultural norms.</p> <p>Even when women could join such groups, they reported lower self-esteem and a fear of voicing their opinions in public spaces, which prevented their active participation and leadership in formal groups like cooperatives.</p> <p>There are also structural barriers to women's participation in agricultural cooperatives. For example, land ownership is often a requirement for cooperative membership, and, in the Oromia region, most cooperatives have as a membership rule of only one member per household, which perpetuates women's exclusion from such groups.</p> <p>Even if female HH heads can join, there are other barriers to their participation and leadership because they generally have limited productive assets to participate equally with male members. Married women often feel excluded from male-dominated cooperatives because of male-biased rules governing cooperative membership.</p>	<p>Key Learning: Women across all ages and categories (FHH, PWD, etc.) indicated they were not participating in livelihood groups and specifically in agricultural cooperatives/producer groups. This trend is largely due to structural barriers imposed by policies that assume men are the farmers or that indicate that the household head must be the member. Ifaa must target some women specifically for marketing cooperatives/groups, as well as develop a longer-term strategy to ensure women have opportunities to engage in formal and higher-level cooperatives.</p> <p>Refined implementation plans R13. Type of Refinement: Adapt – Modify O 2.1.1.1 Producers, including specifically women, are organized into marketing coops/groups.</p> <p>Refined Activity Design External: GOE and actors working in land tenure continue to promote joint land titling to improve women's control over productive decisions.</p>

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
	<p>Research from Ethiopia indicates that more inclusive cooperatives play a stronger role in improving gender relations and helping women create safe spaces to 'build their social solidarity and problem-solving capacity,' (Haile et al. 2016.) particularly in all-female cooperatives.</p>	<p>External: Actors working with GOE cooperatives address structural and policy barriers to women's active participation, leadership and benefit from cooperatives.</p>
<p>How do women and other marginalized groups participate and take leadership roles in the targeted <i>kebeles</i> in East Hararghe? How are they viewed, acknowledged or recognized?</p>	<p>Specifically, a lack of initiation by and encouragement from local leaders; women's household workload; and illiteracy are barriers to women's participation in community groups. Women also indicated that they tended to participate less at leadership due to self-perceptions of their appropriate role, lack of leadership capabilities, and limited self-confidence.</p> <p>Men reported much higher levels of women's participation in community structures than women did, except in religious and livelihood groups. But women unanimously indicated no or low/passive participation in WASHCOs, food security task forces, and PSNP appeal committees. Women of all ages indicated specific interest in joining WASHCOs and food security task forces.</p> <p>However, women indicated that it was difficult to participate actively in these groups because of the time burden and lack of a supportive environment related to the attitudes of male leaders. Men indicated that women's low literacy and lack of leadership/confidence were primarily to blame.</p> <p>Many women believed that the groups and committees organized by <i>kebele</i> administrations did not recognize and address the needs of women in their full diversity.</p> <p>It is clear that young women, particularly newly married, participate less in community groups than older women, and they rarely hold leadership positions.</p>	<p>Key Learning: Women, young men and women, and PWD face many obstacles to engagement in community structures. Ifaa must address some of the key barriers to ensure community structures are responsive to the needs of these groups.</p> <p>Refined implementation plans R14. Type of Refinement: Adapt – Modify None.</p> <p>Refined Activity Design</p> <p>O.3.4.2.3 Women, youth and PWD are trained, equipped and empowered to equitably and meaningfully participate in leadership positions in WASHCOs, IUA, and watershed committee structures.</p>

SUMMARY OF GENDER ANALYSIS FINDING AND TOC REFINEMENT		
Information gap	Relevant findings	Implications for activity design and implementation plans - Refined implementation plans - Refined activity design
	Persons (men and women) with disabilities are largely invisible – relegated to their homes and thus also not well represented in <i>kebele</i> decision-making or informal community structures.	

ANNEX H: CASE STORIES

CASE STORY 1: THE VALUE OF EDUCATION

Halima was born and raised in Babile *woreda*. There was no school in her *kebele* at the time and the only primary school was in the *woreda* town. Young boys went to Babile to attend school. Halima did not attend school, but received an Islamic education. She got married at the age of 12, and first menstruated at 14.

Girls were not allowed to go to school at the time and had to do household chores, collect water and firewood, prepare flour with a millstone at home, cook meals and serve the family. “Girls and women were never treated equally in the household,” Halima said. “Boys and men were privileged and favored by the family in almost all socioeconomic aspects, including access to education, resources and marriage. Girls were relegated to domestic chores.”

