

Decembre 2019

Technical Assistance for the Benefit of the Agricultural Development Agency for the Formalization of the Gender Policy, for the purpose of Prospecting Donors Financed by the Green Climate Fund

Implementation of the ADA « Gender » Action Plan

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« We hope even more in this area, being convinced that the process undertaken by the Kingdom to substantively achieve equality between women and men will encourage greater involvement of women in socio-economic development and the creation of wealth and successful companies that generate jobs. »

*Message from His Majesty King Mohammed VI
to the participants in the 61st congress
of Women Entrepreneurs of the World.
September 27-28, 2013, Marrakech.*

Objectif of the technical assistance

The Agency for Agricultural Development (ADA) received its accreditation from the Green Climate Fund (GCF) in March 2016. For this reason, it was able to benefit from a Readiness Grant fund of an amount of USD 300,000 aimed at strengthening staff capacities and improving their internal governance. The latter will make it possible to better meet the requirements and policies of the GCF by establishing a monitoring and evaluation system dedicated to funded projects while respecting its requirements.

Considering the efforts to strengthen the gender policy of the ADA as an implementing entity (EMO) of the Green Climate Fund (GCF), the present technical assistance aims to analyze and examine the integration of the gender approach within the ADA, taking into account the requirements of the GCF in regards to entities accredited by the fund as part of its gender policy and action plan (2018 - 2020)

This assistance also aims to support the ADA in the development of an action plan and recommendations likely to contribute to the adoption of the gender approach by the agency.

PART I

Context reminder & Summary of the results of deliverable n ° 1

Part I. Context reminder & Summary of the results of deliverable n° 1

1. Reminder of the requirements of the GCF policy for Accredited Entities

The analysis focused on the operationalization of the GCF's gender policy in regard to accredited entities (AE) through their own policies, gender action plans and their ability to monitor.

In this context, the GCF provides a support to AEs, that are submitting funding proposal, on the type of gender documentation required during the **planning, preparation and development** phase of the project.

It also requires the adoption of methods and tools to promote gender equality and reduce gender disparities in climate finance by **integrating gender issues into the project cycle**.

Finally, the aim is to measure the results and impacts of the project's activities on the resilience of women and men to climate change through gender-sensitive monitoring and evaluation. The integration of the gender dimension should shape the entire project cycle, from project identification to monitoring and evaluation.

1.1. Roles and commitments of the accredited entity (AE) and designated authorities / national focal points

Contribution of AEs and Governance: AEs will devote the financial, human and other necessary resources, as needed, to meet the principles and requirements of gender equality policy.

Monitoring and reporting: At the project level, AEs will be responsible for meeting the principles and requirements of the gender policy and will support the implementation of the gender action plan at the project level of the GCF-approved activity, as well as reporting on results, including: the generation and use of gender-disaggregated data and as well as qualitative data.

Policy alignment: National coordination authorities/focal points and AEs will take the necessary steps to ensure that the proposed projects, as well as the activities proposed under the Fund's preparedness and assistance programme, submitted to the GCF for funding, are **aligned with national gender equality policies and priorities**.

1.2. GCF requirements for project preparation and submission

This step involves an initial **social and gender assessment**, which must be included in the funding proposal. The assessment includes an overview of the gender situation in the region, country or project area, gender issues that may be relevant to the proposed project, and opportunities to bring about positive change for women and men.

AEs are also invited to submit **an action plan in favour of gender equality and social inclusion** at the project preparation stage that should include:

1. The gender-sensitive activities that the project will undertake.
2. Provide relevant gender performance indicators.
3. Goals sex disaggregated.
4. Timelines.
5. Lines of Responsibility.
6. A budget for each proposed activity.

The submission of an action plan for gender equality and social inclusion **is a unique characteristic** of the GCF's funding proposal process, as the it is the only climate finance mechanism to call for such a plan.

In the future, the GCF aims to make the **initial social and gender assessment and action plan for gender equality and the social inclusion of mandatory** documentation in the process of submitting funding proposals to the Fund.

The GCF will ask AEs to ensure that the concept notes and funding proposals submitted, meet the principles and requirements of gender equality policy. AEs are required to submit, as part of the funding proposal, a gender assessment accompanying appropriate environmental and social assessments (as required, based on the level of risk and impact), and a gender action plan at the project level.

The GCF will also require AEs to take the necessary steps to ensure **gender-equality in stakeholder consultation**.

1.3. GCF requirements for project implementation, monitoring and reporting

The GCF will ensure that AEs take the necessary steps to implement the gender equality action plan presented as part of the funding proposal approved by the Fund. If necessary, AEs will refine the baseline, indicators and objectives in terms of gender equality.

