

PROJECT DESIGN DOCUMENT

NOOR OUARZAZATE CSR PROJECT



Project Name	Noor Ouarzazate CSR project
W+ Project ID	003-2017
Project Start Date	17 March 2013
Project End Date	30 November 2043
Date of PDD	19 January 2018
Prepared By	Maria Lee, WOCAN
Contact	Inane Bouachik, lbouachik@acwapower.com

Table of Contents

1. DESCRIPTION OF W+ ACTIVITIES	3
1.1 Summary Description of the W+ Activities Implemented	3
1.2 Project Sector(s) and Type(s)	3
1.3 Project Implementer(s)	4
1.4 Other Entities Involved in the Project's W+ Activities	4
1.5 Project's W+ Activities Start Date(s)	4
1.6 Project's W+ Domain(s) and Activity(ies) and Crediting Period(s)	5
1.7 Description of the Project's W+ Activity(ies)	5
1.8 Project's W+ Activity(ies) Boundary and Scope	6
1.9 Baseline Conditions Prior to the Project's Initiation of W+ Activities	7
1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks	8
1.11 Project Implementer's Right to Engage in the Project	9
1.12 Other Forms of Environmental or Social Credit	9
1.13 Additional Information Relevant to the Project	9
2. STAKEHOLDER ENGAGEMENT AND COMMUNITY INPUT	9
2.1 Gender and Stakeholder Analysis	9
2.2 Results of Initial Stakeholder Consultation	12
3. SELECTION OF DOMAINS	13
3.1 Selection of W+ Domains	13
3.2 Description of the domain method(s) to be employed	15
3.3 Details for Each Selected Domain	16
a) Project activities and envisioned outcomes and goals (targets)	16
b) Proposed Timeline	17
c) Attribution of W+ Activity outcomes	17
d) Do no harm indicators	18
4. BENEFIT SHARING MECHANISM	18
5. MONITORING, EVALUATION AND REPORTING PLAN	18

1. DESCRIPTION OF W+ ACTIVITIES

1.1 Summary Description of the W+ Activities Implemented

WOCAN was commissioned by ACWA Power to apply the W+ Standard and measure the impact of the Noor Ouarzazate CSR project on women's empowerment.

The Noor Ouarzazate CSR project began implementation in 2013 with the objective to improve livelihoods and economic opportunities of communities in selected villages, in particular by supporting women. In order to reach this objective, the project facilitated the creation of mixed agricultural cooperatives and women-only handicraft cooperatives, and provided trainings related to livestock, agriculture and handicraft. The project is intended to continue throughout the whole operational phase of the solar power plant, which is expected to end on the 30th of November 2043.

The project is located in the commune of Ghassate in the Ouarzazate province of Morocco and covers 18 villages (douars): *Tasselmante, Oum Romane, Essour, Iznaguen, Agoudim, Timtdite, Zaouiate Tidgheste, Taferghouste, Ighrem Amellal, Tiflite, Asseghmou, Ait Ouarab, Ait Otmane, Tazilalet/Tinzare, Ait Ameer ouyoussef, Zaouite Benaji, Taourirte.*

A gender and stakeholders analysis was undertaken in September 2017. Based on the information collected, the W+ domains that will be applied include: (1) Income & Assets and (2) Knowledge & Education. The Leadership and Health W+ domain may be added at a later stage of the project's implementation if relevant.

The main objectives of the W+ are as follow:

- To quantify the increase in - and control over- income and assets for women generated by activities related to improved livestock and handicraft production;
- To quantify the increase in knowledge for women generated by trainings and follow-up support in particular on handicraft, livestock management and breeding, marketing and business skills, cooperative management.
- To generate W+ Income & assets and W+ Knowledge units that could be sold, to generate revenues for women.
- To identify mechanisms for revenue sharing with women beneficiaries

1.2 Project Sector(s) and Type(s)

The W+ application covers the livestock and handicraft sectors. In particular it will measure the increase in - and control over- income and assets for women generated by activities related to improved livestock and handicraft production and the increase in

knowledge for women as a result of participating in livestock and handicraft trainings and others related to marketing and commercialization.

