

Consultancy Work for EIAR/FRG II Gender Workshop

Completion Report

October 2010

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1. BACKGROUND

The Gender Coordination Office of Ethiopian Institute of Agricultural Research (EIAR) works for sensitization, monitoring and coordination for gender mainstreaming in the EIAR research system. FRG II, which is a JICA technical cooperation project in collaboration with EIAR, promotes participatory approach in Ethiopian National Agricultural Research System.

The Gender Coordination Office planned to organize a gender training workshop for the Socio-economists of the Federal and Regional Agricultural Research Institutes to raise their gender awareness so as to promote gender mainstreaming in research activities. FRG II has agreed to organize the workshop in collaborate with the Gender Coordination Office as gender being one of the important features of FRG II's participatory research approach.

2. OBJECTIVES

The Consultancy work aimed to:

- (1) support the EIAR gender coordinator to plan, implement and evaluate the above-mentioned gender training workshop;
- (2) prepare training materials which is used for the workshop; and
- (3) assess the impact of gender consideration implemented by FRG II's previous phase (FRG I) as a part of the preparation of training materials for the workshop.

3. ACTIVITIES / ACHIVEMENTS

In line with the above objectives, the three activities are undertaken. The following describes and highlights the undertaken activities and their achievements.

3,1 Overview of the EIAR Gender Strategy and Activities

The literature review and the consultation with relevant personnel were undertaken to understand the overview of the EIAR Gender Strategy and activities. The findings are summarized below.

Background

The EIAR's commitment towards gender mainstreaming of its research activities officially started with the launching of the first Gender Sensitization workshop in October 1999. The

workshop aimed to “create gender awareness among agriculture researchers and develop a strategy to integrate gender in agricultural research activities” (Yeshi and Tewodros 2009).¹ The gender focal unit was established in 2003 under the Research Extension and Farmer Linkage Department and in December 2009 it was upgraded to the Gender Research Coordination Office to coordinate and facilitate gender related activities in the research system, directly accountable to the Director General of EIAR.

EIAR Gender Strategy

The Gender Mainstreaming in the National Agricultural Research System: Strategy and Action Plan (2009-2012) states the strategy and the objectives of EIAR gender mainstreaming as follows:

Vision: To see gender perspective internalized in agricultural research and development endeavours for improving livelihood of farming and pastoral communities.

Mission: To ensure the development and transfer of gender responsive technologies and promote gender equity in the National Agricultural Research System (NARS).

Goal: To mainstream/internalize gender perspective in the activities of the NARS

Objectives:

- Enhance technical capacity of research staff
- Improve/create awareness and attitude on gender perspectives among research and management staff
- Establish effective monitoring and evaluation system
- Establish mechanism to ensure incorporation of gender aspects in all stages of research process
- Generate gender disaggregated baseline information
- Improve linkage and networking among different stakeholders.

The organization of gender training for research and management staff, the appointment of gender focal points at each research process and directorate and the implementation of gender

¹ Yeshi Chiche and Tewodros Hailemariam (2009) Gender Mainstreaming in the National Agricultural Research System: Strategy and Action Plan 2009 – 2012, EIAR

survey are among those activities identified to be implemented during 2009 – 2012.

Gender Activities

In line with the action plan (2009 – 2012) formulated by the Gender Research Coordination Office, the implementation of some activities are on-going. First, the gender training workshops have been organized as the training for trainers (TOT) targeting the gender focal points representing both federal and regional research centers. The trained gender focal points are expected to organize the gender training in respective research center which they are representing. As of October 2010 some successfully completed the organization of such training while the others are expected to follow. Second, the Coordination Office invited each research center, both federal and regional, to submit a technical proposal on the gender-related research. Some proposals have been already selected for funding. Third, the national network among federal and regional research centers was established to facilitate the coordination among the centers so as to enhance their technical capabilities on gender mainstreaming. These are some of the major activities having taken place at present. While the Gender Coordination Office has been vigorously working for the gender mainstreaming of the NARS, its operation has been seriously hampered by the financial and human resource constraints. At present, limited capital budget is allocated from EIAR to the Coordination Office. Instead, it receives the budget from those projects which are financed by Rural Capacity Building Project (RCBP). The Coordination Office is required to submit a proposal to different projects in order to finance and undertake any planned activity. Generally, the full amount of the budget proposed is not granted and its disbursement is not timely. In addition, the Coordination Office is staffed with only two, one coordinator and one expert in spite of the colossal tasks which they are required to undertake. These financial and human resource constraints have made it extremely difficult for the Coordination Office to implement activities as envisaged.

3.2 Impact Study on FRG I Gender Mainstreaming Approach

The impact study on FRG I gender mainstreaming approach was conducted in September 2010 as scheduled. It aimed to assess the effectiveness and the resultant impact of FRGI gender mainstreaming approach, the outcomes of which was going to be shared in the upcoming gender training workshop. The study report is attached herewith as Annex A.

3.3 Gender Training Workshop

The Workshop was organized on October 27 and 28, inviting socio-economists and planning experts from both federal and regional agricultural centers. The consultant prepared the

training materials for two sessions, which she also facilitated. In the workshop 15 men and 2 women participated. Many of them were junior researchers and were assigned to each center less than two years ago while the others seemed to have substantial experiences to work in the rural area. Their knowledge and skills on the gender issues and the participatory research were found considerably limited.

Workshop Outline

The Workshop was mostly conducted in accordance with the prepared time table as summarized below. However, some adjustment was required because of the power interruption. The time table, the powerpoint presentation and the results of the group exercises are attached herewith as Annex B.

- Introduction

The participants were welcomed by W/ro Yeshe, the Coordinator of the Gender Coordination Office. The objectives of the training were explained.

- Participant Expectations

Participants used index cards to write out what they considered their most important expectation for the workshop. The cards were displayed on the wall of the training hall.

Participant Expectations:

- Understand how to mainstream gender into research
- Understand the importance of gender in research
- Learn connection between gender and development
- Know gender responsive M&E indicators
- How to involve women participation in research
- How to achieve equal participation
- Understand gender concept in research
- Role of gender toward the agricultural technology innovation process
- How to conduct gender analysis

- Session 1-1: Gender and Sex

Objective of the Session: To help participants to understand the differences between sex and gender

Participants learned differences between sex and gender. In general, participants had been aware of differences in definition of sex and gender. It was reiterated by the facilitator that the gender could be varied from place to place and changed over time.

- Session 1-2: Gender issues in Rural Ethiopia

Objective of the Session: To make participants aware of the gender stereotypes and misconception prevailing in rural Ethiopia

Participants were asked if they agreed or disagreed with the following five statements and why they agreed or disagreed.

Statements:

- In Ethiopia, farmers are men.
- In Ethiopia, housewives rarely work in the field.
- Women rarely participate in the agricultural training because they are not interested.
- If husband received the agricultural training, he informs all family members of what he learned.
- Because a man is a head of household, he knows and represents interests and needs of family members.

Most participants expressed their disagreement towards each statement from the beginning although some initially agreed. The discussion was facilitated by the facilitator. The facilitator concluded the session, stating that it was important for the researchers to explore and understand the reality on the ground irrespective of the prevailing perception.

- Session 2: FRG Experiences in Gender Mainstreaming

Objective of the Session: To give participants some ideas over how to facilitate the women's effective participation in the research activities, which are generally male-dominated.

The facilitator briefly presented the outcome of the impact study, which assessed the effectiveness and the resultant impact of the FRG I gender mainstreaming approach. The gender sensitization workshop guideline, which had been prepared by FRG I, was distributed to participants to facilitate their further understanding on the methodology.

- Session 3: Gender Analysis Tools

Objective of the Session: To introduce to participants different analytical tools with which the gender analysis is carried out.

The objectives of the gender analysis and its various tools were introduced in this session. In particular, the Harvard Analytical Framework, the Moser Triple Roles Framework and the Gender Analysis Matrix were explained in detail. In the session, participants were divided

into the four groups to do the group exercise over the activity profile. The group exercise helped participants to better understand how to carry out the activity profile. The result of the group exercise is included in Annex B.

