



**GENDER AND CLIMATE  
CHANGE IN ETHIOPIA  
WORKSHOP REPORT**

17-18 December 2019

***Introduction 2***

---

***Objectives 3***

---

***Opening Remarks 4***

---

***The Scoping Study 5***

---

***Gender Budgeting 8***

---

***The Gender Work Programme and Forum at the Environment Commission 9***

---

***Gender Analysis by the Ministry of Finance 10***

---

***Reflections by Implementing Agencies 11***

---

***Discussion and Recommendations 12***

---

***Annexes 14***

## Introduction

The Workshop on Gender and Climate Change in Ethiopia, organized by the Ministry of Finance, and the Climate and Development Knowledge Network (CDKN) was convened from the 17th to the 18th of December 2019, in Addis Ababa, Ethiopia. The workshop deliberated on the findings of a scoping study on gender and climate change governance, undertaken by CDKN's consultants, Mulugeta Mengist Ayalew (PhD) and Lealem Mersha.

The deliberation assessed the country's policy framework and the various institutional functions of relevant climate change stakeholders with regards to gender. It examined the overarching policy frameworks such as Ethiopia's Climate-Resilient Green Economy (CRGE) Strategy; the National Adaptation plan; international agreements and frameworks signed and/or acceded by the country; and internal policies of sectoral agencies (particularly those of the Ministry of Agriculture; and the Ministry of Water, Irrigation, and Energy); the Environment, Forest and Climate Change Commission, and the Ministry of Finance.

The workshop was attended by delegates from the Ministry of Finance; Ministry of Agriculture; Ministry of Water, Irrigation and Energy; Ministry of Transport; Agricultural Transformation Agency; the National Meteorological Agency; the Ministry of Trade and Industry, and the Environment, Forest and Climate Change Commission. Programme coordinators from USAID funded projects in the Industrial Parks, and UN Women and the Global Green Growth Institute also partook in the workshop. However, some institutions, including the National Planning Commission, did not attend the workshop, attributed to the fact that the workshop took place immediately after the 25th United Nations Conference of Parties (COP25) in Madrid, Spain. The negotiations had to be extended for an additional two days which delayed their return.

This report summarizes the background to the workshop, its objective, the key issues that were raised and discussed during the course of the workshop, and the outcomes and recommendations of these deliberations.

## Objectives

Based on the findings of the scoping study, and the Ministry of Finance's expressed interest to jointly organize a platform to discuss climate change and gender in Ethiopia, the workshop was organized with the following objectives:

- Provide a platform to discuss the findings of the scoping study commissioned by CDKN on gender and climate change policy and governance schemes in Ethiopia;
- Validate the gender and climate change study commissioned by the CRGE Facility, which is the national climate change fund managed by the Ministry of Finance;
- Provide a stock-taking platform to bridge institutional gaps by popularizing gender analysis, frameworks and action plans developed by key stakeholders, including:
  - Environment, Forest, and Climate Change Commission,
  - Ministry of Finance,
  - CRGE implementing agencies/Sector Ministries;
- Pave the way forward for an institutionalized mechanism for integrating gender and social inclusion into climate change policies and actions in Ethiopia.

## Opening Remarks

The workshop began with opening remarks by the CDKN Ethiopia Country Engagement Lead, Mr. Robi Redda, who extended a warm welcome to all delegates attending the workshop. He highlighted that the theme of the conference aligns with CDKN's thematic areas of work on equity and social inclusion and its focus on generating and synthesizing knowledge, and organizing engagement platforms for developing countries.

Mr. Redda referred to the scoping study commissioned by CDKN on gender and climate change in Ethiopia, the findings of which led to the organization of the workshop. He stressed that one of the key findings of the scoping study was that despite various gender and climate change initiatives being undertaken by various government agencies, the initiatives remained disjointed and unknown to each other. Hence, the workshop aimed to underscore the importance of gender responsive climate change policies and actions; to bridge the institutional gap in addressing gender; and enhance awareness of the various gender mainstreaming activities being executed amongst various actors.

The gender and social safeguarding expert at the CRGE Facility (Ministry of Finance), Mrs. Medhin Mekonnen, expressed her gratitude to all delegates for dedicating their time to deliberate on a timely and yet underexplored issue in Ethiopia. She stressed that the gender analysis that was commissioned by the CRGE Facility had revealed institutional and practical caveats in integrating gender in climate change policy and practice. She stated that it is the Facility's and CDKN's hope that this workshop would result in discussions to operationalize the findings and recommendations from CDKN's scoping study, and that of the Facility's gender analysis. Ms. Mekonnen officially opened the session.

