GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

NATIONAL AGRICULTURAL TECHNOLOGY PROGRAM
PHASE II PROJECT (NATP-2)

STRATEGY AND ACTION PLAN:
GENDER EQUALITY, WOMEN'S EMPOWERMENT AND SOCIAL INCLUSION

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Contents

ABBREVIATION

AIDS: Acquired Immune Deficiency Syndrome

AIF: Agricultural Innovation Fund

BARC: Bangladesh Agricultural Research Council

CEDAW: Convention on the Elimination of all Forms of Discrimination Against Women

DAE: Department of Agricultural Extension

DLS: Department of Livestock Service

DNA: Deoxyribonucleic Acid

DoF: Department of Fisheries

FIAC: Farmer's Information and Advice Center

GFP: Gender Focal Point

GoB: Government of Bangladesh

HIV: Human Immunodeficiency Virus

HRD: Human Resource Development

IGA: Income Generating Activities

MDG: Millennium Development Goals Ads

MoA: Ministry of Agriculture

MoFL: Ministry of Fisheries and Livestock

MoWCA: *Ministry of Women and Children Affairs*

NAP: National Agriculture Policy

NAP: National Action Plan

NARS: National Agricultural Research System

NATP: National Agricultural Technology Program

NPWA: National Policy for Women's Advancement

NWDP: National Women Development Policy

PDO: Project Development

PIU: Project Implementing Unit

PMU: Project Management Unit

SDG: Sustainable Development Goals

ToT: Training of Trainers (ToT)

UN: United Nations

UNESCO: United Nations Educational, Scientific and Cultural Organization

INTRODUCTION

Gender equality is an important aspect of Sustainable Development Goals (SDGs) adopted by the UN General Assembly in regards to emphasizing gender equality and empowerment of all women and girls. Widely recognizes that both Gender equality and social inclusion are the development goal in itself and a precondition for the achievement of other development outcomes. Historically women, ethnic and other socially disadvantaged populations are far away from development. Women are still underrepresented in agricultural development. Socio-cultural system and structure systematically restricted the meaningful participation of women and other socially disadvantaged groups. Gender equality and social inclusion are important prerequisites for agricultural growth and sustainable development.

In the present context of Bangladesh agriculture, women farmers have less access to the productive resources and services. Women are less likely than men to own land or livestock, adopt new technologies, use credit or other financial services, or training or extension services. Though women play vital roles in agricultural development however, their contribution is not recognized because of having no ownership or control over land and other resources. The Government of Bangladesh (GOB) prioritizes gender equality and women's empowerment in its Vision 2021, which raises the importance of gender balance and gender-sensitive programming. National Agriculture Policy (NAP) 2013 called for taking necessary steps for women's empowerment, including increasing their skill and ensuring participation in decision making in agricultural management. Gender equality, women's empowerment and development of agricultural issues are well interlinked which is increasingly recognized by many development projects. Developing and promoting women-friendly agricultural technology will facilitate women's participation in agricultural production.

Social inclusion was popularized after the "World Summit for Social Development" in 1995. However, enhanced social inclusion has suffered from two key shortcomings: first, the continued marginalization in compared with economic dimensions; and second, a focus on individuals as compared with societal dimensions. In regards to UNESCO recognition of social inclusion, the Bangladesh government is highly concerned about social integration and working with a vision for a "society for all" in which every individual has rights, responsibilities and an active role to play. More attention is required to integration in productivity and economic activity for overcoming social exclusion. Exclusion limits the capacity of individuals or social groups to participate in society due to other (Social, cultural, religious) factors. Social inclusion can be achieved simply through the extension of economic inclusion. The focus of the 2030 Agenda on inclusiveness underscores the need to identify who is being left behind and in what ways. The key challenges to social inclusion are highlighted along with policy imperatives to promote and political determination. Raise awareness about the consequences of leaving some peoples behind

and recommending actions that the government can take to avoid doing so and can help generate political will. Different research and study recognizes the contribution and given importance to social inclusion for sustainable development of the agricultural sector. However, many factors limit the meaningful participation of the socially disadvantaged population in development activities.

The National Agricultural Technology Program Phase-II project (NATP 2) put across its commitment to ensure and increase participation and development of leadership capacity. Active participation and leadership roles will facilitate the women to more integrate in agricultural production, promotion of economic development, poverty reduction, ensure food security, livelihood improvement and improve household nutritional status which leads to promotion of gender equality and women's empowerment.

The Gender Strategy and Action Plan have been developed in order to address the project commitment which provided the mandate to equitable rights and access both of male and female including the socially disadvantaged population. The strategy also has set the foundations for a wider vision on gender sensitive and gender responsive programming and institutional arrangements for its effective implementation. The strategy will be ratified to strengthen gender mainstreaming by addressing the key gender gaps and doing good practice in the NATP-2 project. Thus the strategy will facilitate gender equality and women's empowerment in the NATP-2 project.