- Session 4: Gender Mainstreaming

Objectives of the Session: To help participants to understand what gender mainstreaming is and what are required to mainstream gender into NARS

Participants were given comprehensive explanation over the gender mainstreaming in the agricultural research. The facilitator emphasized the importance of institutional commitment as well as the technical competency of researchers to fully mainstream gender into NARS. Participants became fully aware of the importance of gender mainstreaming in their research activities to improve agricultural production and productivity so as to alleviate the poverty in the country. At the end of the session, participants were divided into the two groups, a socio-economist experts group and a planning experts group, to carry out the group exercise in which they discussed why gender was important in the agricultural research and what the constraints were to mainstream gender in NARS. The result of the group exercise is included in Annex B.

- Closing

W/ro Yashi closed the workshop, expressing the appreciation to participants over their active participation in the training. Participants also expressed their gratitude towards the facilitators as well as their determination to promote gender mainstreaming in the institute.

Lessons learnt and Recommendations

- Interests of participants

Most participants had had little knowledge on the subject. While they were able to define correctly “gender” and “sex”, their knowledge on the subject did not go beyond the definition of these two words. It seemed very new to them to look at various issues from the gender point of view. In other words, the training provided them with great opportunities to see things from the different point of view from what they had been used to. In particular, those participants who had substantial experiences in the field work seemed

to become able to relate their experiences with the gender theories discussed in the training. Because the reaction of participants were positive and they were introduced various tools and ideas which can be used in their day to day activities, it is highly desirable for the Gender Coordination Office to organize another training with more practical aspects incorporated so that they will become able to practically apply the gender theory to their daily assignment.

- Duration of workshop

It would have been better if more time was allocated, taking into consideration the number of topics covered in the workshop. Participants needed more time to carry out practical exercises so that they could have gained better understanding on how what they learned in the training could be translated into their daily works. If it is difficult to allocate more time, it would be worth considering to reduce the number of topics so that more time could be spent on the practical exercises.

- Preparation of glossary

The workshop introduced a number of gender-related terminologies. Because most participants were unfamiliar with the gender concept, it would be difficult for them to understand and digest all the terminologies introduced in the workshop at a time. In view of this, it would have been good if the glossary listing the key terminologies had been prepared and distributed to participants so that they could refer it at any time.

4. Conclusion:

Further Collaboration between FRG II and EIAR in Gender Mainstreaming

As long as both men and women are working in the field, the importance of the integration of gender aspects into the agricultural research should never be overlooked. The effective collaboration between FRG II and EIAR Gender Coordination Office will facilitate the gender mainstreaming of NARS, leading to the improved agricultural production and productivity and the realization of more equitable society. The followings are some of activities which could be jointly implemented by FRG II and the Gender Coordination Office to utilize available resources effectively and efficiently as well as to maximize the impact of the activities.

- Organization of Gender Training

The gender training organized this time successfully raised the gender awareness of

participants. It should be continuously organized in future to promote the gender mainstreaming of NARS. Although it would be good if the Gender Coordination Office regularly organized the training inviting researchers throughout the country, it would take considerable time before every researcher is trained. Thus, it is recommendable for the Gender Coordination Office to closely work with the gender focal points in the organization of the gender awareness training in each center and to backstop them, whenever necessary, so as to assure the expected quality of the training. In this respect, the continuous training and the regular meeting inviting the gender focal points will be of great use to upgrade their skills and knowledge on the subjects as well as to share the experiences of each center.

- Implementation of FRG Research with Gender Aspects

The impact study on the FRG I gender mainstreaming approach confirmed the effectiveness of its approach on the research activities and the improvement of gender relations in the member households. Thus, the same approach should be applied in FRG II. Further, FRG II can further facilitate the gender mainstreaming of each FRG research through the collection of gender-disaggregated data at the baseline study, monitoring and evaluation in collaboration with the Gender Coordination Office. To this end, the training on the data collection (both qualitative and quantitative) may need to be organized, depending on the technical capacity of concerned researchers

- Development of Gender Mainstreamed Guideline

FRG II plans to produce various guidelines to facilitate participatory research. It is of great importance that such guidelines are gender sensitive and responsive. It is recommendable the Gender Coordination Office to assist FRG II to make sure that the guideline has gender aspects properly incorporated.

- Organization of Discussion Forum

FRG II and the Gender Coordination Office may like to organize a joint discussion forum to share the experiences of the gender mainstreamed research among the researchers. Such experience sharing will help the researchers to deepen their understanding on how the gender aspects could be integrated into the agricultural research.

ANNEX A

Impact Study
on
FRGI Gender Approach

October 2010

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1. BACKGROUND

The EIAR Gender Coordination Office regularly organizes a gender training workshop for the EIAR researchers to enhance their awareness on the gender issues in Ethiopia. It is highly desirable the workshop to provide the participants with practical skills and knowledge to mainstream gender into their respective assignments, referring to relevant experiences gained in agricultural research projects. To this effect, the impact assessment study on the FRGI gender approach was conducted to obtain relevant information as well as to draw some lessons.

2. OBJECTIVES

The objectives of the assessment study were to obtain relevant information and to draw lessons from the experiences of the FRG I on the gender mainstreaming of its activities.

In order for the above objectives to be achieved, the study examined the following issues:

- extent of gender mainstreaming in the FRG I activities
- effectiveness and impacts of FRG I gender mainstreaming approach with regard to
 - daily operation of the FRG activities / integrity of a FRG as a group
 - production / productivity of concerned crops, especially the effect on the productivity / production resulting from the women's better access to the technology information
 - extent of dissemination of research outcome / communication between FRG members and non-FRG members
 - level of adoption of technology
 - change in gender relations

3. STUDY METHODOLOGIES

The following methodologies were applied in the study.

Literature review

Relevant reports were collected and reviewed, including:

- Evaluation of impacts of farmers research group activities in the rift valley of Ethiopia
- Terminal evaluation report for project on strengthening technology development, verification, transfer and adoption through FRG in Ethiopia
- FRG Research inventory (2007, 2008 and 2009)
- FRG Completed research reports (2007 and 2009)

- FRG Guideline
- EIAR gender documents including EIAR gender strategy and gender guideline

Consultation with concerned researchers in MARC and ATARC

The consultation with concerned researchers in MARC and ATARC was held on September 7, 2010 for the overview of the FRG I gender approach and their perception over the approach. In discussion and consultation, the following four FRG were suggested by the researchers for the field survey.

Suggested FRG	Responsible Center	Reasons
Seed production	ATARC	Observed active participation of women in activities
Livelihood Improvement Project (LIP)	ATARC	Women group activity. Achieved empowerment of member women
Teff	MARC	High productivity achieved by a woman member
Agro-forestry	MARC	Observed active participation of women in activities

The summary of the consultation is attached as Annex I.

Field Survey

The field survey was organized on September 22 and 23 in ATARC and September 28 and 29 in MARC. As suggested by the researchers, the members of four FRG were interviewed as indicated below. In addition, some members of the Vegetable / Dairy Cow FRG¹ were interviewed because of their availability and vicinity to MARC.

FRG (<i>Name of Village</i>)	Interviewees (number of interviewees)
Seed Production (<i>Jido Kombolcha</i>)	DA (man) Man member (2) Woman member / Wife of man member (2)
Livelihood Improvement Project: LIP (<i>Jido Kombolcha</i>)	Woman member (2) Husband of woman member (1)
Teff (<i>Dibandiba</i>)	DA (woman) Man member (3) Wife of woman member (1) Woman non-member (1)
Agro-forestry (<i>Adulala</i>)	Man member (2) Wife of man member (2)
Vegetable / Dairy Cow (<i>Awash Bishola</i>)	Woman member (3) Husband of woman member (1)

The interview questions and the summary of the interview are attached as Annex II and III.

