



Annex XIII: Gender Assessment and Action Plan

Building Climate Resilience of vulnerable agricultural livelihoods in Mzingwane, Runde and Save river basins in southern Zimbabwe

I Introduction

The proposed project supports the Government of Zimbabwe to strengthen the climate resilience of vulnerable agricultural livelihoods in the Mzingwane, Runde and Save river basins in southern Zimbabwe.¹ The direct beneficiaries will be 543,620 people in vulnerable Agro-Ecological Regions IV and V of the provinces of Manicaland, Masvingo and Matebeleland South in southern Zimbabwe, who will benefit from climate smart agricultural packages, strengthening of market linkages; climate proofed irrigation infrastructure and rehabilitation, and improved access to risk and financial mechanisms in Zimbabwe. It is expected that the total rural population of 543,620 in targeted wards will directly benefit from improved climate information systems and weather information. In addition, it is expected that the total rural population across the 15 districts - 1,758,200 people will be benefiting indirectly from climate information, weather and agricultural advisories as well as from the learnings from this project.

This gender assessment aims to provide an overview of the gender situation in Zimbabwe, with a specific focus on building Climate Resilience of vulnerable agricultural livelihoods in Mzingwane, Runde and Save river basins in southern Zimbabwe, identifying gender issues that are relevant to the project, and examining potential gender mainstreaming opportunities. The assessment informs a detailed costed action plan which is annexed to this report. The assessment is based on available data from studies conducted by the Government of Zimbabwe, donor agencies, and multilateral development banks, including the following:

- A desktop review of relevant national policy documents, including Zimbabwe National Gender Policy (NGP), (2013-2017); Zimbabwe Comprehensive Agriculture Policy Framework (2015-2035); Zimbabwe's National Climate Change Response Strategy (2015); National Environmental Policy and Strategies (2009) and others;
- National level consultative interviews with strategic stakeholders that include Ministry of Agriculture Irrigation department, AGRITEX, the National Gender Machinery, the Gender Commission, UN agencies, the private sector and development partners;
- Field visits to selected Irrigation Schemes and dry land farming areas and stakeholder consultations, especially with female farmers;
- Lessons learned and recommendations from past studies and assessments on gender in Zimbabwe, undertaken by the Government of Zimbabwe, UN agencies, development partners, civil society organisations, and multilateral development banks; and past and ongoing projects have also been reviewed to identify lessons and best practice.
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised;
- Reviewing and incorporating findings from other sub assessments conducted for this proposal including the feasibility studies for CSA, agriculture value chain analysis; inclusive risk and financial analysis which are based on consultations with stakeholders and also provide some relevant insights; and

¹ Government of Zimbabwe and UNDP (2016) Technical Pre-Feasibility Study: Building Climate Resilience of Vulnerable Agricultural livelihoods in Mzingwane, Runde and Save river basins in southern Zimbabwe.



- Integrating gender considerations into the project indicators, targets and activities, identifying women as leaders and decision-makers.



II Gender equality and social inclusion in Zimbabwe

Building climate resilience of smallholder agriculture in Zimbabwe's river basins requires women as key players, given that they form 70% of the rural population and also contribute towards 70% of food production.² This proposed project will provide an opportunity for women to lead and contribute to addressing the issues of food security, livelihoods and water management.

The Zimbabwe National Gender Policy (NGP) (2013-2017) recognises the limited gender considerations in policy frameworks on the management and protection of environment and natural resources. The Policy outlines new mechanisms for climate change mitigation and environmental management that incorporates gender-sensitive perspectives. The Gender and Environment Theme of the NGP's objective is to increase gender responsiveness of environment and natural resources management strategies and of climate change adaptation and mitigation initiatives.³ In 2013, the Government formulated and put in place a five-year economic blueprint called the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZIMASSET) with a vision, "Towards an Empowered Society and the Growing Economy." The blueprint has four clusters, namely Food Security and Nutrition, Social Services and Poverty Eradication, Infrastructure and Utilities, and Value Addition and Beneficiation, with climate resilience measures cutting across all the aforementioned sectors.⁴ The Food Security and Nutrition Cluster aims to strengthen the climate and disaster management policy, promote conservation agriculture, rehabilitate irrigation infrastructure, promote drought-resistant, high yielding and heat tolerant varieties and promote bio fuels and renewable energy.⁵

The Rio Convention (1992) noted that without gender equality, key areas of poverty reduction, environmental sustainability and long term economic development would not be attained. Due to their different experience of poverty, men and women also have differentiated knowledge of natural resources, yet their contributions are unequally recognised. Ensuring climate resilience especially in smallholder farmers' agricultural systems requires explicit and full recognition of the different roles of men and women in effecting such changes.

Vulnerability of women to climate change is higher than that of their male counterparts in Sub Saharan Africa, particularly in Zimbabwe as it is orchestrated by and related to the intersection of biophysical, socio-economic and political factors. Historical and social gender division of labour, differences in levels of education, wealth, reliance on natural resources, health status, and access to productive resources as well as access to and participation in decision making lead to high gender-driven variations and intensify vulnerability of women. The project envisages that, if barriers to climate change resilience - lack of technical and financial capacity to invest in climate resilient agriculture production and to participate in climate resilient value chains, limited awareness, limited access to use of climate information as well as weak of institutional coordination - are eliminated, rural smallholder farmers, particularly women, can become resilient to climate change effects in Zimbabwe's drought-prone southern regions. Improved resilience will be manifested through enhanced food production and climate-proofed income generation capacity, strengthened capacity of farmers to plan and implement climate-resilient agricultural production practices, as well as adaptive management of climate risks in a sustainable manner.⁶

² Oxfam in Zimbabwe (2016) A Future Without Poverty, We can make it: Zimbabwe Women Call for Land Rights now. <http://oxfaminzimbabwe.org/index.php/2016/10/16/zim-women-call-for-land-rights-now/>

³ Government of Zimbabwe (2013). National Gender Policy (2013-2017)

⁴ Government of Zimbabwe and UNDP (2016). Technical Pre-Feasibility Study. Building Climate Resilience of Unreliable agricultural livelihoods in Mzingwane, Runde and Save river basins in Southern Zimbabwe.

⁵ Ibid

⁶ Theory of Change for the Green Climate Fund Concept Note- Zimbabwe



There is potential for communities to take the initiative and act on adapting to climate change, such that both men and women equitably play critical roles in reducing their vulnerabilities and build their resilience to potential new risks. In the past, communities utilised Indigenous Knowledge Systems (IKS) to cope with climate variability and extreme weather conditions, but climate change has come with new risks that fall outside the previous experiences of communities. Notably, in 2015/16 season, Zimbabwe was hit by the El Niño effect (one of the strongest in 35 years) which affected about 4 million people, 30% of whom are in Southern Zimbabwe, impacting negatively on nutrition, health, education and water sectors and agro-based income generation activities for rural households.⁷

The project will be implemented in southern Zimbabwe covering three river basins: The Save, Umzingwane and Runde within the three provinces of Manicaland, Masvingo and Matabeleland South. Targeted districts for this study in each province are in Manicaland province (Buhera, Chimanimani and Chipinge Districts), Masvingo Province (Bikita, Zaka, Chivi, Mwenezi, Chiredzi and Masvingo) and Matabeleland South Province (Beit Bridge, Mangwe, Matobo, Gwanda, Umzingwane and Insiza districts). The districts were selected based on the level of vulnerability to climate variability and climate change. Of the four million people affected by the 2015/16 El Niño season, 30% were from Southern Zimbabwe.⁸ The high incidence of poverty in these selected districts renders inhabitants susceptible and little able to cope with the impacts of climate change.

Gender Inequality Indexes

Through the years, several indices have been developed to quantify the concept of gender inequality. This section will provide an overview of the following indexes, as a measure to gender inequality in Zimbabwe:

- Gender Inequality Index (GII)
- Gender Development Index (GDI)
- Global Gender Gap Index (GGGI)
- Social Institutions and Gender Index (SIGI)

Gender Inequality Index (GII) reflects gender-based inequalities based on three dimensions; (i) Reproductive Health, (ii) Empowerment and (iii) Economic Activity. Reproductive health is measured by maternal mortality and adolescence birth rates. Empowerment reflects the share of parliamentary seats held by females and attainment in secondary and higher education by sex, while economic activity is measured by labour market participation rates for women and men. The GII represents a loss in human development due to inequalities between male and female achievements in the abovementioned GII dimensions. Zimbabwe has a GII of 0.504 (2014) and ranks 112 out of 155 countries assessed.⁹

Gender Development Index

The Gender Development Index (GDI) is a relatively new measure introduced in 2014 by the Human Development Report Office (HDRO) that measures gender inequalities in achievement in three basic dimensions of human development, namely health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older) and command over economic resources (measured by female and male

⁷ Government of Zimbabwe and UNDP (2016). Ibid

⁸ Ibid

⁹ UNDP Human Development Reports (2015/2016) International Human Development Indicators (Zimbabwe Country Profile).

estimated GNI per capita).¹⁰ In miniature, the GDI considers the gender gaps in human development between men and women. The higher the GDI value, the better performance for a country showing fewer differences between males and females in development while smaller values towards zero indicate poor GDI performance. The Zimbabwe GDI value in is 0.922 (2014), ranking 155 out of 188 nations, which is higher in comparison to the Sub Saharan Africa GDI value of 0.872 (2014). However, at global level, the country falls into the Low category against Very High, High and Medium Human Development categories.¹¹ Further analysis shows that Zimbabwe's performance on GDR is greatly affected by its poor performances on one of the GDI variables Command over Economic Resources (measured by female and male estimated GNI per capita).¹² Table 1 shows how Zimbabwe compares with other GDI categorised nations.