SECTION 1: PROJECT OVERVIEW

National Agricultural Technology Program Phase-II Project (NATP2) has been designed in view of increasing production and productivity through generation, adoption and transferring farmer friendly technology to the farmer at grassroots level. Also, the project has the option of agricultural value chain development.

1.1 Objective of the Project

The overall objective of the project is "Support the strategy of the Government of Bangladesh (GoB) to improve national agricultural productivity, market linkage and farm income with a particular focus on small, marginal and female farmers".

1.2 Project Development Objective

The Project Development Objective (PDO) of National Agricultural Technology Program-Phase II Project (NATP-2) is to increase agricultural productivity of smallholder farms and improve smallholder farmers' access to markets in selected districts.

The project development objective (PDO) of NATP-2 will be achieved through:

i. Strengthening the capacity of research, extension services and farmers to generate, adopt and diffuse agricultural technologies aimed at increasing farm productivity and reducing post-harvest losses; and

ii. Promoting the sustainability of existing and newly created farmer groups and producer organizations by facilitating their stronger participation in commodity value chain, market-linkages, and improving their knowledge and skill base.

Thus, the PDO will be achieved through the generation and release of more productive and locally adapted technologies, enhancing availability of quality seeds/ breeds/ fingerlings/ breeding materials at the small farm level and providing relevant production, value addition, food safety and marketing support.

1.3 Components of the Project

Component	Implementing Unit
Enhancing Agricultural Technology Generation	Bangladesh Agricultural Research Council (BARC)
Supporting Crop Development	Department of Agricultural Extension (DAE)
Supporting Livestock Development	Department of Livestock Service (DLS)
Supporting Fisheries Development	Department of Fisheries (DoF)
Project Management	Project Management Unit (PMU)

1.4 Implementation Arrangement
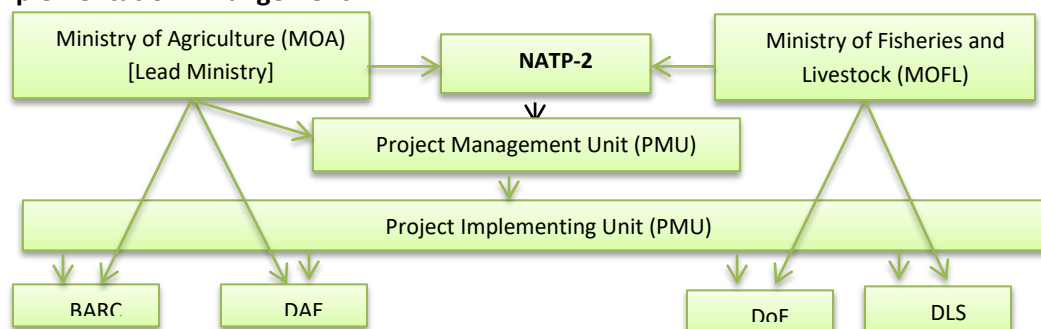
SECTION 2   THE STRATEGY: GENDER EQUALITY, WOMEN'S EMPOWERMENT AND SOCIAL INCLUSION

2.1   Context

The Strategy is a complete framework that supports the implementation of the project in order to promote gender equality, women's empowerment and social inclusion in the NATP Phase-II project. In addition to human capital and productive capital development of women, developing social structure and sense of self-respect is important for women's empowerment. Gender and social inclusion scenario in Bangladesh, mandates and policy, mission statement of ministry of agriculture, global commitments to gender equality and social inclusion has been considered to develop the Strategy.

2.1.1   Gender Scenario in Bangladesh

Bangladesh is committed to comprehensive development of women according to the constitution. This commitment is expressed through article 27, 28, 29 and 65(3) of Bangladesh Constitution which guarantees equality and non-discrimination on account of sex, religion, ethnicity, place of birth in order to provide scope for affirmative action in favor of the "backward section of citizens". Article 28 (sections 1, 2 and 3) ensures equality in all spheres of life between women and men. Efforts towards women's development in Bangladesh are based on a wide array of international commitments including the CEDAW (1979), the Beijing Platform of Action (1995) and Sustainable Development Goals (SDGs). Following the declaration of the UN Decade of Women (1976-85), the Government of Bangladesh, national and international non-government organizations and others have undertaken several programs towards the advancement of women in the country. Simultaneously, the women's movement has also played an important role in raising mass awareness on women's issues and enhancing women's participation in every sphere of life in order to achieve equality. Driven by the constitutional obligations and commitment to the international legal instruments, the Government has accorded special emphasis on the programs to promote women's development in the 7th Five year Plan, Sustainable Development Goals and National Women's Policy, 2011. National Women Development Policy 2011 (NWDP) is the core policy-specific document in relation to women development. In the light of the Constitutional obligations and the international commitments, the NWDP-2011 has fixed 22 objectives that are as follows:

1. To establish equal rights of men and women in areas of state and public life in the light of the Constitution of Bangladesh;
2. To ensure security and safety of women in all areas of state, social and family life;
3. To ensure economic, political, social, administrative and legal empowerment of women;
4. To establish human rights of women;
5. To ensure full and equal participation of women in the mainstream socioeconomic development;

6. To bring up women as educated and skilled human resources;

7. To free the women from the curse of poverty;

8. To remove existing male female disparities;

9. To give appropriate recognition to women's contribution in social and economic spheres;

10. To eliminate all forms of abuse of women and girl child;

11. To eliminate discrimination to women and girl child;

12. To establish gender equality in politics, administration, socio-economic activity, education, culture, sports and in all areas of family life;

13. To innovate and import technology favoring the interest of women;

14. To ensure appropriate measures for sound health and nutrition of the women;

15. To ensure priority for women in provision of proper shelter and housing;

16. To arrange rehabilitation of women affected by natural calamities and armed conflicts;

17. To extend overall assistance to ensure rights of the disabled women and women belonging to the smaller ethnic group;

18. To arrange safety of the widow, and women who are aged, guardian less, deserted by husband, unmarried and childless;

19. To reflect gender perspective in the mass media including positive image of the women and female children;

20. To assist in flowering of talented, genius women of their creative potentials;

21. To extend necessary support services for development of women;

22. To provide overall assistance in ensuring the growth of women entrepreneurs.

The Seventh Five Year Plan (2016-2020) of the Government of Bangladesh emphasizes on pursuing strategies and actions to establish "a country where men and women will have equal opportunities and rights and women will be recognized as equal contributors in economic, social and political development". The mission of this plan "is to ensure women's advancement as self-reliant human beings and reduce discriminatory barriers by taking both developmental and institutional measures". The framework for women's empowerment and gender equality, as mentioned in 7th FYP comprises of 4 areas of strategic objectives:

i.   Improve women's human capabilities;

ii. Increase women's economic benefits;

iii. Enhance women's voice and agency;

iv. Create an enabling environment for women's advancement.

2.1.2 Social Inclusion Scenario in Bangladesh

A large portion of existing research focuses on women (this is dealt with in a separate GSDRC Helpdesk Research Report on Gender Inequality in Bangladesh). The ethnic minorities (indigenous peoples) are mostly variably excluded from social, political, and economic arenas. These groups have experienced lack of recognition, fear and insecurity, loss of cultural identity, and social oppression. Other excluded groups include sex workers, people with disabilities, street children and urban-rural migrants. People in any society can face disadvantaged, including unemployment, low income, low literacy and numeracy, lack of access to services, disability, poor health, mental health issues, or discrimination. Social exclusion and poverty are widely considered to be closely related and overlapping. There is evidence that the exclusion of groups from wider social networks reduces their economic prospects. Poverty is highest in areas in which indigenous peoples are concentrated (mainly in the Chittagong Hill Tracts). Broadly speaking, social exclusion keeps people poor.

Social exclusion may occur when a person experiences a number of disadvantages all at once, making it very difficult for them to participate in their community in regards to work/jobs, education or joining a community group.

1. Key focused to social excluded group:
    i. Widowed, Divorced and Separated;
    ii. Older people i.e. aged 65+ Years;
    iii. Landless;
    iv. Lowest earners;
    v. Unemployed people;
    vi. Ethnic minorities;
    vii. Person with disability;
    viii. Migrants;
    ix. Sex workers;
    x. Transgender;
    xi. People with HIV/AIDS.

2. Key dimensions of social exclusion:
    i. Poverty, income inequality and exclusion;
    ii. Decent work deficits and exclusion.

3. Reasons of the persons/groups are being left behind:
    i. Denial of opportunities;
    ii. Unequal income-generating prospects;
    iii. Unequal participation in political, civic and cultural life.

2.1.3   Mandates and Policy

Women's situations were highlighted and included in the development dialogue around the world in the early 1960s. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), the UN Fourth World Conference on Women in Beijing (1995) and other major world conferences such as the Rio Conference on Environment and Development (1992), the Vienna Conference on Human Rights (1993), the Cairo Conference on Population and Development (1994), the Copenhagen World Summit for Social Development (1995), and the Istanbul Conference on Human Settlements (1996), amongst others, resulted in considerable efforts towards ensuring women's rights are being recognized and upheld globally. The Millennium Development Goals (MDGs, 2000-2015) built on the basic inequality concerns of the above conferences and brought to the fore an additional concern that was not highlighted, i.e. the issue of empowerment. In essence, the MDGs is the first development effort that enjoys worldwide support and recognition, also by developing countries, to advocate gender equality and women's empowerment as a key tenant for sustainable development.