¹ The three interviewed women were the members of both vegetable and dairy cow FRGs.

4. STUDY FINDINGS

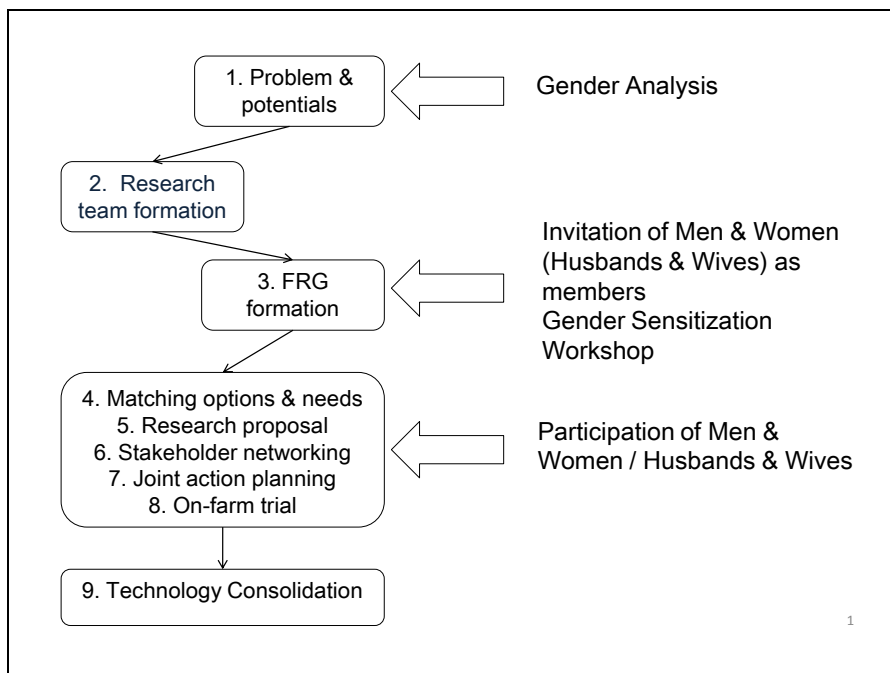
4.1 Extent of gender mainstreaming in FRG I

(Suggested activities)

The FRG guideline prepared by FRG I stated clearly the importance of women's participation in the FRG activities. While women have been involved in the farming activities, the women's contribution to the agricultural production has been largely overlooked by the development practitioner or the agricultural researchers in the country. As a result, little effort has been exerted to fully exploit the women's potential in the agricultural activities. In view of this, the FRG guideline strongly advocates the involvement of men and women in the activities. The gender mainstreaming activities suggested in the guideline are as follows:

- Gender Analysis at the times of Problem Identification
- Consideration on the gender composition of farmer group members. Both male heads and female heads of households shall be included. In addition, in case of male headed households, both husband and wife are considered as a member of group.
- Organization of gender sensitization workshop for group members at the group formation to raises awareness on gender issues in their community / household.

(FRG guideline, 2009)



Graph1: FRG steps with gender aspects

(Conducted activities)

The following activities were organized in line with the FRG guideline by ATARC and MARC respectively. While the FRG project was implemented between July 2004 and July 2009, the gender related activities were mainly conducted after 2008.

ATARC

The gender mainstreaming activities undertaken by ATARC were as follows;

- Starting from 2008 both husband and wife were registered as a member of FRG. FRG members were requested to bring their wives to the training.
- The gender training workshop was organized at the group formation after 2008.

MARC

The gender mainstreaming activities undertaken by MARC were as follows;

- Starting from 2008 FRG members were requested to bring their wives to the training.
- The gender training workshop was organized for the Agro-forestry FRG and the Dairy cow FRG, which were considered to require the substantial involvement of women in the activities. But no other FRG received the gender training.
- The cooking demonstration training on haricot beans was organized for wives of haricot beans FRG members and women members.
- The cooking demonstration training on cassava was organized for the Agro-forestry FRG members and their wives.

4.2 Effectiveness and Impacts of FRG | Gender Activities

(ATARC)

Impact on FRG activities

The wives of FRG members were invited to join FRG and registered as a member along with their husbands. Some of them seemed to be very well involved in FRG activities. Some interviewees, both men and women, stated that the gender training helped them to revisit their perceptions towards women's participation in various activities conducted outside of their houses and, as a result, women became freer to participate in FRG and voice their ideas and opinions in the group. The researchers pointed out the advantages of women's participation in FRG as follows:

- Women tend to follow strictly the instruction made by the researchers
- Women tend to be better in group management
- Women tend to disseminate information to more people

The researchers as well as the interviewees agreed that no gender difference had been observed in the understanding of practical aspects of the training although some researchers pointed out that the illiteracy of many women farmers might prevent them from fully digesting the content of the lecture training.

In general, women's participation in FRG contributed to the facilitation of research activities through their strict observation to the researchers' instruction and the better integration of a group.

Impact on farming activities

With the involvement of FRG, the women's participation in farming activities seems to have increased and their contribution has been better acknowledged by their husbands. Both men and women interviewed agreed that wives were now able to take care of the field in the absence of their husbands and women were taking their own initiative in the farming activities without waiting for the instruction of their husbands. One woman confidently stated,

"I participated in the sweet potato FRG while my husband is in the seed production FRG. Because of the experiences in FRG, I now much better understand the farming of different kinds of crops. When my husband comes back from his FRG activities and tells me what he learned there, I can apply it in our farm. I now prepare seeds to sow on time not waiting for my husband's instruction. My husband is very happy about the changes in me."

Another woman said,

"Women have been working in the field but men overlooked our contribution and never appreciated. Now it has changed. I can now better contribute to the farming and my husband appreciates me very much."

Further, some example was given by DA in the productivity increase of maize, resulting from the

women's effective participation in the field. In the community, the main activities used to be done in maize production was ploughing, broadcasting seeds and harvesting. But women are now involved in sowing, chemical application and weeding, which have contributed to the improvement of the productivity.

Impact on reproductive activities

The men's participation in the reproductive activities seems still uncommon in the communities studied. But the participation in the gender training and the cooking demonstration training organized by FRG has changed the perception of some men participants towards the reproductive activities to some extent. Before the participation in the training, men hardly regarded the reproductive activities as "work". But now some of them recognize difficulties and complexity of the activities and started giving some hands to their wives. One woman stated:

"We, both men and women members, went to MARC for cooking demonstration training on maize. It was that time when my husband got to understand how difficult cooking was. He changed. Now when I am busy, he takes care of children and sometimes he even chops onions. It is good for us to receive the training together so that we can better understand each other. If the demonstration training had been only for women, he would never have changed."

In addition, the members of LIP purchased an energy-saving cooking stove through the merry-go-round arrangement. It helped them to reduce the time spent for the firewood collection.

Impact on technology dissemination

Both men and women interviewees confirmed that they had talked about the technology, which they had learned, in community meetings. In addition, they said that they had disseminated it through personal channels like *idir*. Some also stated that interested community members had come directly to their houses for information. As regards the communication between a husband and a wife, wives stated that their husbands now informed them of what they had done in FRG, which had not been the case in the past.

(MARC)

Impact on FRG activities

Although the number is rather small, some women members in Teff and Vegetable FRG were

very active and successful. They strictly followed the instruction of the researchers and invested considerable time in the field. Their much improved productivity convinced the men FRG members to adopt the technologies. One woman in the Vegetable FRG voiced her experience satisfactorily.

“Initially I was an only woman in my FRG. But after the first season, I got a profit of ETB16,000, more than any men in my group. After that, more men and women joined the group. I don’t know why I was better than anybody else. The only thing I can think of is that I exerted my best efforts to follow what the researcher had instructed me to do, maybe more seriously than the others.”