AEs will also be required to provide periodic updates to gender assessments and inform them in the event of major changes in project design and execution or in other circumstances that may affect the implementation of the action plan. The AEs will regularly notify the GCF of any changes brought to the gender equality action Plan at the project level.

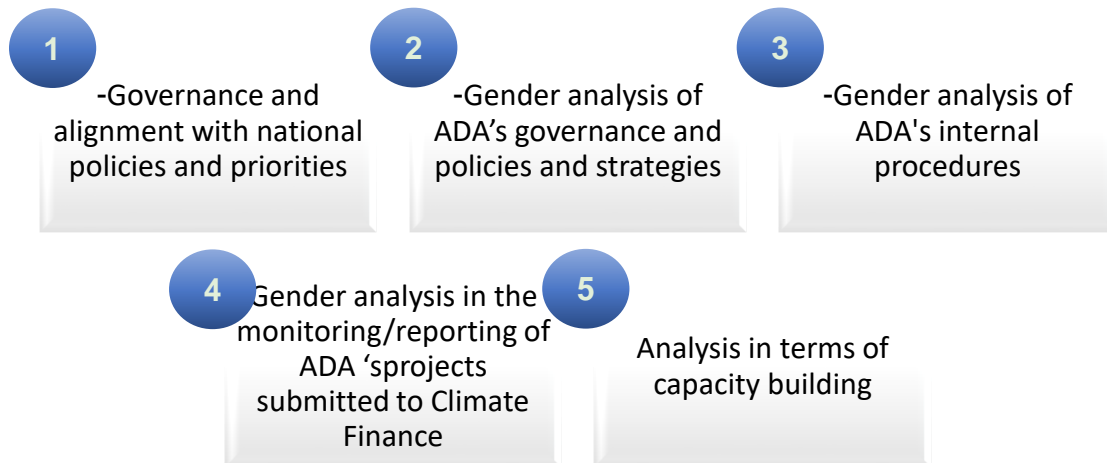
For each project, the GCF will ensure that AEs collect relevant data to demonstrate the implementation of the gender action plan and will measure the results of climate change adaptation and mitigation activities against women and men using gender-based data and gender analysis (qualitative and quantitative) throughout the life cycle of the project.

AEs will then be required to report on progress in implementing the gender action plan at the project level through operational reports.

2. Synthesis of the analysis of gender mainstreaming in ADA policy

2.1. Methodology

The analysis of gender integration in ADA policy was based on the requirements of the GCF and thus covers the following areas:



Within each axis, the analysis was repeated on relevant components.

1. Governance and alignment with national policies and priorities
 - Morocco's commitment to gender politics.
 - Gender integration in agricultural policy in Morocco.
2. Gender analysis of ADA's governance and policies and strategies
 - Green Morocco Plan (GMP) programs targeting or prioritizing women.
 - Structural actions incorporating the gender approach (prioritization manual).
 - Gender mainstreaming in the ADA's environmental and social policy.
 - Strategy for the development of local products.
3. Gender analysis of ADA's internal procedures
 - The Ethics Charter.
 - Manual for prioritizing of The Pillar II Projects of GMP.
 - Manual of procedure of the Pilar II projects' implementation of GMP
 - Manual of procedure of Management of Project Proposals from Execution Entities to be submitted to the GCF.
4. Gender analysis in the monitoring/reporting of ADA's projects submitted to Climate Finance (5 projects analyzed).
5. Analysis in terms of capacity building.

2.2. *Results of the cross-analysis of the gap between gender mainstreaming and GCF requirements*

The Cross-analysis allowed us to assess the gap between the requirements of the GCF and the level of integration of the gender approach within ADA's action in terms of overall policy, governance, management and project monitoring.

a. *In terms of ADA's general policy*

The analysis carried out in the context of this study shows that great efforts have been made to integrate the gender approach in the agricultural sector, notably through the guidelines of Pillar II of the Green Morocco Plan (nearly 51 solidarity projects have targeted women between 2011 and 2016).

A range of actions are also being undertaken to support and mentor women in rural areas, including encouraging and strengthening the women's organizational movement in agriculture around agricultural projects, strengthening the organizational and technical capacity of rural women, agricultural advice, support for labeling, promoting and marketing products.

We note that the ADA, as a public institution under the tutelage of the Department of Agriculture, through its various missions, plays a fundamental role in realizing the strategic ambitions outlined in this area for the agriculture sector.

Indeed, the agency conducts several actions directly related to these aspects, notably through: GMP programmes targeting or prioritizing women (case of the Agricultural Branch Development Project in the Mountainous Areas of Al Haouz-PDFAZMH); structural actions incorporating the gender approach (revision of the prioritization manual); integration of gender in the ADA's environmental and social policy or its Strategy for the development of local products.