1.3 Project Implementer(s)

Organization name	ACWA Power Maroc
Contact person	Inane Bouachik
Title	CSR Manager
Address of Home Office and Field Office	N°65, Avenue Mehdi Ben Barka – Souissi, Rabat 10100, Maroc.
Telephone	+ 212 5 37 287 878 / + 212 5 37 714 165
Email	lbouachik@acwapower.com

1.4 Other Entities Involved in the Project's W+ Activities

Organization name	WOCAN
Role in the project	Providing technical assistance to apply the W+
Contact person	Dr. Jeannette Gurung
Title	Executive Director
Address	77-6414 Kepano Kailua Kona, HI 96740, USA
Telephone	+1(808) 464 1703
Email	jeannettegurung@wocan.org

1.5 Project's W+ Activities Start Date(s)

The W+ activities started on June 15, 2017 with an initial consultation with ACWA Power project coordinators to prepare the Project Idea Note and outline the W+ steps involved in the measurement process.

1.6 Project's W+ Domain(s) and Activity(ies) and Crediting Period(s)

The W+ allows for back crediting for a period of two years before the date of the measurement. The Noor Ouarzazate CSR project began in March 2013 and is eligible for W+ measurement.

<i>W+ Activity</i>	<i>Start Date</i>	<i>End Date</i>	<i>Total Years / Months</i>	<i>W+ Units or Labeling*</i>	<i>Any Associated Standard (e.g. CDM or VCS)</i>
PIN and PDD	<i>Sept 2017</i>	Oct 2017	8 months	W+ Income & Assets units	
Baseline and measurement of results	March 2018	March.2018		W+ Knowledge units	
Analysis of data, Preparation of draft Monitoring & Results report	April 2018	April 2018			
Verification of results by third party auditor (tentative date depending on auditor's availability)	May 2018	May 2018			

1.7 Description of the Project's W+ Activity(ies)

A gender and stakeholder's analysis was conducted between 11 and 15 September 2017, including focus groups / interviews with women and men that benefited from the project's activities. The objective was to determine the roles and responsibilities of women and men in production activities and in the cooperatives.

Women indicated that the main benefits generated by the project included an increase in the numbers of sheep, and an increase in income based on the higher price they could sell the better breed sheep for in the local market. Some women also mentioned that they had retained valuable knowledge associated with managing livestock; women members of the handicraft's cooperative mentioned the same benefits as most of them

did not have any income before. Based on this, the W+ domains that will be applied include Income / Assets and Knowledge.

The Project Design Document will be submitted to the W+ coordinator upon completion and approval by ACWA Power early January 2018.

Measurement activities (baseline and results survey) will be conducted in the project area on 12- 17 March 2018.

(Measurement activities may include: adaptation of existing survey questionnaires for W+ Income/Asset and Knowledge domains to the local context; election of sample survey size for beneficiaries and non-beneficiaries in consultation with the local team of ACWA Power; Training of enumerators Implementation of survey for baseline and results; Compilation of raw data; Analysis of data; Identification of benefit sharing mechanisms; Preparation of draft Monitoring & Results report; If needed, facilitate arrangement for W+ verification by independent auditor)

The draft W+ Measurement Report of the results will be concluded within two weeks after the measurement activity.

The W+ Verification of Results will be completed by a W+ approved external agency. Based on the findings and recommendations from the Verification Report, WOCAN will issue a W+ Certificate.

1.8 Project's W+ Activity(ies) Boundary and Scope

The W+ activities will be implemented within the existing Noor Ouarzazate CSR project boundaries. The project initiated in 2013 and covered 18 villages (douars) in the commune of Ghassate, namely: *Tasselmante, Oum Romane, Essour, Iznaguen, Agoudim, Timtdite, Zaouiate Tidgheste, Taferghouste, Ighrem Amellal, Tiflite, Asseghmou, Ait Ouarab, Ait Otmane, Tazilalet/Tinzare, Ait Ameur ouyoussef, Zaouite Benaji, Taourirte*. The scope of the W+ activities will include project activities in which women were able to increase their income / assets and knowledge in particular livestock management and breeding, and handicraft production and sale.