It clearly demonstrates that women can be capable farmers comparable to men provided that women have proper experiences and exposures in farming with required resources. As regards the Agro-forestry FRG, different fruits and vegetables were tried in the homestead of members, who owned a reservoir². Because the training was mostly done in the homestead of members, both husband and wife received the training together. In case husband was not around, the wives were the ones who discussed with the researchers. Since women are usually at home, their involvement in the activities made it easy for the researchers to have a regular follow-up on the trial field. But one wife of the member honestly admitted the difficulty to raise her question to the researchers in front of her husband.

“I can ask whatever questions to the researchers if I am alone. But if my husband is with me, I would rather keep quiet.”

It apparently indicates that the cultural norm, “women should not talk in public”, made her hesitant to speak out in front of her husband, which is a disadvantage for the research activities. On the other hand, MARC researcher stated that the gender differences in need and preferences over the produce to be grown were observed. Some wives suggested the importance of cassava over fruits to be grown because of their consideration over food security in the household.

Other than those FRG visited during the field survey, according to the MARC researchers, women’s participation and involvement in the other FRG was insignificant.

² Around 30 households in this community had a water harvesting facility installed by the World Vision. The Agro-forestry FRG members were selected from these 30 households.

Impact on farming activities

As mentioned above, some women farmers are active in farming. Except for ploughing of the land with ox, which is regarded as a men's work culturally in Ethiopia, they undertake all farming activities. The participation in FRG greatly helped them to improve their technologies, resulting in much higher production and productivity. In addition, their success brought about the perception of people in the community towards the women's participation in farming. One woman stated that more women in her community had become active in farming after witnessing her success. As regards wives of the Agro-forestry FRG members, some are actively involved in management of agro-forestry produce. One member stated almost all of activities to grow vegetables/fruits in backyard had been done by his wife, including the marketing of the produce. Another member confirmed that his wife had been working along with him in the backyard. It is, however, that no change was reported by any of the interviewed Agro-forestry members in the women's participation in the farming activities outside of their homestead.

Reproductive activities

Most FRG women members and wives of FRG members seem fully responsible for household chores in these communities unless they have other women family members to take over the household duties. But a husband of the woman member of the Vegetable/Dairy Cow FRG explained that after the gender training, he started to clean the barn, which had been done by his wife in the past.

Technology dissemination

Both men and women interviewees stated that they had disseminated to the other members of the community the technologies they had learned in FRG. The woman in the Vegetable/Dairy Cow FRG stated:

“After my success, I told everybody what I did and they became very interested. Then, 15 women joined FRG.”

It was, however, that the Agro-forestry FRG members including one wife expressed the difficulties to disseminate the technology since most neighbors did not possess the reservoir in the homestead. In addition, one member stated that his neighbors preferred produce, which would mature in short period of time. As regards the communication between a husband and a wife, it seems varied from one member to another. Some men members in the Teff FRG assured that they had told everything to their wives about what they had learned in FRG while

the other said that he had told what he had done in FRG not to his wife but to his children and most men in his community rarely told their wives about what they had done in the training or meeting.

5. ANALYSIS OF STUDY

The participation and involvement of women in FRG was facilitated and encouraged by the researchers of both ATARC and MARC. But as shown above, the women's participation significantly varied from one FRG to another. They can be categorized into the four groups taking into consideration their degree of participation and involvement into the FRG activities.

The women in the first group were those very active both in farming and the FRG activities. They had been substantially engaged in farming even before their participation in FRG. Some of them frequently participated the training organized by various organizations along with their men counterparts. Because of their active involvement in farming, these women had been selected as a FRG member. Both wives and heads of households are in this group. They became very successful through the adoption of various technologies studied and recommended in FRG. Their success motivated and influenced other farmers, both men and women, to follow what they had been doing.

The second group includes those women who participated in FRG dealing with agricultural produces which had been considered men's crops. Initially, they had not been as active in farming as women in the first group. They had not been used to participate in the meeting and training, let alone speaking out in public. But through the participation in FRG they started to be positively engaged in FRG activities as well as farming, which helped them to build up the self-esteem. They stated that they now felt comfortable to express their ideas in public. Further, their husbands expressed appreciation to the way their wives changed and their contributions to the household. In this group, the changes in the perception and behavior are observed both in women and their husbands, leading to the workload sharing in productive and reproductive activities and the joint decision-making in the households.

The women in the third group participated in the activities which were in conformity with the prevailing cultural norms and their traditionally ascribed roles. They were active in the group activities and helped the smooth implementation of the research activities. But their participation in the activities seemed not to have caused a significant behavioral change in either women or their husbands as expressed by one wife of the Agro-forestry FRG about her shyness

to speak out in front of husband. This may be because their roles in FRG were confined within the sphere of their traditionally ascribed roles.

The women in the last group were those who hardly attended the training while their husbands were requested by FRG to bring them to the activities. It was not clear if the decision, not participating in training, was made by a wife, a husband or both of them jointly. But it demonstrates either of them or both of them were not convinced of the benefit for women to participate.

These differences among women seem reflecting the number and the content of the interventions made by both research centers. The second group was given the gender awareness training at the time of FRG formation along with their husbands. The gender awareness training seems to have laid some foundation for both men and women to revisit the existing gender relations in the community as well as the household and, consequently, to motivate them for the changes. In addition, they and their husbands were regularly reminded of the importance of the women's participation in FRG by the researchers. Through the participation in FRG, the women were given opportunities to expand their sphere of activities. Contrary to the women in second group, the women in third group were little exposed to activities different from their ascribed roles. While their participation in FRG helped them to become aware of their ability and potential, such experiences were not well exploited to overcome the existing gender gaps. As regards the fourth group, no gender awareness training was organized for them. The researchers stopped requesting men members to bring their wives to the training once they were told that wives were busy with the household chores.

As discussed above, the degree of women's involvement in FRG activities was greatly influenced by the interventions organized by respective researchers in charge. In other words, if appropriate interventions are in place, it is highly probable that women's actual and potential contribution to the agricultural activities be effectively exploited. The gender division of labor and the cultural norms and practices appear very rigid in rural community. But at the same time, every woman and man in rural community are eager to improve their livelihoods and the way they live. Once they become aware of the benefit, they will be ready for the change as experienced by the women and their families in the second group. It is very important for the researchers to understand the dynamics of rural community and to capitalize on potential of the community.

6. CONCLUSION

Some FRG achieved the effective participation of women through the implementation of gender mainstreaming activities prescribed in the FRG Guideline. Women observed the instruction and provided the research team with data and information. Not only did they contribute to the research activities but also their involvement in farming had become more positive and brought about the productivity improvement of some crops. On the other hand, the other FRG were not as successful as they were. Some of them did not even have women regularly attending the activities.

It is true that women are overburdened with household chores, which make them hesitant to participate in an activity outside, and it is even more difficult for them to be engaged in the activities regarded as “men’s work/activities”. But it does not mean that their actual and potential contribution to agricultural production in general and agricultural research in particular could be ignored or overlooked. As shown above, some small efforts and attempts of FRG researchers had changed the people’s perception and made things happen. Women can be an effective partner of the agricultural research as much as their men counterparts. Women generally observe the instruction more strictly than men, which will generate reliable data and information. Women could propose ideas and opinions different from men because of their different experiences and responsibilities in the lives. The Ethiopian agriculture has been facing the decades of stagnation. It is the time now when the untapped potential of women should be recognized and realized.

7. LESSON LEART

- **Some women are capable to effectively take part in the research activities.**

Those women who are actively engaged in farming are as capable as any men farmer. They are exposed to the farming activities and well involved in the household decision-making process. Thus, they are able to participate in any training activity and practice research agenda in their field. Because of their gender, it is easy for them to disseminate information to their fellow women farmers. In addition, their success brought about the positive change in the perception of other community members towards the gender roles. Now more women have become motivated to be positively engaged in farming activities.

- **Women’s involvement in FRG can be enhanced through the organization of gender training.**

The organization of the gender training is important to make both men and women to

understand why women should participate in FRG activities. It is highly desirable that both husband and wife attend the training together.