The implementation of this strategy shows an increasing number of women's groups benefiting from actions and activities either in terms of support for the capacity building of structures or the promotion and support for improved marketing of their products.

However, the lack of an integrated gender policy adopted by all the agency's internal staff and stakeholders is reflected in the heterogeneity of existing project arrangements, procedures and documents of existing projects and the weak consideration of gender in a transversal manner.

Indeed, some gaps have been identified in terms of integrating gender aspects into governance tools, internal capabilities and project management and a systematic monitoring/reporting of projects. The absence of such a policy implies a lack of operationalization of the ADA's willingness to integrate gender aspects in a cross-cutting way into its internal strategies and procedures.

As a matter of fact, the documents analyzed mention gender in a sporadically manner without deepening the vision that the ADA wishes to give to gender in its internal policy or in relation to the projects it manages or supports.

It is necessary to carry out a reflection exercise in order to concretely define strategic "gender" axes that will be reflected in a cross-cutting way in the various actions and internal procedures such as the governance improvement plan (ethical charter) and especially the Procedure Manual for the Management of Project Proposals of the implementation entities to be submitted to the GCF which must be in accordance with its gender policy.

b. In terms of governance

The involvement of women in governance instruments such as monitoring or steering committees remains an important step to consider. Until then, it is implicit, however its integration as an internal requirement will reduce the risk of women's involuntary non-inclusion in decision-making.

An ADA resource person has been designated as a gender focal point as part of the gender integration strategy in the Morocco Green Plan carried out by the Directorate of Education, Training and Research (DETR) as the gender focal point of the Department of Agriculture. Her mission has been to ensure reporting on ADA's achievements in terms of integrating gender into solidarity agriculture projects.

As a result of the ADA's restructuring, the focal point mission was not the subject of a position with terms of reference to enable it to monitor gender issues on a permanent basis and in a systemic way.

An approach to institutionalize the gender integration approach in the agriculture sector would be desirable, as would other public sectors in Morocco (Water, Environment and Sustainable Development...). There is also the need for alignment with national policies (ICRAM Programme 1 and 2; Gender-sensitive budgeting undertaken by the Ministry of Finance...).

This process of institutionalization is initiated by the department through:

- The designation of the DETR as the department's gender focal point;
- The establishment of a gender strategic committee chaired by the General Secretariat and composed of central directors;
- The establishment of a gender technical committee composed of the focal points of the various central branches and institutions under the ministry's tutelage;

In addition, the institutionalization and reinforcement of this focal point or the establishment of an entity (committee or service) in charge of gender will ensure that gender policy is developed, implemented and taken into account on a permanent manner and continues within the agency. The entity will also be responsible for reporting, monitoring and evaluating projects and representing the ADA alongside stakeholders and at national and international events.

c. In terms of conception, management and project monitoring

In view of the heterogeneity of the documents provided for each project analyzed, it is found that the analysis of the gender-sensitive context remains very weak and lacks data that can later be used as a baseline for the project when the AE is not partnering with an international organization.

Indeed, while the environmental and socio-economic aspects are well documented, gender is often not well-studied and is sometimes limited to the level of indicators of the project's beneficiaries. This can be explained by the lack of systematic gender analysis procedures of the ADA unlike international bodies, which generally have the tools to integrate the gender approach at different design stages and project planning.

This may be due to the fact that this document was not required by the GCF's application procedures. The ADA must therefore anticipate this obligation and integrate it into future projects to be submitted.

On the other hand, we found for other projects funded by the GCF and whose accredited entities are other organizations (AFD, EBRD), they developed a gender analysis and action plan (documents downloadable on the GCF website).

For projects already submitted by the ADA, the lack of gender-disaggregated indicators does not meet the requirements of the GCF gender policy despite the potential data that the project could highlight in the documents. This is necessary when establishing the Terms of References for Environmental, Social and Economic Studies in order to ensure a better visibility of gender aspects in the project context description and could even highlight additional relevant measures to be considered.

In general, monitoring achievements requires strengthening the capacity of staff in charge of project selection and management, and setting up an internal follow-up process at the ADA level to homogenize the reporting required for the GCF.

The revised Pillar II prioritization manual is a good example of procedural mobilization of tracking and capitalization of field data.

However, in the absence of an internal guidelines and a framework for quality assurance of the project cycle integrating gender aspects (governance, project data) in a cross-cutting and systematic way, the ADA will not be able to manage tracking projects that correlate with the aforementioned requirements of the GCF in an effective manner.