The followings are the more specific policy and legislative have been reformed in Bangladesh in regards to promotion of gender equality and advancement of women:

1. The seventh Five-Year Plan (2016--2020);
2. Child Marriage Restraint Act and Dowry Prohibition Act,2017;
3. Deoxyribonucleic Acid (DNA) Act, 2014;
4. National Agricultural Policy, 2013;
5. National Women Development Policy, 2011;
6. The National Health Policy, 2011;
7. National Children Policy, 2011;
8. Domestic/Family Violence (Prevention and Protection) Act, 2010;
9. The establishment of the National Council for Women and Child Development (2009);
10. National Human Rights Act (2009);
11. Citizenship (Amendment) Act (2009);
12. Right to Information Act (2009);
13. The National Policy for Women's Advancement (NPWA) 2008 (within the framework of CEDAW and a follow up of Beijing Conference on Women and aimed at eradicating gender disparities and mainstreaming of gender issues;
14. Representation of People's (Amendment) Ordinance (2008);
15. The National Action Plan (NAP) 2002 as a follow-up to the Beijing Platform of Action;
16. Gender Responsive Budget for implementing CEDAW issues   including laws and policies for eradicating health, education, political participation, achieve economic empowerment of women;

17. The establishment of Parliamentary Standing Committee for MoWCA and Inter-ministerial Coordination and Evaluation Committee;

18. WID Coordination Committees at district and upazila level;

19. The Poverty Reduction Strategy Paper (PRSP) 2002;

20. Prevention of Cruelty to Women and Children Act, Acid Crime Control Act.

2.1.4 Mission Statement of Ministry of Agriculture

The mission of the Ministry is to ensure food security by increasing productivity and production of the crop sector, improving marketing system, diversification of crops, production of nutritious crops, women's economic participation and empowerment.

1. The role of the Ministry of Agriculture in promoting gender equality and women's development are:
   i. Empowering women by developing their skills in agriculture management and decision-making process, agribusiness and in agricultural marketing;
   ii. Ensuring women's participation in agricultural production and agro-processing through developing their skills and increasing their access to agricultural inputs, technology, credit facility, and agricultural extension services; and
   iii. Ensuring food security and nutrition of the families by creating women's earning opportunities in agriculture, in homestead gardening, production and post-harvest activities.

2. Challenges related to promotion of gender equality and women's empowerment
   i. Women have not been fully recognized yet as farmers;
   ii. Majority of the women agricultural workers are unpaid family laborers';
   iii. Women's wage is lower than that of men in agricultural sector;
   iv. Women's low access to agricultural technology, skills, inputs, and finance;
   v. Insecurity due to climate-related disasters;
   vi. Inadequate attention towards gender issues in agriculture sector.

2.1.5 Global Commitments to Gender Equality and Social Inclusion

All major global commitments today address gender equality in the context of their thematic concerns, as have a range of international, regional and national norms, standards and commitments. The salient global commitments contribute to advance gender equality include:

i.   The United Nations Agenda 30for Sustainable Development Goals;

ii. The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW);

iii. The Beijing Platform for Action;

iv. The Millennium Declaration and Development Goals;

v.   The United Nations Declaration on the Elimination of Violence Against Women;

vi. The International Conference on Population and Development;

vii. The United Nations Gender Assembly resolutions addressing gender equality issues;

viii. United Nations Security Council resolutions on women, peace and security;

ix. ASEM Conference on "Promoting Economic & Social Inclusion in Asia & Europe"*.*

2.2 Principles of the Strategy

This strategy has developed in regards to inclusive participation, leadership development, economic and social benefits to both women and men. The project adopts the following principles in addressing gender considerations:

i. Identifying women and disadvantaged groups that are left behind and encourage to participate through creating more inclusive cultural and social environment;

ii. Address the needs, priorities, participation and practice of women and socially disadvantaged population;

iii. Program activities as a base to advocate for gender issues and social inclusion in the resources mobilization and distribution;

iv. Program delivery and monitoring and evaluation will formalize and explicit in considerations of gender and social inclusion;

v. Policy advocacy and develop collaborative networks with relevant stakeholders in order to gender equality, social inclusion and economic empowerment of all project participants;

It is important to emphasize that the project is run in an integrated and coordinated manner, which is operated and managed by expert professionals. Although the strategy leads to promotion of gender equality, women's empowerment and social inclusion in diversified activities.

