UNIVERSITY OF ICELAND

ENHANCING WOMEN FARMERS´ ADAPTIVE CAPACITY TO COPE WITH CLIMATE CHANGE IN KAMULI DISTRICT

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Executive Summary

Agriculture remains the backbone of Uganda´s economy. In 2012/2013, the sector accounted for 25.3 percent of the country´s GDP from 24.7 percent in 2010/2011(NPA, 2015). The climate is a key determinant of livelihoods in Uganda and rainfed agriculture is the main source of livelihood for 72 percent (informal and non-formal), 77 percent of whom are women residing in the rural areas of Uganda (Government of Uganda, 2007). Increasingly, more country scientific data shows increasing evidence of more changes in climatic events, causing obstacles to achieving Uganda´s Vision 2040 (NPA, 2015). More erratic and unpredictable weather is affecting the agriculture sector and so does women‘s livelihoods (MWE, 2013). Climate change is predicted to hit hardest the poorest and vulnerable populations (Ipcc, 2007), which is made up majorly by women hence their vulnerable position. The Uganda poverty status report, 2014, shows a decline in the agriculture sector and one attributed reason is the vulnerability to climatic shocks. Uganda's capacity to adapt to the impacts of climate change is still low and according to GIGI (2007), Uganda was labelled one of the most unprepared and vulnerable countries in the world with the least adaptive capacity to the impacts of climate change. Studies by Ministry of Water and Environment (MWE) forecast that the most affected regions are areas within the Lake Victoria region (where Busoga region falls[1]) and the semi-arid regions. In a period of 10 years from 1990-2000, Uganda experienced seven droughts and the most severely affected were Eastern and northern regions.

Figure 1: Children harvesting maize remains in a flooded garden in Eastern Uganda

[1] Busoga districts include, Kamuli, Jinja, Iganga, Mayuge, Bugiri, Kaliro among others

Kamuli district is located within Busoga region in Eastern Uganda, which lies in the lake basin climatic area with highly varied climatic conditions ranging from severe droughts, flooding to erratic rainfalls affecting the socio-economic development in the sub-region. Despite the endowment of natural resources, Busoga is one of the poorest sub-regions coupled with the highest levels of Gender Based Violence (GBV) (The New Vision Paper 2015). With increasing effects of climate change, the levels of food insecurity and malnutrition are highly evident (The New Vision Newspaper 2009).

Despite Uganda´s progress in providing policies and frameworks that are supportive of gender equality, gender imbalances have remained existent especially in decision-making, access, and control of resources. Increasingly, studies show that there will be no climate justice without gender equity (Terry, 2009). In Uganda, women are still marginalised especially during the implementation of the policy priority areas yet they are the majority labour force. It is therefore, important to build on women´s strength, priorities and relationship to the environment as put forward by eco-feminists to increase their ability to adapt to the adverse impacts of climate change and foster resilience in their agriculture livelihoods.

This proposed project will therefore contribute towards strengthening adaptive capacity and improve the livelihoods of the rural population to enhance the resilience of women in Kamuli district with specific objectives of; increasing capacity development of farmers and extension district staff to implement and adopt good practices for increased resilience and climate change adaptation; strengthening of district and lower local government´s knowledge and capacities for gender-sensitive climate change programming; challenge gendered stereotypes through household gender equality advocacy and household mentoring and promotion of local monitoring, farmer exposure and documentation of good practices for replication at households.

The project will be implemented using the Farmer Field Schools (FFS) methodology which capitalises on participatory capacity building and the main target beneficiaries will be women as well as men through constructive ways of promoting intra-household power relations and dynamics in terms of decision making, ownership and control of livelihoods assets. Also promote “He for She” to create alliances between men and women to enhance ecological sustainability through household mentoring methodologies and Gender Action Learning Systems (GALS).

The project has five output areas namely; Promote participatory capacity development, climate-smart technologies and practices in agriculture adaptation; Strengthen household gender equality advocacy through household mentoring; Promote exposure, local monitoring and documentation of the good practices; Stimulate alternative livelihood system strengthening and

adaptation and; Strengthen the capacity of district and lower local governments' officials to integrate gender in climate change interventions**.**

The project will be implemented for a duration of three years by Food and Agriculture Organization of the United Nations (FAO) in partnership with Kamuli District Local government (KLDG), other government ministries, agencies and departments, and civil society organizations.

The overall budget for this project is one million, one hundred forty-eight thousand, four hundred sixty-eight Euros (€1,148,467) for a period of three years.

The project will contribute specifically to the Uganda climate change policy (2013) objective 2:- promoting adaptation policy responses for Uganda and the Uganda Gender policy (2007) priority action area 5.1:- Gender and livelihoods.

Key Words: Gender, Climate Change, Women, Livelihoods, Kamuli District

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CBOs	Community Based Organizations
CCD	Climate Change Department
CEDAW	Convention on the Elimination of All forms of Violence against Women
CSOs	Civil Society Organizations
DLG	District Local Government
FAO	Food and Agriculture Organization
FBOs	Faith-Based Organizations
FFS	Farmer Field School
GALS	Gender Action Learning Systems
IPCC	Inter-governmental Panel on Climate Change
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MOGLSD	Ministry of Gender, Labour and Social Development
MWE	Ministry of Water and Environment
NAPA	National Adaptation Plan of Action
NDP	National Development Plan
NGOS	Non-governmental organization
NPM	National Programme manager
TORs	Terms of References
UNFCCC	United Nations Framework convention on Climate Changes
UNGEST	United Nations University for Gender Equality studies/Training
USAID	US Agency for international Development

Acknowledgement

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Above all, I glorify the Almighty God who granted me all goodness, journey mercies and kept me healthy throughout my stay in Iceland. Thank you God!

Section 1: Background

1.1 General Background

It is no longer a question that Uganda is facing climate change, the world´s greatest challenge of the time (Government of Uganda, 2007). **Climate change** is defined by the Inter-governmental Panel on Climate change (IPCC) as the state of the climate that can be identified (e.g., by using statistical tests) by changes in the mean and/or the variability of its properties and that persists for an extended period, typically decades or longer. Climate change may be due to natural internal processes or external forces, or to persistent anthropogenic changes in the composition of the atmosphere or in land use (IPCC, 2012). Climate change has been manifested through the changing temperature patterns, and increasingly the extreme weather events such as droughts, floods, reduction in the rainfall which has also become unreliable and unevenly distributed with erratic arrivals and endings (MWE, 2013). According to the World Bank country classifications, Uganda is a low-income country that depends majorly on its natural environment/resources. Climate is by far the major valuable environmental asset in Uganda and a key determinant of the status of other natural resources like water, agriculture, forestry, biodiversity, and wildlife (Government of Uganda, 2007). Rainfed subsistence agriculture is the main contributor to the Gross Domestic Product and the main source of livelihood to over 70% of the population (MFPED 2014). This puts the country in an extremely vulnerable situation to climate change as the majority of the population derives its livelihoods directly from the natural resource base. Studies by Ministry of Water and Environment (MoWE) show that the most affected regions are areas around Lake Victoria region (where Busoga region falls[2]) and the semi-arid regions.

Climatic shocks (floods, droughts, unreliable rainfall) are the topmost drivers to the vulnerability status in Uganda. This is attributed to the low capacity to adapt due to the limited resource base, limited knowledge on climate change adaptation measures and low productive capabilities among the populations. In a period of 10 years from 1990-2000, Uganda experienced 7 droughts and the eastern and northern regions were the most severely affected (Government of Uganda, 2007).

[2] Busoga districts include, Kamuli, Jinja, Iganga, Mayuge, Bugiri, Kaliro among others.

Busoga sub-region lies in eastern Uganda, within the lake basin area with highly varied climatic conditions ranging from severe droughts to severe flooding and erratic rainfall, which affects socio-economic development in the sub-region. The sub-region is one of the poorest regions in the country whose poverty levels have been progressively increasing. Busoga has the highest levels of gender-based violence in the country partly attributed to poverty and majority of the victims are women. The levels of malnutrition and food insecurity have been steadily rising due to the persistent droughts, floods, and unpredictable rainfall among other reasons that result in low agriculture production and subsequently contribute to increasing food prices and the impacts are gendered (New Vision Newspaper 2014). The region depends on subsistence agriculture and fishing as the main livelihood activities.

1.2 Social Context

By 2014, Uganda's population was at 34.9 million people, out of which, 52 percent are female. The population annual growth rate slightly decreased from 3.20 to 3.03. According to the Uganda Social Institution and Gender Index (OECD, 2015), despite Uganda's gender laws and policies in place, there have been persistent discriminative norms and institutions that affect women's access to resources and limits women's empowerment opportunities. According to this report, the social roles that men and women play and consequently results in social discrimination varies from one region to another. According to the findings, east-central (where Busoga and Kamuli District falls) displays considerable inequalities and threatens women´s physical and bodily integrity compared to other places (OECD, 2015). Coupled with high levels of poverty, women are marginalised even further compared to their counterparts the men in the same poverty situation. With increased climate change effects that are further challenging the socio-wellbeing of individuals, women and girls are left in a more disadvantaged predicament.

1.3 Economic Context

Agriculture remains the backbone of Uganda's economy, contributing 25.3 percent of the country´s GDP in 2012/2013. The sector employs 72 percent of the total labour force (informal and formal), and 77 percent of these are women and 63 percent are youths mostly residing in rural areas (NPA, 2015). Farming still remains largely at subsistence level with the majority of women involved in food production while men in cash cropping and livestock. For the past 2 decades, absolute poverty has reduced considerably in Uganda. From 56.4 percent in 1992/3 to 19.7 in 2012/2013 (MoFPED, 2014). However, despite a reduction in absolute poverty levels, the northern and eastern regions still lag behind in the poverty index, whose figures are above

the national average and Busoga (east central) has persistently lagged behind (see Figure 2, and Figure 3).

Poverty performance between East (left) and Central (right) regions over 10 year's period

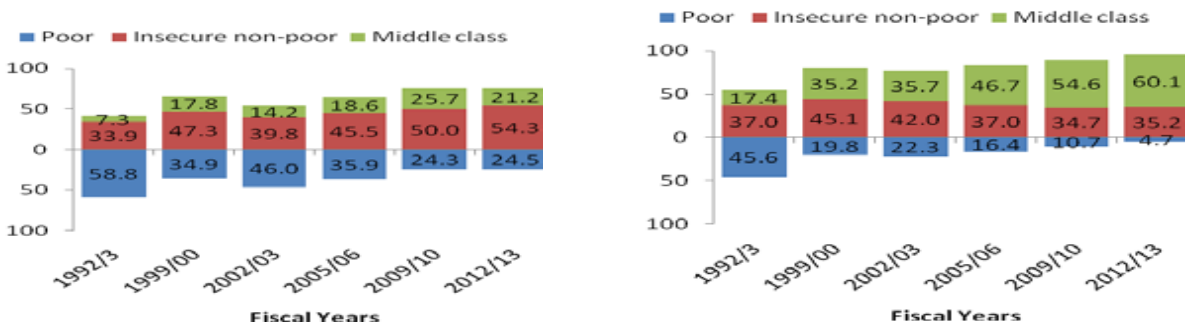

Figure 2: East and Central Region poverty performance for 10 year period. Adopted from the Poverty Report(MoFPED, 2014)