The ADA must thereby homogenize its internal procedures and integrate gender in a horizontal way in order to ensure a better consideration of gender at the strategic and operational (procedural) level.

As the communication and dissemination of information is one of the 5 priorities of the GCF Action Plan, it would be wise to integrate the gender aspect when collecting and disseminating information describing the achievements of projects carried out by organizations or women's groups.

Finally, the analysis of the integration of projects funded by the GCF does not reveal deficiencies related to the reporting of funded projects because they are in progress and are not yet completed. The ADA should take this opportunity to encourage an evaluation of the results of the project taking into account the gender.

PART II

ADA's Gender Action Plan

Part II. ADA's Gender Action Plan

1. Alignment of the ADA with the constitutionalizing of the Gender approach in Morocco

The standard of reference for the principle of gender equality in Morocco is Article 19 of the Constitution:

"Men and women enjoy, on an equal basis, civil, political, economic, social, cultural and environmental rights and freedoms, set out in this title and in the other provisions of the Constitution, as well as in the conventions and international pacts duly ratified by the Kingdom in accordance with the provisions of the Constitution, the constants and the laws of the Kingdom. The Moroccan state works to achieve gender parity. To this end, an Authority for Parity and combating all forms of discrimination is created."

Improving gender-disaggregated statistics is now a priority for the state. Integrating the gender dimension into political, economic, social, health, demographic and cultural statistics is an important step in assessing progress on gender equality. These statistics allow, among other things, to measure the gender gap and to inform the decision-maker on the policies to be pursued in a number of areas with a view to mitigating them.

Thus, ministerial departments and public institutions are required, under the provisions of the Organic Finance Act published in the official bulletin in June 2015, to set about diagnoses based on the "gender" approach and accompanied by defining the objectives to be achieved in terms of reducing gender inequality. These diagnoses should take into account the territorial dimension and take ownership of the operation of encrypting public policies and programmes by proceeding with their declination into objectives, results, and gender-sensitive indicators, while at the same time developing mechanisms for monitoring and evaluating the programmes adopted.

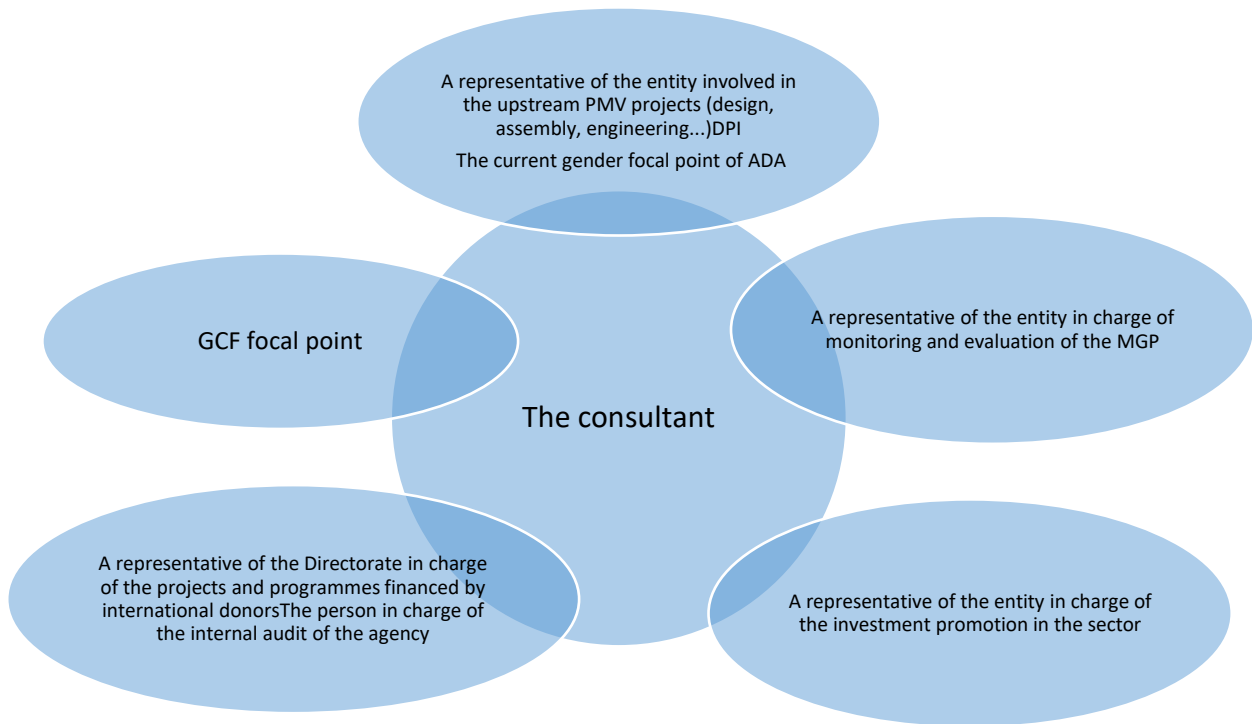
Morocco's commitment to the gender approach is part of the adoption of the 17 Sustainable Development Goals (SDGs) including SDG 5 "**Achieving Gender Equality and Empowering All Women and Girls.**"

The desire to implement a gender policy at the ADA is perfectly aligned with the Moroccan government's commitment to gender.