- **FRG members need to be continuously reminded of the importance of women's participation.**

Although the gender training helps men and women to understand the importance of women's participation in FRG, the women's attendance may decrease over the time because of their household duties. To prevent it from happening, the researchers should continuously encourage members on women's participation. In case it is difficult for the researchers to regularly communicate with members, DA should be requested to do it.

- **Strong liaison between researchers and DA should be in place.**

Because DA reside in and work with the community, they can be a great advocate of the FRG gender approach. They can facilitate women's participation in the FRG activities, encouraging both husbands and wives or lobbying community elders. To this effect, it is of essence that they understand clearly the objectives and the expected outcomes of the gender approach. Their participation in the gender training along with the farmers can enhance their understanding over the approach.

- **In case it is difficult to secure the women's participation, women can first be invited to FRG whose activities are in conformity with their ascribed roles.**

If a researcher finds it difficult to secure the women's participation in certain community, he/she can start with the formation of the FRG whose activities are in conformity with their ascribed roles. But even such case, the researcher must organize the gender training at the group formation and should sometimes suggest members to undertake the activities which may enable both men and women to experience the roles different from their socially ascribed ones.

Report on the consultation with Researchers

Background

In preparation of the training materials for the EIAR gender training, the consultation with MARC and ATARC researchers was organized on September 7 and 8, 2010.

Objectives

The objectives of the consultation were to obtain information on the FRGI gender activities as well as to identify some FRG farmers to be interviewed in the forthcoming field survey.

Results

Two researchers from MARC and three researchers from ATARC were consulted individually. The results of the consultation are summarized in the table in the attached table.

Conclusion

Most researchers both in MARC and ATARC seemed to have accepted the idea of the gender mainstreaming and have made attempts to incorporate some gender considerations into their respective FRG research project. As a result, women's participation in the FRG activities was considerably enhanced and seemingly brought about positive impacts on the research activities as well as on the gender relations in the households of some participants.

The field survey will be organized to confirm the results of the consultation meeting. As suggested by the researchers in both centers, the following FRGs will be contacted.

(MARC)

- Teff FRG
- Agro-forestry FRG

(ATARC)

- Seed production FRG
- Abdi Boru Community Development Initiative

	MARC	ATARC
Gender related activities conducted	<p>(all FRG)</p> <ul style="list-style-type: none"> - Invitation of both husbands and wives to FRG (haricot beans) - Gender exercise as part of bean cooking training (agro-forestry) - Gender exercise 	<p>(all FRG)</p> <ul style="list-style-type: none"> - Invitation of both husbands and wives to FRG (all FRG started after 2008) - Gender exercise in the community mobilization meeting at the start of the FRG activities (ABCodi) - Focusing on the women's empowerment through the formation of women's group. - Organization of some training with the participation of both men and women
Outcomes	<p>(all FRG)</p> <ul style="list-style-type: none"> - Not easy to secure women's participation because of their workload and little mobility (haricot beans) - Women participated in the field day for cooking demonstration (agro-forestry) - Women actively participated in FRG, especially, cassava production, which helped the improvement of food security at home. (teff) - One FHH successfully attained the significant increase of 	<p>(all FRG)</p> <ul style="list-style-type: none"> - Through gender exercise, both men and women became aware of heavy workload of women and of importance more balanced work sharing. - More women participated in the FRG activities - Positive change in gender division of labor through the participation of women into different farming activities. - Women were generally more willing to accept and adopt the advice of researchers. - Women groups were generally better managed than men groups. - Information dissemination was high among women.

	production over two men through the adoption of trained technologies	(ABCodi) <ul style="list-style-type: none"> - Women actively participated in activities. - Adoption of labor-saving technologies / reduction of workload - Change of men's perception towards women - Positive change in gender division of labor
Remarks	<ul style="list-style-type: none"> - Since the MARC covers the wide target area, the close collaboration with DA, who has a daily contact with farmers, is highly desired for the encouragement of women's participation in the FRG activities. 	<ul style="list-style-type: none"> - At the beginning of group formation or the start of the FRG activities, the group must be frequently contacted for the idea of gender to be accepted by both men and women. - The adoption of labor saving technologies made it possible for women to participate in more productive activities.
Suggested FRG to be contacted in the field survey	<ul style="list-style-type: none"> - Agro-forestry (Reason) Women's active participation was observed. Their initiative for crop selection and adoption was high. - Teff (Reason) FHH achieved high productivity through adoption of technology. 	<ul style="list-style-type: none"> - Seed production (Reason) Women's active participation was observed and the group was officially upgraded to a cooperative. - Women group (Reason) the project was successful in terms of women's empowerment (change in division of labor, income generation, participation in HH decision-making)

Interview Questions

TEFF

Objective

To assess the responsiveness of female farmers in adoption and dissemination over male counterparts

Interviewees

- Female FRG member
- Male FRG member
- DA

Interview topics

(Female member)

- How do you evaluate your participation in FRG?
- You achieved higher productivity than male members. How do you evaluate your better performance? Why do you think your performance was better than them?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?
- Do you still make use of the technologies you were trained? If not, why?
- What is a problem you encounter in teff production (production, marketing, etc.)?

(Male member)

- How do you evaluate your participation in FRG?
- Do you use the technologies you were trained? If not, why?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?
- What is a problem you encounter in teff production?

(DA)

- How do you evaluate women farmers compared with men farmers in production?
- Why do you think female member achieved higher productivity in teff production than male?
- What do you think the obstacle of women to be a competent farmer?

AGRO-FORESTRY

Objective

To understand different needs and interests of men and women in household

Interviewees

- Female FRG member
- Male FRG member
- DA

Interview topics

(Female member)

- How do you evaluate your participation in FRG?
- Why did you choose cassava over fruit to be grown in your backyard?
- Did your husband support your choice?
- Who mainly took care of the trees/crops planted under FRG activities?
- What did you do with the produce?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?

(Male member)

- How do you evaluate your participation in FRG?
- Who chose which trees/crops to be grown in your backyard? Were you happy with such selection?
- Who mainly took care of the trees/crops planted under FRG activities?
- What did you do with the produce?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?

(DA)

- How do you evaluate women farmers compared with men farmers in production?
- What do you think the obstacle of women to be a competent farmer?

SEED PRODUCTION

Objective

To assess the effectiveness of FRG gender approach in women's participation in farming and change in division of labor

Interviewees

- Female FRG member
- Male FRG member
- DA

Interview topics

(Female member)

- How do you evaluate your participation in FRG?
- Was your husband happy with your participation from the beginning?
- Is it difficult to work with men members?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?
- Has there been any change taking place since you started participating in FRG? If so, what are they?
- What have been the difficulties you have encountered in participating in FRG? How have you coped with them?
- How do you spend your income from seed production? / Do you know how much income your husband get from the sales of seeds?

(Male member)

- How do you evaluate women's participation in FRG?
- Were men happy with women's participation in FRG from the beginning? If not, what made them decide to accept it?
- Is it difficult to work with women members?
- Has there been any change taking place in gender relations since you started participating in FRG? If so, what are they?
- What do you think the difficulties women FRG members have encountered in participating in FRG? What have men members been doing to assist women to cope with them?
- Did you tell anybody about what you were trained in FRG (family members, relatives, friends, neighbors, etc.)?
- How do you spend your income from seed production?
- Do you tell your wife about your income from the seed production?

(DA)

- How do you evaluate women farmers compared with men farmers in production?
- What do you think the obstacle of women to be a competent farmer?

- Have you observed any change in division of labor in the households of FRG members?
- Have you observed any change in gender relations in the households of FRG members?

ABCoDI-KAIZEN

Objective

To assess the impact of ABCoDI on lives of women members and their family members

Interviewees

- Women member
- Their husband
- DA

Interview topics

(Women member)

- How do you evaluate your participation in ABCoDI?
- Was your husband happy with your participation from the beginning?
- Did you tell anybody about what you were trained in ABCoDI (family members, relatives, friends, neighbors, etc.)?
- Has there been any change taking place since you started participating in ABCoDI? If so, what are they?
- What have been the difficulties you have encountered in participating in ABCoDI? How have you coped with them?
- How do you spend your income? Do you tell your husband about it?