Table 1: Selected Countries GDI Economic Command on GNI per Capita

GDI Category	Country	Rank out of 188	Female GNI per Capita (USD)	Males GNI per Capita (USD)
Very High Human Development	Norway	1	57.140	72.825
High Human Development	Russia Federation	50	17.269	28.287
Medium Human Development	Botswana	106	15.179	18.096
	South Africa	116	8.713	15.737
Low Human Development	Zimbabwe	155	1.387	1.850

The statistics reflect a very low Command over Economic resources which contributes to lower male and female estimated GNI per capita. However, Zimbabwe's performance on other GDI components (Life Expectancy, expected years of Schooling) is comparatively good.

Global Gender Gap Index

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment.¹³ Out of 144 countries, Zimbabwe's rank, based on GGGI in 2016, is given below¹⁴: Table 2 presents ratings for the Global Gender Gap.

Table 2: Global Gender Gap Report: Rating of Zimbabwe by Components on the 2016

Description	Score	Rank (Out of 145 Nations)
Economic participation and opportunity	0.714	45
Educational attainment	0.973	96
Health and survival	0.980	1
Political empowerment	0.175	69
Gender Gap Index 2014	0.710	56

¹⁰ UNDP (2015). Human Development Report 2015: Work for Human Development- Briefing note for countries on the 2015 Human Development Report (ZIMBABWE)

¹¹ UNDP (2015). Human Development Report 2015. Work for Human Development Programme: New York

¹² Ibid

¹³World Economic Forum. The Global Gender Gap Report 2014 Country Profiles.

http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf

¹⁴<http://reports.weforum.org/global-gender-gap-report-2014/economies/-economy=LKA>

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

Social Institutions and Gender Index (SIGI)

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI) in 2009, a composite index that scores countries (i.e., 0 to 1) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. SIGI country ratings are divided into four categories: Very Low, Medium, High and Very High. Countries in the SIGI Very Low Category indicate good performance in progressing towards gender equality. The smaller the nation's SIGI value, the higher its performance towards gender equality. The 2014 SIGI value for Zimbabwe is 0.1392 and is categorised in the Medium SIGI Category.

Poverty

Zimbabwe is a low-income country, with an estimated 72% of the population living in chronic poverty.¹⁵ Women lack access to equitable education, especially at tertiary level, in relation to their male counterparts, whilst they also remain marginalized in terms of access to productive resources and in labour force participation. These and other factors contribute to higher poverty headcount for women, in comparison to men.

Poverty is higher in women-headed households (72%), in comparison to male-headed households (58%).¹⁶ The determinants that validate the ability to ease out of poverty are not gender favourable in Zimbabwe, as women remain marginalised in both social and economic spheres. Women's access to education remains low at tertiary level, which is a key to their empowerment and poverty reduction. In regard to estimated earned annual income (US \$ PPP), the figure for women (US\$ 1,460) remains well below that for men (US\$ 2,133), with Zimbabwe ranking 34 out of 144 nations globally with a value score of 0.685, slightly above the global average of 0.502.¹⁷ In Zimbabwe, status of head of household is intertwined with the issue of gender and poverty¹⁸, thus in Zimbabwe, 68% of female-headed households live under the Total Consumption Poverty Line.¹⁹ Table 4 shows the poverty status of women in terms of the Special Human Needs in welfare areas such as Health and Nutrition, Food Security and Agriculture, Water, Hygiene and Sanitation and Protection. Women have a greater share than their male counterparts in terms of the following needs; Health & Nutrition (54%), Food Security & Agriculture (52%), Water, Health & Sanitation (52%) and Protection (90%), all denoting how they form a large portion of the impoverished in Zimbabwe.

Table 3: Women and the areas where they are in Need

Area of Need	Health & Nutrition	Food Security & Agriculture	Water, Hygiene & Sanitation	Protection
Population in Need (millions)	1.8 million	2.83 million	1.88 million	0.26 million
% of Women	54%	52%	52%	90%

Source: Adapted from World Economic Forum (2016). *The Global Gender Gap Report 2016: Insight Report*.

¹⁵ UN (2016). Zimbabwe Humanitarian Needs Overview 2016. www.unocha.org/zimbabwe

¹⁶ Government of Zimbabwe (2012). Combined Report of the Republic of Zimbabwe in Terms of CEDAW.

¹⁷ World Economic Forum (2016) Ibid

¹⁸ Tawodzera, G; Riley, L and Crush, J (2016). The Return of Food: Poverty and Urban food Security in Zimbabwe after Crisis. Urban Food Security Series No. 22. Africa Food Security Urban Network (AFSUN)

¹⁹ Government of Zimbabwe (2013). National Gender Policy (2013-2017).



The Government of Zimbabwe is working towards poverty eradication, especially for women who bear the brunt and is a signatory to various conventions and protocols aiming to achieve poverty reduction. The Beijing Declaration and Platform for Action of 1995 have 'Women and Poverty' as one of its strategic objectives, calling on state parties to eradicate women's poverty.²⁰ At the national level, the 2013 Constitution of Zimbabwe in Section 17 calls for 'Gender Balance' especially in economic development with the National Gender Policy (2013-2017) echoing the same sentiments.

Health and waterborne disease

Zimbabwe has prioritized women-related health issues, and access to health through various initiatives, policies and strategies. Notable interventions include the following:

- resuscitation of primary health care facilities in rural areas and low income urban areas,
- the introduction of Anti-Retroviral Therapy (ART);
- the Prevention of Mother to Child Transmission (PMTCT) programme;
- the Visual Inspection with Acetic Acid (VIAC) Programme for cervical cancer 2013-2017, and a supportive health policy framework.²¹

Given the role women play in health service provision at all levels, most of the policies are pro-women and children. The top ten causes of death in Zimbabwe are: HIV and AIDS (26.8%); lower respiratory infections (8.3%), pre-term birth complications (4.6%); diarrhoeal diseases (4.6%); birth asphyxia and birth trauma (3.9%); stroke (3.4%); tuberculosis (2.8%); neonatal sepsis and infections (2.1%); ischaemic heart disease (2.0%) and congenital anomalies (1.7%).²² Moreover, Zimbabwe has one of the highest maternal, mortality rates in the world at 470/100,000 live births in 2013.²³ The statistics on maternal mortality rates indicate great improvement compared to earlier years (680/100 000 live births in 2000).²⁴ The infant mortality rate (probability of dying before the first birthday) was 55 deaths per 1000 in 2014 compared to 75 deaths per 1000 in 2009. In 2014, 11.2% of children were underweight, 27.6% were stunted, and 3.6% were overweight.²⁵ Zimbabwe has a life expectancy of 52 (females) and 48 (males) stipulating a female to male ratio of 1.08, ranking first out of 144 nations.²⁶ The Zimbabwe Government's Beijing + 20 Review Report 2016, notes that the economic challenges facing the country have affected women's access to quality health despite a supportive policy environment.

Increased climate change and rainfall variability is likely to result in floods, which would lead to the distribution of waterborne diseases such as cholera, typhoid, guinea worm, dysentery, diarrhoea and malaria due to reduced water quality, and excessive temperatures. Women and children bear the brunt of climate change owing to the traditional set up of Zimbabwean society which designates the roles of provision of food, water, cooking and fuel to women and children. The impact of climate variability will also imply more work and greater hardships for women and children who will have to walk longer distances to fetch water.²⁷

²⁰ Beijing Declaration and Platform for Action 1995

²¹ National Health Strategy for Zimbabwe 1997-2007, 2009-2013 and 2014-2016, the Zimbabwe National HIV Strategic Plan (ZNASP) 2011-2015; National Adolescence Sexual and Reproductive Health (ASRH) Strategy 2010-2015; National Strategic Plan on PMTCT 2010-2015.

²² World Health Organisation (2015) Zimbabwe WHO statistical profile.

²³ Zimbabwe Government Beijing + 20 Review Report (2015)

²⁴ World Bank Group (2016) From World Development Indicators: The Little Data Book on Gender. Washington DC

²⁵ Zimbabwe Statistical Agency (ZIMSTAT) 2014 Multiple Indicator Cluster Survey (MICS), Key Findings Report

²⁶ World Economic Forum (2016) The Global Gender Report: Insight Report. Geneva

²⁷ Brazier, A (2015) Climate Change in Zimbabwe: Facts for Planners and Decision Makers. Publisher – Konrad Adenauer- Stiftuns. Harare and Government of Zimbabwe (no Date) Climate Change impacts on Human Health.

Zimbabwe occasionally suffers from water-related diseases. One notable example is the cholera outbreak of 2008 that claimed more than 4,200 lives.²⁸ The malaria hazard for Zimbabwe, based on the bioclimatic models for the years 1992, 1996 and 2000 reveal a strong link between recorded malaria incidence and temperature, as well as rainfall. Other similar studies conducted in Chiredzi for the period 1990 to 2014 also confirmed the relationship between malaria distribution and excessive rainfall.

Education

In 1980, soon after gaining independence, Zimbabwe adopted a policy of free primary education for all by abolishing school fees, leading to an exponential increase of enrolments.²⁹ The country is on course to achieving gender parity in primary and secondary education while lagging behind in the tertiary sectors. Factors affecting participation in education by sex include: cost of school supplies, early marriages, cultural practices like initiation practices requiring girls to be out of school for extended periods, security concerns and other cultural beliefs. At higher levels such as tertiary education, women remain marginalised in terms of attendance, thereby constraining opportunities for their empowerment.

Zimbabwe is ranked 96 out of 144 countries, with a score of 0.973, well above the global score average of 0.955, with a near gender parity female to male ratio of 0.97 in the Global Gender Gap rankings of 2016.³⁰ Table 5 shows gender enrolment, gender literacy levels and Global Gender Gap ranking of Zimbabwe in 2016. The rankings denote gender parity in primary and secondary education enrolment, which ranks the country first out of 144 countries. Enrolment at tertiary level education, on the other hand, negatively affects the country's ranking globally.