ACTIVITIES	SCOPE	TARGET by 2018
Livestock initiative (2015 to date)	Tasselmante, Izerki, Tiflite, Tidgheste, Ighrem Amellal	400 men / 400 women trained in livestock management and breeding 5 cooperatives: 34 women / 156 men

Handicraft initiative (2015 to date)		30 women trained and 1 cooperative of 15 women

The project has not set a specific target on the number of beneficiaries to be reached beyond 2018. However, the objective is to maximize the impact among the households living in the surrounding villages through the cooperatives that will be created. The project team encourages the representation of each household in the village cooperatives.

1.9 Baseline Conditions Prior to the Project's Initiation of W+ Activities

Low investment in agriculture, which is not perceived as a profitable activity and constitutes a very low share of the households' income. This is due in part to the fact that the region has been affected by climate change and severe drought in certain areas, leading young people and men to look for jobs in cities. In addition, basic services including agricultural extension are lacking in the area.

Households have livestock, mainly sheep, as a traditional non-business oriented activity. The lack of water reduces grazing land contributing to nutritional deficiencies in animals and their low value on the market.

Agriculture is based on an oasis production system (almonds and dates), some cereals and vegetables. But almond plantations and date palm trees were not maintained so productivity and the quality of the products were low.

Traditionally, women play a significant role in agriculture and livestock management on top of their household responsibilities, but have little access to trainings and resources. Women usually remain in the villages, take care of livestock, market gardening and do traditional weaving. They are concentrated in unpaid labor, and have very few opportunities to find a paid job. Men are in charge of going to the markets for selling the sheep, and for purchases. Women have no bank accounts while men usually have one linked to a paid employment. The level of illiteracy is particularly high among women, but increasingly villages have set up literacy associations to overcome this situation.

The project focused its support on activities that have the potential to increase income and livelihoods for households in the project area, and took a territorial approach, rebuilding the local agricultural means of production.

Activities related to agriculture and livestock were identified through a socio-economic diagnostic undertaken by Dr. Ouknider in 2014 in the villages covered by the project. This diagnostic included meetings with men and women to identify in a participatory

manner relevant activities to be undertaken based on the existing local agro-ecological specificities, the potential for income generation and the households' preferences.

Activities identified included rehabilitation of date palm trees and almonds trees, the introduction of an improved breed of sheep and provision of animal feed, training on livestock and management feeding. Women are extensively involved in livestock and agricultural production and therefore are expected to benefit increasingly from the project activities. In addition, some women indicated their interest in engaging in handicraft, as an income generating activity beyond agriculture, which led the project to include training activities to build women's handicraft and sewing skills as well as business skills, and support the creation of handicraft cooperatives.

This information was collected based on an initial gender and stakeholders' analysis. As the project has been running for three years, a baseline survey will be conducted with women non-beneficiaries to better understand the situation prior to the project in relation to the two W+ domains selected (Income & Assets and Knowledge).

1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

Identify and demonstrate compliance of the project with all and any relevant local, regional and national laws, statutes and regulatory frameworks.

The Noor Corporate Social Responsibility program and strategy are a result of:

- An analysis and understanding of the local community's needs;
- Consistency with the national and governmental social initiatives;
- Acceptancy and full integration with the local environment. (Please refer to the charter of the CSR Committee).

The CSR initiatives are included in annual action plans that go through a process of dialogue and approvals with local authorities and public administrations. The objective is to ensure that the initiatives are in a full compliance with the government's orientations in terms of socio economic development.

In addition, law 99-12 related to environment and sustainable development plans the adoption of a national strategy for sustainable development that invites public and private administrations, institutions and companies to join the dynamics of sustainable development and environmental and social responsibility.

The project is also in line with the National Strategy for Equity and Gender Equality of Morocco, which aims to promote equality between women and men by integrating gender issues in development policies and programs.

In line with the goal of these laws and measures described above, it is intended that the application of the W+ Standard could contribute to gender equality and women's empowerment.