(Husband)

- How do you evaluate your wife's participation in ABCoDI?
- Were men happy with their wives' participation in ABCoDI from the beginning? If not, what made them decide to accept it?
- Has there been any change taking place in gender relations since your wife started participating in ABCoDI? If so, what are they?
- What do you think the difficulties your wife has encountered in participating in ABCoDI? What have you been doing to assist her to cope with them?
- Do you know how your wife spends the income earned from LIP activities?

Interview Summary

(ATARC)

Seed Production

Interview: man member A

- What my wife does in the seed production
 - Sometimes harrowing
 - Plant seeding (She stays for a whole day with me)
 - Applying fertilizer
 - Weeding
 - Harvesting
 - Marketing
 - Preparing food for hired labor
 - Supervision of hired labor in plowing, weeding, harvesting and threshing.
- Are you happy with her participation in FRG?

I am so happy with her participation because in absence of me now she can lead the family, thus, I have no fear. In the past she only prepared food and treated children. Since I was trained by FRG, I did not have any hesitation to her participation. FRG convinced me that women can work equally with men and can go outside the village and participate in the training.
- Are other male FRG farmers happy with their wives' participation in FRG?

Many are. But there are some husbands who are still hesitant to send their wives to places away from the home. Younger farmers are better but older ones are more resistant.
- Gender sensitization training

The training changed our minds. Since then, we allowed our wives even to spend over night away from them.
- Is it difficult to work with women members?

I understand work without our wives is impossible. In work place there is no problem talking with others' wives. It was not like this in the past. Only after the gender sensitization training, things changed.
- Change in gender relations

Now my wife is participating in the farming. But I don't do the reproductive works. I don't know how to cook or wash. Men don't collect firewood here. I can fetch water with the cart and take care of children. In case my wife is away, my daughter takes care of all domestic activities. Since the gender sensitization training, we discuss about how to spend the

income. In the past, I was the one who decided everything. Because I am likely to spend the money for unnecessary items, she is the one who keeps money.

- Income

We constructed this house with ETB16,000. She was the one who proposed the construction of new house.

- Dissemination of information

In the field day, both FRG and non-FRG members were invited and I explained what I did from the start to the end. Some farmers came to my house, asking for information. In addition, I share my knowledge in the community meetings and other gatherings.

- How the community perceives the change in gender relations in your and other FRG members' households?

Some are resistant but there are people who appreciate it because our livelihoods have improved so much. People change their thinking.

Interview: Woman member (Wife of A)

- Gender sensitization training

I remember the training, which helped us a lot in changing our thinking including our husbands' thinking towards us. In the past, husbands did not recognize our contribution to both farming and household. But now they understand and recognize our work.

- Workload of women

Our workload has not increased. Even in the past we participated in farming but our husbands overlooked our contribution. Now we do the same but it is recognized by husbands. My husband does not participate in reproductive activities. He fetches water only if I am sick or giving birth.

- Women's participation in FRG

My husband was supporting my participation from the beginning. Now I can help him more in farming operation, which he appreciates. Most of those farmers who participated in the gender sensitization training along with us allow their wives to participate in training. But maybe 20% of them are still not happy for their wives' going out of their home/village.

- Is it difficult to work with men?

Before FRG, it is not common for women to participate in men's meeting and talk, but now I feel free to speak out my idea in the meeting and men respect my idea.

- Income

I know all the income we generate. In fact, I do the marketing. All the money is kept with me. We use money based on the agreement. When he needs money, I will give it to him. He tells me how much he needs and how he will spend it and after spending he tells and

shows what he bought. These make me feel good. These changes took place after our participation in FRG. I am very happy with all these changes because now I know at least our income and expenditure.

- Dissemination

I share my knowledge and changes happening in my life in different occasions such as idir, ceremonies, etc.

- Remarks

I feel I am strong in farming and my husband is also happy to my work because in absence of him, I can take care of all activities.

Group Interview: men members B, C & D

- Respondents

We are members of FRG. B has been a member for four years, C for three years and D for one year. All of our wives are members of FRG.

- Women's participation in FRG

Initially, only men became members of FRG, in fact we did not allow a woman to be a member. It was not our culture and tradition. We assumed that field work was only for men and considered women's work as not important or valuable to our living.

We took training on gender together with our wives. At the beginning, what was taught seemed strange to us. But gradually through the participation in FRG we became convinced and changed our mind.

We now understand the role of our wives in farm operation and their contribution to farming significantly increased due to the training, field visits and meetings. In the past, we did not allow our wives to go out of the village but now we don't feel anything and wives can go to any training away from the village.

Working in a mixed group is more productive. We became to understand this through the participation in sweet potato FRG. Women are more punctual and committed and they respect each other.

- Change in gender relations

(The interview was conducted at C's home) As you can see, my wife is unloading soil from the cart, which was considered long to be a man's job. With regard to the reproductive activities, although we know men should participate, some activities like cooking are difficult. We sometimes do what we can do such as fetching water and taking care of children.

- Perception of neighbors

Our neighbor started urging their wives to work like our wives. But maybe 40% of community members still stick to the old tradition.

- FRG activities

We came to realize that a small plot of land can generate high income if properly managed. Also, we took training on how to process and use our produce, which has improved our nutritional status.

- Income

We constructed houses with corrugated iron sheets, which are life-long assets. The reasons why we chose to construct a house were because we wanted to get an access to electricity, which can't be installed in the grass-roof houses, a house with corrugated iron sheet is considered status symbol and it is a life-long asset. We consult with our wives on how to spend the income we generate together. It was not like this in the past and there was a conflict in the house because of that.

- Government campaign on gender

Government has been also trying to improve gender relations between husband and wife. But since they train women and men separately, the training is not that much effective in improving gender relations.

Interview: Woman member (Wife of C)

- FRG membership

I participated in sweet potato and LIP activities. I participated in sweet potato FRG for about three years.

- Women's participation in FRG

At first, we felt fear because it was not our tradition to work with men. But my husband encouraged me to actively participate in all the meetings and training. Of course, not all men are like my husband. Some are resistant. But FRG helped us a lot to change our minds. I remember the gender training. We learned that God do not differentiate works for men and women except for something biological such as giving birth. All other differences are created socially.

- Participation in farming

In the past, I did not participate much in farming activities and whatever I did, I followed what my husband ordered me to do. I did not take any initiative. Now I can take care of all farm operation in absence of my husband. Although I only participated in sweet potato FRG, since my husband now shares with me about what he has learned from his FRG, I can work in the farm independently. For example, before my husband says anything, I prepare seeds for sowing. When right time comes, we can sow without any delay. Now my husband is happier than ever because I can stand by myself.

- Change in gender relations at home

Yes, I now participate more farming activities than before. But my husband started sharing some of reproductive activities. In the past, I churned milk with one hand while holding my baby in the other arm. Now he sometimes churns milk using the milk churner developed by FRG. He even chops onions and takes care of children. Because of FRG, he recognizes my work well and sometimes helps me.

- Perception of neighbors

Some think that I am out of the control of my husband. But I don't mind because my husband encourages me to be active.

- Income

I know how our income is spent. We now decide things in consultation. Our money has been spent for house construction and purchase of TV.

- LIP activity

We did merry-go-round, purchased improved cooking stove with merry-go-round money and participated in training on cooking and kitchen garden. We did not borrow money from our contribution. What we did was taking money turn by turn. Now the group is dispersed because every member purchased an improved cooking stove, which was the objective of the group. I continue using the cooking recipe which we learned in LIP and growing some vegetable in the backyard for that purpose.