Sub-regional picture of the poverty Status

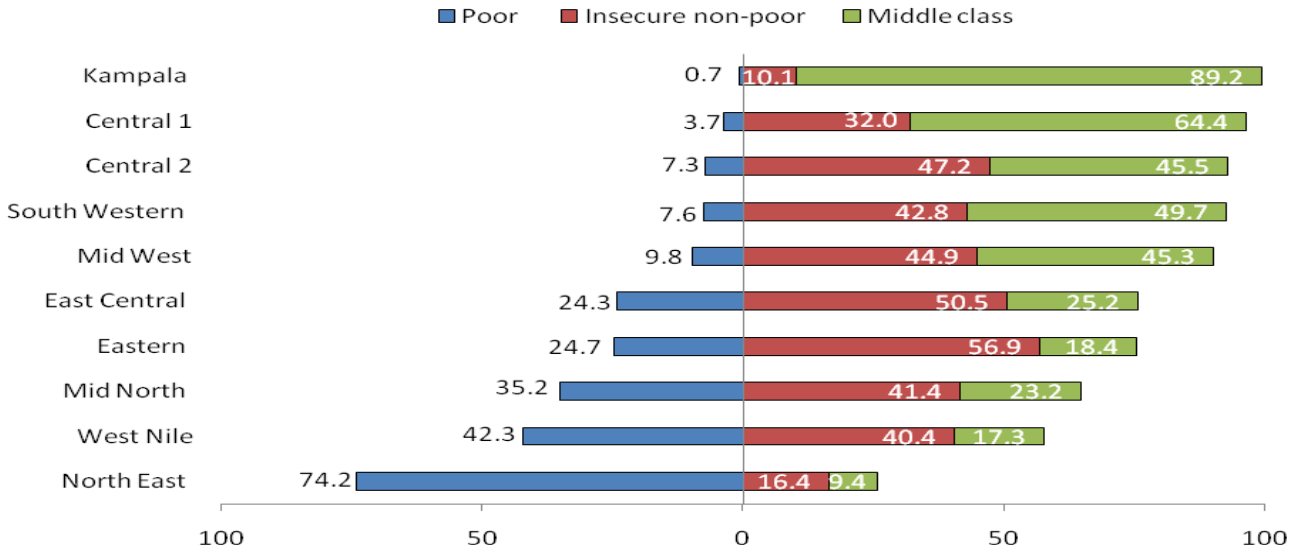

Figure 3: Uganda Poverty sub-region status comparison. Adopted from Uganda poverty Report (MoFPED, 2014)

1.4 Political Context, Policy and programme environment in the country

Uganda currently boasts prevailing nationwide peace and security that provides a conducive environment for development. The government has put in place development frameworks upon which all programmes are to align to, that is; **the National Development plan** (NDP) II: - this is a five year plan with the country´s main priorities for development focus (2015-2020) and **Vision 2040** which is the overall long term development plan which focuses on transforming Uganda from peasant nation to middle-class nation. Uganda has a national gender policy (2007) which is a commitment from government to eliminate gender inequalities across sectors and a National agriculture policy (2013) which is to leverage commercial agriculture and modernization.

In 2013, Uganda enacted a climate change policy that guides the implementation of climate change interventions in the country. There is also a fully-fledged department in charge of climate change programming (Climate Change Department) within the Ministry of Water and Environment, and top on the agenda of the policy is climate adaptation. The policy recognises the gendered impacts of climate change and stresses gender as one of the cross-cutting aspects that need to be tackled. However, the policy falls short of categorizing how gender mainstreaming in the climate interventions will be undertaken. Although this denotes the political will to promote gender equality, it is highly constrained by the limited capacity to roll it out and as a result, it can easily re-enforce gender inequalities, hence the need to pay particular attention to building capacity in mainstreaming gender in climate change. Uganda is a signatory to the United Nations framework convention on climate change (UNFCCC) and the Convention on Elimination of All forms of Violence against Women (CEDAW) thus providing a conducive policy environment for climate change interventions.

1.5 Overview of Climate changes in Uganda

Uganda experiences equatorial climate with moderate temperatures and humid conditions throughout the year with two rain seasons in a year. Uganda´s climate is divided into three categories that are; i) highland climate, ii) savannah tropical climate, including lake basin climate, and iii) semi-arid climate. Rainfall is the most sensitive climate variable that affects socio-economic activities. The Lake Victoria basin (eastern and north-western Uganda) comprises the wettest districts and as predicted by the IPCC, they are becoming wetter with increasing floods thus making the country more vulnerable to climate change (Government of Uganda, 2007).

The National Adaptation Plan of Action (NAPA[3]) estimates that up to 90 percent of Uganda´s natural disasters are weather related and these include droughts, floods, landslides, windstorms and hailstorms that destroy annually vast acreage of crops (UNDP-UNEP 2009). For over the years Uganda has been receiving normal rainfall enough to boost the agriculture sector (between 400 to 2200mm per year), however of recent, the country has seen more erratic onset

[3] Developed in 2007, as a result of the the COP7 resolutions in Marrakech-Morroco

and cessation of rain seasons and more prolonged rain seasons extending into the originally dry season periods (ARCC Project, 2013)

1.6 Overview of Women´s vulnerability

Women are central to rural development and growth in the country and although there has been a tremendous improvement in women´s position, poverty is still feminized and women still bear the brunt of poverty. Despite the tremendous reforms, there have been fundamental failures to challenge the entrenched unequal gendered power relations and other forms of exclusion in societies and institutions(OECD, 2015). Women account for a great proportion of the agricultural labour force, (77 percent), especially in the subsistence farming (NPA, 2015) and perform most of the unpaid work in the informal agriculture and are dependent on environmental resources like water and firewood (UNDP, 2015). Climate change is widening the gender gap especially in the rural areas affected by massive environmental degradation due to their environmental dependence. For example over 99 percent of rural population depend on the use of fuel wood which is entirely a woman´s responsibility and yet in Busoga region alone, 6,000ha of forest reserves have been lost (Government of Uganda, 2007). This directly implies more distance burden to women in search for fuel wood on top of other household chores. The situation is often worsened with restrictions on access to livelihood capital assets (land, agricultural inputs, finance and credit, extension services, and technology), which limits their agricultural output.

In 2011, only 28 percent of women in Uganda owned registered land (UBOS and ICF International, 2012). This number has fallen to 27 percent owning registered land. Although over 70 percent are involved in agriculture, only 20 percent control the proceeds from their efforts (NPA, 2015). Unpaid care work further impedes rural women's ability to take advantage of on- and off-farm employment and new market opportunities in the agricultural sector, these challenges are increasingly being amplified by climate change.

Climate change impacts are greatly linked to gender issues due to women's dependence on agriculture and natural resources. MacGregor (2010) rightly asserts that climate change is not gender neutral but has gendered-differentiated effects. Climate change will have negative impacts on the welfare of households relying on agriculture through likely increases in crop failures and yield reduction (IPCC, 2014). Women´s participation in climate change programmes is low and the climate change and the agriculture policies insufficiently address their needs and priorities. The Uganda climate change policy enacted in 2013 recognises that women are both vulnerable but agents of change but falls short on providing systematic ways

in which the policy frameworks intends to mainstream women and gender in the interventions areas. This is in line with Terry (2009) illustration of climate justice with gender equity. Hence, the great need to promote right based interventions in climate change that places people at the centre, allowing the participation of the most vulnerable who are made up majority women to enhance their adaptation capacity.

Section 2: Project Rationale

This section presents the problem to be addressed, the strategic objectives of the project, the theoretical context within which the project will operate, the gender approach that will be used throughout the project life cycle, the stakeholders, and the targeted beneficiaries.

2.1 Problem analysis

Uganda has had a relatively favourable and stable climate over the years, however, this is becoming a saga as a result of climate change. The country will not achieve its Vision 2040 if the climate change question is not tackled (NPA, 2015). According to the vulnerability climate assessment conducted by USAID (ARCC Project, 2013), although there still contradictory findings on the rainfall patterns for the next years, rainfall is projected to increase in the typically dry seasons, that is to say in the months of December, January, and February, and there is a potential for an increase in extreme events like heavy rainstorms and flooding, among others coupled with an increase in temperatures. These will have strong effects on agriculture especially tree crops, tubers, and post-harvest activities such as drying and storage, and will increase the risk of diseases and pest infestations.

- Lower proportion of able-bodied (working members)
- Less educated
- More likely to be female headed families
- Less likely to sell a portion of their crops or livestock
- Less access to loans
- Participate less frequently in commuity groups
- Earn incomes less frequently from off farm sourcces

Source: ACCRA Project, 2013

Figure 4: characteristics of vulnerable households

85 percent of the population in Uganda are defined as vulnerable to climate change due to the shocks on the livelihood capital assets (UBOS 2012). This heavily stems from over-reliance on climate- dependent resources (IPCC, 2014) and the gendered obstacles re-enforced by subordinate connection of women and nature and patriarchy that shapes the gender roles. **Vulnerable households** are those with low adaptive capacity and are characterised by attributes like low levels of education, female-headed households among others (Figure 4: characteristics of vulnerable householdsFigure 4). **Adaptive capacity** is defined as the ability or potential of a social system to respond successfully to climate change (including climate variability and extremes), to moderate potential damages, to take advantage of opportunities or to cope with the consequences. It includes adjustments in both behaviours and in resources and technologies and capacity in order to increase their resilience to climate change.

Adaptive capacity varies with social characteristics such as gender (FAO, 2013), and the livelihood assets that is; human, natural, physical, financial and social capital. Adaptive capacity and vulnerability have a direct linkage to poverty as a cause but also as a consequence (Terry & Sweetman, 2009). Poor households have generally very low capacity to adapt and are more vulnerable to climate change especially the women as stressed by Reuther (1975 as cited in (Kepplinger, Hans Mathias & Habermeier, 1995). Key production sectors affected by climate change include; agriculture, water, energy, forestry, and transport (MWE, 2013).

All these sectors interplay with the gendered roles in the society. According to field experiences (Figure 5), effects on this sector result into detrimental effects on women. Rural households in Uganda depend on farming as their main source of livelihood and 77 percent of the rural women compared to 65 percent of men are employed in the agriculture sector (OECD, 2015). According to the NDP II situational analysis, climate change has gender differentiated impacts due to the livelihood entitlements accessed by women and men. Women have low financial capital and get most of their incomes from crop sales and off-farm petty trading. Extension services and access to information is lowest among women (UBOS, 2012 b), there is slow technological innovation and adoption among women farmers and over dependence on rainfall agriculture, and the heavy workload in the care areas of the household. All these factors make it very hard for women in comparison to men to buffer against climatic shocks hence their high vulnerability. Women are more susceptible however, they also have a great potential to combat the impacts of climate change given the right tools coupled with their social capital. It is not questionable therefore that government through the national climate change policy (2013) prioritises **adaptation;** which is defined by IPCC as an

Figure 5: A woman displaying a grown cassava stem that has no tubers as a result of prolonged drought

adjustment in natural or human systems in response to actual or expected climate stimuli or their effects which moderates harm or exploits beneficial opportunities (FAO, 2013), and adaptive capacity as critical interventions. The higher the adaptive capacity of an individual, the less vulnerable, and because poverty interlinks with vulnerability, the higher the livelihood capital assets, the higher the adaptive capacity and sustainability and the lower the vulnerability.

2.2. Strategic Objectives

The main goal of this project is to contribute to strengthening adaptive capacity and improve on the livelihoods of the rural population with a purpose of building the resilience of women in Kamuli district in Busoga sub-region and reduce their vulnerability in order to cope with climate change. Below are the specific objectives;

1) Increased capacity development of farmers and extension district staff to implement and adopt good practices for increased gender sensitive resilience and climate change adaptation
2) Strengthen district and lower local governments knowledge and capacities for gender - sensitive climate change programming
3) Challenge gendered stereotypes through household gender equality advocacy through household mentoring
4) Promote local monitoring farmer exposure and documentation of the good practices

2.3. Theoretical framework of the project

The project is based on three schools of thoughts; the sustainable livelihood framework, the ecofeminist theory and the third wave feminist theory. The theories and their interactions are explained below.