Table 4: Zimbabwe Gender Education Status on the Global Gender Gap of 2016

Measuring Component	Rank out of 144 Nations	Score	Global Score Average	Female (F)	Male (M)	F/M Ratio
Literacy Rate	93	0.963	0.897	85	89	0.96
Enrolment in Primary Education	1	1.000	0.980	86	85	1.01
Enrolment in Secondary Education	1	1.000	0.970	44	44	1.01
Enrolment in Tertiary Education	106	0.838	0.930	5	6	0.84

Source: Adapted from the World Economic Forum (2016). The Global Gender Gap Report 2016: Insight Report

In view of the difficulties faced by women and girls in accessing tertiary education, the University of Zimbabwe (UZ) in 1995 introduced an Affirmative Action (AA) Policy for girls as an Intervention Strategy to ease the situation of gender imbalance at tertiary education levels.³¹ To date, all tertiary institutions have embraced the AA Policy initiative. Zimbabwe legislators used affirmative action measures to increase the number of females in tertiary institutions, stressing that gender parity for teaching professionals is critical for ensuring girls' stay in schools.³² The country launched the National Action Plan of Zimbabwe in 2006, a 2004 review of the Educational Act, which made the Act gender-responsive in terms of gender equality in

²⁸ Akesson, Y; Wingqvist, G.O; Ek, G and Cesar, E (2016) Environmental and Climate Change Policy Brief. Zimbabwe.

²⁹ Dube, T (2015). Gender Disparities in Educational Enrolment and Attainment in Sub-Saharan Africa. Department of Development Studies, Lupane State University, Bulawayo in "Journal of Educational and Social Research MCSER Publishing, Rome Italy Vol 5 No. 3

³⁰ World Economic Forum (2016) Ibid

³¹ Dube, T (2015)

³² Made, P.A; Dube, S and Glenwright, D (2015) Ibid



education, and Education for All Towards 2015.³³ The Basic Education Assistance Module (BEAM), a social safety net for assisting vulnerable children's access to education's guiding principles, is that 50% of assisted students should be girls.

Political Participation and Decision Making

Zimbabwe is a signatory to the Southern African Development Community (SADC) Protocol on Gender and Development of 2008, which calls for equal representation of men and women in politics. The country is also a signatory to the Convention on the Elimination of all forms Discrimination against Women and the Beijing Platform for Action which call for the realization of equality between women and men through women's equal access to, and equal opportunities in political and public life and improving their status in those domains respectively.³⁴ The Constitution of Zimbabwe also makes provisions for a 50/50 participation in politics and decision making.

Women make up more than one third of Zimbabwe's Parliament with 124 women having been sworn in as Members of parliament in 2013. Following the 2008 General elections, women's representation in Parliament more than doubled from 17% to 35% in the 2013 elections. This increase in women's participation in Parliament was mainly due to the explicit 2013 constitutional provisions {Section 124- (1) (b)}, which provided for an additional 60 women members, six from each of the 10 provinces, elected under a Party List System of proportional representation. Furthermore, section 17 {(b) (i) of the 2013 Constitution calls for both males and females to be equally represented in all Institutions and Agencies at every level. Zimbabwe is now one of more than 30 countries globally that have used a special electoral quarter system to increase women's representation in parliament to at least 30%, which is considered the minimum for collective action.³⁵

In spite of this progress, women's representation in local government, both urban and rural, decreased from 19% in previous elections to 16% following the 2013 general elections. It is argued that this was due to absence of special measures in the new constitution for women at this level. In addition, elections at local government level used the First-Past-The-Post (FPTT) system which does not favour the representation of women candidates because it allows the candidate with a majority of votes to take all. This is in contrast to the Proportional Representation (PR) which recognizes the ratios of voters by all candidates (Used in the Parliamentary and Senate Representation).³⁶

Gender and Employment

In Zimbabwe, customary law promotes the perception of women's inferiority and creates a psychological basis for their discrimination in employment.³⁷ Traditional and social practices and attitudes contribute largely to discrimination against women in employment.³⁸ More women than men continue to be marginalised in employment.³⁹

³³ Ibid

³⁴ Zungura, M and Nyemba, E. Z. (2013) "The implications of the quarter system in promoting gender equality in Zimbabwean politics" in *International journal of Humanities and Social Science*, Volume 3, Number 2.

³⁵ Ndlovu, S. and Mutale, S.B (2013) "Emerging Trends in Women's Participation in Africa" in *American International Journal of Contemporary Research*, Volume 3 Number 11.

³⁶ Gender Links (2015) Zimbabwe: Local Government Helps promote gender equality. Genderlinks.org.za/news/Zimbabwe-local-government-helps-promote-gender-equality-2

³⁷ Madhuku, L (2001). Gender Equality in Employment: The Legal Framework in the Case of Zimbabwe. International Labour Organisation. South Africa Multidisciplinary Advisory Team (ILO/SAMAT). Harare.

³⁸ Ibid

³⁹ Made, P.A; Dube, S and Glenwright, D (2015) Ibid

Women continue to be marginalised in the employment arena and in economic participation more than their male counterparts. Overall, the Global Gender Gap Report of 2016 ranks Zimbabwe 45 out of 144 global nations with a score value of 0.714 in Economic Participation and Opportunity, well above the average global score value of 0.586 in the sector.⁴⁰ Table 5 shows how Zimbabwe ranks (out of 144 Nations) globally in the components of Economic Participation and Opportunity in the Global Gender Gap of 2016.

Table 5: Gender Ranking and Scores in Economic Participation and Opportunity

Component	Rank	Score	Global Average Score	Female	Males	Female/Male Ratio
Labour Force Participation	38	0.891	0.665	78	88	0.89
Wage for Similar Work	36	0.715	0.622	-	-	0.72
Estimated earned Income (US\$ PPP)	34	0.685	0.502	1,460	2,133	0.69
Legislators, Snr Officials and Managers	76	0.411	0.358	29	71	0.41
Professional and Technical Workers	86	0.844	0.862	46	54	0.84

Source: Adapted from World Economic Forum (2016). The Global Gender Gap Report 2016: Insight Report

While the country is competitive in labour force participation, there are notable gender gaps in the areas of female participation in top management, professional and technical jobs. Men dominate in permanent and formal employment in Zimbabwe, with 21.1% of males and only 9.9% of females involved in the labour force. Women dominate the informal sector (53%) relative to men (31%), with a favourable female to male ratio of 1.71, whilst in part-time employment women comprise 65% and men 47%, with a favourable female to male ratio of 1.37.⁴¹ The ability of Zimbabwean women to rise to positions of leadership remains low at 17%. Moreover, women comprise 54% of unskilled workers in the economy, while men make up 59% of professional workers.⁴²

Zimbabwe as a government has crafted numerous policies and strategies to help the cause of gender equity in economic participation and opportunities. Post 2004, the Government of Zimbabwe pursued a number of gender responsive economic policies and programmes. Zimbabwe has ratified 26 International Labour Conventions (ILO) since 1998 and most are in force, including the following, con. 100 – equal remuneration; con. 111 – no discrimination in employment; con. 29 – no forced labour; con. 105 – abolition of forced compulsory labour and con. 182 – prohibition and elimination of the worst forms of child labour^{43 44}. The SADC Protocol on Gender and Development of 2008, recommends state parties to amend and enact policies for gender equal access to employment, including equal pay for equal work, eradication of occupational segregation and maternity and paternity benefits. Zimbabwe’s Labour Act (Chapter 20:07) and the Public Service Regulation prohibits discrimination on the basis of gender at all stages of employment, recruitment selection, working conditions, training and promotion.⁴⁵ The affirmative action mentioned in the Zimbabwe Constitution of 2013 (section 65) makes provision for gender equality in

⁴⁰ World Economic Forum (2016) Ibid

⁴¹ Ibid

⁴² Made, P.A; Dube, S and Glenwright, D (2015) Ibid

⁴³ International Labour Organisations (2016). Ratification for Zimbabwe.

http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103183

⁴⁴ Tarusenga, U.D (2012). Trade Union Actions for Achieving Decent Work for Migrants at Tom Mboya Labour College, Kisumu, Kenya. Zimbabwe Country Report: ZCTU.

⁴⁵ Made, P.A; Dube, S and Glenwright, D (2015) Ibid



employment as a right.⁴⁶ The BBWEEF, launched in 2012, calls for the mainstreaming of women's economic empowerment and participation in the four Key Economic sectors of mining, agriculture, manufacturing and tourism.⁴⁷ Moreover, in 2014, for the first time, four Government Ministries (the Ministry of Agriculture, Mechanisation and Irrigation Development, Ministry of Local, Public Works and National Housing, Ministry of Higher and Tertiary Education, and the Ministry of Women Affairs, Gender and Community Development), developed gender responsive budgets in line with GRB principles.⁴⁸

Access to resources

The patriarchal nature of Zimbabwean societies prevents women from having formal financial options and from accumulating assets and productive resources. This limits women's ability to offer assets as collateral, and hence they suffer from limited access to financial credit and loans.⁴⁹ Women continue to be treated as legal minors in some communities, constraining their ability to make independent decisions or contractual arrangements.⁵⁰ Women's access to, and ownership of property and other productive resources remains very low, and this has continued despite legal frameworks put forward to date. In rural areas, women's access to land, which is a critical productive resource in Zimbabwe, is entirely determined by men, as it is governed by the patriarchal system.⁵¹

The ownership of land and other productive resources is a key indicator of women's empowerment in Zimbabwe. About 70% of agricultural labour is provided by women who make up 70% of the rural population and 80% of those in farming areas.⁵² Despite playing a key role in the agricultural sector, women do not have equal access to land (which is a critical productive asset), as their male counterparts do, in both communal and resettlement areas. Women own 18% of A1 land resettlements and 12% under A2 resettlements. A recent survey showed that 40% of female landholders, compared to only 4.1% male landholders, are susceptible to land disputes, implying that in those situations where women own their own land, it is often under dispute.⁵³ Furthermore, statistics on the ownership of properties show that more than 6 out of 10 women do not own a house (63%). The lack of access to assets in turn inhibits women in accessing loans and credit facilities which are pivotal to their economic development.