## The Scoping Study

The consultants presented the outcomes of the scoping study - Ethiopia's Response to Climate Change and Gender. Below is a summary of the presentation. The presentation began with a true-or- false question and answer exercise, with a view to evaluating the baseline awareness of the participants on the extent to which climate change has a gender dimension in the context of Ethiopia.

Women are differently affected and are vulnerable to impacts of climate change. Women are not uniform social groups and some, such as rural women, are more vulnerable than others. Climate change exacerbates existing social inequalities such as differential access to resources, power and state services. Rural women in Ethiopia are in general directly dependent on agriculture and environmental resources for their livelihoods; they are also marginalized in major decision-making processes at all levels. Their limited access to resources and decision-making processes increases their susceptibility to the impacts of climate change. In most cases, it is the responsibility of women in rural areas to source water for cooking, which is a major responsibility for their households, in addition to ensuring sufficient energy for cooking and heating. Food insecurity as a result of droughts, uncertain rainfall and deforestation all have negative impacts on these households. Female-headed households are therefore more vulnerable to the impacts of climate change compared to male-headed households; their income having declined by 12.4% due to climate variability, while income declined by 5.7% in the case of men (T. Wossen, 2016)<sup>1</sup>.

The outcomes of the scoping report were presented looking at the gender status quo at the level of:

- National policies/strategies, i.e. do climate change and other relevant strategies consider gender?
- Sectors, i.e. Is the gender and climate change nexus considered and articulated in the sector?
- Institutions, i.e. are there guidelines, toolkits, etc. for gender within the CRGE coordinating entities, namely the Environment, Forest and Climate Change Commission (EFCCC) and Ministry of Finance (MOF), and other relevant sector ministries?

**At the level of national policies and strategies**, it was found that there was generally strong policy commitment in Ethiopia to gender equality, which was not, however, translated into the sphere of climate change. The CRGE strategy was weak in identifying gender equality

---

<sup>1</sup> Tesfamichael Wossen (2016). Gender-Differentiated Impacts of Climate Variability in Ethiopia: A Micro-Simulation Approach. Discussion Paper (EfD DP 16-24). Environment for Development, Addis Ababa, P17.

issues and in elaborating on the challenges faced by women as a result of climate change. The accountability structure in the strategy does not have a mechanism in place to identify and allocate the responsibility related to addressing gender issues.

Similarly, the sector-specific agriculture and forestry adaptation/resilience strategy does not also have mechanisms in place to identify the gender and climate related challenges, impacts and pursuant actions, and women's potential role and contribution in protecting the environment.

Ethiopia's Programme of Adaptation to Climate Change **intended** to look into providing avenues for women to access resources that will enable them to adapt to and mitigate climate change impacts. But it also has shortcomings in identifying the accountability mechanism, including institutional responsibilities and ownership, to implement the gender relevant aspects of the plan.

The contribution of the Ministry of Women, Children and Youth Affairs, and women affairs directorates in ministries and agencies, was inadequate in improving the integration of gender into climate change actions. This is owing to the limited human and financial capacity, and the inadequacy of resourcing and the limited integration of these gender mandated directorates in ministries and agencies into the decision-making and planning processes of the respective institution.

**At the sector level**, the findings showed that gender was considered in some sector specific undertakings, however, there was limited information on the climate change and gender nexus.

Based on the scoping study, the following were highlighted as gender and climate change relevant aspects within some sectors that have been well-articulated:

- In the water sector, some aspects of the gender and climate change aspect were well articulated, particularly on the additional burden and increased time that is taken up by women in the rural context to fetch water, including by pastoral women who may spend 4 to 5 hours a day (on average) on this. It was pointed out that this formed the basis and is a priority intervention area of the ongoing Green Climate Fund (GCF) financed water access project in Ethiopia.
- Similarly, in the energy sector, there have been studies conducted on the amount of time women spend on collecting fuelwood (up to 3,796 hours/year collecting firewood) due to the lack of alternatives and efficient energy sources (Damte et al, 2012)<sup>2</sup>. This limits women's ability to engage in productive activities. In addition,

---

<sup>2</sup> Abebe Damte, Steven F. Koch, and Alemu Mekonnen, 2012. Coping with Fuelwood Scarcity: Household Responses in Rural Ethiopia. Discussion Paper (EfD DP 12-01). Environment for Development, Addis Ababa, P17.

traditional cooking methods already expose the family to indoor air pollution and the associated health impacts. To this end, the CRGE Facility highlighted that such data is quite essential for its work, and pointed out that it is currently developing an energy access project proposal, to be funded by the GCF, which will contribute to addressing such challenges.