1.11 Project Implementer's Right to Engage in the Project

Provide evidence of right or authority to engage in the proposed project.

The Noor Ouarzazate CSR project is implemented by ACWA Power in collaboration with governmental entities. A local CSR coordinator is in charge of sensitizing local authorities, communities and cooperatives and supervising the different trainings, which are provided by contracted local experts on livestock, handicraft, and agriculture. In addition, partnership agreements have been signed between ACWA Power and the local authorities and public administrations as well as local associations and NGOs. The following agreements are the most relevant in this project's context:

- Participation in elaborating the communal action plan 2017-2022 (Agreement available in Arabic);
- Partnership with the Ministry of Handicraft and Social and Solidaire Economy for activities related to handicraft (Agreement available in French)
- Partnership with ORMVAO (Office Régional de Mise en Valeur Agricole de Ouarzazate) for activities related to agriculture and livestock.

1.12 Other Forms of Environmental or Social Credit

Not applicable

1.13 Additional Information Relevant to the Project

Not applicable.

2. STAKEHOLDER ENGAGEMENT AND COMMUNITY INPUT

2.1 Gender and Stakeholder Analysis

A gender and stakeholder analysis was conducted between 11th and 15th of September 2017 to better understand the roles of women and men in agriculture and livestock and in the cooperatives created, and to identify the actors that could potentially influence the results of the project. In carrying the gender and stakeholder analysis, a total of 72 people were involved in focus groups and/or one-on-one interviews. The majority of those participating in focus groups were members or to become members of the agricultural or handicraft cooperatives. The composition of people interviewed is described in the table below:

Description	# of persons interviewed
Meeting in the commune of Ghassate with members of mixed	11 women

cooperatives from Tiflité, Izerki villages, Tasselmente, Tidgheste, Ighrem Amellal	14 men
Meeting with women and men farmers in the villages of Izerki	11 women 8 men
Meeting with women handicraft cooperative	15 women
Meeting with veterinary and representative of the national association of sheep and goat farmers	2 men
Meeting with women and men farmers in the village of Asseghmou	8 women, 3 men
Total	45 women 27 men

Some key results of the gender and stakeholder analysis are as follows:

One of the main challenges for women lies on their multiple roles in terms of taking care of household chores, children, animals and gardening (all being unpaid tasks) and with little time to manage income generation. Men are largely involved in work outside the household in seasonal paid jobs such as construction workers or security guards.

- Women's contribution in production activities

Women play an important role in the family; they are in charge of household chores, children and they are also responsible for taking care of livestock. Women go to the field to collect the food for the animals, clean the sheep pen, feed the animals, and keep an eye when there are births.

Both men and women have knowledge about sheep diseases. While men would be the ones to call the veterinary in case of emergency and help administrate the medicine, women mention alternative treatments they use against some parasitic diseases (cedar oil and olive oil). Women who participated in the livestock trainings provided by the project were able to increase their knowledge regarding sheep breeding and feeding and applied all the information they learnt.

Regarding the production of dates and almonds, men were in charge of trimming and climbing the trees, and women took care of collecting the fruits from the field, shelling and crushing the almonds manually. The training provided by the project for pruning and cleaning date palm trees and almond trees improved the plantations' productivity, and provided another source of income for the household.

- Women in decision making

Traditionally women work in and around the house. Men go to the markets – except for widows- and take care of sale of sheep and purchases for the house. However some women report that they are going to the village market to sell some products.

Women do not have a bank account. In some villages women participate in an informal saving's group (50-100 MAD/month); savings usually come from activities of small trade. The money is generally spent in household utilities or for the children.

While the situation is changing, most households are still composed of an extended family where part of the money is managed collectively and under the authority of the head of household, usually a men or the widow.

With the project, women were able to access trainings and become part of a cooperative, which gave them another perspective on their role beyond the one of caretaker.

- Women in cooperatives

Currently there are five agricultural cooperatives and one handicraft cooperative established. This is the first experience for all members to be part of a cooperative. Women and men have individual memberships in the mixed cooperatives.