2. ADA's compliance with GCF requirements

In order to implement a gender policy, the work provided during this study, together with representatives of the monitoring committee (see figure), helped to define a gender-based approach, taking into account the Agency's strategic orientations and GCF's guidance as an international standard.

This action-based approach, grouped by headings, is the result of an in-depth consultation taking into account the forthcoming operationalization of this kind of policy, and the feasibility of its implementation.



This approach will be developed at the level of the various governance supports to ensure its operational implementation, whether at the level of its general policy, internal procedures, management and monitoring of programs and projects or activities.

The ten (10) actions selected, forming a coherent implementation of a gender policy, are included below. Each action is then detailed in an "action sheet" with a concerted content.

In terms of governance and internal policy

- Action 1.
Amendment of the Governance Improvement Plan
- Action 2.
Setting up a « Gender » Committee
- Action 3.
Integration of gender in strategies to promote local products and support producer groups

In terms of internal procedures

- Action 4.
Gender integration in the project sheets Pillar II: EX ANTE project analysis matrixes for gender
- Action 5.
Gender integration in Pillar II project evaluation sheets
- Action 6.
Gender integration in the Gender assessment grids of projects submitted to GCF

In terms of awareness/communication

- Action 7.
Development of a brochure on ADA Gender Policy
- Action 8.
Development of an outreach booklet incorporating the gender requirements of the GCF

In terms of capacity building






- Action 9.
Development and implementation of an ADA staff training plan addressing more technical themes related to gender-sensitive project management
- Action 10.
Organizing information workshops for partners and stakeholders

3. Action sheets for the implementation of the ADA Gender policy

Action sheet 1. Amendment of the plan to improve governance by incorporating a chapter on gender.

The Agency for Agricultural Development has put in place a governance improvement plan in 2016, in order to respect public sector government trends and orientations, and from the perspective of making the Agency a leading entity in the management practices. This plan addressed aspects of human resources management for equity, equality of opportunity and respect for everyone. It has given rise to management tools that enable staff to act collectively with ethics and commitment. These tools include, for example, the « ADA's ethics charter ».

In order to implement a gender strategy of the ADA, one of the proposed actions is **the amendment of the governance improvement plan by an introductory chapter on gender** attesting the importance that the agency gives to the gender approach, and which expresses itself usually through its internal functioning. Illustrations:

-  The composition of the ADA's involves parity
-  This parity materializes in number but also in degree of qualification (Number of engineers)
-  The Agency's positions of responsibility include a significant proportion of women.
-  Both women and men participate in field missions (nationally and internationally) and training funded by the ADA and donors (nationally and internationally).
-  The Agency is trying to put in place the logistical measures for a job in good conditions, comfort and safety.



This introductory chapter on gender that would amend the improvement of governance plan will have to formalize the ADA's commitment to an exemplary and innovating gender approach.

Action sheet 2. The implementation of a « Gender » comity

Justification

When an organization is willing to energize the process of integrating gender issues, designating an individual or entity as a gender focal point is a driving force in the gender strategy.

To this end, this entity must possess relative autonomy and have the means for good governance of gender policy.

In order to ensure the effectiveness of these missions, it is important to ensure that the committee has the opportunity to train, to access the necessary resources and to benefit from sufficient time and logistical resources.

However, gender committee members should not be considered gender experts.

*This committee will be set up by administrative decision. **Example in Appendix 2.***

Composition

A representative from each of the Branches will be appointed (nominal) to ensure the continuity of the process.

The directions involved:

- General management,
- Administrative and Financial Directorate,
- Project Engineering Directorate,
- Project Management Directorate,
- Directorate of Aggregation and Partnership,
- Directorate of Development of the Marketing of Local Produce Products.



Missions of the committee

The role of the committee is to **energize the process of gender integration through the operationalization of gender policy in ADA projects and activities.**

Its main functions are:

1. Awareness and popularization:

- Raise awareness amongst colleagues and partners on the issues related to the gender approach through information sharing on gender.