- In health, climate change places an additional burden on women's health mainly due to their needs (limited WASH facilities for women and girls), their prescribed roles within the households (indoor air quality related to cooking and its health implications) and the additional work they have to do (fetching water and fuel wood collection which has major safety risks for women and girls). However, it was noted that at present there was little formal link between the CRGE process (and governance structure) and the health sector<sup>3</sup>.
- The agriculture (and food security) sector was observed to be quite robust in considering the gender and climate change nexus. Overall, it was noted that although women and men both play key roles in ensuring household food security, women take a bigger share, with limited economic (financially benefiting) engagement and access to land and labor. It was also noted that, owing it to their prescribed roles, male headed households prefer on-farm adaptation measures (e.g. farm inputs in the form of fertilizers, and improved seeds), while off-farm and non-farm diversification adaptation measures (e.g. opportunities to diversify livelihoods such as making produce and items to sell to supplement income) are preferred by female headed ones. It was noted that in many rural households unsustainable charcoal making was one of the main non-farm livelihoods activity that is being undertaken by women as a source of income.
- There is limited information on gender equality issues in the transport and urban sector.

**At the institutional level,** the following is highlighted in the findings from the scoping study. It was noted that the different guideline and procedural requirements related to climate finance access that has been put in place by the CRGE Facility, attempt to integrate gender equality issues, e.g. monitoring and evaluation manual recognizing the need to address gender, requires sex disaggregation of indicators; concept notes and proposals template require a demonstration of the expected benefits to gender equality. The Environment, Forest and Climate Change Commission has also finalized its Gender Mainstreaming Guideline, and presented its recently finalized women's development and change package, an internal document/plan, which among others, aims to develop knowledge and skills of women, and increase women's representation in mid and higher management of the Commission. As part of this, the Commission has also opened a daycare to provide a gender responsive working environment.

---

<sup>3</sup> Note that the CRGE priority sectors are: agriculture, energy, forestry, transport, urban development, and industry



It was also noted that there was encouraging engagement in gender at the sector level, which emanates from GOE's commitment on gender issues at the highest level of government. However, sectors still lack the required level of understanding on gender issues vis-à-vis their core sectoral work. Women affairs directorates are established in all sectoral ministries with the mandate to provide support to mainstream gender equality within their respective ministry. However, the directorates have limited capacity in terms of skills (experts trained on gender) and human resource (number of experts available to take forward gender mainstreaming).

Weak linkage between women affairs directorates and CRGE units in the sector was also noted. Both gender and climate change are considered as cross-cutting issues with no established clear joint working modality. There is also the lack of country and sector specific gender mainstreaming guidelines, with the exception of a few institutions like the Environment, Forest and Climate Change Commission.

In summary, relevant policies are weak in areas of gender equality integration - mainly due to the lack of gender analysis during programme/policy design as well as weak participation of the women affairs units in the process. There is an overall understanding on the need to mainstream gender equality by almost all stakeholders. However, investments neither have their own gender specialist nor use the specialist expertise available in line ministries in project design or monitoring. There is limited capacity and understanding on gender issues of the CRGE units in sector ministries as well as in the Facility. There is also limited technical capacity of the Women Affairs Directorates in the area of climate risks. No specific budget is allocated to gender equality related responsibilities, particularly to provide technical support.

## Gender Budgeting

The director of gender affairs at the Ministry of Finance, Mrs Neteru Wondwossen, provided an illuminating presentation on how gender issues could be mainstreamed at the various stages of the budget process. It should be noted that one of the findings of the CDKN scoping study was that the gender responsive budgeting tool developed by the Ministry of Finance was not widely known and hence the CDKN workshop was an opportunity to popularize the tool.