2.3.1 The sustainable livelihood framework

This project is based on the Sustainable Livelihood Framework, which focuses on reducing the vulnerability context of people by improving on their livelihood assets (DFID, 1999). Climate change will hit hardest the poorest individuals, and women make up the majority of the poorest. They always rank lowest when assessing financial capital, natural capital, human capital and physical capital. As a result, any climate shock renders them exposed to dangers. The more choices and flexibility that people have in their livelihood strategies, the greater their ability to adapt to climate change shocks and stresses. Trends, seasons, and shocks that come with climate change have effects on the already dwindled women´s assets and this affects their incomes, welfare, and food security which increases their vulnerability.

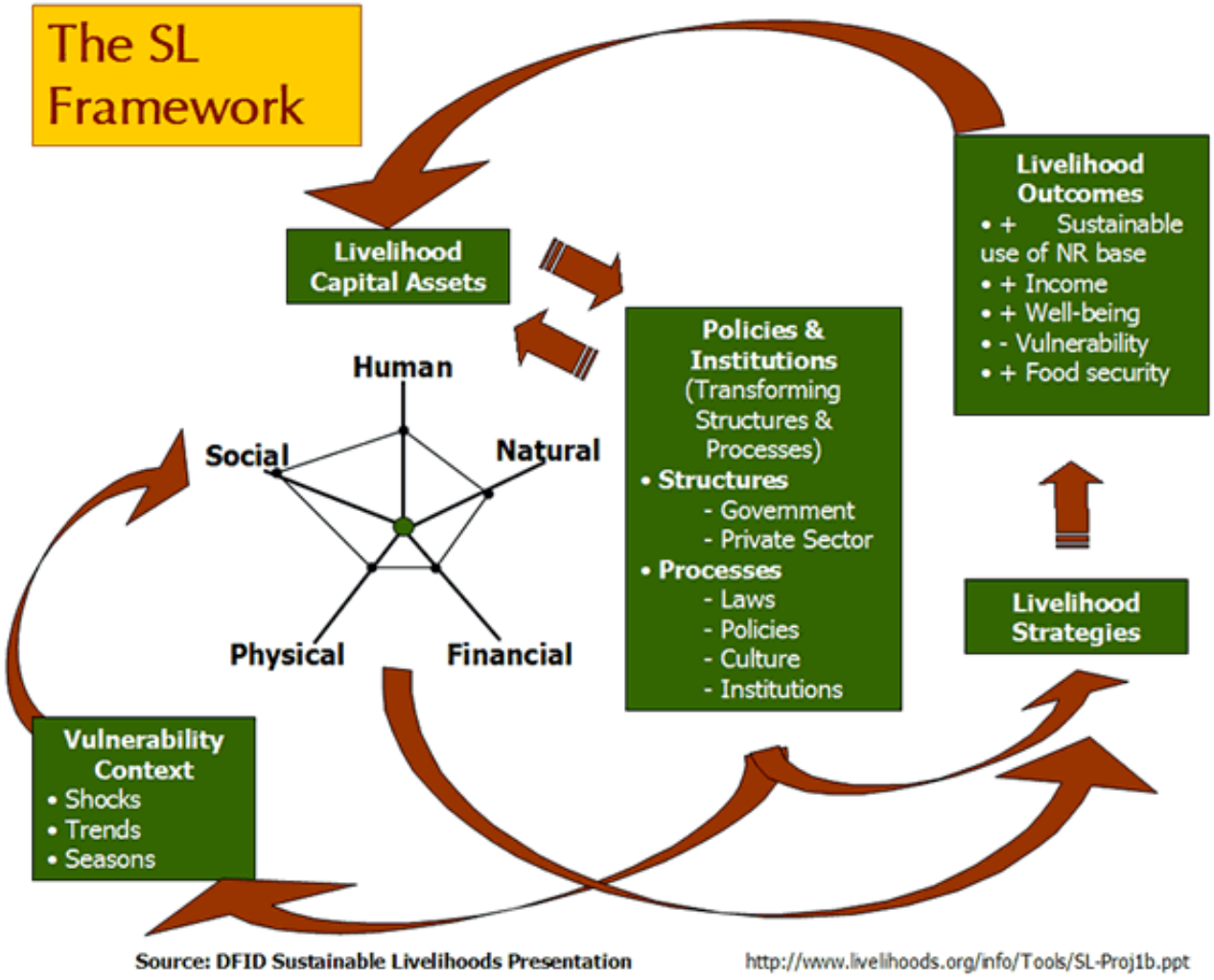

Figure 6: Sustainable livelihood framework

2.3.2 Ecofeminist theory

This is rooted in Rosemary Redford Reuther's thoughts in "New women, New earth" (1975) as cited in (Kepplinger, Hans Mathias & Habermeier, 1995) and other eco-feminists. This school of thought illuminates on the treatment of women and the treatment of non- human nature which stresses the subornation relationship of women and non-human nature in relation to men in societies. The school of thought explains how the subordination of women and exploitation of nature are entangled. Reuther argues (1975) that this subordination recreates itself in the gender and sex division of labour. As a result of this, Reuther argues that women and very poor people will bear the worst effects of social and ecological destruction, therefore, it is paramount to look at the social-ecological connection without which, women will not be liberated and neither will there be a solution to the ecological crisis within society whose fundamental models of relationship continues to be one of domination. She, therefore, argues for looking deeply at this relation and stresses that a more egalitarian society will create sustainable ecology.

2.3.2 The third wave feminist theory

Although there still arguments on the class categorization of ecofeminism, this project places eco-feminism and looks at it through the third wave feminist lens in order to promote the priority solutions suggested by the eco-feminist. Third wave feminism is rooted in a number of feminist writings like Rebecca Walker (1992), who was against the feminist discourses of sexism that placed categories of people, classes and sex in a fight against each other. The third wave feminist responds to the disunity termed as "sex wars" and emphasizes on inclusiveness and non-judgmental approaches to promote a movement towards the creation of freedoms, equality, justice, self-actualization for all people by focusing on gender-related issues in particular (Snyder, 2008). This project envisages working with men as feminist activists to dismantle and challenge the entrenched unequal power relations and the subordination of women and nature.

2.3.3 Linkage of the three theoretical frameworks

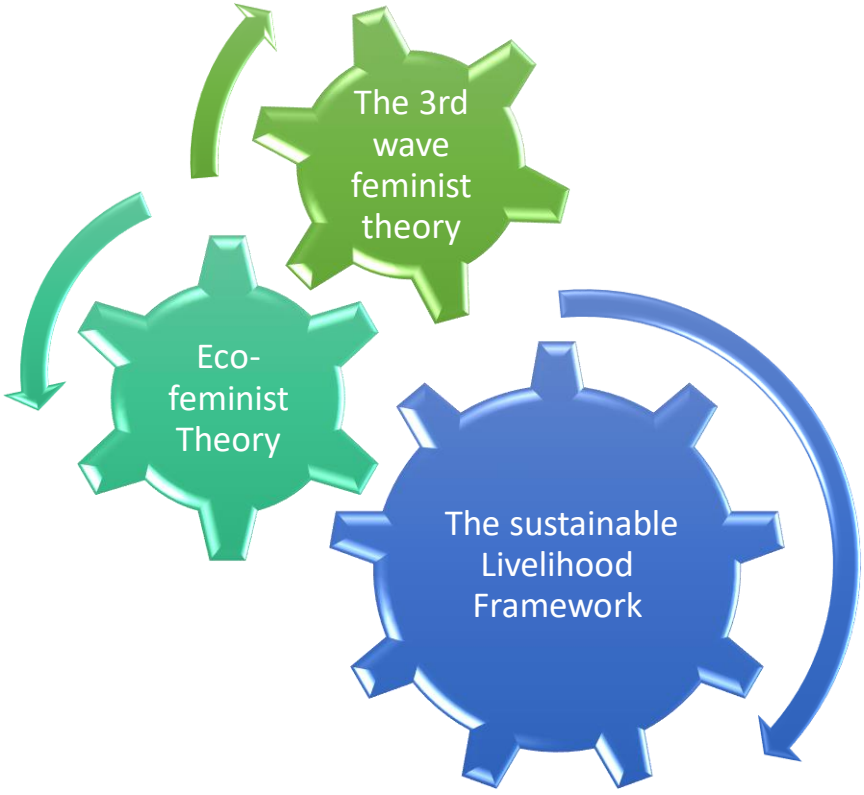

Figure 7: Interaction of the sustainable livelihoods framework, eco-feminism and third wave feminist theory as used in this project

The three frameworks complement each other by filling in the gaps of the different frameworks. Whereas the sustainable livelihood framework explains the factors that place individuals vulnerable to risks like climate change, the eco-economist theory compliments it by bringing the subject of women and nature to explain the subordinate position and exploitation of women

and nature and the vulnerability and the need to use this gendered lens in order to promote sustainable environment management especially in this era of the changing climate. However, while looking at the vulnerability levels and the dominance of men in terms of capital assets, there is a need to promote a positive and constructive relationship between men and women through working with men to do things differently and empower women with resources and build each others confidence. And this is what the third wave feminists brings into the two other theories by encouraging inclusive targeting in order to empower men and women promote sustainable development.

2.4. Gender approach

Using the above schools of thought together with Cornell's social theory of "gender and power" analysis (1987), the problem analysis sees the vulnerability of women to climate change through the lenses of the unequal power relations. According to Cornell (1987), gender and power across sectors is as a result of three major structural characteristics, that is to say, i) the sexual division of labour- which examines economic inequities favouring men, ii) sexual division of power – which examines inequities and abuses of authority and control in relationships and institutions and lastly iii) cathexis – which examines social norms and the effective attachments between men and women (Maharaj, 2016). In order to overcome the challenges and promote women´s empowerment in their livelihoods, there is need to empower women with technical and financial skills, work with men and women to challenge the intra-household gender inequalities especially in ownership and control of livelihood assets, build women´s confidence and provide a platform for joint decision making through men and women discussions on how to enhance adaptation and achievement of egalitarian households and communities. And for sustainability of the achievements, there is a great need to train the District Local Government (DLG) on gender and climate change programming.

2.5 Stakeholders and Target Beneficiaries

This section provides details on the project target area, population, the size, and their characteristics and the stakeholders. Uganda has 112 districts all located in 4 sub regions (north, east, west, and central). The north and east continue to lag behind in many development indices. Because of the conflicts that affected the bigger part of the North and partly east, there has been a lot of donor funding concentration in these regions. However east central (Busoga region) although has not suffered political conflicts, the sub-region is among the poorest with high rates of gender-based violence according to (MoFPED, 2014) and with high rates of environmental degradation and very low external funding (low NGO concentration).

2.5.1 Target District

Kamuli district is the target district for the project implementation. The district is part of the former Busoga district located in the south-eastern Uganda. It lies at an average altitude of 1083 m above sea level. The district borders River Nile and Kayunga district in the west, Jinja district in the South, Iganga district in the Southeast, Kaliro district in the East and Soroti district and Lake Kyoga in the north. Kamuli District has a total land area of 3,443.62 km2 and 835.12 km2 (23%) of water. It is a hilly area with an equatorial climate characterised by two rainfall seasons (Christie, Kyamureku, Kaaya, & Devenport, 2015). The total population of the district is 490,255 people according to the recent population census. It's a predominately a rural area with 98 percent of the population leaving in a rural setting.