2. Reporting:

- Coordinating gender mainstreaming in different activities, projects and/or programs.
- Issue quarterly internal notes on the ADA's achievements in this area for internal usage.

3. Implementation of the ADA Gender Policy

- Provide technical support to colleagues in each branch and partners for the operationalization of ADA gender policy.
- Encourage the implementation of the various activities of gender policy.
- Develop a training and capacity building plan.

Functioning of the gender committee:

- Organizing a quarterly meeting to monitor the implementation of the Gender Policy.
- Organization of other meetings in case of need and on the basis of projects.
- Participation in coordination meetings/workshops with DETR and focal points of the Department of Agriculture.

Appointment of a gender committee coordinator to: :

- Lead the committee's activities.
- Ensure the relationship with Top Management
- Reporting
- Ensure watch on internal and external actions on gender-related actions.
- Ensure the connection with the donor mobilization division

In view of the current operation and management of gender files, it seems relevant that this coordinator should be the person currently designated as the ADA's Gender focal point and who is assigned to the Project Engineering Directorate. In addition, the Branch has a strategic mission consistent with the coordinating role of such a committee.

Action sheet 3. Gender mainstreaming in strategies for promoting local products and supporting producer groups

Since the implementation of strategies to promote local produce products and support to producer groups, the gender approach has been taken into account in all the projects and programmes launched. The figures of the members and presidents of the producer groups affected by the actions of the ADA bear witness to this reality.

However, in order to better understand the percentages of women in the Agency's various actions and to make them concrete with the various ADA partners, these figures should be controlled in advance of the launch of these different actions, making sure to impose them as objectives and as indispensable conditions for the realization of each action.

To do this, numerical indicators of the percentage of women in relation to the total number of beneficiaries of the actions in question should be put in place and imposed in advance of their launch.

The following indicators proposed, and which must be validated in advance by those responsible for each action carried out by the ADA are:

Accompanying local produce groups

Objective

Make sure that at least **40%** of the groups' members receiving each programme must be women.

Moroccan local produce competition

Objective

Ensure that at least **40%** of the groups participating in the next editions are women.

Solidarity market for local products

Objective

Given that **49%** of the referenced groups are chaired by women, the ADA should ensure that this figure is maintained for years to come.

Integration of local products at the GMS level

Objective

Currently **42%** of the groups referenced with the retail brands (Marjane/ Aswak Assalam and Label'Vie/Carrefour) are chaired by women. The ADA should ensure that this figure is maintained for years to come.

Groups benefiting from the collective label "Terroir du Maroc"

Objective

Currently, of the 118 groups that benefit from the label, 47 groups are chaired by women being 39% of those groups. The ADA should ensure that this figure attains **40%** for the coming years.

Participation of women's groups at international fairs

Objectif

Ensure that at least 40% of the members of the groups participating in each fair are women.

Action sheet 4. Gender mainstreaming in the Pillar II project sheets: Development of an EX ANTE analysis matrix of the project with regard to gender

Pillar II projects are designed and built as part of an extensive participatory approach that includes various stakeholders from the ADA and regional entities in the Department of Agriculture. The main tool used during the design phase is a project sheet canvas. In this outline, it is proposed to incorporate more advanced "gender" components than what already exists. Illustration.

Matrix 1: Resources' access and control					
Resources,	Who possesses resources	How are they used?	Who decides about their use?	How is the income used?	Who decided about income use?
Land					
Cattle					

Matrix 2: Decision making		
Activity on which decision is taken	How men participate?	How women participate?

Matrix 3: Identification of gender constraints by actor and activity in the value chain					
Actors per value chain step	Description of activities per marketing value chain step	Responsibilities/roles and the involvement level of gender		What are the constraints encountered, limiting access and control of resources for the activity carried out, according to the gender	
		H	F	H	F
Supply of inputs					
Production					
Transformation					

Matrix 4 : identifying potential actions to address gender constraints			
Constraint(s) linked to gender	Consequences	Causes/Factors that cause gender constraints	Actions to address gender constraints
Supply of inputs			

Production			
Transformation			

Action sheet 5. Gender mainstreaming in the Pillar II project evaluation sheets

Pillar II projects are subject to periodic evaluation by several departments of the Agency for Agricultural Development. This project stage is fully integrated into the project management process that is now established in a stable and sustainable manner within the ADA.

During this evaluation, one of the tools used is the project evaluation sheet. It is proposed that the integration of gender in this evaluation be stronger through the introduction of certain components. Illustration.