- Women group and mixed group

I participated in both a women group and a mixed group. I value more a mixed group in which men and women get to understand each other better. For example, we went to MARC for maize recipe training. There, he came to understand how difficult and time consuming cooking was. Since then, he started helping me in reproductive activities. In the past, he became angry when I came late from a community meeting. But now he understands and never gets angry because he knows what I am doing.

Interview: male DA (Five years working in the community)

- Women's participation in FRG

Yes, I know women are now participating in FRG. Before FRG we, DA, knew that women should work in the field but since it was not tradition, we could not insist. But FRG strongly encouraged women's participation. Now we are happy because women are participating farming activities.

- People's reaction towards women's participation in farming

At first, men were not happy because they believed productive activities were only for men. They thought once women started participating in farming activities, which would generate income, women would be empowered and start challenging their husbands. This actually

took place. Once women participated in the farming, they started asking their husbands how they spent money and telling them how much money had been wasted. Then, men became gradually aware that they actually had wasted so much money on something unnecessary. Men now understand it is much better using money properly for family. Women were happy from the beginning to participate in different activities.

Maybe now in more than 50% of households in the community women participate in farming. People's behavior is gradually changing.

- Gender difference in farming

Men are good at the activities requiring physical strength such as plowing. On the other hand, women are good in technical activities such as sowing, weeding, applying fertilizer, etc, which require more patience and care. For example, if women are told by us to sow with this much distance apart between seeds, they follow it but men hardly.

- Productivity

Since women started participating in farming, productivity has improved. For example, in case of maize, in the past, men plowed and broadcasted seeds and, after that, did very little before harvesting. But now more activities are done by women. Women sow, weed and apply fertilizer as advised. These activities have improved productivity.

- Concern about women's participation in farming

They are very busy and their workload is heavy. Both husband and wife work in the field but once they come back to the home, men can rest while women need to do all the household chores. I am afraid this heavy workload will reduce their competency in farming.

- Labor saving technologies

To reduce women's workload, we have promoted improved cooking stove, tree plantation in homestead for firewood and water fetching by cart. Many people plant trees in the homestead and use cart for water fetching. But as regards the stove, very few have adopted, maybe 3% of total households in the community. One stove is ETB340. They raise financial difficulties for not purchasing one. Also, the lack of space in the house for installing a stove is another problem they talk about.

LIP

Interview: Woman chairperson

- Initiation of LIP

We organized a women group in the past. Hearing our activities, ATARC researchers contacted us. That was the way how LIP started. It was two years ago. We used to have 400 women in the group and 130 were selected for LIP.

- LIP activities

In the past we were doing only the merry-go-round, which we still continue. Everybody contributes to a small amount of money regularly and any member who wants is entitled to borrow in accordance with their contribution. They pay small interest when they repay. In borrowing, both husband and wife are required to sign on the agreement on how to spend and how to repay. In case a woman is in fear of her husband's misuse of borrowed money, she can ask three members to be co-signers instead her husband.

Under LIP, we undertook different activities, such as purchase of improved cooking stove, garden cultivation, animal feed production, poultry, etc. Most of the training was conducted on the farm / at home but a few of us went to ATARC to receive training. After the start of LIP, people spend the borrowed money on more productive activities such as purchase of stove, goat, poultry and others, construction of new houses and animal fattening.

- Any difficulty for women to participate in LIP

I myself don't have any problem. My husband is educated and happy with what I have been doing. In case of my absence, he can do any reproductive work. Initially, most women faced difficulties from their husbands. But after observing the improvements we have been making, some changed their attitudes. Also, group leaders including myself visit the houses having this kind of problems and talk and discuss with husbands. Then, they will be convinced. Through this attempt we have improved women participation.

- Any interest to include men members

We like to continue by ourselves without men. I observed several times men trying to organize a group to do similar activities to ours. They failed to sustain and disintegrated. If men joined us, they would disturb us. They will use money for non productive purposes.

- Dissemination

We invite non-members to our meetings most of the time. In fact, 15 women newly joined the group last year.

Interview: Husband of chairperson

- Wife's participation in LIP

I don't have any bad feeling about what she is doing. She was elected by the community to serve women farmers so she has to do it. I am a farmer and I do most of farming activities myself because my wife is busy with other activities. But whenever she is free, she helps me.

- How husbands think about the participation of their wives in LIP

Most men don't want to allow their wives to go out of their village because of lack of knowledge.

- Communication between husbands and wives

My wife tells me what she learned in the meeting and the training. For example, I constructed a house for chicken, which she brought from ATARC, based on what she learned in the training. I think husbands know what their wives do in the group since they informed their husbands. But I doubt husbands are interested in what women are doing. They are not active to follow their wives.

- LIP activities

I know the members borrow money but I don't know what changes they have brought since I am not the member.

(MARC)

Teff

Interview: man member A

- FRG activities

We learned from FRG a lot.

- Are you still using the technology which you learned?

Yes, I am still using them. I used to harvest 3 quintal per 1/4 ha but now 4-5 quintal per 1/4 ha. We decreased the size of area for teff production but we are getting better yield.

- What does your wife do in teff production?

She weeds, collects the harvested teff and transports them to the village.

- Did you tell your wife about what you learned in FRG?

Yes, I did. Initially, when I told her to grow teff in the way which I learned in FRG, she refused to do so. In fact, she asked me not to do since she was not convinced with the new technologies I learned. So, in the first season, we grew teff with conventional method in half of our plot and with new method in the other half. After their harvest, she was convinced and now we are completely applying the new technology.

- About a woman farmer in teff group

She was only woman in our group of ten. She was very convinced with new technologies from the beginning. She accepted to be a trial farmer. When the teff FRG was organized, we did not have enough seeds for everybody. So, we needed to select only one farmer for trial. She was the one who become a trial farmer. She was convinced much more than other members who were men. That was why she became a trial farmer and she produced a good result.

- Dissemination

I informed about 10 men of the technologies. They are using these technologies in their

fields now

- Women's participation in the farming and training

In the community, it is very common for women to participate in the farming activities but along with it they need to do the household chores. I would not mind sending my wife to the training. In the community as a whole, maybe around 50% of men will send their wives to the training. Sometimes it is difficult for women to go to the training since somebody needs to take care of the house.

Interview: Wife of man member B

- FRG membership of your husband

I know my husband was the teff FRG member. I think he became a member because he was a hard worker. I don't know what he did in FRG because he did not tell me. But he has changed the way he grows teff since his participation in FRG. For example, he plows more frequently and plows, sows, applies chemical and weeds on time. The productivity has been increased. It used to be 2.5 quintal per 1/4 ha but now 4 quintal per 1/4.

- Do you participate in farming activities in teff production?

Yes, I do weeding, harvesting and collecting of harvest.

- Women's participation in agricultural training

If I am invited and it is informed in advance, I will attend the training. My husband will allow me to attend it. One time I attended the dairy training in Debre Zeit. I think many men would allow their wives to participate in training.

- How were the profits spent?

We constructed a new house. We decided it together. In the community, about 60% of household makes a joint decision between husband and wife on how to spend money.

- Government gender training

We have received the government gender training. They give the training to men and women separately. They tell participants about how to manage life together husband and wife. My husband tells me sometimes what he learned in the meeting. I think men are happy with the meeting since it is about how to make our lives better.

Interview: man member B

- FRG activities

I was happy with my participation in FRG. I am using the technologies I learned in the group.

- What does your wife do in teff production?

She weeds, collects weeds and stones after I plow, harvests and collects harvest.

- Did you tell your wife about what you learned in FRG?
No. I told my children but not wife. I think very few of my friends tell what they learned in the training to their wives. We don't feel it necessary to tell them about what we learned.
- About a woman farmer in teff group
She was a very good farmer. She participated in different training along with men. She was committed. As men, we don't want women to surpass us. So, when any woman does good, we feel we should work hard.
- Dissemination
I discussed with about 6 – 10 of my friends and neighbors about what I learned. Now I am showing what I learned and they are gradually adopting the technologies.
- Women's participation in training
I don't mind my wife going to the training. But not all men in the community would allow their wives to go away from the house. They don't like the idea of equality. I think quite a number of men are negative about the gender equality.