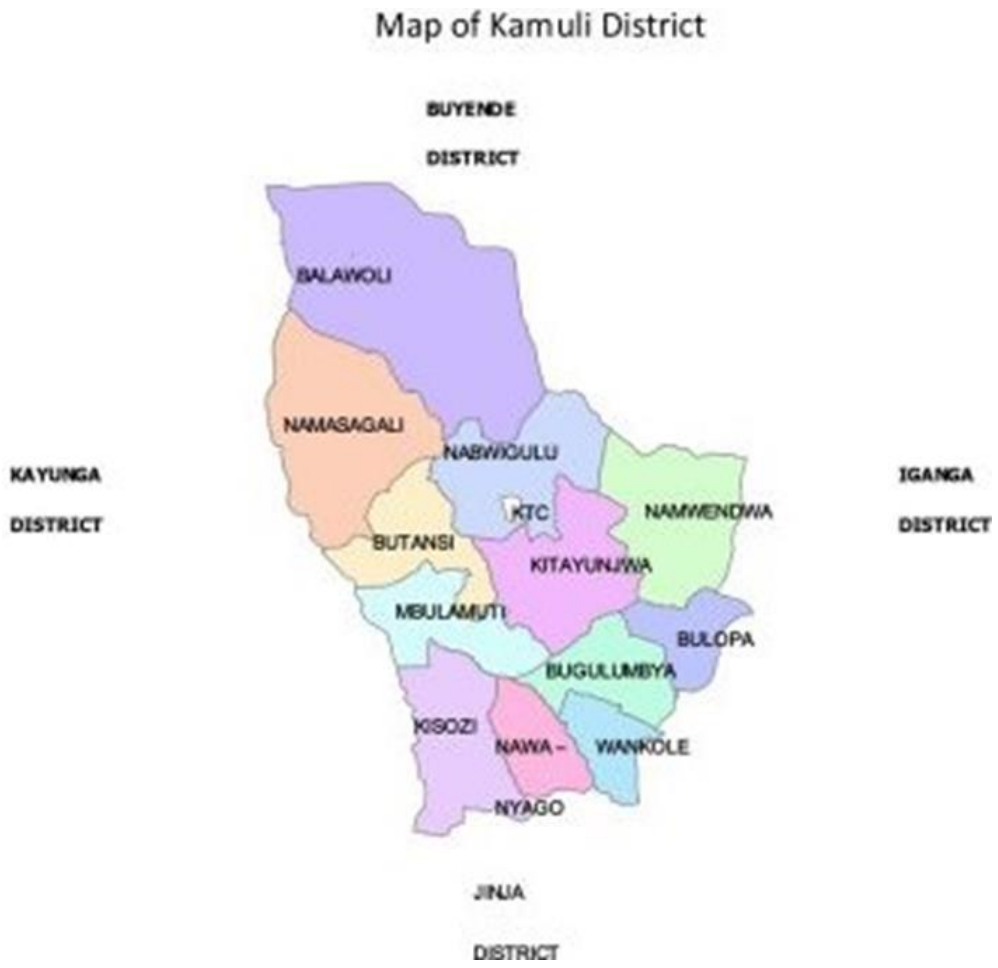

Figure 8: Map of Kamuli district

Administrative structures

Kamuli district is composed of three counties namely: Budiope, Bugabula, and Buzaya. The district is also composed of 17 lower local councils (sub counties) and one Town council, one hundred and five (105) parishes and 1,284 villages.

For over years Kamuli district has been struggling with poverty and food insecurity. Crop yields are generally lower than optimum levels (30% of the potential) due to the use of unimproved seed, the presence of pests and disease, erratic and unreliable rainfall patterns, low soil fertility and exhaustion as well as poor crop husbandry practices (Kamuli DLG, 2012).

The district poverty indices, by 2010, poverty and food insecurity levels were at 24.3 percent just slightly below the overall national average of 24.5 percent of the same base year (Sseguya, Mazur, Wells, & Matsiko, 2014). And by 2014, the region was said to be falling back into poverty as a result of high population and land fragmentation as a result of increased population (MoFPED, 2014). Out of 3,416.19 km^2 total land area, only 1,551.8 km^2 is under cultivation and 1,096.16 km^2 is under water. The average land holding is 1.0 ha per household. Over 80% of the population depends on agriculture for their livelihood and the principle enterprises include crop and livestock production and fisheries. Like most districts in Uganda, the Kamuli district is being threatened by environmental degradation resulting from poor farming methods. Bush-burning, land fragmentation, deforestation and frequent climate changes were identified as major threats to the district. According to the Kamuli district local government five-year strategic plan orphans and other vulnerable children programme (Kamuli DLG, 2012), the effects of poverty are highly evident with high levels of environmental degradation. As put forward by Sseguya (2011), communities are aware of the need to manage the environment sustainably, but they lack the knowledge and skills to effect this goal.

2.5.2 Target Groups

The project will have two categories of direct beneficiaries namely; the rural community members, and the district and lower district officials in the departments of production, environment, and community-based services. While indirectly, the NGOS/CBOS that will be involved in the implementation of the project and will indirectly benefit from capacity strengthening through the various training that will be conducted in the course of implementation.

A stakeholder Analysis

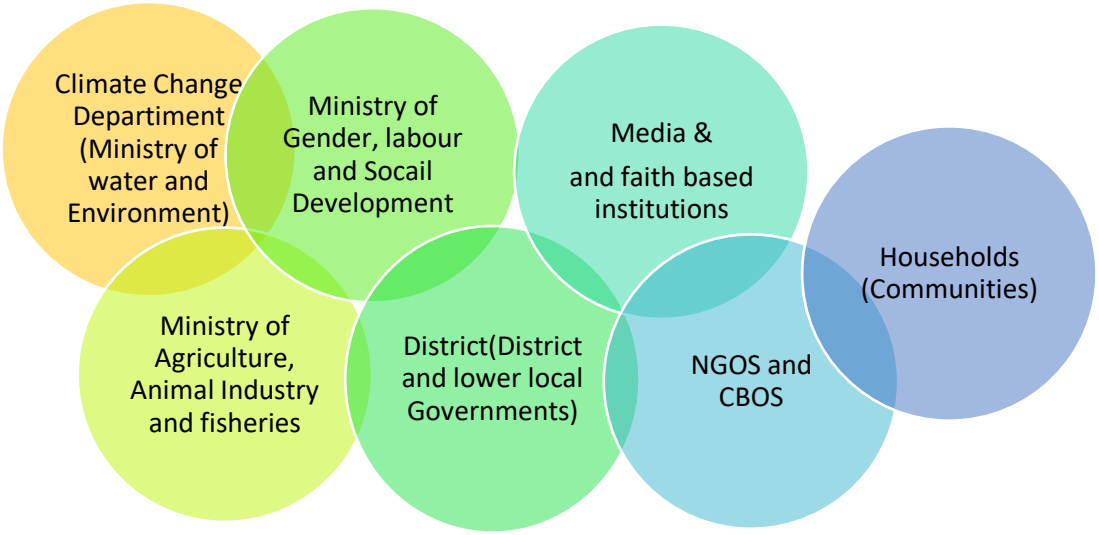

Figure 9: A stakeholder's analysis map

The project will concentrate on three sub-counties (out of the 17 within the district), these will be selected in consultation with the district stakeholders.

The project aims to target 900 household members out which 60 percent will be female members while 40 percent will be male.

The project will work with the District Local Government (DLG) and the Community-based Organizations (CBOs) especially those working in the area of agriculture and environment such as the Kamuli district farmers association.

The district and lower local governments will benefit from the capacity-building on mainstreaming gender in district development plans while the communities will benefit from the farmer field school training, the technologies that will be provided in kind, the social networking and exposure and grants that will be provided to the winning groups in alternative businesses.

2.6 Proposed Implementing Agency

The proposed implementing Agency to take charge of the overall implementation is the Food and Agriculture Organization of the United Nations. FAO is a UN agency with a mandate to eradicate hunger, food insecurity and malnutrition. It works in diverse areas of agriculture (crop and animal), forestry, fisheries, climate change and gender as a cross-cutting thematic area. The

organization has been working in Uganda for over 30 years with diverse experience in up-stream (policy advocacy and capacity building of government institutions) and down-streams working with NGOs and communities/households on the ground to promote production and food security.

2.6.1 FAO´s Comparative Advantage

FAO's corporate experience at the global level, and its country and region-specific experiences, in particular, are valuable in seeking location-specific solutions for adaptation. As a multilateral knowledge-based institution, FAO has the ability to provide international expertise and facilitate the transfer of relevant technical knowledge to national counterparts on newly evolving ecological approaches to sustaining agricultural productivity and managing natural resources, referencing best practices from similar ecologies. In addition, FAO's consolidated presence in Uganda and Country specific experience on similar themes enables it to offer comprehensive support that can enhance adaptation at all levels while catalysing links between the levels.

FAO's approach to increased resilience of agro-eco-systems to climate change and variability is centred in the Farmers Field School (FFS) approach. To date, FAO has implemented over 4,000 FFS in Uganda, in cooperative agreements with DLGs, and in collaboration with various implementing partners (NGOs). FFS can be mobilized to ensure that the project initiative will build upon existing best practices and largely make use of existing capacity, therefore being highly cost-effective.

FAO thus has a consolidated methodology for the dissemination of best practices on the ground, as well as experience with building strong linkages from grassroots to policy levels, and policy levels to the field. Its national presence in Uganda, with five Field Offices outside of Kampala, ensures timely implementation and delivery and provides routes for mainstreaming of gender and climate change adaptation into broader rural development institutional frameworks. In addition, FAO's corporate Inter-Departmental Working Group on Climate Change (IDWG-CC) has developed a series of tools to assist national governments in planning climate change adaptation initiatives that may be applied in the mainstreaming aspects of this project.

FAO will draw on its international know-how and expertise on agriculture, climate change adaptation, disaster risk management, gender and land and water management. Building upon FAO's long-standing partnership with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) and Ministry of Water and Environment (MWE), Ministry of Gender

Labour and social Development (MGLSD), the project will be implemented in close collaboration with the line ministries and DLG Structures including the District Production Office, the gender officer, and the District Environment Office and the Climate Change Department.

Section 3: Project framework

This section will define and link the overall goal of the project, the main objectives, the outcome areas and the outputs of the project. The project will build on existing initiatives in line with the National climate change policy, the National Development plan, and will utilise the UNU-GEST training manual on gender and climate change[4] in District capacity building.

The project is expected to contribute to the national climate change policy specific objectives 1 and 2. The project is also expected to contribute to the achievements of the Agriculture Sector Development and Investment Plan (DSIP) objectives (i) Rural incomes and livelihoods increased and (ii) Household food and nutrition security improved.

Below is the project framework showing objective hierarchy and the activities.

[4] This is a training manual for short courses on gender and climate change in Uganda. It was developed in 2013 by the Gender Equality Study Programme in colloboration with Makerere University, ICEIDA, Ministry of Water and Environment climate change unit, Ministry of Gender , Labour and Social Development and the Norwegian Embassy.