The Government of Zimbabwe has taken action to bridge these gaps, triggering considerable improvement in the area of commissioning and ensuring gender responsive access to productive resources established through the Treasury, the Women's Fund and Gender Responsive Budgeting (GRB). There has been significant development and implementation of women's savings and lending schemes by various development agencies and government institutions. The UNDP/GEF Scaling Up Adaptation project for example demonstrates the successes from village savings and lending schemes particularly enabling women to access finance to capitalise productive livelihoods initiatives. Other projects that provide lessons are mentioned in section 1.4. of the inclusive risk and financial analysis. The Small Enterprise Development Corporation (SEDCO) has specific financial loans and management training for women with a target to provide at least 30% of its products and services to women entrepreneurs, having funded women's projects since 1984.⁵⁴ There is still a gap where financial intermediaries still demand collateral in the form of titled assets which most women do not have. As observed in the inclusive risk and financial analysis, there is need

⁴⁶ Government of Zimbabwe (2013). Constitution of Zimbabwe Amendment No. 20

⁴⁷ Ibid

⁴⁸ Made, P.A; Dube, S and Glenwright, D (2015). Ibid

⁴⁹ Made, A.P; Dube, S and Glenwright, D (2015). Zimbabwe 2015 SADC Gender Barometer 2015.

⁵⁰ Ibid

⁵¹ Oxfam in Zimbabwe (2016). A Future Without Poverty, We can make it: Zimbabwe Women Call for Land Rights now. <http://oxfaminzimbabwe.org/index.php/2016/10/16/zim-women-call-for-land-rights-now/>

⁵² Oxfam in Zimbabwe (2016) Ibid

⁵³ Ibid

⁵⁴ Ibid

to sensitise the formal intermediaries on inclusive credit and loan schemes particularly for the benefit of women smallholder farmers. The Government of Zimbabwe's institutions and Ministries have made significant progress in correcting gender imbalances in the areas of access to productive resources. However, there still is a need to develop land reform policies that ensure women's access to land.⁵⁵

Gender Based Violence (GBV)

In Zimbabwe, the issue of Gender Based Violence (GBV), often labelled as a 'pandemic' by Gender Experts is rooted in the historically unequal power relations between men and women.⁵⁶ The history of violence against women is tied to the history of women being viewed as property and their subservient status to men. Types of GBV include: sexual threats, exploitation, humiliation, assaults, molestation, domestic violence, incest, involuntary prostitution, torture, and rape. Female genital mutilation and other harmful traditional practices, including early marriage, which substantially increases maternal morbidity and mortality, are forms of GBV that cannot be overlooked.

Zimbabwe is a signatory to landmark international and regional gender protocols and conventions, which emphasise and commit nations to establish measures to combat GBV. The CEDAW, commits state parties to prevent and protect women against GBV, including against domestic violence. Article 20 of the SADC Gender Protocol on Gender and Development commits state parties to combat and address GBV through legislation and government programmes.⁵⁷ In line with international protocols and conventions, the 2013 Constitution contains in Section 52, the right to be free from all forms of public and private violence and the right to personal security. Section 53 of the Zimbabwe Constitution includes the right to be free from torture and degrading treatment including GBV, whilst Section 25 of the same constitution (Protection of the Family), commits the government to adopt measures to prevent domestic violence.⁵⁸

In Zimbabwe, 47% of women and 35% of girls under 18 have experienced either sexual or physical violence at some point in time.⁵⁹ Notably, 7% of women in Zimbabwe reported experiencing non-marital rape in their life time whilst there are numerous cases of Intimate Partner Violence (IPV).⁶⁰ The issue of early marriage is common in Zimbabwe, with women aged 15-19 years comprising 26% of the marriages whilst overall, the mean age of female marriage stands at 21, which is far below that of their male counterparts at 26.⁶¹ This shows a gender gap in terms of human development, as women are deprived of their developmental time through early marriages. Table 7 shows the score values of Zimbabwe in the 2015 Global Gender Gap Report.

Table 6: Zimbabwe Global Gender Gap Ratings

Scale (0 to 1 score): Where 0 represents best score and 1 a worst score on gender gap

Gender Gap Analysis Issue	Score (Value)	Rating Summary
Parental Authority in marriage	1	This (value 1) shows that the country is dominated by men in the area of parental authority in marriage, with women marginalised

⁵⁵ Rudo Gaidzanwa, *Women and Land in Zimbabwe* (2011)

⁵⁶ Mashiri, L and Mawire, P.R (2013). "Conceptualisation of Gender Based Violence (GBV) in Zimbabwe" in *International Journal of Humanities and Social Science*, Vol 3, No. 15.

⁵⁷ Ibid

⁵⁸ Ibid

⁵⁹ Katembo, A (2015). Reducing Cases of GBV in Mashonaland Central Province: Zimbabwe, A dissertation submitted in fulfilment of the requirement of the Degree of Masters in Management Sciences (Peace Building). Durban University of Science and Technology.

⁶⁰ Made, P.A; Dube, S and Glenwright, D (2015) Ibid

⁶¹ World Economic Forum (2015), *The Global Gender Gap Report 2015: An Insight Report*.

Parental Authority after divorce	0	Women have parental authority outside marriage, equal to their male counterparts.
Female Genital Mutilation	0	There are no issues on Female Genital Mutilation (FGM)
Existence of Legislation for GBV	0.3	Although not fully on board, the country has crafted legislation for GBV, thus having a 0.3 score which is closer to 0 (best score).

Source: Adapted from World Economic Forum (2015), *The Global Gender Gap Report 2015: An Insight Report*

The National Gender Based Violence Strategy (2010-2015) aimed at reducing GBV in Zimbabwe by 20% by 2015.⁶² Zimbabwe has enacted laws and policies to eradicate GBV, which includes inter alia, the Domestic Violence Act 2006 (Chapter 5:6), Criminal Codification and Reform Act (Chapter 9:23), the National Gender Based Violence Strategy (2010-2015), Zimbabwe National HIV and AIDS Strategic Plan II (2011-2015) and the Zimbabwe Agenda for Accelerated Country Action Plan for Women, Girls, Gender Equality and HIV.⁶³ The country has to date adopted the 365 Days of Action Campaign Initiatives to keep GBV in public discourse every year, which includes traditional, religious and community leaders as major actors in addressing GBV at local and community levels. The Ministry of Women Affairs and their Gender and Community Development's women and empowerment programmes are mostly in tandem enabling women to reduce their vulnerability to GBV. The national gender machinery leads the 4Ps (Prevention, Protection, Participation and Programmes) Campaign to GBV which is informed by the Africa UNite to End Violence Against Women Campaign.⁶⁴

Several extensive studies were conducted to acquire comprehensive knowledge on the extent and prevalence of GBV in the country. These are the 2010-11 Zimbabwe Demographic Health Survey (ZDHS), the National Baseline Survey on Life Experiences of Adolescents (2011) and the Largest Baseline Study on VAW Baseline conducted in 2012. GBV monthly statistics are also provided by the Victims Friendly Unit of the Police based on reported cases, although marred by widespread underreporting.⁶⁵

The government set up an Inter-Ministerial Cabinet Committee on Rape and GBV and developed a National action plan on rape, as well as Standard Operating Procedures for Safe Shelters (2012) in line with the provisions of the Beijing Platform for Action relating to the provision of shelters for the survivors of gender based violence.⁶⁶ Zimbabwe has also come up with a Multi Stakeholder Approach to the Management of Child Sexual Abuse.⁶⁷ This response has also created the Victim Friendly courts, which protect vulnerable witnesses in sexual abuse cases.⁶⁸

IV Mechanisms to address gender inequality in Zimbabwe - legal and administrative framework

The Government of Zimbabwe 2013 Constitution is hailed for a very strong gender equality position. Gender equality is systematically integrated in key areas of the Constitution and Section 17 provides more focused highlights of gender equality. The Constitution Preamble "[R]eaffirms commitment to upholding and defending fundamental human rights and freedoms." Gender Equality (g) is one of the Founding Values

⁶² Ibid

⁶³ Made, P.A; Dube, S and Glenwright, D (2015) Ibid

⁶⁴ Ibid

⁶⁵ Ibid

⁶⁶ The Zimbabwe Government (2015). The Beijing +20 Report

⁶⁷ Ibid

⁶⁸ Ibid



and Principles of the Constitution. Under the same section (i) (iii) the Constitution recognises the rights of women, the elderly, youth and children.

Section 17 is dedicated to Gender Equality and outlines the following:

(1) The State must promote full gender balance in Zimbabwean society, and in particular:

(a) the State must promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men:

(b) the State must take all measures, including legislative measures, needed to ensure that:

(i) both genders are equally represented in all institutions and agencies of government at every level; and;

(ii) women constitute at least half the membership of all commissions and other elective and appointed governmental bodies established by or under this Constitution or any Act of Parliament.

(c) The State and all institutions and agencies of Government at every level must take practical measures to ensure that women have access to resources, including land, on the basis of equality with men.

(2) The State must take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies.

Section 56 “Equality and Non-discrimination” highlights that all persons are equal before the law, and women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural, and social spheres. The section highlights non-discrimination on grounds of race, colour, tribe, place of birth, ethnic or social origin, language, custom, sex and gender, marital status, age, pregnancy etc.⁶⁹

The Ministry of Women’s Affairs - Gender and Community Development (MWAGCD), also known as the National Gender Machinery and the Zimbabwe Gender Commission (ZGC), was established in accordance with the Zimbabwe Gender Commission Act (Chapter 10:31), and acts as the key institution responsible for working towards gender equality and women’s empowerment.⁷⁰

Sector (Agriculture and Irrigation) Related Policy Frameworks:

Key Policies/Strategies	Gender Equality Provisions
National Gender Policy (2013)	Gender, Environment and Climate Change: i. Ensure national level strategies for climate-induced disaster management and risk reduction, and coping mechanisms are gender responsive.
Zimbabwe Comprehensive Agriculture Policy Framework (2015-2035)	Agriculture policy Thrust # 4: The implementation of the policy will ensure gender is well mainstreamed in all agricultural activities and environmental management is promoted to ensure sustainability of biodiversity and natural resources.