2.3 Objective of the Strategy

Objective: The overall objective of the strategy is "provide strategic directions and guidance in regards to increase women participation, women's economic empowerment and promote social inclusion" in the project.

Specific objectives:

i. Promotion of gender equality and social inclusion;

ii. Advancement and empowerment of women;

iii. Equitable access to women in project resources and enjoy benefits;

iv. Gender sensitive working place and environment at workplace.

2.4 Description of the Strategy

2.4.1 Strategy 1:   Constitute Institutional commitment and accountability

Objective:

Mainstreaming of gender and social inclusion issues in the project;

Output:

1. Institutionalization of gender and social inclusion issues in the project;

2. Implementation of gender and social inclusion sensitive activities;

Success Indicator:

1. Integration and promotion of gender and social inclusion issues;

2.4.2 Strategy 2: Prioritization of women and social disadvantaged groups to becoming project beneficiaries

Objective:

Promotion of gender equality and social inclusion in the project;

Output:

1. Equitable gender balance in the project;

2. Diversified groups of population are included in the project;

Success Indicator:

1. Increased participation of women, ethnic and social excluded groups in the project activities;

2.4.3 Strategy 3: Promotion of women and ethnic & socially disadvantages people friendly agricultural technology

Objective:

Popularize and promotion of women and disadvantages people friendly agricultural technology;

Output:

1. Wider dissemination of women disadvantages people friendly agricultural technologies;

2. Women and disadvantages people beneficiaries are adopted improved agricultural technologies which is suitable for their cultivation;

Success Indicator:

1. Most of the women and disadvantages people are adopted improved agricultural technologies which is suitable for their cultivation;

2. Increased agricultural production of the women and disadvantages people;

2.4.4 Strategy 4: Strengthen learning and capacity development initiatives

Objective:

Capacity building and skill development of the targeted populations including project professionals;

Output:

1. The project professionals are competent to deliver the services;

2. Women and disadvantages people are adopting advanced agricultural technology;

Success Indicator:

1. Increased the participation of women and disadvantages people in improved advance agricultural technology;

2. Women and disadvantages people have participation in leadership and decision-making process;

2.4.5 Strategy 5:   Provision of self-reliant program

Objective:

1. Livelihood improvement of the target populations;

2. Promotion of women's empowerment and improvement of disadvantages people;

Output:

1. Involvement of the targeted groups in diversified activities;

2. Involvement of the target populations in economic activities;

Success Indicator:

1. Created working opportunity of the targeted groups;

2. Targeted groups Women are engaged in economic activities;

3. Improved the living standard of the targeted populations;

2.4.6 Strategy 6:   Strengthen service delivery and governance system

Objective:

Equitable access to women and other beneficiaries in project resources and enjoy benefits;

Output:

1. Equitable distribution of resources among the beneficiaries;

2. Increase access to beneficiaries in project services;

Success Indicator:

1. Beneficiaries are receiving quality inputs and best services;

2.4.7 Strategy 7: Gender sensitive working place and environment

Objective:

Create women friendly working environment at workplace;

Output:

1. Availability of necessary facilities of the women at workplace;

Success Indicator:

1. Women beneficiaries are satisfied with the facilities and working environment at the workplace;

2.4.8 Strategy 8: Strengthen Advocacy, collaboration and coordination

Objective:

Find the opportunities of the targeted beneficiaries in diversified areas including project activities;

Output:

1. Opportunity created of the targeted beneficiaries in working, employment, production and marketing;

Success Indicator:

1. Exposure of women is increased;
2. Promotion of entrepreneurship both of women and other targeted groups;

SECTION 3:   ACTION PLAN

The action Plan has been developed for implementation of gender and social inclusion responsive program. The key considerations to implement the action plan are:

1. Reducing gender gaps and social discrimination;

2. Analysis of different roles, priorities, capacities, needs and changes of women, men and social excluded groups;

3. Engage women, men and social excluded groups;

4. Empowerment of women and other socially excluded groups.

This Action Plan provides a concrete road map to implement the strategy on gender equality, women's empowerment and social inclusion.

Objectives of Action Plan

The objective of this action plan is to give direction in regards to implementing the strategy towards promotion of gender equality, social inclusion as well as empowering the women and disadvantaged population.

The action plan will focus on concrete actions and results. Results will be monitored on a regular basis to assess the progress of implementation and annually evaluate to measure the impact.

If the activities under the action plan are properly implemented, the following benefits are expected to be achieved to achieve the project target.