Assessment sheet of pillar II projects Questions linked to the gender aspect

Date of the survey :

Region :

Province :

Territorial Commune :

Sector :

1) General Data:

- ✓ project name:
- ✓ Launch date:
- ✓ Name of the POA takeover (Plantation, valuation unit....):
- ✓ Nature (cooperative/association/GIE/.....):
- ✓ Address of the POA headquarters:
- ✓ Name and function of the President in the takeover bid:
- ✓ Sex (male/female):
- ✓ Age:
- ✓ Phone:
- ✓ The date of the takeover bid was created:
- ✓ Number of members:
- ✓ Number of female members:
- ✓ Number of young members (40 years):

2) Administrative office of the POA:

- ✓ Number of office members:
- ✓ Number of female members:
- ✓ Number of young members (40 years):

3) Project implementation data (planting, upgrading unit....):

- ✓ Total number of project/component beneficiaries as of the date....:
- ✓ Of which women:

- ✓ Of which young people (40 years old):
- ✓ Number of 100% female POA by type (cooperative, association, GIE...):
- ✓ Number of 100% youth POA by type (cooperative, association, GIE...) :
- ✓ Annual income in dh per male/female beneficiary: for a man..... For a woman

Gender-related follow-up indicators in Pillar II projects

1. POA:

- ✓ Number of female POA bids for project members:
- ✓ Number of POA bids for young people who are project members:

Administrative Office of POA bids/project members:













- ✓ Number of office members:
- ✓ President (Men/ Women)
- ✓ Number of female members:
- ✓ Number of young members (40 years):

2. Project implementation:

- ✓ Number of beneficiaries (realized/expected):
- ✓ Number of women beneficiaries (realized/expected):
- ✓ Number of young men and women (realized/planned):
- ✓ Number of projects dedicated to women (100% women):
- ✓ Number of projects dedicated to young people (100% young):

Action sheet 6. Gender mainstreaming in the gender evaluation grids of projects submitted to the GCF

As part of the evaluation process for projects to be submitted to the FVC, the following questions could be incorporated into the grid.

-  What are the participatory approaches used to ensure that the conceptual idea of the project is gender-sensitive?
-  Are both female and male beneficiaries involved in the identification and design of the project or have their potential views been examined?
-  Who are the stakeholders and beneficiaries of the project's activities? Do you involve both men and women in stakeholder analysis?
-  What socio-economic groups exist in the project area? What are their roles with regard to the livestock chain?
-  When you carry out the need's assessment, do you identify the different needs, concerns and experiences of women and men with respect to their paid and unpaid work?
-  Do women, men, girls and boys have different roles and responsibilities in the identified sector? If so, what are the practical implications of their different roles and responsibilities in the project area for the viability of the project?
-  Are project data broken down by gender and age to establish baseline data that can be used to monitor and assess the project's impact on women and men, girls and boys?
-  Have indicators been established to ensure and monitor benefits for all stakeholders and their participation?
-  Are there constraints or opportunities in the field of policies that will affect women and men differently? If so, how will the design of the project address them?
-  Do the project indicators differ between the results and the impact of the project on women and men?
-  Is the gender approach integrated into the monitoring and reporting of project activities? What is the rate of women and men benefiting from the project?
-  Has the differentiated vulnerability of women and men to the impacts of climate change been taken into account?

Action sheet 7. Development of a communication brochure on the ADA gender policy

Fact 1: The ADA is implementing a communication strategy around its accreditation by the GCF and the role it can play with entities that carry out projects to combat climate change.

Fact 2: The implementation of the ADA's Gender Policy is an ambitious and progressive undertaking. Communicating the importance of this policy to public entities, and its concrete implementation at the ADA level is a duty for the Agency. It is also part of the implementation of the Gender Policy.

In deduction of the two facts mentioned above, it is clear, and in a concrete way, that the development of a communication brochure on the gender policy of the ADA, which will complement the aforementioned communication strategy, is an action to be taken

This brochure will communicate and disseminate the ADA's Gender Policy at national and international events. It will also be disseminated on social networks, the ADA website, during the object formations of actions 9 and 10, etc.



Action sheet 8. Development of a booklet on the gender requirements of the Green Fund for Climate / GCF

In the same vein as Action 7, it is important for the ADA to play its role as a leader of project-carrying entities in order to encourage them to integrate gender strongly into their project design.

A brochure to popularize the gender requirements of the Green Climate Fund/GCF will incorporate the requirements of the GCF in terms of gender assessment and Gender Action Plan for the benefit of implementing entities and stakeholders. This brochure will serve as a raising awareness and guidance tool for project owners so that they can submit a Gender-Sensitive Concept Note.



Action sheet 9. Development and implementation of a training plan for ADA staff and stakeholders

Capacity building is a necessary step in order to upgrade the knowledge of the staff involved in the ADA. Hence, there is the technical aspect related to the gender-sensitive approach and the nexus of gender and climate change and the operational aspect on the tools of monitoring and project follow-up.