Goal

Contribute to strengthening adaptive capacity and improve on the livelihoods of the rural population

Purpose

Build the resilience of women in Kamuli District and reduce their vulnerability to cope with Climate Change

Objectives

1. Increased capacity development of farmers and extension district staff to implement and adopt good practices for increased resilience and climate change adaptation,
2. Strengthen district and lower local government´s knowledge and capacities for gender sensitive climate change programming,
3. Challenge gendered stereotypes through household gender equality advocacy through household mentoring,
4. Promote local monitoring farmer exposure and documentation of the good practices

OUTCOME 1 Reduced climate related risks and vulnerabilities to Climate Change			OUTCOME 2 Alternatives livelihoods created	OUTCOME 3 Strengthened capacities and procedures for effective gender mainstreaming in climate change programming
OUTPUT 1.1 Promote participatory capacity development, climate smart technologies and practices in agriculture adaptation	**OUTPUT 1.2** Strengthen household gender equality advocacy through household mentoring	**OUTPUT 1.3.** Promote exposure, local monitoring and documentation of the good practices	**OUTPUT 2.1** Stimulate alternative livelihood system strengthening and adaptation	**OUTPUT 3.1** Strengthen the capacity of district and lower local governments' officials to integrate gender in climate change interventions
1.1.1 Mobilize and develop community action plans for climate change adaptation 1.1.2 Enhance livelihoods by enabling access to basic agricultural services, technologies and practices 1.1.3 Improve on water harvesting, management & conservation on farm and households 1.1.4 Promote post-harvest practices to manage climate related risks 1.1.5 Promote improved manure management and support to implement renewable energy (biogas) plants and charcoal briquettes at community level and use of animal and plant waste as manures	1.2.1 Provide a platform for gender equality dialogue between men and women through gender action learning systems 1.2.2 Promote male engagement through training men as gender equality role models in communities	1.3.1 Organize periodical exposure visits within and out of the district, exchange visits and field days for knowledge sharing and learning on climate change adaptation and gendered empowerment among farmers 1.3.2 Promote dissemination of early warning information on climate change and weather forecasts using media channels accessible to women 1.3.3 Conduct Gender impact assessments, baseline and end survey surveys 1.3.4 Conduct quarterly monitoring review visits with communities and the district teams 1.3.5 Document good practices and the processes	2.1.1 Conduct business/enterprise skills training 2.1.2 Provide business grants/start-up capital 2.1.3 Promote business health clinics 2.1.4 Promote village savings and loans	3.1.1 Conduct trainings on mainstreaming gender into climate change programming using the UN-GEST training modules 3.1.2 Establish a good practice database (including indigenous and local practices) relevant to agriculture and environment for climate change adaptation at district level and dissemination at local level 3.1.3 Develop information centres for documentation of gender sensitive local knowledge, risks and vulnerabilities at sub- county and village levels 3.1.4 Promote and prepare district gender sensitive climate change adaptation plans and ensure they are integrated in district development plans

Figure 10: Objective hierarchy /Project Overview map

3.1 Activity description

This section describes in details the 20 activities that will be implemented in a three years period to contribute to the three outcome areas namely:

Outcome 1. Reduced climate change related risks and vulnerabilities to Climate Change,

Outcome 2. Alternative livelihood created,

Outcome 3. Strengthened capacities and procedures for effective gender mainstreaming in climate change programming at the district local government level

And directly under the five output areas as follows:

Output 1.1. Promote participatory capacity development, climate –smart technologies and practices in agriculture adaptation,

Output 1.2. Strengthen household gender equality advocacy through household mentoring,

Output 1.3. Promote exposure, local monitoring, and documentation of the good practices,

Output 2.1. Stimulate alternative livelihood system strengthening and adaptation,

Output 3.1. Strengthen capacities and procedures for effective gender mainstreaming in climate change programming.

3.1.1. Outcome 1: Reduced Climate related risks and vulnerabilities to climate change

The objective of this outcome area is to increase capacity among women farmers and extension district staff to implement and adopt good practices for increased resilience and climate change adaptation. Below are the detailed three proposed outputs and description of activities.

Output 1.1: Promote participatory capacity development, climate-smart technologies and practices in agriculture adaptation

To achieve this output, the following activities will be implemented (1.1.1) Mobilize and develop community action plans for climate change adaptation, (1.1.2) Enhance livelihoods by enabling access to basic agricultural services, technologies and practices, (1.1.3) Promote post-harvest practices to manage climate-related risks (1.1.4) Promote improved manure

management and support to implement renewable energy (biogas) plants and charcoal briquettes at community level and use of animal and plant waste as manures.

Activity 1.1.1 Mobilize and develop community action plans for climate change adaptation

This will involve first and foremost farmers together with local leadership (district and lower local government) to understand the causes and the gender disaggregated impacts of climate change on their livelihoods. Upon this understanding, community members (men and women) in farmer field school groups (FFS) will be facilitated together with the district stakeholders using participatory methodologies to conduct a vulnerability assessment. After this, community FFS groups will be facilitated by developing their action plans for climate change adaptation where they will also integrate technological options affordable and available in the community. The plans will then be shared with the sub-county offices and the district local government for harmonization, documentation and follow up.

Activity 1.1.2 Enhance livelihoods by enabling access to basic agricultural services, technologies, and practices

This activity will involve the formation of FFS[5]; defined as a school without walls/a forum for farmers to learn, test and adapt practices using practical hands-on methods of discovery learning that emphasises observation, discussion and analysis. This will be the first sub activity, train FFS facilitators (a facilitator is a guide and not a teacher who works with the learners throughout the learning lifecycle) on the FFS methodology, train farmers on climate smart agronomic practices, provide extension services through the recruitment of FFS facilitators[6], establish demonstration/experiment gardens for learning, and later replicate the good practices at household levels. Learning will be at group level but replication will be at household level. And the members of the groups will be tasked to train their family members (spouses, adult children) on the good practices and the learning they get from the group. Upon growth among the FFS,

[5] A farmer field school is a school with out walls. Its made up of members who came together from the same geaopghical location with a similar problem and work together to solve it. They have a weekly interaction with a facilitator who trains them on the relevant topics according to the project. The meeting point is determined by the topic of the day.

[6] These are extension staff who live within the implementation geographical area and facilitate framers in the day learning. A facilitator should be from the geographical location with a diploma in agriculture as a minimum qualification

they will be transformed into FFS networks/cooperatives in order to increase the bargaining power of the groups.

Activity 1.1.3 Improve on water harvesting, management & conservation on farm and households

The District generally gets enough rains during the rainy season. However with changes attributed to climate change, the climate is characterised by the more erratic onset and ending of the rain seasons. This is making it harder for farmers to increase their yield. Therefore with the training of farmers on technologies of on-farm water harvesting and management, for example digging of pits, the multi-use water system will go a long way in increasing production. Farmers will also be trained to utilise these technologies at household level in order to save women´s time and labour while fetching water for domestic use and animal watering.

Activity 1.1.4 Promote post-harvest practices to manage climate-related risks

Studies predict increased rain during the dry seasons, a factor which is detrimental to the storage of produce. Therefore, in order to increase the resilience of women farmers who are most times responsible for post-harvest handling, men and women in the FFS will be trained on how to improve local storage practices, however, the project also intends to promote establishment of seed banks[7] and seed storage systems at community level to shock absorb seed shortage in case of occurrence of disasters.

Activity 1.5 Promote improved manure management and support to implement renewable energy plants and charcoal briquettes making at community level and use of animal and plant waste as manures

Related to drivers like population growth and land fragmentation, the land has been overly used, degraded and worsened by soil erosion thus limiting its fertility. Farmers will, therefore, be trained on how to process manures out of the animal waste and plant waste. However before the animal and plant waste is used as manure, farmers will be trained on how to produce renewable energy (biogas) for lighting and cooking in the households. This will help them save on incomes for fuel, save trees for firewood but also saves time and labour among women that

[7] This is a seed storage infrastructure that is used to keep seed materials to gude against catastrophic events like natural disasters, or for future sharing

can be relocated in other productive ventures. Farmers will also be trained on how to make charcoal briquettes out of the plant waste and they can use these as energy for cooking but it will also provide them with an added income.

Output 1.2 Strengthen household gender equality advocacy through household mentoring

The project intends to challenge the gender inequalities in order to empower the women with more bargaining power in the households and the community as a whole. The following activities will be implemented to achieve the above output. (1.2.1) Provide a platform for gender equality dialogue between men and women through gender action learning systems, and (1.2.2) Promote male engagement through training men as gender equality role models in the communities. The objective of this output is to strengthen household gender equality advocacy through household mentoring.

Activity 1.2.1 Provide a platform for gender equality dialogue between men and women through gender action learning systems

With the FFS training, groups will be facilitated on a dialogue on gender issues being faced by the households that limit their capacity to adapt to climate change and limits their productivity. The project will use Gender Action Learning systems (GALS), tools to break the gendered stereotypes and promote gender justice in the communities and households and promote win-win situations between men and women. GALS is a community-led empowerment methodology that aims to give women as well as men more control over their lives and catalyse and support a sustainable movement for gender justice. The main focus is active promotion of a community-led gender justice movement The tools will include, the vision road journey, the gender balance tree, the gender diamond tree, the challenge action tree, the empowerment leadership map etc. in some group sessions couples will be encouraged to invite their spouses to be part of the learning.

Activity 1.2.2. Promote male engagement through training men as gender equality role models in the communities

Male group members who have gone through the GALS methodology will be trained voluntarily to become role models to other men in the community to support the women´s cause in the promotion of an egalitarian community. The objective of this activity is to promote more gender aware discussions in the communities and households.

Output 1.3. Promote exposure, local monitoring, and documentation of the good practices

To make climate change adaptation more effective and learn what works for men and women, it is most significant to systematically monitor documents and share with others through continuous exchange visits and exposure to continuous learning.

The project aims to achieve this output through implementation of the following activities (1.3.1) Organize periodical exposure visits within and out of the district for knowledge sharing and learning on climate change adaptation and gendered empowerment among farmers, (1.3.2) Promote dissemination of early warning climate change and weather forecasts using media channels accessible to women, (1.3.3) Conduct Gender impact assessments, baseline and end survey surveys, and (1.3.4) Conduct quarterly monitoring review visits with communities and the district teams and (1.3.5) Document good practices and the processes. The objective of this output is to promote local monitoring farmer exposure and documentation of the good practices.

Activity 1.3.1 Organize periodical exposure visits, within and out of the district, exchange visits and field days for knowledge sharing and learning on climate change adaptation and gendered empowerment among farmers

This activity will involve organization of exchange visits at different levels. First, it will be among FFS groups in the same sub-county to share information on what the different groups are doing in terms of technologies and practices (exchange visits). The second level will be exposing group members to already developed technologies and practices (could be gender empowering practices) within the district or outside the district but relevant for learning purpose to enhance attitudinal change in the short and long run. And lastly, organisation of field days to celebrate achievement and showcase the learning to the entire community. This is the time when some of the farmers will be graduating to become farmer trainers to serve other farmers in the community. This is empowering in itself.

Activity 1.3.2 Promote dissemination of early warning climate change and weather forecasts using media channels accessible to women

One of the biggest challenges faced by farmers, especially women is limited access to information. In this cases, climate information including weather forecasts is very important for farmers to plan in advance. The project will work with the district offices and the media (radio) and other community communication channels (churches, mosques, community speakers, and village meetings, posters etc.) to convey weather information on a monthly basis in minimum.

Activity 1.3.3 Conduct Gender impact assessments, baseline, and end surveys

A gender impact assessment (GIA) is simply defined as the means of assessing future gendered consequences of the proposed action or programme. This promotes gender-sensitive decision making to avoid reproducing gender inequalities. This will also promote participatory setting of indicators with the communities. This will be incorporated in the baseline survey that will be conducted prior to the commencement of the project to allow fine tuning of the interventions. Two GIAs will be conducted, at the beginning, mid-review and end of the project. The project also intends to conduct an end line survey to evaluate achievements, this will go hand in hand with the last GIA.

Activity 1.3.4 Conduct quarterly monitoring review visits with communities and the district teams

In order to involve all stakeholders on a quarterly basis, and monitor progress using participatory methodologies, the NGOS/CBO working with the groups will organize quarterly review meeting where other stakeholders like the district and the lower local government will be invited to discuss progress and challenges at the community level. FAO will give an oversight and will conduct technical backstopping from time to time. And lastly, joint monitoring visits with other stakeholders will be organized every after six months.

Activity 1.3.5 Documents good practices and the processes

For knowledge sustainability and replication, all processes will be documented in the form of writings (magazines), video documentaries among others. These will be among the knowledge products produced by the project for knowledge sharing.

3.1.2. Outcome 2: Business alternative livelihoods created

This outcome area focuses on building the capacity of women and men in business and entrepreneurship skills, and promote businesses and alternative livelihoods that can support them to increase on their livelihood financial and physical assets.

Output 2.1: Stimulate alternative livelihood system strengthening and adaptation

Because of unpredictable nature of climate change, farmers, especially women, need diversified sources of livelihoods to increase on their adaptation capacity and enhance resilience in case of failure in agriculture. The following are the activities that will be implemented to achieve this output: (2.1.1) Conduct business/enterprise skills training, (2.1.2) Conduct business

competitions among farmer field school groups to stimulate business ideas, (2.1.3) Promote business health clinics and, (2.1.4) Promote village savings and loans (VSL) with the groups.