Cooperative	# of Women	# of Men
Cooperative of Tasselmente	6	48
Cooperative of Izerki villages	7	47
Cooperative of Tiflité	5	25
Cooperative of Tidgheste	15	20
Cooperative of Ighrem Amellal	1	16
Handicraft cooperative	15	-

The handicraft cooperative

After a series of handicraft trainings provided through the project, in May 2017, 15 women created a handicraft cooperative. The motivation to be part of the cooperative was to do something with their lives, become independent. All members are single. They mentioned the risk that when women get married they may stop their activity, depending on the husband or if they have to move. As part of its CSR approach, the project intends to raise awareness on the importance of women's continued independent income-earning activities, and the importance of women being part of cooperatives' and boards.

The project, in partnership with commune of Ghassate, provided a workshop space and equipment (sewing and embroidery machines) for the handicraft cooperative, established closer to the women's villages. Women participated in fairs and learnt how to interact with others; they diversified their products e.g. jewelry, bags.

Agricultural cooperatives

Agricultural cooperatives were created in Dec. 2016 with the objective to offer the following services to their members: access to trainings, veterinary services, animal feed at a better price and collective marketing and sale of sheep. Three cooperatives are planning to join their orders of animal feed to get a better price. One cooperative has asked the local leader to give some of the communal land to the cooperative to do agriculture (almond production). Women are interested to use the cooperative to sell not only sheep but also other agricultural products.

The Boards of the agricultural cooperatives are constituted essentially of men except for one cooperative that has a woman president. Some women report they prefer not to take on responsibilities in the Board as men are the ones who traditionally negotiate and interact with the public and business space. Presidents of cooperatives were selected based on the level of trust they are given in the village. The woman president was asked to replace a male president that gave up his function; she was selected because she has more than 10 years experience working in different associations. Before accepting the position, she asked others in the village if they had any objection.

Other stakeholders operating in parts of the project area include Agrisud, an NGO implementing an agricultural training program co-funded by MASEN¹ and Acwa Power. The program targets family farms with trainings around livestock management, arboriculture and market gardening. Acwa Power is involved in this program to ensure the complementarity of actions implemented.

2.2 Results of Initial Stakeholder Consultation

During the field mission carried out in September 2017, women and men outlined the following benefits derived from the project's support:

- **Increased number of sheep.** Prior to the project, households would take care of on average two to five sheep; today they have 12 to 20 sheep (due to a more prolific breed provided through the project).
- **Increased income:** The first source of additional income is generated by the sale of improved breed of sheep and improved productivity of almond and dates' plantations and. The improved breed of sheep could be sold at twice the price of the traditional sheep [price at 12 months: 2500/ 3000 MAD (270-325 USD) against 1200 MAD (130 USD) for the traditional breed]. Some women indicated that the increased number of sheep requires more time, attention and work from them.

¹ The Moroccan Agency for Sustainable Energy

- **The second source of increased income/assets for women is handicraft.** The handicraft cooperative received its first two orders through the project that facilitated linkages with clients included the company ACWA Power (gowns); a negotiation with supermarkets and exhibits spaces is under way and an all-equipped workshop for women was established closer to their villages; the president of the handicraft cooperative plans to sensitize and offer trainings to other women in the villages and charge a minimal fee.

Women added the following benefits:

- Increased skills/knowledge: women reported that acquiring additional knowledge and improving their skills made them more confident e.g. to develop their activities
- Being engaged in an activity that will be the source of an income they don't have today and feeling more independent.

While this has not happened yet, agricultural cooperatives have the opportunity to receive subsidies from the government (animal food, improved breeds and grants) if they become members of the ANOC (*Association Nationale Ovine et Caprine*). The registration fee is 20 MAD/animal/year.

In order to follow up and ensure proper implementation of the activities, a local CSR coordinator has weekly meetings with the local authorities as well as the cooperatives initiated and supported by the project. The participation of women is required in the meetings organized in the villages.

3. SELECTION OF DOMAINS

3.1 Selection of W+ Domains

An initial assessment has been carried out to gauge the applicability of all six of the W+ domains.