The director remarked that the budget is one of the most important government instruments that reflects the country's socio-economic priorities by translating policies and political commitments into expenditures. To find out what a government is committed to, one has to look at the budget: expenditure and revenue.

Often people associate budgets only with government expenditure. However, one has to also look at the revenue component. Gender equality requires that women are not unduly affected by tax and tariff decisions. As an illustration, the director mentioned the recently approved electricity tariffs. Efforts to integrate gender considerations into the tariff setting process resulted in the exemption of those with minimum consumption of electricity from the tariff increase. As an example, it was pointed out that poor women, who generally have household responsibilities, including making food for their family and/or for commercial purposes (e.g. preparing injera 'Ethiopian bread' to sell), are highly affected by the slightest of tariff increases and may be forced to shift to fuel wood usage as a result.

The director presented the three types of expenditures which constitute total gender responsive budget by a given public body. The first involves specific targeted expenditure to women such as those devoted to women's health programmes by the Ministry of Health. The second involves equal employment opportunity expenditure such as those spent by the public body on training for lower level clerks. The third involves mainstreaming budget expenditure found to have contributed to gender equality.

The five important steps in gender responsive budgeting were also discussed. These include: 1) analyzing the situation of women, men, girls and boys in a given sector; 2) assessment of the responsiveness of policies towards addressing the problems identified in the first stage; 3) assessment of adequacy of budget allocation; 4) assessment of outputs of expenditure (examination of whether resources were used as planned), and 5) assessment of outcomes.

It was noted that all federal agencies have now shifted to programme budgeting and the director discussed at length the various entry points and the role of different stakeholders in making sure that budgets are gender responsive. The stakeholders include gender and planning directorates at each government agency, the gender directorate of the Ministry of

Finance which participates in the budget hearing, the House of Federation which approves subsidies to regions, the Ministry of Women, Children and Youth Affairs which is a member of the Council of Ministers and the relevant standing committee in the Parliament. The director shared her experiences through case studies to illustrate the various entry points.

Though the Ministry of Finance developed guidelines on gender responsive budgeting, there are serious limitations in realizing its goals. Among the challenges noted, the following are the main ones: limited technical know-how; limited coordination capacity, commitment and accountability; and limited availability of gender disaggregated data.

## **The Gender Work Programme and Forum at the Environment, Forest and Climate Change Commission**

The director of women affairs at the Environment Commission shared the experience of establishing the Women, Children and Youth Affairs Forum at her agency. The forum was established by a directive issued by the Commissioner for environment, forest and climate change, denoting political buy-in.

It is a forum for coordinating and cooperatively undertaking the gender work of the Commission and other agencies accountable to the Commission with a view that women, children and the youth participate and benefit from the works of these government agencies.

More specifically, the forum is expected to: facilitate exchange of best practices; identify problems and design solutions; facilitate cooperation in human resources and other areas; ensure that women, children and youth affairs are given due attention; and provide feedback to plans and reports of the commission and its accountable agencies.

All women staff of the Commission, which was estimated at over 35, and accountable agencies are members of the forum. Women directors, director generals, directors of plans and budget, officials of public relations, and heads of offices act as coordinators of the forum. The forum has an executive body consisting of a chairperson, vice chair, secretary and two other members elected by the forum.

The director also provided an overview of the gender work programme of the Commission. The work programme was derived from the national programme and enriched by the Commission. Under the work programme, all work plans and evaluation and monitoring reports of the various directorates of the commission and accountable agencies are provided to the gender directorate for evaluation and input. The director reported that for the first time, the gender programme was recognized as one of the strategic goals of the Commission.

At the moment, the directorate is preparing to undertake an evaluation of the gender work programme.

## Gender analysis by the CRGE Facility/Ministry of Finance

The gender analysis that was commissioned by the CRGE Facility was presented for validation. The analysis was completed in 2018 and a stakeholder consultation workshop was also conducted to incorporate new developments since its completion. The consultant, Ms. Haregewien Admassu, presented her analysis to the audience. It might be noted that the scoping study undertaken by CDKN aligned and contributed to the gender analysis of the Facility, for it captured developments after the completion of the latter.

As per the study conducted, it was noted that when it comes to mainstreaming gender in climate change, the Ministry of Agriculture was particularly noted for the relatively better effort. Apart from that, the policies, strategies and programmes relating to climate change were said to be virtually devoid of gender considerations. In cases where the term gender or women were referred to, the reference is generally to the fact that climate change has gender dimensions and that interventions should take that into account.