Halima regrets the lack of a school in her *kebele* and the fact that she and other women are illiterate as a result. She indicated that her children should not grow up in the same way.

She recalls that when she was a milk seller going to Babile to sell milk, she got to know of a German philanthropist who was building schools and health stations in the zone, including Babile. His translator was Halima’s customer. She said, “I was jealous of the schools and health stations the philanthropist was building in other places, and decided to ask him to also build a school in my village. I asked the translator to tell him that I wanted to talk to him. He just laughed and told me that the white man would not talk to a person like me.”

Halima was disappointed but did not lose hope and insisted that the translator introduce her to the philanthropist. She was finally able to explain to him what life was like in her *kebele*. They did not have a school, health station, water or a road to a town. She asked him to help them. She took him and his team to the village to learn about the people and the problems there. After some years of close communication and working together with the philanthropist, her proposal was accepted and she received funds and lobbied the local people and government to give her land to build a school and health station. Besides a health station and school, Halima also managed to get a rural road built to connect the *kebele* to Babile town.

Before the school was built, Halima asked a man in the village who was educated and working in a millhouse to teach the village children in his spare time. He agreed, and she bought exercise books and pencils for each child, and he began teaching them in an abandoned house. Each time Halima came to the house, she brought a stone large enough to be used as a seat, and finally collected 50 stone seats for the children. The children were given basic primary education up to fourth grade. When they completed fourth grade, Halima asked the director of the Babile school, the only school in their area at the time, to receive them so they could continue their studies. She asked the man teaching the children to prepare their transcripts, and took the children to the Babile school in a ceremonial event, carrying a slogan and a flag. The new school was later built on the very place where Halima first set up the informal school, and was named after her.

Speaking of how she values education, she said, “No doctor, except school, can heal the illness of illiteracy.”

Halima visited Germany and the Netherlands to talk to government and NGO officials. She is proud of these achievements.

She never regrets being a woman, but rather is proud of it. Community members call her *Ayyoo Halima*, meaning Mother Halima for her achievements for the people of her village. She said, “I am a valued woman of the village. Everyone respects me. I am a respected guest when there are events for the inauguration of projects or infrastructure.”

Halima has been serving the community as an exemplary leader for several years and serves as a *Hada Siinqee*, a respected and responsible woman in the Geda system. She says she has been working to empower women, reduce early marriage and female genital mutilation/cutting, encourage girls to go to school, encourage men to support women in home chores and treat them better, improve gender equality in terms of access to and control over resources in households, mobilize the community to send their children to school, and to plant trees and conserve the environment.

She has been educating both girls and boys equally, ensuring women’s equal access to education, health, land and agricultural products and other resources in the community, including women’s equal community participation and leadership with men. Halima also wants early marriage and FGM/C halted in her community.

CASE STORY 2: NURTURING A NEW GENERATION

I was born and raised in Duge *kebele*. I am now 34 years old. I was a competent and motivated student at school, but I was forced to marry at about 13 or 14 years old, discontinue my education at grade three and come to this *kebele*. I have eight children. This is because of my gender. I feel desperate when I think of my education. If I were an educated woman, I think my life would have been different.

If I were male, I could have continued my education because even if my parents hadn’t allowed me, I could have gone to my relatives in another place to learn. Men do not have such challenges as forced early marriage, rape or abduction.

Because of my gender, I lost the opportunity to learn. Once you marry, you are forced to think about your family, not education. But men have better access and opportunities compared to women if they want to learn. So now I am helping and encouraging my children to continue their education. I repeatedly advise them to learn by saying, “If you learn well, you may change your life and even go to the moon; however, if you are uneducated, you will remain in the ash like us.” I have observed no difference between boys and girls in my children. I encourage my male and female children equally.

I feel I am worthy in this community because I can freely explain my ideas and the community members value me for this. I can speak frankly on problems in my community. As a result, priority is given to me in a meeting if I am a participant.

There should be equality in the community between men and women. In the *kebele*, if the administrator is male, the deputy should be female—the same works for the *shengo* (community court). Of the three members, at least one should be a woman. Yet all three community court members are male.

The future is bright for our children because there is increased awareness. I am encouraging and praying for my children. I believe there should be gender equality in the future, and I want to recommend that everyone, government and nongovernmental organizations, should collaborate to address the issue.

ANNEX I: GENDER ANALYSIS TOOLS

See attached.