- Income/Assets

Benefit: The provision of a more prolific breed of sheep led to an increase in the number of sheep owned per household (up to four times more sheep than before). This breed can be sold at a better price on the market (estimated additional income of about 10-12 000 MAD/year). Women report that with the additional income, they purchased animal feed, improved the house when needed and saved some money. The increased production of dates and almonds also increased the household's income. For the members of the handicraft cooperative, the first orders provided women with an income that they did not have before.

Challenges: Households need to purchase animal feed as grazing is not enough. Women report that they need to wait few months before they can sell the sheep, and would like to develop other shorter-term income generating activities.

- **Knowledge / Education**

Benefit: Women who benefited from the livestock trainings feel more confident about their knowledge on breeds and animal feeding. They apply the knowledge consciously and tell men what to do. The women who participated in the handicraft trainings feel more knowledgeable and are keen to learn more to diversify the type of products they can make and sell.

Challenge: Access to markets. Women need support to build their skills in cooperative's operations and management, marketing and commercialization, to build their business acumen.

- **Time**

Benefit : No benefit reported in relation to time.

Challenge: Some women reported that separating the different breeds of sheep and taking care of more animals increased the time they spent on animal care.

- **Leadership**

Benefit: Becoming a member of a cooperative and accessing trainings may lead to leadership opportunities (e.g. being a member of the cooperative's Board, feeling more confident to negotiate contracts, accessing resources for the cooperative). Women of the handicraft cooperative mentioned that they felt more confident about engaging with others in the cooperative's activities e.g. in fairs, exhibits, etc. While the project does not include specific activities to build women's leadership skills, this may be the case at a later stage.

Challenge: In the mixed cooperatives, some women report there are certain tasks that men should continue to be responsible of, such as negotiation with other men and speaking in public spaces. Members of the handicraft cooperative still need support in marketing, negotiating with clients or other outside partners and to build their business acumen.

- **Food Security**

No Benefit or challenge reported in relation to food security.

- **Health**

While the project financed an ambulance and ultra sound equipment for pregnant women in the local health center, women didn't report a change in access to or improvement of health services. However, this may be due to the fact some of the equipment is not yet in service and information has not been disseminated. Impacts of the project on women's access to health services may be measured at a later stage.

Based on this assessment, the most significant observable impact of activities implemented by the project is the exposure to new knowledge and skills, and additional assets and income. At this stage, the proposed W+ application will focus on application

of the Income & Assets and the Education & Knowledge methods to measure the increase in women's income and knowledge.

However, particular attention is needed to ensure that women benefit and play a role in decision-making in the mixed cooperatives.

3.2 Description of the domain method(s) to be employed

The two domain methods to be employed are Income & Assets and Knowledge.

- **Income & Assets Method and Scope:** The W+ Income & Assets Method will employ the following indicators to measure increase in – control over- income & assets for women:

Results Chain	Outcome	Indicators
Immediate outcome	Increased income & assets for women generated by the introduction of a new breed of sheep or handicraft activities	Women report an increase in income and/or assets generated by the introduction of a new breed of sheep, the sale of sheep or handicraft activities
Intermediate outcomes	Increased control over the use of finances	Women report increased control on use of this additional income and/or increased participation in decision about household finance.
End outcomes	Perception of well-being by women and/or increased status of women in the HH and community	Women report increased confidence to participate in group discussions, and ability to make allies in their favor.

- **Education & Knowledge Method and Scope:** The W+ Knowledge method will employ the following indicators to measure increase in knowledge generated and used by women:

Results Chain	OUTCOMES	INDICATORS
Immediate outcome	Knowledge and skills (livestock management, handicraft, etc.) being	Women retained and applied knowledge and skills acquired during trainings (e.g. feeding sheep, separating breeds, learning new sewing/embroidery

	applied in both intended and unintended ways ²	techniques)
Intermediate outcomes	Use of knowledge leads to increased productivity and income;	Women trained report benefits from the knowledge applied in terms of production increase / productivity and income
End outcomes	Increased perception of well-being by women and/or increased status of women in the HH and community	Women report increased confidence to participate in mixed group discussions, and ability to make allies in their favor e.g. access external resources and services to the benefits of their group / cooperative / community.