Federal agencies that represent CRGE priority sector do not actually have sufficient data that gives a clear picture of the gender situation in the sector where the agencies operate. The description provided to convey the situation of women is often too general and not supported by localized and gender disaggregated data. To the extent that data is found to be available from different sources, the consultant outlined that gender is only described in general terms and not in a manner that is relevant or specific to climate change. Ms. Admassu also discussed how gender analysis could be proactively undertaken by various sectors. The recommendations provided closely align with the recommendations of the scoping study, which suggested that the status quo has not changed much.

Based on these findings, the Consultant, identified short- and long-term recommendations for the CRGE Facility to improve its gender mainstreaming task. The short term, the recommendations include:

- Developing a gender policy and action plan for the CRGE Facility;
- Developing and disseminating a gender mainstreaming guideline;
- Reviewing and updating guidelines and templates of the Facility to articulate gender issues
- Including a gender analysis and action plan as mandatory criteria as part of eligibility requirement to access funding from and/or through the Facility;
- Hiring a gender and climate expert (within the Facility), and ensuring engagement of gender and climate expertise;

- Establishing an incentive mechanism to ensure gender is substantively considered in funding proposals;
- Establishing a Gender Readiness Fund;
- Establishing a community of practice on gender and climate change;
- Revisiting the performance assessment checklist of the Facility's staff

In the long term, the recommendations include:

- Revising the CRGE strategy and sectoral Resilience Strategies to improve their gender equality commitments, and
- Improving representation of the women and gender directorate of the Ministry of Finance in its governance structure and
- Establishing an innovation fund for gender sensitive climate change technologies.

## Reflections by Implementing Agencies

This section provides a brief overview of the initiatives being undertaken by CRGE implementing agencies that participated in the workshop, and other relevant stakeholders who contribute to gender equality in climate change.

- **The Industrial Parks Development Corporation** has launched a women leadership programme as part of its clean energy programme so as to increase women's representation in policy making and implementation on green energy. It was highlighted that beyond tools stronger policy actions, such as affirmative actions and gender focused leadership promotion programmes, were essential to promote women and girls to leadership roles.
- **The Ministry of Agriculture** reported that the gender office conducts social inclusion analysis, and requests large scale investors to adhere to the social environment framework requirements which include a gender component. However, it was noted that gaps still exist in the forms of labor exploitation in sectors such as flower farms. As such, it recognized the need to strengthen monitoring, supervision and actions on institutions which are supervised by the Environment, Forest and Climate Change Commission. It also noted the need to cascade the gender balance reform at the cabinet level across sectors and hierarchies of the civil service. It also noted that it is important to provide a gender responsive working environment so as to increase women's participation and representation in senior decision-making positions. Similar to the Environment, Forest and Climate Change Commission, the Ministry of Agriculture has also prepared its he Women's Change and transformation package to facilitate Women's empowerment at the workplace, including increasing women's participation at management level, and to provide women employees with required services.
- **The Environment, Forest and Climate Change Commission:** has organized a women's forum and prepared a women's change and transformation package, based on the guidance received from the Ministry of Women, Children and Youth Affairs, to enable it to execute its mandate in a gender responsive manner. The women affairs directorate has adopted initiatives such as knowledge and skills development programmes to increase women's representation in mid and higher echelons of the Commission, and opened a daycare as part of its commitment to provide a gender responsive working environment.
- **The Ministry of Water, Irrigation and Energy** on its part has a gender directorate which hitherto has integrated gender markers in environmental and social impact assessment frameworks, is in the process of establishing a day care, and provides

educational opportunities for its female staff. However, the discussion also revealed that the gender analysis in the environmental and social impact analysis is often confined to general gender issues/data (e.g. using national level data on women illiteracy rate), and fails to include context/site specific gender issues/data (e.g. using similar data from the locality where project is implemented).

## Discussion and Recommendations

The last half day of the workshop was devoted to a general discussion led by the two consultants, Ms. Mersha and Dr. Ayalew, who provided first an overview of the issues raised in the workshop. The agreed points and recommended set of actions from the discussion are summarized as follows.