Activity 2.1.1 Conduct business/enterprise skills training

Group members will be given training and skills on creating business and enterprises. It is projected that after they have been trained, they will have positive attitudes on looking for opportunities for new business ventures. This will help increase their resilience to climate change because it reduces the over-dependence on only agriculture and also increases on their bargaining and negotiating power in the households.

Activity 2.1.2 Provide business grants to farmer field schools to stimulate business start up

After completing the training modules on business, women will be provided a small start-up capital in kind that is say , the businesses will be procured and presented to the women to initiate business innovations.

Activity 2.1.3 Promote business health clinics

Business health clinics are avenues for business consultations. This will be on a quarterly basis where business experts from the district and other business organizations will be taken as "business doctors" to be consulted by those carrying out businesses or those interested in starting. This is intended to help the women grow their businesses, boost their confidence once they come up with enterprising ideas. FFS members especially the women will have one on one sessions with the business experts to discuss issues ranging from business ideas, business challenges for those with existing businesses, financial management, opportunities, marketing challenges, productivity and cash flow issues among others. This will promote motivation, confidence and technical backstopping of the different enterprises.

Activity 2.1.4 Promote village savings and loans

Savings and loans will be promoted within the groups. First, it promotes a saving culture and the loans system will make cheap small loans more accessible to especially women who cannot access money from commercial and micro-finance organizations. This also promotes the social network and increased cohesion among group members.

3.1.3. Outcome 3: Strengthened capacities and procedures for effective gender mainstreaming in climate change programming

This outcome area will focus on building the capacity of district and lower district local governments' capacity to integrate gender and climate change in their planning, budgeting, implementation, and monitoring. And encourage for its integration in the district development plans. The objective of this result area is to strengthen district and lower local governments' knowledge and capacities for gender-sensitive climate change programming.

Output 3.1: Strengthen the capacity of district and lower local governments' officials to integrate gender in climate change interventions

Gender mainstreaming is mandated by the National gender policy as one of the guiding principles for programming in districts. However, because of the limited capacity at the district level in terms of "know how" many districts end up with gender-neutral programmes. In order to achieve this output, the following activities will be implemented; (3.1.1) Conduct trainings on mainstreaming gender into climate change programming using the UN-GEST training modules, (3.1.2) Establish a good practice database (including indigenous and local practices) relevant to agriculture and environment for climate change adaptation at district level and dissemination at local level, (3.1.3) Develop information centres for documentation of gender sensitive local knowledge, risks and vulnerabilities at sub- county and village levels, and (3.1.4) Promote and prepare district gender-sensitive climate change adaptation plans and ensure they are integrated in district development plans

Activity 3.1.1 Conduct training on mainstreaming gender into climate change programming using the UN-GEST training modules

The climate change department has been training district officials from various districts on climate change programming and integration in the district development plans. However, this alone is not enough and will instead reproduce the gender inequalities in climate change programming and yet men and women are affected differently and have different adaptation capacities. Therefore, systematic integration, the district, and the lower local government officials from the relevant offices will be trained on how to mainstream gender into climate change programming using the tested and tried UN-GEST climate change training manual- "who should carry the burden" which is specifically tailored for District Local government (DLG) capacity building on gender and climate change in Uganda.

Activity 3.1.2 Establish a good practice database (including indigenous and local practices) relevant to agriculture and environment for climate change adaptation at district level and dissemination at local level

A database will be set up at the district offices with the environment department to document the good practices in climate change adaptation and this database will be linked to an FAO national database. This will help in the replication of gender sensitive technologies that work and dissemination of these technologies at the local level.

Activity 3.1.3 Develop information centres for documentation of gender sensitive local knowledge, risks and vulnerabilities at sub- County and village levels

Information centres which will be in form of noticeboards or information corners at the sub-county offices and information boards at village levels on climate change information and adaptation will be set up at sub-county and village levels. Visual materials describing climate change, the causes, the risks and the gendered vulnerabilities will be produced at FFS group level which will form part of the materials at the information centres. This will be public knowledge for the entire community who have access to these boards at sub-county and in strategic locations like markets at village levels.

Activity 3.1.4 Promote and prepare district gender-sensitive climate change adaptation plans and ensure they are integrated into district development plans

As one of the outputs of the training workshops for the DLG and sub-county staff will be the development of tailored adaptation plans that are synchronized with the FFS adaptation community plans. One of the guiding principles of the development, will be gender sensitivity in terms of participation and ensure that the needs of men and women are taken care of in the developed plans. The goal will be integrating these plans into the district development plans for sustainability.

3.2 Sustainability

A number of activities will promote continuity in the event of FAO´s exist as presented below. At the FFS levels, through the practical sessions/ field hands on training in different areas of the facilitators in the course of the project implementation, men and women will gain long lasting skills that can be applied in different agronomic, business, livelihood, life, and household activities. This will be enhanced with farmer trainers´ mentoring in the course of the project lifeline to become farmer facilitators within their localities. These will take over the capacity building of the existing FFS groups at the network level and other community members once the FFS facilitators exist. Formation of FFS into networks/cooperatives is also in itself an exit strategy, upon which the groups will be able to self-manage themselves and conduct activities as a network as opposed to individual groups thus boosting their command in negotiations. In order to harness this further, the project intends to build capacity of the DLG and sub-county staff in gender and climate change programming and will involve them in the running of the project through the quarterly reviews, monitoring and the technical oversight role of the implementing partners at the district levels, this partnership intends to relay ownership of the project in hands of the district especially with FAO´s exist but also an opening to link the FFS groups with on-going government initiatives like Operation wealth creation which is a government-led intervention to provide farmers with agriculture inputs in all districts and to the district savings and credit cooperative organizations (SACCOS) for savings and acquisition of small-scale loans to boost their business at a reasonable interest rate. This is very instrumental for women especially since the acquisition of loans from the SACCOS does require any kind of mortgage but is based on the social network which a plenty asset among women.

The information centres being set up at Sub County and village levels will form a platform for the district and other CSOs to pass on climate, climate change, and gender-related information to communities, and will also link with the district good practice database to ensure continuous information flow beyond the project lifecycle.

Lastly through the good practice database that will be established at the district, community members, the DLG, and CSOs will have access to gender-sensitive climate smart tried and tested technologies and processes for replication. Through the project, a lot of information will be produced through documentaries, success stories which will all be shared with the various stakeholders to back up the technologies.

3.3 Risks and assumptions framework

A risk is a situation involving exposure to danger according to the dictionary and is inevitable but rather through partnerships with different stakeholders, there is a plan to mitigate the impacts on the project. There are operational risks identified that could jeopardise the realisation of the project outcomes and thus require monitoring from the stakeholders. This section presents the identified risks, the probability levels and how they will be mitigated. This section will also present the register of assumptions upon which the project success is contextualised.

Risk Register Matrix

Table 1: Risk Register Matrix

S/n	Risk definition	Risk response	Risk level	
			Logical framework	
Operational risks				
1	Favourable political and social environment conducive to the implementation of all activities		Likelihood:	Very unlikely
			Impact:	Very high - When this risk occurs, it would prevent achievement of goals and objectives
			Risk level:	25%
2	Willingness among men and women farmers to convert knowledge and skills into practice and replication at household level	Encourage replication at household level, and monitoring will be at household level	Likelihood:	Unlikely
			Impact:	Low - This risk could threaten goals and objectives, and thus may require monitoring
			Risk level:	25%
3	Limiting socio-cultural gender norms progressively addressed by government, district and community initiatives	Work with government through the district local government	Likelihood:	Unlikely
			Impact:	Low - This risk could threaten goals and objectives, and thus may require monitoring
			Risk level:	25%
4	Willingness among beneficiaries to change their attitudes following exposure	Assign replication exercises at group levels	Likelihood:	Unlikely
			Impact:	Low - This risk could threaten goals and objectives, and thus may require monitoring
			Risk level:	25%
5	Government progressively improves on the market systems and infrastructures in the community		Likelihood:	Unlikely
			Impact:	Low - This risk could threaten goals and objectives, and thus may require monitoring
			Risk level:	25%
6	Readiness and availability of district and lower local government officials to participate in capacity building training	promote partnership with the district local government	Likelihood:	Unlikely
			Impact:	Low - This risk could threaten goals and objectives, and thus may require monitoring
			Risk level:	25%

The if/then logic assumption matrix

Table 2: The if/then Logic assumption matrix

Objectives		Assumptions
Goal: **Contribute to strengthening adaptive capacity and improve on the livelihoods of the rural population**		Favourable political and social environment conducive to the implementation of all activities and, Endorsement of the project by all the stakeholders
Outcome 1**. Reduced climate change related risks and vulnerabilities to Climate Change,** Outcome 2. **Alternative livelihood created,** Outcome 3**. Strengthen capacities and procedures for effective gender mainstreaming in climate change programming at the district local government level**		Functional partnership between communities, district local government and other implementing partners
Output 1.1. **Promote participatory capacity development, climate –smart technologies and practices in agriculture adaptation,** Output 1.2. **Strengthen household gender equality advocacy through household mentoring,** Output 1.3. **Promote exposure, local monitoring, and documentation of the good practices,** Output 2.1**. Stimulate alternative livelihood system strengthening and adaptation,** Output 3.1**. Strengthen capacities and procedures for effective gender mainstreaming in climate change programming**		Willingness among men and women farmers to convert knowledge and skills into practice and replication at household level Commitment from central government to challenge gender inequalities and the socio-cultural norms that inhibit women from participating in development through the relevant policy frameworks Willingness among beneficiaries to change their attitudes following exposure Government progressively improves on the market systems and infrastructures in the community Readiness and availability of district and lower local government officials to participate in capacity building training

Section 4: Project Implementation and Management Arrangements

This section presents how the project activities mentioned in the above section will be implemented. This project is set to run for 36 months effective **January 2017 – 31st December 2019**.

4.1 Institutional framework and coordination

A joint memorandum of understanding on the management of the project will be entered between Food and Agriculture Organization (FAO) and the Development partners funding this project through a joint signature. Whereas the overall funding will be from the Development partners, FAO will manage all the implementation arrangements and coordination for all the output areas, including procurements of consultants and CSOs.

FAO will enter into a joint memorandum of understanding with Kamuli District Local Government (KLDG) to co-monitor the activities of the different stakeholders who will be contracted to implement on behalf of FAO. However, KLDG will also benefit from capacity building in terms of skills in gender and climate change programming and all other related capacity building activities that will be implemented in the district, this will also involve all the sub-county officials.

KLDG will also provide some space for some physical space for some of the activities specifically the database centre and information centres for the dissemination boards at the sub counties and village levels and these will be owned by the district at the end of the project life cycle.

4.1.1 Partnerships

FAO in collaboration with Kamuli District Local Government (KLDG) will make use of several partnerships in the implementation of this project. The main partners are listed below (Table 3). The roles of the different stakeholders as per the analysis is in annex 4 (Table 10).

Table 3: Proposed partnerships in the project implementation

Outputs	Proposed partners on addition to KDLG
Output 1.1: **Promote participatory capacity development, climate-smart technologies, and practices in agriculture adaptation**	NGOs, FFS, sub-county offices, Operation wealth creation, NARO
Output 1.2: **Strengthen household gender equality advocacy through household mentoring**	NGOs, FFS, Sub-county offices
Output 1.3: **Promote exposure, local monitoring, and documentation of the good practices**	NGOS, FFS, CCD, Media, Faith-based institutions, DLG, videographers,
Output 2.1: **Stimulate alternative livelihood system strengthening and adaptation**	NGOS, FFS, Operation Wealth Creation, Commercial banks, DLG, Sub-county offices
Output 3.1: **Strengthen the capacity of district and lower local government´s officials to integrate gender in climate change interventions**	DLG, Training consultancy firms, CCD

4.1.2 Selection of Partners

All implementing partners or service providers will be selected based on the FAO standard procurement procedures. The NGO/CBO will be selected in collaboration with the KDLG, and the key component to being considered would be the nature of partnership with KDLG and experience in the subject area and geographical location.