1. Increase positive participation of women in project activities and decision making process;

2. Increase investment for poor and disadvantaged population (most of which are women);

3. Improve the lifestyle of poor citizens, particularly women and disadvantaged communities.

It is anticipated that development and implementation of appropriate will greatly contribute to gender equality and empowerment of women.

Action Plan

		Timeframe	Responsibility
Strategy 1: **Constitute Institutional commitment and accountability**			
Priority Action	Activity Details	Timeframe	Responsibility

1.1 Development of Institutional Framework	1.1 Formation/Develop/revision of the policy and implementation approach;
	  1.1.1 Review existing policy;
	  1.1.2 Development of new policy;
	  1.1.3 Propose for change in accordance to effective implementation with relevant reference.
	1.2 Provision of Gender Focal Point (GFP) in each implementing unit;
	  1.2.1 Appoint a senior professional as a GFP;
	  1.2.2 Define the Terms of References of the GFP.
	1.3 Staff training on gender and social issues
	  1.3.1 Formation of core training team in each project implementing unit (PIU) and provide Training of Trainers (ToT);
	  1.3.2 Organize and provide training to the relevant staff on gender and social issues.
	1.4 Include gender and social issues in the training course.
		Beginning of the project and continuous	● Ministry
			● PMU
			● PIU

Strategy 2: Prioritization of women and social disadvantaged groups to becoming project beneficiaries			

2.1 Include women and other variety of groups as project beneficiaries	2.1 Include the women ethnic, disabled and other disadvantaged population as project beneficiaries;
	
	    2.1.1 Develop beneficiary selection criteria in consideration of flexibility to women, ethnic and socially disadvantaged populations.
	
	    2.1.2 Conduct household surveys.
	
	    2.1.3 Prepare the list of the beneficiaries (Include maximum number of women (minimum 35%), ethnic, disabled and other disadvantaged population (as much as maximum) as project beneficiaries).
		Beginning of the project	● PMU
			● PIU

Strategy 3: Promotion of women and ethnic & socially disadvantages people friendly agricultural technology			

3.1 Identify women friendly technologies
 	
3.2 Provide technical training
	3.1 Emphasize on women and ethnic & socially disadvantages people friendly agricultural technologies;
	
	3.1.1 Selection of women and ethnic & socially disadvantages people friendly technology by sector (crop, livestock, fisheries), geographical region and category of beneficiary;
	
	    • Conduct study/research;
	
	    • Need assessment and consultation
	
	3.1.2 Confirmation the implementation of women and ethnic & socially disadvantages people friendly technology.
	
	3.2 Prioritize the list of women and ethnic & socially disadvantages people friendly technology.
	
	3.3 Extension services for adoption and dissemination of selected technology.
	
	3.3.1 Provide skill training to the target group;
	
	3.3.2 Establishment of demonstration;
	
	3.3.3 Arrange experience sharing gathering;
	
	3.3.4 Organize field day;
		Continuous	

| | 3.3.5 Organize exposure visit; | | |
| | 3.3.6 Technical, logistics and input support to the beneficiaries. | | |

Strategy 4: Strengthen learning and capacity development initiatives			
4.1 Training 4.2 Orientation 4.3 Experience sharing 4.4 Facilitation	4.1 Provide skill development training/orientation to the project professionals and beneficiaries in regards to capacity building in the area of: 4.1.1 Agricultural technology; 4.1.2 Knowledge management; 4.1.3 Planning and implementation; 4.1.4 Gender issues, women rights and women empowerment; 4.1.5 Social inclusion; 4.1.6 Leadership development; 4.1.7 Other relevant issues. 4.2 Develop and publish different gender documents (module, booklet, poster, leaflet….).	Continuous	● PMU ● PIU
Strategy 5: Provision of self-reliant program			
5.1 Development and implementation of sub-project 5.2 Financial allocation for implementation of sub-project 5.3 Support to the targeted populations	5.1 Conduct policy advocacy and communication in regards to: 5.1.1 Provision of program/sub-project implementation including funding support in DPP in order to improvement of the women and other targeted groups. 5.1.2 Technical, logistics and input support to the targeted groups in regards to: ● Employment generation; ● Promotion of IGA and women entrepreneurship. 5.1.3 Public-private partnership for implementation of gender based program/sub-project; ● Partnership with National and International organizations/agencies, bilateral and multilateral development/private agencies, and civil society organizations.	During preparing the project/DPP and continuous	● PMU ● PIU