The ADA will also have to support the representations of the Department of Agriculture at the territorial level who are responsible for the analysis/design of projects and their follow-up once approved in order to set up a monitoring system that complies with the gender requirements of the GCF as well as other donors. This action will ensure a consistent and systematic management of the project cycle and increase the quality of reporting to the GCF.

A proposal for terms of reference is developed for the implementation of the training plan (see Appendix 2).

Action sheet 10. Organization / participation of information workshops on ADA gender policy and GCF requirements

The ADA will communicate its policy at national and international events by participating in information and awareness workshops, including for the benefit of its partners and stakeholders (DRA, DPA, ORMVA, ONCA, Professional Organizations, cooperatives, associations).

In this context, the Meknes International Agriculture Fair (here after « SIAM ») represents a good opportunity for the ADA to organize these workshops. Indeed, SIAM, which will be in its 15th edition in 2019, is a reference fair of the agricultural sector in Morocco that is held every year in Meknes. Year after year, SIAM confirms its position as a platform for pan-African agriculture, with an even more international visitor ship and a scientific programme rich in debates on the various sectors.

The organization of a workshop on ADA Gender Policy, and the integration of gender in the agricultural sector and in climate change projects appears to be a relevant opportunity.

This proposal carries with it the idea of raising awareness of these issues and communicating about the ADA's efforts in this area.





وكالة التنمية الفلاحية
AGENCE POUR LE DEVELOPPEMENT AGRICOLE



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Appendix



**Projet de Termes de référence
Organisation d'une formation sur la politique Genre de l'ADA
et les exigences du FVC**

Contexte et objet de la prestation

L'Agence pour le Développement Agricole (ADA) a reçu son accréditation auprès du Fonds Vert pour le Climat (FVC), en mars 2016. A ce titre, elle a pu bénéficier d'un fonds de « Readiness Grant » dont l'un des produits est l'élaboration de la Politique Genre de l'ADA.

Pour la mise en œuvre de cette politique, l'ADA prend en charge les actions concrètes afin de concrétiser la politique ainsi formalisée.

C'est dans ce contexte que s'inscrit la présente prestation.

Objet de la prestation

La prestation objet de cette consultation consiste en l'organisation d'une formation sur la politique Genre de l'ADA au profit des acteurs institutionnels conviés par l'Agence.

Consistance de la prestation

Le prestataire responsable de l'organisation de cette formation qui se déroulera à Rabat, doit s'assurer de l'organisation logistique de la formation et mobiliser le personnel nécessaire à son déroulement afin d'assurer la réalisation de la formation.

- **Public cible :**
 - o Représentants de l'ADA,
 - o Représentants des entités centrales du MAPMDREF
 - o Représentants régionaux du MAPMDREF
 - o Représentants des entités bénéficiaires de la Finance Climat
 - o Représentants des entités dont des demandes de financements sont en cours ;
 - o
- **Nombre ciblé :** personnes
- **Durée :** 2 jours
- **Modules à aborder :**
 - o Définition du Genre et des concepts associés
 - o Montage, mise en œuvre et suivi des projets : intégration du genre et adoption d'une démarche sensible au genre.
 - o Finance climatique et approche genre
- **Profil de/des formateurs :**
Un(e) expert(e) dans le domaine justifiant une connaissance approfondie des aspects genre et de la finance climatique.

- Le personnel d'accueil et administratif :

Le prestataire devra affecter le personnel nécessaire ayant le profil et les qualités requis pour assister, encadrer, orienter et installer les participants durant toute la période de la formation, notamment en salle plénière et lors des réceptions prévues.

Exigences minimales : (préciser les exigences et le nombre)

Lieu

L'organisation de l'atelier dans un hôtel 5 étoiles à

La salle de déroulement de l'atelier, le secrétariat et tout support administratif :

- Une salle pour la dispense de la formation : (préciser qualité et exigences)
- Matériel didactique (préciser qualité et exigences)

La Réception et Restauration

Les pauses-café (une matin, une l'après midi) et le déjeuner devront se dérouler à l'endroit même de déroulement de l'Atelier.

Détails concernant les pauses café : (préciser qualité et exigences)

Détails concernant les déjeuners : (préciser qualité et exigences)

Le Porte-documents et goodies

1. Fournir ... (nombre) porte documents de... (préciser qualité et exigences)
2. Clé USB (préciser capacité, design, contenu à fournir etc.)
3. Bloc Note : (préciser qualité et exigences)

Un échantillon doit être fourni et validé au préalable par le maître d'ouvrage.