4.2 Strategy /Methodology

This sub-section defines and explains in detail all the methodologies that will be applied in the field implementation of the project to achieve the success and achievement of the objectives. There two main methodologies that will be used that is to say the Farmer field school and the Gender action learning systems. These two methodologies will complement each other to bring out the scientific and social issues in the project implementation. All the stakeholders who will be involved in the implementation of the project will be trained on both methodologies.

4.2.1 Farmer Field School methodology

The farmer field school (FFS), is an extension approach which is community-based and follows a participatory discovery learning process built upon principles of adult education. The approach is a practically oriented field study process that involves groups of farmers with a common interest who regularly meet to study the “how and why” of a particular situation in a given context under the guidance of a facilitator. It provides a forum where farmers meet and make regular field

observations, relate their observations to the eco-system, and building upon their own knowledge and experience, make appropriate crop/livestock/enterprise management decisions under the guidance of a facilitator.

A typical FFS consists of 25 to 30 participants (with an average of 55% women) working in mini-groups of five to enhance the participatory learning process. The learning process is season-long, systematic and is guided by situation-specific but holistic curricula that follow natural cycles of the subject, (could be crop, animal, commercial enterprise or a community problem that requires collective action). This is done through weekly meetings under the supervision of a facilitator. Each FFS has a field study site convenient to all the farmers where they conduct different validation studies and experiments of their own to reinforce the basic science and the indigenous knowledge. In addition to the study sites, each of the participants is expected to establish their own gardens at the household level. Beyond the core study entry points, income-generation, joint group bank accounts, and collective marketing are major aspects that bind FFS alumni after the mobilization and training process has ended.

The FFS approach holistically integrates crop production, livestock, and water and soil management and Promotes income-generating activities (IGAs), village savings & loans (VSL) initiatives, as well as improving market access and enhance the socio-economic benefits of the FFS.

As the number of FFS in a community grow and broaden in their level of operation, new issues and challenges emerge that cannot be solved effectively by the individual groups. This leads to the emergency of the ***Networks***, which are informal federations of a number of FFS within well-defined geographical boundaries such as sub-counties or districts. The networks are business units which, among other coordination responsibilities, focus on market linkages and information-brokering paving an opportunity for effective organization & empowerment of smallholder farmer groups to increase their market access, as well as be in a position to bargain for better prices for their inputs and products. These too have flexible structures that allow new members, whether FFS groups or other groups within the communities, to join.

4.2.2 Gender Action Learning Systems (GALS)

These are various community-led empowerment tools that give women, men, girls and boys more control over their lives; catalyse and support a sustainable movement for gender justice. The purposes for these tools are; promotes gender transformation and gender mainstreaming in any

general life planning, livelihoods, health, reproductive rights, civil social development, counselling, and conflict resolution; and, improves decision-making skills by analysing and breaking through gender-based barriers, at the individual level and within the households and networks. The common tools for integrating gender in the FFS activities are; Vision journey, Gender balance tree, Empowerment tools, Achievement tree, Gender justice, these all provide a platform for effective gender mainstreaming in field activities at the group and household levels.

4.3 FAO and KLDG inputs

This sub-sections presents the financial and contributions in kind that will be contributed by FAO and KLDG to ensure timely and effective implementation of the project. Below is the table with various in-kind contributions in terms of facilities, services, and resources that will be provided (Table 4).

Table 4: FAO and KLDG in-kind contribution

FAO	
1	Office Space
2	Electronics (Computers, printers, photocopiers)
3	Vehicles
4	50% salary for Human Resources
Kamuli District Local Government	
1	Office space
2	Allocation of space for information boards

4.4 Donor inputs

These inputs will be in form of money. The funds will be provided through FAO. These funds will cater for the implementation of the five output areas which will involve collaboration with other stakeholders who will be involved in implementation through Letters of Agreements (LOAs)/ sub-contracts. The funds will also cater for the trainings that will be conducted by FAO directly and consultants for the different stakeholders involved in the project. Also, the donor funding will contribute 50 percent of professional and support human resources attached to this project.

Below is a summarized output budget required from the development partners (Table 5).

Table 5: Summary Budget Overview

Summary Output Budget		
TOTAL PROJECT BUDGET	**AMOUNT EURO**	**Total Euro**
Output 1.1: Promote participatory capacity development, climate smart technologies and practices in agriculture adaptation	191.744	191.744
Output 1.2: Strengthen household gender equality advocacy through household mentoring	97.913	97.913
Output 1.3: Promote exposure, local monitoring and dcumentation of the good practices	289.200	289.200
Output 2: Stimulate alternative livelihoods´systems strengthening and adaptation	57.798	57.798
Output 3: Strengthen capacity of district and lower local governments´officials to intergrate gender in climate change interventions	193.868	193.868
HUMAN RESOURCES	185.821	185.821
Subtotal -Direct Costs	**1.016.344**	**1.016.344**
Project Support Costs (PSC) 13%	**132.125**	**132.125**
Grand Total	**1.148.469**	**1.148.469**

Section 5: Oversight, Monitoring, Management information and Reporting

This section presents details on the oversight of the project that will help ensure proper implementation and realization of the defined outcomes and outputs in a timely manner. The section also presents the internal monitoring arrangements that will promote effective project management and implementation. And lastly presents communication a visibility and reporting of results process that will be put in place to ensure dissemination of information to the wider public.

5.1 Oversight and Reviews

Overall oversight of the project will be done by FAO during the project lifecycle. Review meetings with the donors, KLDG, Climate Change Department (CCD), and ministry of gender labour and social development (MGLSD) will be organised on an annual basis to reflect on the progress of the project and decide on adjustments if any in the work plan and the result areas matrix.

However at a lower district level, communities, the district, and the implementing partners will conduct participatory quarterly reviews to reflect on the progress, the challenges, and the lessons learnt. The findings of these reviews will be reflected in the quarterly reports to stimulate follow-up by FAO.

5.2 Monitoring and Knowledge sharing

An indicative log frame is attached as Annex I (Table 8). This will be updated to include more "smart" indicators and targets during the inception phase. A baseline incorporated with the Gender impact assessment will be conducted by FAO during the inception phase within the first three months of the project implementation. An M&E framework will be developed making use of the baseline and the Gender impact assessment (GIA) results to monitor the progress of all activities. The KDLG officials will be invited to participate in the joint monitoring activities and the results of all monitoring missions will be presented in the progress reports.

The results of the monitoring activities and missions will be presented in internal monitoring reports that will be shared with KLDG.

5.3 Communication and Visibility

A visibility Action Plan will be developed during the inception phase of the project, the specific budget will be set aside for its implementation. The plan will be submitted to the approval of the

donor. Specific attention will be dedicated to the identification and dissemination, of lessons learned, case studies, stories and testimonies from the field on adaptation practices.

5.4 Reporting Schedule

The project will produce narrative and financial periodic reports that will be shared with the development partners and other stakeholders and these will be categorized as internal and external reports. These will include; inception, progress and end of project reports. FAO will be responsible for producing all external reports that are shared with Development Partners and other stakeholders, while implementing partners will contribute to production of internal reports that contribute to the writing of the external reports. FAO will produce an inception report, six months after the commencement of the project. While, interim reports will be produced on annual basis, and the last one 3 months after the end of the project (both narrative and financial). Internal reports from the implementing partners will be on a quarterly basis.

Table 6: Summary of External Reports Required

Type of report	Details of the report	By when	Prepared by	Submitted to
Narrative and Financial Inception report	–Status of the project –Results of the assessments (GIA, baseline) –Results based changes required on the logical framework	Six months after commencement	FAO	Donor/Development partner
Narrative and Financial interim reports	–Detail activities undertaken and progress in achievement of stipulated results –Challenges experienced and lessons learnt	Annually (end of every year)	FAO	Donor/Development Partners
Narrative and Financial Final project report	–Comprehensive and analytical report covering the implementation of all activities –Progress/contribution towards achievement of stipulated project results –Sustainability mechanisms –Challenges experienced and lessons learnt	End of project (Year 3)	FAO	Donor/Development partner

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Annexes

Annex 1: Budget

Annex 2: Logical framework

Annex 3: Work plan

Annex 4: Stakeholder Roles (4Rs)

Annex 5: TORS for National personnel

Annex 1: Budget

Table 7: Detailed Budget

BUDGET -Gender and Climate Change						
TOTAL PROJECT BUDGET	**General Budget Lines**	**FAO Budget lines**	**Year 1**	**Year 2**	**Year 3**	**Total Years**
Output 1.1: Promote participatory capacity development, climate smart technologies and practices in agriculture adaptation	Transfers & Grants Counterparts	Contracts	36.421	85.019	34.383	155.823,00
	Travel	Travel	-	-	-	-
	Travel	Training	17.920	-	-	17.920,00
	Supplies, Commodities,Materials	Expendable	7.500	9.000	1.500	18.000,00
	Equipment, Vehicles and Furniture	Non Expendable	-	-	-	-
Output 1.2: Strengthen household gender equality advocacy through household mentoring	Transfers & Grants Counterparts	Contracts	1.358	1.358	1.358	4.074,00
	Travel	Travel	-	-	-	-
	Travel	Training	17.920	17.920	-	35.840,00
	Supplies, Commodities,Materials	Expendable	10.000	48.000	-	58.000,00
	Equipment, Vehicles and Furniture	Non Expendable	-	-	-	-
Output 1.3: Promote exposure, local monitoring and dcumentation of the good practices	Transfers & Grants Counterparts	Contracts	52.500	54.600	56.100	163.200,00
	Travel	Travel	12.000	12.000	12.000	36.000,00
	Travel	Training	-	-	-	-
	Supplies, Commodities,Materials	Expendable	-	9.000	9.000	18.000,00
	Equipment, Vehicles and Furniture	Non Expendable	20.000	20.000	20.000	60.000,00
	Gen Operating & Other direct costs	Localy recruited labour	4.000	4.000	4.000	12.000,00
Output 2: Stimulate alternative livelihoods´systems strengthening and adaptation	Transfers & Grants Counterparts	Contracts	-	1.358	-	1.358,00
	Travel	Travel	-	2.000	2.000	4.000,00
	Travel	Training	-	30.840	-	30.840,00
	Supplies, Commodities,Materials	Expendable	-	-	-	-
	Equipment, Vehicles and Furniture	Non Expendable	-	600	-	600,00
	Gen Operating & Other direct costs	Recruited consultants	-	13.000	8.000	21.000,00
Output 3: Strengthen capacity of district and lower local governments´officials to intergrate gender in climate change interventions	Transfers & Grants Counterparts	Contracts	-	-	-	-
	Travel	Travel	1.792	1.792	1.792	3.584,00
	Travel	Training	152.320	23.296	5.376	175.616,00
	Supplies, Commodities,Materials	Expendable	-	-	-	-
	Equipment, Vehicles and Furniture	Non Expendable	-	7.500	-	7.500,00
	Gen Operating & Other direct costs	GOE	-	-	-	-
HUMAN RESOURCES	Staff and other personnel costs	Salaries Professional	15.140	15.140	15.140	45.420,00
	Staff and other personnel costs	General Service	4.000	4.000	4.000	12.000,00
	Staff and other personnel costs	Consultants	42.800	42.800	42.800	128.400,00
Subtotal -Direct Costs			**395.671,00**	**403.223,00**	**217.449,00**	**1.016.343,00**
Project Support Costs (PSC) 13%	Indirect costs	PSC	51.437,23	52.418,99	28.268,37	132.124,59
Grand Total			**447.108,23**	**455.641,99**	**245.717,37**	**1.148.467,59** [8]

[8] The General Budget lines relate to the UNDP standard budget lines and the FAO budget lines relate to the FAO standard budget lines.