⁶⁹ Government of Zimbabwe (2013) Constitution of Zimbabwe Amendment (No. 20) Act 2013.

⁷⁰ Government of Zimbabwe (2015) The Zimbabwe Gender Commission Act (Chapter 10:31). Gazetted 12th February 2016

<p>Zimbabwe’s National Climate Change Response Strategy (2015).</p>	<p>Gender, People Living with HIV and AIDS, and other Vulnerable Groups:</p> <ul style="list-style-type: none"> i. Mainstream climate change in policies for the vulnerable groups with their active participation ii. Strengthen the adaptive capacity of the vulnerable groups iii. Enhance provision of early warning system on droughts, floods and disease outbreak to vulnerable groups and ensure a coordinated approach in providing them with emergency services.
<p>National Environmental Policy and Strategies (2009)</p>	<p>Guiding principle 24: <i>Vulnerable groups within society need special provisions that guarantee equitable access to natural resources.</i></p> <ul style="list-style-type: none"> i. Promote measures to ensure equitable access by vulnerable groups to environmental resources and livelihood opportunities ii. Mainstream gender within environmental policy, planning and management initiatives by mobilising men and women in programmes aimed at achieving equitable and sustainable use of resources.

V Gender issues in response to threats of water scarcity to agricultural livelihoods of vulnerable smallholders

In Zimbabwe, more women than men are poor and live in rural areas where livelihoods are intimately linked with the exploitation of natural resources that are extremely vulnerable to climate change. Gender differences in property rights, access to information, and cultural, social and economic roles make women more susceptible to climate change effects. Recurring drought and low rainfall patterns negatively impact water supplies and fuel wood accessibility, which increases the distances women need to go to secure such resources. Women remain marginalised in terms of adaptation strategies to climate change, especially Female and Child Headed households lacking access to irrigation systems.⁷¹ Climate variability exacerbates incidences of tropical diseases such as malaria, typhoid and cholera, which impact women more due to limited access to medical services and their reproductive role, including caring for the sick. Zimbabwe has a history of climate variability, which is associated with a number of health problems, with women being the most affected as care givers.

The Torkwe Murkosi Dam bursting caused by unusually heavy rains and excessive flooding led to the displacement of households to the Chingwizi Camp. About 2,514 Households (HHs), who were upstream, were rated high risk while 8,000 HHs downstream were rated medium risk.⁷² The same flood is reported to have contributed to health challenges. About 64.4% of children living in the camp were reported to have illnesses, namely, diarrhoea (37.5%), cough (44.9%) and fever (11.7%). Severe acute malnutrition was found to be above the national average of 0.6%. Environmental conditions in the camp were noted to be the cause of deterioration of nutritional status. It has been noted that in order to create transformational change, women should be seen not just as climate change victims or adaptation beneficiaries but as being crucial to promote and lead climate change adaptation efforts. The adaptive measures are to be practiced by women as part of their daily lives (through climate-smart agriculture in the face of increasing risk) and through disaster recovery and preparation. By integrating these skills into project design and

⁷¹ Government of Zimbabwe (2015) Zimbabwe’s National Climate Change Response Strategy

⁷² Murima, B (2014) Flood Update.



implementation, and by providing a platform for women's empowerment, women are enabled to increase their influence, decision making and leadership from household to community and national levels.

The key gender issues likely to be affected by climate variability in the three main areas of irrigation, dry land farming and livestock production, have been summarized below:

Gender and Irrigation

- **Land Rights:** In the old irrigation schemes, women have limited land rights and only access land through their spouses or male relatives. This is in contrast to the newly designed irrigation schemes where women have almost equal access (40-50% ownership) to land through quarter systems, gender sensitive irrigation constitutions and by-laws. Hence, the project will work towards gender equality in irrigation schemes.
 - **Participation in Decision Making:** In the majority of cases, there is gender parity in the membership of irrigation governance structures such as the Irrigation Management Committees. However, contribution by women to strategic decisions making in these committees is questionable (confirmed by sentiments from a woman farmer from Zaka district) and still needs to be addressed. Nonetheless, indications from the assessment are that irrigation Management Committees chaired by female leaders are reported to perform better than those chaired by males. The proposed project builds on this by supporting female leadership development programmes and achieving gender equality in decision making processes.
 - **Gender Responsiveness of Irrigation Design:** By and large, older irrigation schemes have gender responsive technology using surface irrigation (which uses gradient for water flow and less lifting of heavy pipes, sprinkler or buckets use). Drip irrigation provides an option for gender responsive irrigation technology (use of minimal labour, however, expensive in initial establishment and maintenance)
- **NGO Supported Irrigation Schemes:** The majority of NGO supported schemes, whose support base are mainly women smallholder farmers, are reported to have inadequate irrigation planning design often characterised by water shortage and relatively high labour-intensive ferrying of water using bucket systems. Through Component 1, this project is addressing such issues by climate-proofing irrigation infrastructure and trainings Irrigation Management Committees (IMCs) on efficient water usage. The project will facilitate exchange visits on best practices for maximizing water availability on rain fed farmland.

Gender and Dryland Farming

- **Land Ownership:** Land in dry land farming is largely owned by men as it is based on customary tenure that has bias towards ownership by men. Stakeholder consultations indicated that only an estimated 12% of women have customary land rights on communal lands. On irrigation schemes, traditionally plots were held in the name of the household head (often men). When he passes on, the eldest son inherits the plot although the widowed mother still continues to work the plot. Access to irrigation plots by unmarried adult girl children is not guaranteed. Recently, as pointed earlier, the constitutions of irrigation schemes have favourably evolved as provisions are slowly recognising widowed women as plot owners. This project will conduct gender analysis and will build on progressive developments on women's access to irrigation plots to integrate gender-specific considerations in irrigation constitutions.

Gender and Livestock production

- **Livestock Ownership:** A survey conducted in five districts of Zimbabwe (Chimanimani, Mangwe, Gokwe, Mazoe and Goromonzi) showed that ownership of cattle is higher among males (54.3%) than females (46%). Despite having a significant ownership of livestock, women have limited decision-making power over cattle but have more control over goats and chicken rearing.
- **Livestock Marketing:** Cattle, goats and chickens are marketable commodities although the smaller livestock often fetch very low prizes as they are commonly traded informally between households whereas cattle are sold in more formal rural markets and sometimes through organised supply chains. Men dominate livestock markets, with women mostly involved in marketing of smaller livestock. Female farmers acquire fewer livestock-productive assets than their male counterparts.⁷³

A gender distribution of livestock ownership across the five districts surveyed is summarized in Table 7 below.

Table 7: Livestock Ownership by Sex in the 5 Survey Districts

Type of Livestock	Percentage of Who Own	
	Male %	Female %
Beef Cattle	54.3%	46%
Dairy Cattle	1.5%	1.4%
Goats	48.6%	45.8%
Chickens	5.5%	4.9%
Indigenous Chickens	65.6%	63.4%

Source: Adapted from Matondi, P.B; Chiweshe, B and Mutopo, P (2013). Agriculture Gender Assessment Report. Ministry of Agriculture, Mechanisation and Irrigation Development. FAO

VI Lessons and Best Practices from Other Projects

Relevant positive gender equity effects have been brought about in other projects. This project expects to draw on these for effective gender equality and gender empowerment methodologies. OXFAM's GEF/UNDP Scaling Up Adaptation, FAO LFSP, and the ENSURE programs demonstrate a number of best practice and lessons.

Women in leadership: The OXFAM Scaling UP adaptation project has demonstrated the benefits of including women in leadership particularly in irrigation management and Climate Smart Villages, the introduction of an element of irrigation maintenance fund and village savings and lending schemes (VSALS) that enhance women smallholder farmers access to finance and productive assets. VSALS and other village based models for bringing together smallholder farmers into groups, particularly women, has facilitated easier linkages to formal financial intermediaries.

The gender action learning systems (GALS) approach that positions women as the drivers of change for revitalisation of irrigation assets has been successfully implemented in FAO and IFAD projects. Activities have made farming more resilient to climate change by emphasizing the development of rainwater harvesting infrastructure and improved drainage and irrigation systems, as well as the introduction of improved seed and agronomic practices, through Farmer Field Schools.

⁷³Matondi, P.B; Chiweshe, B and Mutopo, P (2013). Agriculture Gender Assessment Report. Ministry of Agriculture, Mechanisation and Irrigation Development. FAO



Women Capacity building through Farmer Field Schools: Lessons learnt from the Scaling Up Adaptation project shows that FFS's have been highly successful as a collaborative learning space for women lead farmers as well as an inspiration to their communities. As part of consultations with key stakeholders in agriculture, it was suggested that a combination of Farmer Field Schools and Innovation Platforms would be effective to provide a sustainable impact in terms of promoting and upscaling adoption of climate-smart technologies particularly by women.

Involving both men and women in social dialogue ensures success in addressing gender disparities:

The ENSURE project has had success in addressing gender disparities through a process of social analysis and action which uses deep continuous dialogue that engages both men and women to level the playing field. ENSURE engaged (as opposed to confronting) men. They appointed male gender champions who utilised men's fora to address gender issues identified by the community during a process of social analysis. The project will take advantage of FFS to deploy such approaches for enhanced dialogue on gender equality and GBV.

VII Gender analysis and Recommendations

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations took place in Harare and Zaka (Fuve Panganayi irrigation scheme), involving agriculture-related Government Ministries and Departments, the National Gender Machinery and the Zimbabwe Gender Commission, civil society, and male and female farmers in the selected field sites. Results from the consultations are detailed in the Stakeholder engagement section below, and in the Stakeholder Engagement Report and Stakeholder Action Plan annex included in full as an additional annex as part of the proposal.

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

- Assessment of gender-related impacts of climate change and variability for irrigation, dry land farming and livestock production for the project areas;
- Identification of lessons and good practice for mainstreaming gender to inform design project interventions
- Engagement, development and input into the design of the proposed project;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan and Budget.