- **Mainstreaming gender into climate change:** The participants recognized the gender dimensions of climate change in Ethiopia and underscored the need to mainstream gender into the country's policies. In this regard, it was emphasized that mainstreaming gender does not mean a general reference to the fact that climate change has gender dimensions and a general 'commitment' to take that into consideration. It was agreed that policies, plans, programmes and projects should be based on gender analysis. It was underlined that CRGE and other initiatives should ensure that gender and social inclusion are considered in a coordinated manner. It was agreed that the Ministry of Women, Children and Youth Affairs should take a leading role in ensuring that governmental and non-governmental stakeholders working on gender equality adhere to national and international normative standards. The plenary discussions also recognized the imbalanced focus on discussions on climate change amongst sectors. As such, they reaffirmed the need to ensure that the nexus between gender and climate change should be adequately assessed and addressed in all sectors, and across rural-urban, and pastoralist-agricultural communities. As such, it called for greater attention to be given to transport, urban development, health and education sectors and their interface with the gender-climate change realm, as their mainstreaming of both issues was observed to be lagging other sectors.
- **Gender responsive budgeting:** Mainstreaming of gender into climate change also means an institutional means of ensuring sufficient resources are allocated not only to undertake gender analysis with respect to policies, plans, programmes and budgets, but also to implement, monitoring and evaluation activities. The deliberation on gender budgeting and the gender budget tracking tool highlighted the need to popularize these tools within government and non-government actors working on gender equality and climate change. It also identified the need to provide continuous capacity development support to the gender directorate of the Ministry of Finance, to ensure that such notable exercises are sustainable and integrated in all relevant sectors. Moreover, the workshop stressed the need to assess the adaptability of the gender budgeting tracking tool, to track climate finance. The discussion on the gender budget tracking tool revealed that despite the Ministry of Finance's efforts to enhance accountability regarding gender responsive resource allocation, utilization and monitoring amongst sectoral bureaus, as well as challenges related to lack of



awareness, attitudinal barriers and weak inter-sectoral relations between gender structures stall effective implementation.

- **Environmental and social safeguard policy:** It was noted that even though social safeguard policies are an important entry point for gender mainstreaming and consideration, there are gaps in this policy and practice that require prompt response. The Facility reported that it has a draft environment and social safeguarding framework which can be further developed by the proposed gender and climate change coordination group (to be established and discussed under the coordination bullet below). The deliberation also stressed the need to ensure that participation mechanisms are inclusive and meaningful, and ensure that the views expressed by local communities are adequately integrated during the implementation and use of environmental and social safeguard policies. The workshop also highlighted that there are gaps in enforcing already existing laws and/or monitoring and evaluation schemes relating to gender equality and climate change. It emphasized that the accountability mechanisms on enforcement should be strengthened. At present, there is capacity constraint to enforce this as focal person(s) – typically a team of 3 or less, within line ministries have the responsibility to ensure that environmental and social safeguards requirements are met when projects are implemented within their respective ministry.
  
- **Capacity building support:** The workshop agreed on the need to undertake capacity building not only in promoting existing tools and guidelines on gender and climate change but also to undertake gender analysis, and monitoring and evaluation. In this regard, three types of actions were identified.
  - The first of these, is an intensive customized training to experts of CRGE units and gender directorates of federal agencies that aligns with their roles. In general, the main tasks of these experts are to review that gender and climate change are considered in projects and plans, and to follow up, monitor and evaluate whether these aspects were considered during implementation. These experts would in the future serve as trainers of regional (provincial) and woreda (district) bureaus.
  - The second is to an event to disseminate and provide a training on ‘how to utilize’ the gender and climate change tools and guidelines developed at the Federal level to regional and district level offices.
  - The third is a peer learning/experience sharing undertaking for directors of CRGE and gender units of key federal agencies including the Ministry of Finance and the Environment, Forest and Climate Change Commission. CDKN, which has programmes in several other countries and with a gender and climate change nexus lens, could in particular provide some support to this capacity building need.