Annex 2: Logical Framework

Table 8: Project Logical Framework

	Goals	No	Indicators	Verification Sources	Assumptions
1	Contribute to Strengthening adaptive capacity and improve on the livelihoods of the rural populations	1	Percent increase in the value of livelihood capital assets for women and men	National Surveys (Uganda National Housing Survey), District Development Report, Ministry of Finance Poverty Status Report, District Gender impact Assessment	Favourable political and social environment conducive to the implementation of all activities and; Endorsement of the project by all the stakeholders
	Purposes		**Indicators**	**Verification Sources**	**Assumptions**
1	Build the resilience of women in Kamuli District and reduce their vulnerability to cope with Climate Change	1	No of adaptive strategies working for the women	National Surveys, District development Reports, Gender Impact Assessment (GIA)	Favourable political and social environment conducive to the implementation of all activities
		2	Percent increase in the resilience of the production systems to climate change	National survey reports, District Development Reports	
		3	No of alternative livelihoods owned and managed by women	National survey reports, District Development Reports, Gender Impact Assessment	
	Outputs		**Indicators**	**Verification Sources**	**Assumptions**
1.1	Promote participatory capacity development, climate-smart technologies, and practices in agriculture adaptation	1	Proportion of women and men knowledgeable on climate-smart adaptation skills	Food security and livelihood surveys, Household surveys, Gender Impact Assessment	Willingness among men and women farmers to convert knowledge and skills into practice and replication at household level
		2	No of climate smart technologies adopted and are working for the men and women	Food security and livelihood surveys, Household surveys, District Development reports, climate Change district Reports, Gender Impact Assessment	
		3	No of farmer field schools established and running	Household surveys	
1.2	Strengthen household gender equality advocacy through household mentoring	1	Percent increase in women´s participation in major household decisions	District Development Reports, Gender and livelihood household surveys, National surveys, KAP surveys	Commitment from central government to challenge gender inequalities and the socio-cultural norms that inhibit women from participating in development through the relevant policy frameworks
		2	Change in men´s attitude towards women´s transformative role in households and community	KAP surveys, Gender Impact Assessment	
1.3	Promote exposure, local monitoring, and documentation of the good practices	1	No of good practices adopted from the exposure visits	District Reports, partner Reports, Household surveys	Willingness among beneficiaries to change their attitudes following exposure
		2	No of gender sensitive good practices documented and disseminated	Documentaries	
2.0	Stimulate alternative livelihoods ´systems strengthening and adaptation	1	No of gender sensitive alternative livelihoods established	District Development Reports, Household Surveys, food security and livelihood surveys	Government progressively improves on the market systems and infrastructures in the community
		2	Percent increase in incomes among female and male members	Food security and Livelihood surveys, District Development survey,	
3.0	Strengthen capacity of district and lower local governments 'officials to integrate gender in climate change interventions	1	No of district stakeholders trained on gender and climate change	District report, Workshop reports	Readiness and availability of district and lower local government officials to participate in capacity building training
		2	Extent of integration of gender in climate change adaptation plans in the district development plan	District Development plan, Climate Change department district reports	

Annex 3: Work plan

Table 9: Project Work plan

		Strenthening of adaptative capacity to climate Change project Workplan																																			
			2017												2018												2019											
		Output/Activieties	Q1				Q2				Q3				Q1				Q2				Q3				Q1				Q2				Q3			
			1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
	Output 1.1: Promote participatory capacity development, climate smart technologies and practices in agriculture adaptation																																				
	A1.1.1	Mobilize and develop community action plans for climate change adaptation																																			
	A1.1.2	Enhance livelihoods by enabling access to basic agricultural services, technologies and practices																																			
	A1.1.3	Improve on water harvesting, management and conservation on farm and households																																			
	A1.1.4	Promote post-harvest practices to climate related risks																																			
	A1.1.5	Promote improved manure management and support to implement renewable energy (biogas) plants and charcoal briquttes at communnity level and use of animal and plant waste as manures																																			
	Output 1.2: Strengthen household gender equality advocacy through household mentoring																																				
	A.1.2.1	Provide a platform for gender equality dialogue between men and women through gender action learning systems																																			
	A.1.2.2	Promote male engagement through training men as gender equality role models in communities																																			
	Output 1.3: Promote exposure, local monitoring and dcumentation of the good practices																																				
	A.1.3.1	Organize periodical exposure visits within and out of the district, exchange visits and field days for knowledge sharing and learning on climate change adapatation and gendered empowerment among farmers																																			
	A.1.3.2	Promote dissemination of early warning information on climate change and weather forecasts using media channels accessible to women																																			
	A.1.3.3	Conduct Gender impact assessments, baselines and end surveys																																			
	A.1.3.4	Conduct quartely monitoring review with communities and the district teams																																			
	A.1.3.5	Document good practices and the processes																																			
	Output 2: Stimulate alternative livelihoods´systems strengthening and adaptation																																				
	A.2.1	Conduct business/enterprise skills training																																			
	A.2.2	Conduct business competitions among Farmer field schools to stimulate business idaes																																			
	A.4.3	Promote business health clinics																																			
	A.4.3	Promote village savings and loans																																			
	Output 3: Strengthen capacity of district and lower local governments´officials to intergrate gender in climate change interventions																																				
	A.3.1	Conduct training on mainstreaming gender into climate change programming using the UN-GEST training modules																																			
	A.3.2	Establish a good practice database (including indigeous and local practices) relevant to agriculture and environment for climate change adaptation at district level and dissemination at local level																																			
	A.3.3	Develop information centres for documentation of gender sensitive local kowledge, risks and vulnerabilities at sub-county and the village levels																																			
	A.3.4	Promote and prepare district gender sensitive climate change adaptation plans and ensure they are intergrated in the district development plans																																			

Annex 4: Stakeholder analysis and roles

Table 10: Stakeholder roles

Stakeholder	Rights	Responsibility	Returns	Relationship
FAO	– Supports MWE and MAAIF in policy formulation – Lobby for climate change adaptation financing – Implements livelihood, environment, and climate change programmes/projects – Conduct studies on climate change and associated with agriculture	– Promotion of food security and agriculture production and productivity – Protection of land environment and forestry from degradation – Promotion of gender equality – Promotion of climate-related knowledge	– Contribution to eradication of hunger and poverty – Promotion of climate change mitigation and adaptation – Environment protection and conservation – Achievement of gender equality	– Socio-economic development – Provides oversight to the project management and implementation
Kamuli District local Government	– Enacts district by-laws and regulations – Development of projects and district based activities – Authority and oversees activities in the district	– Coordinates all activity/projects implementation in the district – Mobilization of communities – Mobilization of resources/finances for community development	– Economic growth and development of the district – Increased tax base and resources	– Socio-economic development – Provides technical backstopping to the implementing partners at sub-county levels
Climate Change department (MWE)	– Controls and coordinates climate change programming – Climate change authority and regulation – Policy reviews and updates – Conduct climate change studies	– Coordinate climate information access, awareness , and sharing – Capacity building and training – Lobby for climate change financing	– Strengthened climate change adaptation, and mitigation	– Environment protection, adaptation , and mitigation to climate change – Ensure alignment to the national climate change policy priority
Ministry of Gender	– Coordinates gender equality programming – Policy regulation	– Coordination of gender equality guidelines and implementation – Gender machineries	– Gender mainstreaming in project cycles	– Gender equality and eradication of discrimination against women and girls and other vulnerable people
Ministry of Agriculture	– Policy regulation in Agriculture and food security – Data collection in the agriculture sector – Provision of extension services	– Coordination of agriculture projects/ programmes/activities	– Food security – Improved production and productivity	– Agriculture modernization – Technical backstopping of the agronomic practices
NGOs and CBOs	– Conservation of the environment – Promotion of community livelihoods – Community and national advocacy	– Community awareness creation – Protection of community livelihoods – Promotion gender equality, climate change adaptation	– Conservation of environment – Livelihoods promotion	– Community livelihoods protection – Direct implementation of the project at community level
Media and Faith-Based Institutions	– Information provision – Enlightenment of masses	– Information provision – Community protection	– Mass education and edification	– Awareness raising
Households/communities (Men and women)	– Join groups/enterprises – Income generation – Receive capacity development	– Utilise resources in a sustainable manner – Protect the environment	– Improved capacity – Improved incomes – Improved livelihoods	– Self-motivation – Benefited from the interventions

Annex 5: Terms of References for National Professional staff[9]

Table 11: General Terms of Reference for the National Professional Officer

GENERAL DESCRIPTION OF TASK(S) AND OBJECTIVES TO BE ACHIEVED
Under the overall supervision of the FAO Representative in Uganda and operational supervision of the Deputy FAO Representative and the National Programme Managers and in close collaboration with other technical staff, Programme officer will lead and coordinate the implementation of the Gender and climate change project. More specifically;
• Support in the project planning and design process ensuring that within a DRM framework, key cross cutting issues with a direct bearing on livelihoods like gender, HIV/AIDS, climate change and natural resources management are holistically integrated; • Within the framework of the Country Programme Framework, articulate the project interventions through FFS in relation to global frameworks like the Sustainable Development Goals (SDG), convention on Elimination of Violence against Women (CEDAW), and national frameworks like the National Development Plan II, the Development Strategy and Investment Plan (DSIP) of MAAIF, the Climate Change policy priorities, and the United Nations Development Assistance Framework (UNDAF) and the Kamuli District Development Plan; • In collaboration with the NPMs draw operational plans for timely programme implementation in the respective District; • Within the frameworks of gender and climate change project, support in the identification of implementing partners and drafting of Letters of Agreement; • Collate, prepare and adapt relevant training modules to be integrated in the Farmer Field Schools, Gender action learning systems; • Prepare detailed capacity building work plans for the Gender and climate change project and coordinate trainings based on the non-negotiable principles for quality assurance; • Coordinate closely with all the Programme Officers to ensure that implementation of the project activities is synchronised for better delivery and ease of monitoring and evaluation. • Oversee, supervise and provide on a regular basis, technical and managerial support to the implementing partners, Programme Assistants and FFS Facilitators in the in the project, ensuring that the necessary synergies with other initiatives are built Guide and support the Programme Assistants and FFS Facilitators in developing viable and self-reliant farmer institutions by integrating and strengthening entrepreneurial, savings mobilisation, credit and group marketing skills at both FFS and FFS Network level • Identify opportunities for future programming and for continuous improvement of the FFS established within this project

[9] These are general TORS that will be customized to the different positions

- Together with the NPMs, implementing partners and Kamuli DLG Production Departments and Natural resources Department, identify strategic linkages and opportunities for integrating the FFS groups to other ongoing initiatives in the district as a means of sustainability
- Plan backstopping missions and regularly identify training needs of the facilitators and FFS Networks and plan in close collaboration with the National Programme Manager for refresher or reflection meetings.
- In liaison with the M & E department, organise for the periodic FFS assessments/Gender impact assessment/evaluation for impact
- Prepare monthly updates on the progress of the project initiatives; and
- Any other related task requested by the FAQ Representative, Deputy FAQ Representative and National Programme Manager.

REQUIRED COMPETENCIES

Academic Qualifications:

- A Bachelor's Degree, preferably in Agriculture, Natural Resource Management, Rural Development, Gender or Social Sciences. A master's degree is an added advantage

Technical Competencies and Experience are Requirements

- At least 5 years of agriculture extension or rural development, Climate Change/Disaster Risk Management,
- Capacity to work with gender issues and gender mainstreaming, and
- Working experience with NGO-Government and UN