Strategy 6:	Strengthen service delivery and governance system		
6.1 Services and resources to the beneficiaries	6.1 Priority to provide best services and quality inputs to the women and ethnic & socially disadvantages people beneficiaries in the area of; 6.1.1 Training; 6.1.2 FIAC services; 6.1.3 Input delivery; 6.1.4 Matching grants of AIF -2 and 3; 6.1.5 IGA promotion of the beneficiaries; 6.1.6 Entrepreneurship development of the beneficiaries; 6.1.7 Developing market linkage. 6.2 Strengthen grievance redress system providing priority to gender and social issues; 6.2.1 Develop the approach, methods and tools; 6.2.2 Disseminate the system among the beneficiaries; 6.2.3 Assist the farmers/stakeholders to make complaints; 6.2.4 Ensure transparency in settlement of grievances.	Continuous	● PMU ● PIU

Strategy 7:	Confirm Gender sensitive workplace and environment		
Priority Action	Activity Details	Timeframe	Responsibility
7.1 Necessary facilities for the women at workplace 7.2 Women friendly working environment	7.1 Provision of women separate toilets, child care facilities, breastfeeding facilities at: ● Training centre; ● FIAC; ● Relevant workplace. 7.2 Keep the training centre, FIAC and other workplace safe for women in terms of harassment. 7.2.1 Monitoring and reporting of Focal Points on a routine basis.	Continuous	● PMU ● PIU

Strategy 8:	Strengthen advocacy, collaboration and coordination		
8.1 Development of communication, liaison, and networking	8.1 Conduct policy advocacy, meeting/seminar with Govt. Donors, National/International/private organizations, implementing unit/agency and relevant stakeholders as appropriate. 8.2 Advocacy and meeting with relevant stakeholders for promotion of women entrepreneurship and developing market linkage.	Continuous	● PMU ● PIU

SECTION 4: INSTITUTIONAL ARRANGEMENT AND IMPLEMENTATION APPROACH

Institutional Arrangement

The implementation of the gender strategy is a shared responsibility by the Project Management Unit, the Implementing Units of NATP 2 project and strategic or associate partners.

The role of the Project Management Unit:

i. Development of implementation strategy and plan to implement this strategy and action plan;
ii. Provision of sub-projects and financial allocation in the DPP in order to ensure gender equality, women's empowerment and social inclusion;
iii. Development of strategy, policy and criteria to select the strategic or associate partners to be involved in sub-project implementation;
iv. Appraise the monitoring reports prepared by the PIUs;
v. Gender Specialist will lead the overall activities in coordination with implementing units/partners.

The role of the Implementing Units and strategic or associate partners:

i. Overall responsible to implement gender based program/sub-projects in consultation with Gender Specialist;
ii. Making adequate provisions in terms of capacity development, communication, knowledge management and learning;
iii. Ensure effective and successful implementation of the activities;
iv. Reporting on implementation progress;
v. Collecting and sharing knowledge and learning on good practices, methodologies and lessons learned promoting gender programs.

Implementation Approach

The strategy will be implemented in a coordination approach among the stakeholders. The considerable approaches are:

1. Preparation of implementation guideline;
2. Define the criteria of women friendly interventions/activities/technology prior to project formulation;
3. Finalize region specific women friendly interventions/activities/technology prior to project formulation;
4. Circulate the selected women friendly interventions/activities/technology prior to planning of project implementation;
5. Provide technical and financial support to the implementing units/ strategic/ associate partners for implementing the strategy, policy and sub-projects;
6. Recruit a Gender Specialist in the lead management/coordination unit i.e. PMU prior to project launching;
7. Define the roles and responsibilities of Gender Specialist;
8. Appoint Gender Focal Point in the PIUs to coordinate gender activities;
9. Define the roles and responsibilities of the concern professionals and organizations to be assigned for implementation;
10. Organize coordination meetings on a monthly/bi-monthly basis.

SECTION 5:   DEFINITIONS

Gender: Socially constructed roles, responsibilities, rights, power, needs, relationship and constraints and of men and women within a given society.

Gender is a concept that refers to the social differences between women and men that have been learned are changeable over time and have wide variations both within and between cultures.

Gender is a complex variable that is a part of social, cultural, economic and political contexts. It is also relevant for the work of civil society movements. Being socially constructed, gender differences vary depending on age, marital status, religion, ethnicity, culture, race, class/caste and so on.

Gender refers to socially constructed attributes or differences between men and women.

Sex refers to biological attributes or differences between men and women.

Women's Empowerment: "Empowerment is the ability and capacity of individuals or groups to make choices and to transform those into desired actions to achieve outcomes.

"Empowerment of women means that women gain the ability to challenge and combat their oppression. In practice, it has come to mean marginally improving their material circumstances."

Empowerment refers to a process through which women, individually and collectively, become aware of how power relations operate in their lives and gain self-confidence and strength to challenge gender inequalities.