- **Coordination and mutual support mechanism:** Towards transformative mainstreaming of gender into climate change, the workshop recognized the need to establish a coordination group and mutual support mechanism. In the workshop, this mechanism is variously referred to as a community of practice or a committee. All the participants at the workshop indicated informally that they would be interested to be members of such a coordination group. The idea drew from the formal gender Forum established at the Environment, Forest and Climate Change Commission, and was presented as part of the workshop, the scoping study and the gender analysis by the Ministry of Finance. Such a mechanism was recognized by the participants to be important for raising awareness, strengthening calls and institutional responses to integrate gender in climate change policies and practice amongst government sectoral bureaus at the federal and regional levels. The workshop recognized that such institutionalization needs to be led by the gender/Women Affairs directorates within the relevant government sectoral bureaus. As such, it agreed to establish an inter-institutional women affairs directorate's committee to steer the institutionalization and integration of gender in climate praxis, and develop the capacities of CRGE implementing agencies, and other relevant stakeholders. The workshop provided guidance that such a committee could be led by the CRGE Facility and the women affairs directorate at the Environment, Forest and Climate Change Commission. It was agreed that a concept note will be developed by the CRGE Facility and shared with participants to expedite the establishment of the committee. The CRGE Facility will also share with participants the draft environment and social safeguard framework to solicit feedback.

## Annexes

### Workshop Program

Time	Agenda	Speaker	Objectives of the session
	Registration		
9:00-9:30	Introductory remark	CRGE Facility EFCCC CDKN	
9:30-9:50	True or False Group Exercise on gender and climate change		Foregrounding qualitative and quantitative data which demonstrates the imperative of integrating gender into climate change praxis
9:50-10:15	Results from Scoping	Mulugeta Ayalew and LeAlem Mersha	Summary of current context (institutional), identified gaps, and showcasing the rationale for the workshop.
10:15-10:30	Gender Privilege Exercise: <i>(these characters will be referred to throughout the day)</i> Key discussion points <ol style="list-style-type: none"> <li>1. Does their vulnerability differ?</li> <li>2. How would you integrate them into programs ?</li> <li>3. What would be difficult/easy to get these people to meaningfully participate?</li> <li>4. What should be done to reduce barriers, enhance participation and develop strong resilience?</li> </ol>		Because of time limitation this was not conducted in the workshop.
10:30-10:45	Discussion on the Scoping Report		
10:45-11:15	Coffee Break		
11:15-12:30	Gender Budgeting	Gender Directorate, MOF	Popularization of tools that can be used to mainstream gender equality in national and regional budget allocation.
12:30-13:00	Discussion		

<b>Time</b>	<b>Agenda</b>	<b>Speaker</b>	<b>Objectives of the session</b>
<b>13:00-14:15</b>	Lunch		
<b>14: 20-15:30</b>	Gender Framework Validation	CRGE Facility and GGGI	Validation and popularization of gender analysis conducted by the climate change facility. Deliberations on how best it can be integrated with similar initiatives being undertaken by EFCCC.
<b>15:30-15:45</b>	<b>Coffee break</b>		
<b>15:45-17:00</b>	Gender Framework Validation	CRGE Facility and GGGI	
<b>Day 2</b>			
<b>9:00-9:15</b>	Recap	LeAlem Mersha and Mulugeta Ayalew	
<b>9:15-10:00</b>	Gender Work Programme and Forum at EFCCC	EFCCC	
<b>10:00-10:20</b>	Discussion		
<b>10:20-10:55</b>	<b>Coffee Break</b>		
<b>11:00-12:00 (10 minutes per IP)</b>	CRGE IP's 's Reflection Existing initiatives; reflection on the NAP and CC Facility gender analysis; opportunities for collaboration; recommendations on the way forward.		Popularization of existing initiative within IPs, reflections on the presentations during first day, and indicating opportunities for collaboration/synergy
<b>12:00-1:00</b>	Discussion on the necessity to create a Gender Working group	Medhin, Neteru, and Abeba	
<b>1:00-1:15</b>	Consolidation	LeAlem Mersha and Mulugeta Ayalew	
<b>1:15-1:30pm</b>	Concluding Remark	CRGE Facility EFCCC CDKN	
	<b>Lunch</b>		