The recommendations below seek to address the specific issues and difficulties that women face in responding to immediate threat of water scarcity to vulnerable agricultural livelihoods and to building climate resilience in Mzingwane, Runde and Save River Basins in Southern Zimbabwe. Key areas of the recommendations include: Project Design and Implementation, Stakeholder Engagement and Monitoring & Evaluation.

(i) Project design

The project design and implementation will take into consideration the following gender interventions:

- Achieve increased % of women's membership in Irrigation Management Committees (IMCs) and building capacities of female farmers through leadership training programs;
- Promote women's decision-making skills by allocating a % of women in change of smallholder



- contribution for Operations and Maintenance Fund;
- Facilitate women-to women farmers workshops and hands-on training on managing rainwater and soil moisture efficiency;
 - Women and men trained in CSA through FFS and adopting and implementing best practices;
 - Women and men participating in, and facilitating innovation platforms to build the climate-resilience and productivity of various value chains (ex. Sesame and horticulture);
 - Assess and integrate women's roles in selected value chains integrated as part of crop-specific strategies and plans;
 - **Women and men trained in financial management, and marketing and business development, with a focus on existing women-producers groups and savings and loans groups; seek to expand opportunities for group collateral.**
 - Assess and integrate gender-specific considerations in farming systems and agro-ecological principles, and CSA packages, measured by the % of women farmers adopting CSA packages;
 - Facilitate women and male-led exchange visits on best CSA practices, and documenting gender considerations in CSA best practices and learning methodologies to promote knowledge sharing;
 - Integrate gender considerations in the development of new materials and climate advisories;
 - Women and men small holder farmers accessing weather information through various channels;
 - Allocate resources for gender-related initiatives in the climate resilience process for irrigated lands, dry land farming and livestock production;
 - Support sustainable, climate-smart income generation interventions for female and male farmers for dry land farming;
 - Inclusion of a Gender Specialist position / provision of advice within the project to implement gender-related activities and budgeting.

By providing an equal opportunity to both men and women, and specifically targeting disadvantaged women such as those from female headed households (in rural areas 38% of the households were female-headed in 2012, ZIMSTATS), the project will aim to address some of the underlying factors that lead to gender disparities. The project will facilitate equal access to skills, knowledge, training and opportunities for taking up leadership and accessing finance by women. In this way the project aims to contribute to transforming gender norms.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits (including time use analysis in household surveys) that can be directly attributed to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include:

(ii) Stakeholder Engagement

The stakeholder consultations and engagement of strategic institutions such as key Government Ministries responsible for agriculture, including irrigation, national Government institutions for gender equality, civil society working in the sector, and male and female farmers in agriculture (irrigation, dry land farming and livestock), aided in identifying relevant gender issues within the country's social context and implementing and monitoring the gender aspects of the project.

The stakeholder engagement component of this annex captures the specific issues raised and difficulties that women face in responding to building climate resilience of vulnerable agricultural livelihoods in Mzingwane, Runde and Save River Basins in southern Zimbabwe. What follows are highlights of results from the consultations and key recommendations.

Specific issues raised include:



Gender and Land Rights

- Women's land rights in the old established irrigation schemes were not adequately captured in the Irrigation Scheme Constitutions. However, relatively newly established irrigation schemes have incorporated issues of gender equality in tenure for irrigation. An estimated 40% of women have lands rights.
- In old established irrigation schemes, women attain land upon the death of their husbands. However, such land rights may be revoked through cultural inheritance practices where the eldest son, or the male inheritor of the family, may take over the plot.
- In dry land farming areas, including resettlement schemes, the majority of women do not have land rights. They access land through their husbands with only a few female-headed households having access to land rights.
- In communal lands including resettlements, farmers do not have title deeds, thereby limiting both males and females' access loans and credit facilities.

Gender and Mechanisation

- The majority of irrigation schemes in Zimbabwe use surface irrigation which delivers water by the gradient. This irrigation design is notably gender-responsive as it demands little labour for women and children.
- The drip irrigation for dry land farming is viewed as climate-smart (through using limited amounts of water efficiently) and is technologically gender-responsive. However, the initial installation costs are high and the system requires clean water sources to avoid blockages.
- NGO-supported irrigation gardens/schemes are often poorly planned, marred with limited water supply and involving manual labour for women using the bucket system.

Governance

- The consultation confirmed gender balance in male and female representation on Irrigation Management Committees (IMCs) and sub-committees. However, reality on the ground indicated that irrigation schemes located in strong patriarchal societies have their top influential leadership positions in the IMCs occupied by male farmers.

"We are in these IMC, but when it comes to power, we do not have power to make decisions. Most women are relegated to positions of Secretary of Treasury. There is strong view that women do not steal, and they often do not lie, hence their dominance in these posts"

Female Farmer- Zaka.

- The consultation findings also indicated existence of irrigation schemes that are led by females chairpersons and were noted to be performing very well.

Gender and Sustainable Marketing Arrangements

- Consultations revealed weak marketing arrangements for both dryland and irrigation farmers. Against a background of poor marketing linkages, and dwindling gains for the farmer, there is need for new programmes to support value addition initiatives at selected sites which would involve the participation of both male and female farmers.

Gender and Climate Change Knowledge



- Consultations revealed an urgent need for education by farmers on climate smart agriculture. There is limited education for both male and female farmers on climate-smart agriculture for irrigated land, dry land farming and livestock production.

Gender and Livestock

- Both males and females have ownership of livestock, with males owning more livestock. The traditional practice of “*Mombe yeumai*”⁷⁴ and the “*she goat*” given to the mother of the bride as part of the traditional ceremony for welcoming the new baby are noted as the main sources of livestock for women. However, these privileges are only enjoyed by older women whose daughters have married.
- The consultations also noted that women in irrigated schemes and dry land farming buy their own cattle from the profits made in farming or gains made from income generating initiatives and community saving clubs.

Women Time Use:

- How men and women spend time on productive and non-productive activities related to the project.

The project’s design will work towards advocacy for women’s equal participation in agricultural activities - **gender parity in access to land, equal participation in decision making, and equal enjoyment of proceeds from agriculture.** On the other hand, the women’s empowerment approach explicitly targets female farmers, including from female headed households, with support for the identified agricultural activities. To this end, in addition to mainstreaming gender equality principles into the existing project’s results framework, a women’s empowerment result with respective and explicit project intervention support for women farmers, paying particular attention to farmers from female headed households, in the project areas will be included. Dedicated results for women farmers will also ensure allocation of resources from the project to support women farmers. The women’s empowerment agenda for the proposed project will be anchored in working through already existing women’s groups. The proposed climate-resilient agriculture project provides an opportunity to place gender equality and women’s empowerment at the centre of agricultural policy, research, development, capacity building and the institutional development agenda.

(iii) Implementation of the GAP

The PMU staff, specifically the Project Coordinator, will ensure that the GAP is appropriately implemented. The day to day GAP activities will be executed by the Implementing Partners (IPs) and the Responsible Partners (RPs) with the support of the Gender specialist, who will spend 40% of their time on the project to transfer skills and build the capacity of the PMU, IP and RPs in the implementation of the GAP. When needed, and upon the decision of the Steering Committee, institutions with skills in gender mainstreaming can be integrated in project decision making structures. Alternatively, a gender mainstreaming technical reference group to support the IP and RPs parties to implement the GAP will be considered.

(iv) Monitoring and evaluation

⁷⁴ A young cow is given to the mother of the bride, as part of the bride price. Traditionally such cattle are valued as sacred animals and should not be abused by the husband and remaining members of the family.



Through onset analysis, data has been collated to establish a baseline. This data shall be monitored throughout implementation and evaluation. The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following outcomes can be measured:

Quantitative outcomes:

- Gender equity in leadership positions in Irrigation Management Committees;
- Female and male community members, including from female headed households, with sustainable and resilient agricultural livelihoods;
- Gender parity in participation of training activities on CSA, and on the adoption and implementation of best practices;
- Gender balance and effective participation in agricultural governance structures in irrigated schemes, dry land farming and livestock production;
- Gender balance and effective participation of innovation platform to build climate-resilience and productivity of selected value chains;
- Increased usage of climate-smart knowledge in agricultural livelihoods;
- Business development services component targeting rural women entrepreneur groups.
- Women Farmers Groups are knowledgeable of climate-smart information and are utilizing knowledge on supported projects;
- Reduced time constraints that arise from skewed roles and responsibilities. This will be achieved through enhanced water security, adoption of CSA technologies, efficient IMCs and improved food production in female headed households who constitute 38% of households in rural areas.

Qualitative outcomes:

- Opportunities to generate additional income. Women are more likely to respond to sustainable livelihood initiatives (irrigation, dry land farming and livestock) that address their family's basic needs, such as better health education of children and nutrition, which are part of the proposed project; Additional income will render women more likely to sustain access to health and education services for their families and to invest more in productive assets.
- Improved communication and leadership skills for women participating in governance structures for the project-supported initiatives on irrigated lands and dry lands. By taking on leadership positions in Irrigation Management Committees, and leading training innovations and championing the cascading of knowledge on best practices for maximizing water availability on rain fed farmland and climate smart agriculture technologies, women will have increased self-esteem.
- Expanded involvement in public and project decision-making structures as a result of the project's capacity building trainings;
- Support for training and educational activities which may include activities related to climate-smart agriculture, decision making, leadership, business, entrepreneurship, and finance, thereby enabling empowerment and involvement of female farmers in project initiatives.
- Improved working relations between male and female farmers and also within households and inclusion of women and child headed households due to increased gender awareness.

Monitoring and evaluation approaches and methods in the project will include gender sensitive social impact surveys. Household surveys will contain time use surveys to measure the success of the project in meeting women time constraints. In addition, particular attention will be paid to tracking changes in the female headed households.



I. Gender Action Plan and Budget

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. These actions draw from lessons and best practice from other interventions and issues raised in the consultations and reviews. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation.