3.3 Details for Each Selected Domain

a) Project activities and envisioned outcomes and goals (targets)

Income & Assets

- Objective: To assess the results to demonstrate the increase in income and assets for women generated by their engagement in income generating activities (livestock, handicraft).
- Envisioned outcomes:
 - a. Immediate: Increased income & assets for women
 - b. Intermediate: Increased control over the use of finances
- Indicators:
 - a. Increase in women's income and/or assets generated by the introduction of a new breed of sheep, the sale of sheep – or generated by handicraft activities

² The aim of the Knowledge methodology is to measure the immediate outcome of increased knowledge of women as a result of attending training (s) on financial literacy. To measure higher level outcomes that are outlined above will require additional project interventions beyond provision of one training alone, and measurement of such outcomes may spread to other W+ Domains such as leadership and/or Income and Assets etc.

- b. Increase in % of women reporting more control over additional income obtained through the project and/or more discussion with husband on use of additional income

Education & Knowledge

- Objective: To develop results to demonstrate the increase in knowledge for women generated by their engagement in trainings.
- Envisioned outcomes:
 - a. Immediate: Knowledge and skills applied in both intended and unintended ways
 - b. Intermediate: Use of knowledge leads to increased productivity and income;
- Indicators:
 - a. Women retained and applied knowledge and skills acquired during trainings (e.g. feeding sheep, separating breeds, learning new sewing/embroidery techniques)
 - b. At least 33% of those receiving the training(s) indicate that the application of this new knowledge led to increased productivity (more sheep) and/or income (more sales of sheep / handicraft products)

Activities for both domains:

1. Adapt existing W+ Income & Assets / Knowledge & Education survey questionnaires to local context
2. Select survey sample for beneficiaries and non-beneficiaries. This will be determined in consultation with the ACWA Power team.
3. Code baseline survey for statistical analysis
4. Implement survey (and if needed train enumerators)
5. Compile and aggregate raw data
6. Analyse data
7. Prepare Monitoring & Results report
8. If needed, facilitate contacts between ACWA Power and independent auditor for W+ verification

b) Proposed Timeline

All measurement activities will be carried out between September 2017 and May 2018. Additional measurements may be scheduled during the implementation phase.

c) Attribution of W+ Activity outcomes

At this time no activities have been identified to make the attribution difficult.

d) Do no harm indicators

A do no harm indicator will be employed for the Income & Asset method. This indicator is: *Not less than 97 % of both women and men report that the project has not caused a loss of income of assets or other any unwelcome effects.*

Some activities such as the introduction of new breeds of sheep result in more work for women. Currently women do not perceive this additional work as negative, but potential changes in workloads for women and in the sharing of work between women and men need to be monitored in the future.

4. BENEFIT SHARING MECHANISM

Currently there are no banks or micro finance institutions operating in the project area. Based on initial consultations with women participants, the only existing means for any form of benefit sharing are the informal savings groups that are organized among women members. Such savings groups are managed through a monthly savings scheme generated by each member contributing a specified sum of money. Each member is allowed access to a certified amount by turn. Not all women that benefited from the project participate in a savings group and the amounts currently invested are too low to be used. However, this is a space where women can access and decide on the use of finance.

The existence of cooperatives may have form another entry. However at this stage, very few women are members of the mixed agricultural cooperatives and part of cooperatives' boards (except for the women-only handicraft cooperative). There is no mechanism in place to ensure women would receive and control the revenue from the sale of W+ units if it is given to the mixed cooperatives.

As a result, the mechanism to return a share of the revenue from the sale of W+ units back to women should be direct payments to women saving groups. It is recommended that the project provide support to strengthen (and if needed replicate) these groups. Evidence of these payments will need to be provided during the second verification of the project.

5. MONITORING, EVALUATION AND REPORTING PLAN

Proposed approach

A baseline survey for the W+ domains Income & Assets and Knowledge will be conducted with women beneficiaries and women non-beneficiaries in order to compare the situation with and without project intervention. Data will be collected using a structured interview with women members of the handicraft cooperative and with a sample of the 400 women who benefited from the livestock trainings across the different villages.