Gender Identity: Describes the psychological identification of oneself, typically, that is, in the majority of the population, as a boy/man or as a girl/woman, known as the 'binary' model

Gender Mainstreaming: Gender Mainstreaming is a globally accepted strategy/an approach/a means for promoting gender equality.

Gender mainstreaming means integration of gender equality perspectives at all stages and levels of policies, programs and projects.

Gender mainstreaming is an approach to policy-making that takes into accounts both women's and men's interests and concerns.

Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects.

Ensure that attention to gender equality and the different roles and needs of women and men is a central part of all development interventions.

Social Justice: Fairness and equity as a right for all in the outcomes of development, through processes of social transformation.

WID: The WID (or Women in Development) approach calls for greater attention to women in development policy and practice, and emphasizes the need to integrate them into the development process.

Gender and Development (GAD): Analyze the socially assigned roles and responsibilities of women and men, the social relations and interactions between women and men, and the opportunities offered to one and the other.

GAD focuses on the principle that development is for all. Everyone in society, female or male, has the right to equal opportunities to achieve a full and satisfying life.

GAD (Gender and Development) approach focuses on the socially constructed basis of differences between men and women and emphasizes the need to challenge existing gender roles and relations

Gender Equality: Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys to enjoy life across all sectors of society as well as other facilities including resources and rewards.

Gender equality considers equal access and participation in economic activities and decision-making, also equally valued and favors the behaviors, aspirations and needs of women and men.

Equality does not mean that women and men are the same; it means that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender Equity: Fairness in women's and men's access to socioeconomic resources, recognize their different needs, interests, and require a redistribution of power and resources. Equity leads to equality.

Gender Differences: Gender differences are variances between males and females that are based on biological adaptations that are the same for both sexes.

Women's Human Rights: The recognition that women's rights are human rights and that women experience injustices solely because of their gender.

Gender Needs: Shared and prioritized needs identified by women that arise from their common experiences as a gender.

Practical Gender Needs/Interests: Basic needs of survival not unique to women. They include food, shelter, clothing and water. They relate to material conditions of life, are short-term,

can be met through direct material inputs and operate at welfare (availability) and access (means) levels.

Strategic Gender Needs/Interests: Socio-economic and political positions of women compared to men. They relate to structures and systems, which are embedded and therefore more difficult to deal with.

Gender Gap: The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.

Gender Neutral: Having no differential positive or negative impact for gender relations or equality between women and men.

Gender Planning: An approach, processes and procedure that is necessary to implement gender-sensitive policy.

Gender Analysis: The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender.

Gender Relation: Hierarchical relations of power between women and men that tend to disadvantage women.

Gender Roles: A set of prescriptions for action and behavior allocated to women and men respectively, and inculcated and maintained as described under 'Gender Contract'.

Gender Sensitive: Addressing and taking into account the gender dimension.

Gender Analysis: The study to define different roles of women and men and how the activities bring changes in different dimensions (e.g. experiences, knowledge, skills, needs, participation rates, access to resources and development, control of assets, decision making powers, etc.).

Gender Division of Labour: Allocation of different jobs/nature or type of work to women and men.
The socially determined ideas and practices which define what roles and activities are deemed appropriate for women and men.

Gender Specific Research: Conduct research to investigate the different priorities and needs of men and women.
It also analyzes how gender relations influence men's and women's ability and capacity to manage and use resources and other assets in pursuit of livelihood and productive opportunities, as well as the impact of policies, external and internal stressors and process of change on men and women.

Gender Sensitive Research: Gender-relevant research that recognizes the potentially different priorities and needs of men and women related to their gendered roles and interests in

managing and using agricultural and forest products, and takes them into account in its design and implementation as well as in the dissemination of its results.

Gender Transformative Research: Critical awareness of gender roles and norms and challenges the distribution of resources and allocation of duties between men and women. Its purpose is to transform the underlying power relations and structural barriers that lead to gender inequality and ultimately to poverty and hunger.

Gender blind: Ignoring/failing to address the gender dimension (as opposed to gender sensitive or gender neutral).

Social construction of gender: The social construction of gender is a theory in feminism and sociology about the operation of gender and gender differences in societies. According to this view, society and culture create gender roles, and these roles are prescribed as ideal or appropriate behavior for a person of that specific sex.

Social Inclusion: Process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice and respect for rights.

or

The process of improving the terms for individuals and groups to take part in society.

Social inclusion is a process to make sure that all people have the best opportunities to enjoy life and do well in society. It is about making sure that no one is left out, or forgotten, in our community.

Main concept: Involves gender, socioeconomic status, ethnicity, disability and age (youth and seniors) and affects dynamics around perspectives, needs and access to resources.

Social Exclusion: Multidimensional process in which individuals may become cut off from full involvement in the wider society where they live.

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