Objective	Actions	Indicators and Targets	Responsible Institutions	Timeline	Allocated Budget \$US
Output 1: Increased access to water for agriculture through climate-resilient irrigation systems and water resource management					
Activity 1.1: Climate proofing irrigation infrastructure for enhanced water security in the face of climate change	1.1.1 Climate-proofing and revitalizing existing irrigation infrastructure and equipment in 21 irrigation schemes (see Irrigation Sub-Assessment for detailed description)	PROJECT BASELINE: 11,066 ha under irrigation out of potential 25,285 ha in Southern Catchments / 15 districts. PROJECT TARGET: Additional 1,786 additional ha under irrigation (including land managed by women farmers) (Output 1)	AGRITEX	Year 1, Q1 to Year 7, Q4	36,878
	1.1.2 Training of 21 Irrigation Management Committees (IMCs) in climate-adapted O&M and monitoring, and establishment of O&M funds, ensuring equal opportunities for women in participation	GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 1, Activity 1.1. <i>Indicator 1.1.2 (i):</i> Increased % of women's membership in irrigation management committees <i>Baseline:</i> TBD (on project start as IMCs change membership regularly) <i>Target:</i> All the 21 irrigation schemes supported by the project have gender parity in IMCs membership, and parity is consistently maintained throughout the project period.			



Annex XIII (c) Gender Assessment and Action Plan
GREEN CLIMATE FUND FUNDING PROPOSAL

	<p>1.1.3 Field visits and technical advisory support by DOI to IMCs to support climate-resilient O&M and operationalization of the O&M funds (years 2 through 4) based on detailed O&M plan</p> <p>1.1.4 Learning and knowledge exchange workshops across IMCs (ensuring women members' participation) to improve coordination and scaling up of climate resilient irrigation systems (9 provincial district level peer meetings)</p>	<p><i>Indicator 1.1.2 (ii):</i> Number of women in strategic leadership positions in IMCs; <i>Baseline:</i> TBD (on project start as IMCs change membership regularly) <i>Target:</i> At least 50% of the strategic positions in IMCs (Chair, Treasurer, Secretary, O&M, Marketing) are occupied by women.</p> <p>Indicator 1.1.3: Number and length of IMC meetings (signifying efficiency of IMCs): <i>Baseline:</i> TBD <i>Target:</i> at least 30% reduction in the number and length of IMC meetings</p> <p><i>Indicator 1.1.4:</i> Women in charge of smallholder contributions to Operations and Maintenance Funds <i>Baseline:</i> 0 <i>Target:</i> at least 11 of the 21 irrigation schemes supported by the project have women leading and making decisions of O&M from year 2</p> <p><i>Indicator 1.1.5:</i> Number of women and men engaged in learning and exchange workshops to improve coordination and scaling up of climate resilient irrigation systems <i>Baseline:</i> 0 <i>Target:</i> at least 50% of the participants in all 9 peer meetings are women.</p>	<p>Irrigation Management Committees (IMCs)</p> <p>Ministry of Agriculture Mechanization and Irrigation Development And Ministry of Environment, Water and Climate</p>	<p>Year 1, Q1 to Year 7, Q4</p> <p>Year 1 and ongoing support</p> <p>Year 2-7</p>	<p>430,125</p>
<p>Activity 1.2: Field-based training and technology investments for farmers on rain fed farmlands for</p>	<p>1.2.1 Field-based training of 6,900 lead rain fed farmers in 230 Farmer Field Schools in rainwater harvesting, soil moisture management techniques and water efficiency practices</p>	<p>GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 1, Activity 1.2.</p>	<p>AGRITEX</p>	<p>Year 1 – Year 3</p>	<p>36,878</p>



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<p>climate-resilient water management</p>	<p>1.2.2 Procurement and installation by farmers of gender-sensitive technologies to implement climate-resilient water-resource management in rainfed farmlands</p> <p>1.2.3 Participatory workshops and on-site assistance by lead farmers to facilitate farmer-to-farmer learning to scale up implementation of climate-resilient water resource management (Two open community learning days per FFS, under AGRITEX supervision)</p>	<p>Indicators 1.2.1: Number of men and women trained in CSA through FFS and adopting and implementing best practices <i>Baseline:</i> 0 <i>Target:</i> 3450 men and 3450 women (at least 30% from of women are from female-headed households)</p> <p><i>Indicator 1.2.3 (i):</i> Number of women-to women workshops and hands-on trainings on managing rainwater and soil moisture efficiency as part of sub-activity 1.2.3 <i>Baseline:</i> 0 <i>Target:</i> at least 50% of all farmer-to-farmer training workshops are women-women of which at least 30% of women drawn from women-headed households)</p> <p><i>Indicator 1.2.3 (ii):</i> Number of women leading exchange visits on best practices for maximizing water availability on rain fed farmland <i>Baseline:</i> 0 <i>Target:</i> at least 50% of the planned exchange visits are led by women</p> <p>Indicator 1.2.4: Reduction in time spent by women in farming plots, and doing casual labour as a result of successful adoption of labour serving CSA techniques <i>Baseline:</i> TBD <i>Target:</i> at least 30% reduction in time spent by participating women in managing soil moisture and casual labour</p>	<p>AGRITEX</p> <p>Ministry of Environment, Water, Climate and AGRITEX</p> <p>Ministry of Women's Affairs, Gender and Community Development</p>	<p>Year 2-3 and ongoing monitoring</p> <p>Year 1-2</p>	<p>317,560</p>
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Objective	Action	Indicator	Responsible Institution	Timeline	Allocated Budget \$US
Output 2: Scaled up climate-resilient agricultural production and diversification through increased access to climate-resilient inputs, practices, and markets					
Activity 2.1: Establish transformative multi-stakeholder innovation platforms for diversified climate resilient agriculture and markets	2.2.1 Technical assistance, trainings and meetings to establish, operationalize, and coordinate five multi-stakeholder Innovation Platforms (through quarterly meetings over four years) across 15 districts and one national-level Platform (through bi-annual meetings over four years) for upscaling diversified climate resilient production and access to markets	<p>PROJECT BASELINE: Baseline: 0</p> <p>PROJECT TARGET: 37,950 women farmers practicing CSA on rainfed and irrigated land (Output 2);</p> <p>GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 2, Activity 2.1.</p>			
	2.1.2 Develop crop-specific production and market strategies for use by all relevant value chain actors for climate-smart production and market access (two-day strategy development workshops per platform per year over 4 years and at least five plans)	<p><i>Indicator 2.1.2:</i> Number of women and men participating in, and facilitating innovation platforms to build the climate-resilience and productivity of sesame value chains; <i>Baseline:</i>0 <i>Target:</i> At least 50% participating in the 251 planned workshops are women, of which at least 30% are women from female-headed households.</p>	AGRITEX	Year 1, Q1 to Year 5, Q2	36,878
	2.1.3 Technical assistance (including legal support services to farmer organizations) to facilitate and formalize public-private partnerships across value-chain actors to upscale climate-resilient agricultural markets	<p><i>Indicator 2.1.3 (i):</i> Number of women and men smallholder farmers participating in the planned 75 innovation platforms to build the climate-resilience and productivity of horticulture value chains; <i>Baseline:</i>0 <i>Target:</i> At least 50% participants in innovation platforms are women of which at least 30% are women from female-headed households.</p>	AGRITEX	Year 1, Q1 to Year 5, Q2	590,952
			AGRITEX	Year 2 and ongoing monitoring	242,260



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	<p>2.1.4 Technical assistance and business planning and management training to smallholder farmers, particularly women (under a ward-based gender equality</p>	<p>Indicator 2.1.3 (ii): Value chain analysis, crop-specific strategies and plans are gender sensitive <i>Baseline:0</i> <i>Target: All value chain analysis reports, crop-specific strategies and plans incorporate gender considerations</i></p> <p><i>Indicator 2.1.3 (i):</i> Number of women and youth engaged in discussions with private sector; <i>Baseline: TBD</i> <i>Target: Number of women and youth engaging with private sector across value chains supported by the project increase by 50% from baseline</i></p> <p><i>Indicator 2.1.3 (iv):</i> Number of discussions with women farmers on value chains and issues surrounding market access, as part of FFS and sub-activity 2.1.4. (This indicator will also measure progress under activity 2.1.4) <i>Baseline: 0</i> <i>Target: Women constitute 50% of participants in all the planned FFS relating to value chains and market access. Of these at least 30% are women from female-headed households.</i></p> <p><i>Indicator 2.1.4:</i> Number of women and men trained in financial management, and marketing and business development, with a specific focus on women targeting existing women producers groups and savings and loans groups.</p>	<p>AGRITEX AND MIN OF WOMEN AFFAIRS SMEs</p> <p>AGRITEX AND MIN OF WOMEN AFFAIRS SMEs</p> <p>MINISTRY OF WOMEN AFFAIRS SMES AND AGRITEX</p>	<p>Year 2-4</p> <p>Year 2-4</p> <p>Year 2-4</p>	<p>190,670</p>
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	<p>action learning program and women financial empowerment training programme) and financial intermediaries to enable access to finance for sustained scaling up climate-resilient agriculture (3 programmes promoting Women’s leadership through economic leadership, gender equity and empowerment)</p>	<p><i>Baseline: 0</i> <i>Target: at least 4,110 women on dryland farms and irrigation schemes women-targeted training under a financial empowerment training programme, of which at least 30% are women from female-headed households.</i></p> <p><i>Indicator 2.1.5: Number of financial intermediaries provided with technical capacity on gender-sensitive lending schemes</i> <i>Baseline: 0</i> <i>Target: 100% of targeted financial intermediaries demonstrate knowledge and awareness of gender-sensitive lending schemes through a knowledge and awareness survey.</i></p>			
<p>Activity 2.2: Investments in inputs, technologies and field-based training to scale up the implementation of climate-smart agricultural production in the face of increasing climate hazards (rain fed and irrigated farms)</p>	<p>2.2.1 Training of Trainers (155 national, provincial, district and ward level AGRITEX staff), particularly women, to conduct Farmer Field Schools in 15 target Districts of southern Zimbabwe</p> <p>2.2.2 Organization and operationalization of 251 Farmer Field Schools for promotion of climate-resilient agriculture in the 15 Districts</p> <p>2.2.3 Procurement of inputs and technologies (e.g. seeds, tools, fertilizers) to implement CSA packages on 6,900 lead farmer plots</p> <p>2.2.4 Workshops and on-site assistance by lead farmers to facilitate farmer-to-farmer learning to scale up</p>	<p>GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 2, Activity 2.2. (Action 2.2.1 and 2.2.4)</p> <p><i>Indicator 2.2.1: Number of female AGRITEX staff trained</i> <i>Baseline: 0</i> <i>Target: 78 female AGRITEX staff</i></p> <p><i>Indicator 2.2.4 (i): Number of men and women reached by women-led FFS in the 15 targeted districts</i> <i>Baseline: 0</i> <i>Target: 543,620 people, of which at least 50% are women (See paragraph 160) “of which at least 30% are women from female headed households”.</i></p>	<p>AGRITEX UNDP And collaborating partners</p> <p>AGRITEX</p>	<p>Year 1, Q1 to Year 4, Q2</p> <p>Year 1-5</p> <p>Year 1-4</p>	<p>36,878</p> <p>632,500</p> <p>574,483</p>