The sample size for women benefiting from livestock management trainings will be 37 women (9% of the project's beneficiaries) and cover the following villages:

Villages	Tasselmante	Agoudim	Iznagen	Essour	Oum Roumane	Ighrem Amellal	Tiflite	Tidegheste
# of women	4	4	4	4	4	4	7	6

In addition, six women members of the handicraft cooperative (total of 15 members) will be interviewed in Nour Chems.

A similar sample of 36 women non-beneficiaries will be interviewed and serve as control group. The area of Imine Ouassif was selected for the control group, as villages have similar livelihoods and living conditions than those covered by the project.

The surveys include questions related to the two W+ domains selected to capture changes in women's lives generated by the project activities in terms of increased income & assets and increased knowledge (immediate outcomes and if possible intermediate outcomes).

Income & Assets Monitoring Plan

RESULTS	INDICATORS	ACTIVITIES	TIME LINE
End outcome Increased perception of well-being by women	- Women report increased confidence to participate in group discussions, and ability to make allies in their favor. - Increased sharing of household work– men take on work that is normally considered women's work.	NA ³	
Intermediate outcome Increased control over the use of finances / participation in	Increase in % of women reporting more control over additional income obtained through the project and/or more discussion	1. Adapt existing W+ Income & Assets survey questionnaire to local context	November 2017-May 2018

³ Refer to the future activities of other W+ Domains

decision making	with husband on use of additional income	2. Select survey sample for beneficiaries. This will be determined in consultation with the ACWA Power team.	
Immediate outcome Increased income & assets	Increase in women's income and/or assets generated by the introduction of a new breed of sheep, the sale of sheep – or generated by handicraft activities	3. Code baseline survey for statistical analysis 4. If needed train enumerators 5. Implement survey 6. Compile and aggregate raw data 7. Analyse data 8. Prepare Monitoring & Results report 9. If needed, facilitate contacts between ACWA Power and independent auditor for W+ verification	
Outputs PDD Evaluation Report Audit Report			

Education & Knowledge Monitoring Plan

RESULTS	INDICATORS	ACTIVITIES	TIME LINE
End outcome Increased perception of well-being by women	Women report feeling more confident	NA ⁴	
Intermediate outcome Use of knowledge leads to increased productivity and income	At least 33% of those receiving the training(s) indicate that the application of this new knowledge led to	1. Adapt existing W+ Knowledge & Education survey questionnaire to local context 2. Select survey sample for beneficiaries. This	November 2017-May 2018

⁴ Refer to the future activities of other W+ Domains

	increased productivity (more sheep) and/or income (more sales of sheep / handicraft products)	will be determined in consultation with the ACWA Power team. 3. Code baseline survey for statistical analysis 4. If needed train enumerators 5. Implement survey 6. Compile and aggregate raw data 7. Analyse data 8. Establish Benefit Sharing Mechanism 9. Prepare Monitoring & Results report 10. If needed, facilitate contacts between ACWA Power and independent auditor for W+ verification	
Immediate outcome Knowledge and skills (livestock management, handicraft, etc.) applied in both intended and unintended ways	• Women retained and applied knowledge and skills acquired during trainings (e.g. feeding sheep, separating breeds, learning new sewing/embroidery techniques)		
Outputs PDD Evaluation Report Audit Report			

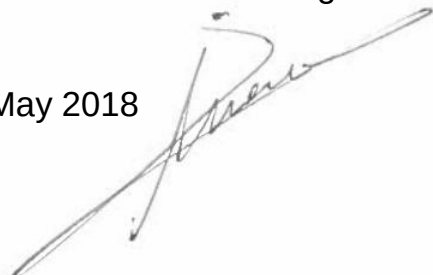
ACCEPTANCE

Name: Inane Bouachik

Title and Organization: CSR Manager – ACWA Power Maroc

Signature:

Date: 17th of May 2018



APPENDIX

ACWA Power Charter of the Corporate Social Responsibility Committee and the different agreements signed for the purpose of the project are available on request.