## List of Participants

	Name	Institution	Position	Phone	Email
1	Amare Kassa	Ministry of Water, Irrigation and Energy	Economist	0912421111	<a href="mailto:amieybirtu@gmail.com">amieybirtu@gmail.com</a>
2	Nibret Alene	Ministry of Water, Irrigation and Energy	Environmental Economist	0945406605	<a href="mailto:alenenibret@gmail.com">alenenibret@gmail.com</a>
3	Tafese Tesfaye	Ministry of Water, Irrigation and Energy	Environmental and Social Assessment Expert	0912119080	<a href="mailto:tafecool@gmail.com">tafecool@gmail.com</a>
4	Dr. Teferi Mequanint	Agriculture Transformation Agency	Director	0942374213	<a href="mailto:tefmeq@gmail.com">tefmeq@gmail.com</a>
5	Abeba Mecha	Environment, Forest and Climate Change Commission	Director	0924908090	<a href="mailto:Watumo2016@gmail.com">Watumo2016@gmail.com</a>
6	Yizangaw Yitayih	Ministry of Transport	Team Leader	0989825749	<a href="mailto:yizbrt@gmail.com">yizbrt@gmail.com</a>
7	Almaz Tafese	National Meteorological Agency	Women Affairs, Deputy Director	0911899937	<a href="mailto:Almaz_tafesse@yahoo.com">Almaz_tafesse@yahoo.com</a>
8	Yosef Tesfaye	National Meteorological Agency	Meteorologist	0949411906	<a href="mailto:matyyos@gmail.com">matyyos@gmail.com</a>
9	Tsedale Tsegaye	Environment, Forest and Climate Change Commission	Youth Expert	0911434005	<a href="mailto:tseditse@yahoo.com">tseditse@yahoo.com</a>
10	Getenesh Moges	Environment, Forest and Climate Change Commission	Expert	0909704226	<a href="mailto:getenesh@yahoo.com">getenesh@yahoo.com</a>
11	Tigist Belete	Environment, Forest and Climate Change Commission	Expert	0912149176	<a href="mailto:tigbelete@gmail.com">tigbelete@gmail.com</a>
12	Militetsega H. Gebresellassie	Global Green Growth Institute	Program Officer	0911127405	<a href="mailto:Milite.gebreselassie@gggi.org">Milite.gebreselassie@gggi.org</a>
13	Hiwot Hailu	USAID/USFS/IPDC	Clean Energy Advisor, Industrial Parks Development Corporation	0911653554	<a href="mailto:Hiwot.hailu.usg@gmail.com">Hiwot.hailu.usg@gmail.com</a>
14	Timnit Woldeghiorgis	USAID/USFS	Clean energy Advisor, Ministry of Trade and Industry	0911671681	<a href="mailto:Timnit.wolde.usg@gmail.com">Timnit.wolde.usg@gmail.com</a>
15	Dereje Zewdu	UNWOMEN/ Ministry of Finance	Consultant	0915735611	<a href="mailto:Dereje.zewdu@unwomen.org">Dereje.zewdu@unwomen.org</a>
16	Marshet Tefera	Ministry of Agriculture	Expert	0911926647	<a href="mailto:Marshet.tefera@yahoo.com">Marshet.tefera@yahoo.com</a>
17	Yigremachew Seyoum	Global Green Growth Institute	Project Management and Monitoring Consultant	0911435846	<a href="mailto:yigremachewseyoum@yahoo.com">yigremachewseyoum@yahoo.com</a>
18	Medhin Fisseha	Ministry of Finance/ CRGE Facility	Gender and Safeguards expert	0912603020	<a href="mailto:medhinmekonnen@gmail.com">medhinmekonnen@gmail.com</a>
19	Muulgeta Mengist Ayalew	CDKN	Consultant/works hop facilitator	0912639380	<a href="mailto:mm.ayalew@gmail.com">mm.ayalew@gmail.com</a>
20	LeAlem Mersha	CDKN	Consultant/works hop facilitator	0911727569	<a href="mailto:Lealem.abebe@oxfordalumni.org">Lealem.abebe@oxfordalumni.org</a>

21	Haregewien Admassu	Independent	Gender Consultant	-	<a href="mailto:bahartek02@gmail.com">bahartek02@gmail.com</a>
22	Robi Redda	SouthSouthNorth/CDKN	Director/CDKN Project lead in Ethiopia	0929921962	<a href="mailto:robi@southsouthnorth.org">robi@southsouthnorth.org</a>

This work was carried out with the aid of a grant from the Ministry of Foreign Affairs of the Netherlands and the International Development Research Centre (IDRC), Canada, as part of the Climate and Development Knowledge Network (CDKN) Programme. The views expressed herein do not necessarily represent those of the Ministry of Foreign Affairs of the Netherlands, or of the International Development Research Centre (IDRC) or its Board of Governors, or of the entities managing CDKN.

Copyright © 2018, Climate and Development Knowledge Network. All rights reserved.