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	implementation of climate-smart agricultural practices and cropping systems (One community open day per FFS. Under AGRITEX supervision, each lead farmer engages additional 10 farmers - at least 5 of which are women - each through workshops and on-site assistance)	<p><i>Indicator 2.2.4 (ii):</i> Number of women on dryland and irrigation farmers reached and adopting CSA packages <i>Baseline: 0</i> <i>Target: At least 204,500 women reached and of these 102,250 women adopt CSA practices</i> <i>(if 50% of the 409,500 targeted dryland and irrigation farmers adopt CSA packages of which 50% are women.) See FP beneficiaries' calculations in par. 160 "of which at least 30% are women from female-headed households".</i></p> <p><i>Indicator 2.2.4. (iii):</i> Documented gender considerations in CSA best practices and learning methodologies. <i>Baseline: 0</i> <i>Target: All CSA packages designed by the project incorporate gender considerations</i></p>	AGRITEX	Year 2-7	
			AGRITEX AND WOMEN AFFAIRS	Year 2-6	
Activity 2.3: Enhance institutional coordination and knowledge management capacities for climate-smart agricultural production in the face of increasing climate hazards	<p>2.3.1 Upgrade ICT/GIS data collection/sharing platforms and protocols for knowledge management on climate resilient agricultural systems and livelihoods across knowledge centers in participating agricultural colleges and research centers</p> <p>2.3.2 Generation, codification and knowledge exchange across agricultural colleges and research centers for climate-resilient agriculture</p>	<p>GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 2, Activity 2.3. Action 2.3.2.</p> <p><i>Indicator 2.3.2:</i> Number of women engaged in generation, codification and knowledge exchange across agricultural colleges and research centers <i>Baseline: 0</i> <i>Target: At least 6,900 women lead farmers and 155 AGRITEX staff are engaged across the 5 agricultural colleges and research</i></p>	AGRITEX DR&SS (Department of Livestock and Veterinary Services; Department of	Year 1, -7	581,062 36,878



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	<p>2.3.3 Impact evaluation and codification of best practices/lessons for systemic, evidence-based learning to scale-up resilient agricultural livelihoods</p>	<p>centers. Of the lead farmers, at least 30% are women from female-headed households.</p> <p><i>Indicator 2.3.3:</i> Documented gender considerations in Impact Evaluations and codification and dissemination of lessons learned and best practices; <i>Baseline:</i> 0 <i>Target:</i> All scheduled periodic impact evaluations reflect gender impact and related lessons from each participating college and research centers</p>	<p>Irrigation and Department of Economics and Markets)</p> <p>ALL</p>		
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Objective	Action	Indicator	Responsible/ Institution	Timeline	Allocated Budget \$US
Output 3: Improved access to weather, climate and hydrological information for climate-resilient agriculture					
Activity 3.1: Installation and operationalization of weather/climate and hydrological observation networks	3.1.1: Install 12 automatic weather stations to cover key agricultural zones and 10 automatic low-cost rainfall/weather stations to improve rainfall monitoring in the three catchments	PROJECT BASELINE: Baseline: 0 (No small holder farmers receiving regular tailored weather information from MET) PROJECT TARGET: At least 543,620 (50% of them women) have access to weather information	MSD	Year 1, -3	242,555
	3.1.2: Install 10 water level/gauging stations at strategic points in the three catchments	GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 3, Activity 3.1. <i>Indicator 3.1.4 (i):</i> Number of female small holder farmers accessing weather information through various channels; <i>Baseline:</i> 0 <i>Target:</i> 543,620 people to access weather information systems, 50% (108,724) women. See par 160 in the FP. “of which at least 30% are women from female-headed households”			
	3.1.3: Upgrade systems and institutional capacities for hydro-meteorological data transmission and processing to enable localized weather, climate and hydrological model forecast generation				
3.1.4: Train MSD, ZiNWA, DR&SS/AGRITEX officials, community observers (low-cost stations) in collecting data, operating and maintaining equipment (2 trainings for MSD & ZiNWA and DR&SS/AGRITEX officials and observers from 3 catchments over 2 years)	<i>Indicator 3.1.4 (ii):</i> Number of women trained in data collection, operating and maintaining equipment; <i>Baseline:</i> 0 <i>Target:</i> 60 community observers in all 3 catchments receive training of which 50% are women.	AGRITEX IMCs Sub-Catchment Committees Gender Committee for Irrigation and Rain-fed communities	36,878		
					75,000



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		(In addition to women from the 315 Government personnel)			
<p>Activity 3.2: Develop, disseminate and build institutional capacities (MSD and AGRITEX) on tailored climate and weather information products</p>	<p>3.2.1: Develop information products to strengthen existing national satellite/observation-based weather, 10-day and seasonal forecasts and advisories targeted to smallholder farmers</p> <p>3.2.2 Training national level ZINWA staff (partnering with UoZ) in the use of water resource models (2 trainings in WEAP and Pitman models) as well as ingesting input data from weather/climate observations and forecasts</p> <p>3.2.3 Develop regular hydrological forecasts, incorporating daily updates of hydromet observations and forecasts</p> <p>3.2.4: Disseminate climate information through mobile phones, community radio, community meetings and local posters and bulletins (costs of SMS messaging, design and formatting advisories, community radio programmes, 20 community meetings)</p>	<p>GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 3, Activity 3.2, Action 3.2.4,</p> <p>Indicator 3.2.4 (i): Number of women, women's groups, youth, and youth's groups consulted for the development of tailored products; Baseline: 0 Target: TBD after establishing the women and youth groups in the 137 wards targeted. Ensuring that at least 30% of women are drawn from female-headed households.</p> <p>Indicator 3.2.4 (ii): Number of youth (gender disaggregated) engaged with Universities in innovation hub on weather products Baseline: 0</p>	<p>AGRITEX UNDP ZINWA Agricultural coordinating Committees in project sites Harare Institute of Technology Midlands University University of Zimbabwe</p>	<p>Year 3-6</p>	<p>36,878</p> <p>230,000</p>



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		<i>Target: at least 3 youth groups on innovators from each of the three universities</i>			
Activity 3.3: Capacity building for farmers and local institutional staff on effective use of climate and weather information and products for resilient water management and agricultural planning	3.3.1: Training of local level DoI, ZiNWA and CC staff in data analysis and production of information products (based on observed and forecast water levels and weather/climate forecasts) for water resource management	GAP INDICATORS BASELINE AND TARGETS FOR ACTIVITIES ALIGNED TO OUTPUT 3, Activity 3.3, Action 3.3.1; 3.3.2 and 3.3.3. <i>Indicator 3.3.1:</i> Number of women and men government staff benefitting from training in data analysis and production of information products <i>Baseline: 0</i> <i>Target: 315 men and women (at least 50% women)</i>	AGRITEX ZINWA	Year 2 – 7	36,878
	3.3.2: Participatory training of farmers and district and local level intermediaries – including Agriculture Extension, MSD and IMC staff - in interpretation and use of climate and weather information products for crop/water management	<i>Indicator 3.3.2(i)</i> Number of women farmers and local staff trained in interpretation and use of climate and weather information products for crop/water management <i>Baseline: 0</i> <i>Target: 6,900 dryland lead farmers and 630 irrigation lead farmers (50% women)</i>	MSD, AGRITEX UNIVERSITIES, ZINWA	Year 2	75,000
	3.3.3 Set up communication and database systems to facilitate climate information management (equipment and communication materials) at three agricultural training colleges - Masvingo, Makoholi, and Esigodin (printing and distribution materials, translation into local languages, communication costs)	<i>Indicator 3.3.2 (ii):</i> level of integration of gender considerations in the new materials and advisories developed; <i>Baseline: 0</i> <i>Target: all materials and advisories reflect gender considerations</i> <i>Indicator 3.3.3:</i> Number of women and men benefitting from CIS for	WOMEN AFFAIRS MINISTRY	Year 2-4 Year 3-7	



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		resilient water management and agricultural planning <i>Baseline: 0</i> <i>Target: 543,620 people in 137 wards</i>			
GENDER ACTION PLAN IMPLEMENTATION CAPACITY ENHANCEMENT	Assessment of capacity of IPs to implement the GAP Develop a needs-based Capacity Development Plan and train Implementing partners	<i>Indicator:</i> capacity of Implementing Party and Responsible Parties established <i>Baseline:</i> - 0 <i>Target:</i> Capacity assessments report of all 5 partners conducted in year 1 <i>Target:</i> Needs based training conducted of all partners conducted by Y1 Q2	UNDP Gender Specialist	UNDP as part of M&E and HACT ASSESSMENTS	Year 1 Q1-Q2