Interview: man member C

- FRG activities
FRG encouraged the members to exchange experiences. There were good farmers in the group so that we learned from each other. In my case, in the past I broadcasted seeds, but now I use less seed and produce more.
- What does your wife do in teff production?
We work everything together in the field.
- Did you tell your wife what you learned in FRG?
I told her everything.
- Women's participation in farming and training
It is good if women know how to manage the farm. They can take care of the farm in the absence of their husbands. I think women are as good as men in farming. But because of the household chores which they are responsible for, they can't be an effective farmer as much as men. In addition, women need to be exposed to the farming. For example, I have taught my daughter on farming. Thus, she can do it properly. But some women have never been taught properly. That is why they are discouraged to actively participate in the farming. Now the things are changing. I think 80% of men in the community would allow their wives to participate in the training. But I don't think any men would be happy if his wife participates in the training in the mixed group without his presence. I think it is good if both husband and wife participate in the training together.

Interview: woman farmer

- Do you know FRG?
I have heard of it but I am not a member.
- About your farming
I am a female head of household. My husband passed away. I grow teff, wheat, peas, etc. I participate in different trainings to learn new technologies in addition to DA. I hire laborers. I tell them what and how to do and sometimes even I myself show them how to do. Last season I harvested 55 quintal in 4 ha of land.
- Women's participation in farming
Most women don't participate much. They do weeding. Most of them are not experienced in farming.

Interview: DA

- FRG activities
I have been in this community for four years. Since I came here, I have worked with FRG. From this community 10 members were selected for FRG and one of them was woman. Because of the shortage of seeds, only one farmer became a trial farmer who was a woman. Now most farmers in the community use less seeds than before.
- Women's participation in the farming
In this community women work in the field as much as they can, but they have lots of responsibilities at home. Men also want their wives to work in the field because labor is required for farming. In case of female heads of households, some of them are very good farmers comparable to any man. But many of them are not that much. After their husbands passed away, they either rent the land or sharecrop. They don't have much experience and exposure in farming. It is difficult for them to manage the farm alone. In general, women could be a good farmer. They understand what I tell them and in fact they accept what I tell them better than men.
- As a woman DA
I don't have any difficulty to work as a DA. Farmers, both men and women, listen to me. In case of man DA, he could face difficulties to talk with women farmers alone.

Vegetable

Group Interview: three women members A, B and C and husband of member A

- FRG membership
We are a group of 26; 18 women and 8 men. 5 women are Female heads of household.
- How did you join FRG?
A was asked by MARC to organize the group at the beginning, then, started the FRG in

onion production. At that time, she was only woman in group and all others were men. But she exceeded all men in production and earned ETB16,000. Seeing her performance 15 women joined FRG. B and C were those who joined at that time.

- Was/Is there any difficulty for women members to participate in training?
Because of her good performance and income she brought to her family, A has no problem to participate in the training and meeting. Her husband is very understanding. In the past, there were some problems but seeing her performance, he changed. Husband of A agreed that without income from her activities, it would not be possible to have improved the lives like now. With regard to B and C, they are FHH. So, there is no problem in participation. As other women members, they are also able to attend the training. Because everybody in the community knows about the good performance of A and other members, husbands are happy with what their wives are doing. But if training is organized away from the house, it would be better if both husband and wife are invited together.
- Dissemination
We train anybody interested in learning what we are doing. Even men come to A and ask for her advices. Since we are successfully, people want to learn from us.
- Any difficulties in activities
We are doing fine. Initially, we had a problem where to sell our fruits. But we took marketing training and now we have a contact with a fruits company. Things are going smoothly. However, we would be more effective if farming tools are lighter. They are heavy for women and older farmer. It would be nice if they were lighter.
- 2007 gender training
It was conducted as part of dairy training. It was very good. After the training, male participants changed their behaviors towards women and reproductive activities. It should be organized again.

Agro-forestry

Interview: man member A

- FRG activities
I joined in FRG. I am very happy with my participation because I have generated lots of income from the sales of fruits. Before my participation in FRG, I did not utilize much my backyard. First, World Vision came to me and they constructed a water harvesting facility there. They trained me to grow some vegetables there but their training was only once. After that, MARC contacted me and suggested to grow papaya, avocado, mango, cassava, etc, utilizing the water harvested. Initially I was not that much convinced because I did not have any experience in growing these fruits. But I just tried. Over the time, I became

convinced and now I am fetching good income.

- Did you tell your wife about what you learned in FRG?

She was with me when the researchers from MARC came for the training. We both listened to them. When I was out, she was the one who talked with the researchers. At such time, she told me everything which the researchers told her. Most training was done here.

- Dissemination

I gave seedlings, which MARC gave me, to seven farmers in my neighborhood.

- Who takes care of the fruits/vegetables in backyard?

Both my wife and I do. Although she is busy with household chores, whenever she has a time, she does. In case of my neighbor, mostly husbands take care of the seedlings I gave them. Wives are busy with household chores. In our case, we try to manage the time to work together.

- How was the profit spent?

Both wife and I decide together on how to spend money. With the profit we made from the sale of papaya, we rented the farm land for teff, bought mobile phone and others. Also, we buy food, household commodities and clothes for children.

- Gender training

I did not receive any training on gender in FRG.

Interview: Wife of man member A

- FRG membership of your husband

I know my husband was a FRG member. I know what he learned in FRG because when I had a time, I joined my husband and the researchers working in backyard. Even when my husband was not around, I was the one who received the training from the researchers. After he came back home, I told him everything I learned from the researchers. I did not have any problem to understand the content of the training. When I was alone with the researchers, I even raised questions and asked them for clarifications. But when my husband was with me, I kept quiet and I did not ask any question. I think I am a good farmer.

- Your neighbors

Although my husband and I tried to train my neighbors, they could not manage properly. Some of them don't have a water harvesting reservoir. Even those who have it in the compound, they don't properly maintain the reservoir.

- Who takes care of the fruits/vegetables in backyard?

Both my husband and I do. But he does more than me.

- Do you think you will participate in agricultural training if you are invited?
Yes, I will and my husband will allow me to do so.
- How were the profits spent?
We decide how to spend our income. But in the community, it is not common for husband and wife to decide together on expenditure. Usually, men spend money on drinking and there is a quarrel in the family because of that.

Interview: man member B

- FRG activities
I learned all the technologies to manage different fruits and vegetable in the backyard in FRG. Because I had a reservoir constructed by the World Vision in the backyard, MARC contacted me to be a member of agro-forestry FRG. Training was mainly done here in the homestead. At that time, both my wife and I were present and learned together. Sometime, they invite the members to the MARC. In such case, I was the one who went to the MARC because the invitation was to me, not to my wife.
- Who takes care of the fruits/vegetables in backyard?
My wife. She does everything including marketing. Even today, she went to the town to sell the produce. Since she is the one who is taking care of everything, she should have been to the training in MARC but I was the one who was invited so, I went.
- Cooking demonstration
One time MARC invited both members and their wives to the cassava cooking training in MARC. It was good because my wife was able to get a first-hand experience on how to cook. If I had been the only one, I would not have been able to explain to her good. Cooking cassava is very easy. Even wife and I demonstrated here at home, inviting 16 of our neighbors. I don't mind cooking.
- Gender training
Gender training was conducted together with cooking demonstration. It was good. Wives were happy although some men were not.
- Dissemination
I tried to disseminate but they were not that much interested. To grow fruits takes a time. I think that is the reason why they are not interested. For example, teff takes only three months but papaya takes almost a year.

ANNEX B

Gender Analysis and Mainstreaming In Agricultural Research

Training for Agricultural economics and Research Extension

and

Planning Experts of EIAR

October 27-28, 2010

Hiruy Hall, EIAR

Date	Time(local)	Topic	Responsible
27-10-2010	2.30- 3.00	Introduction	W/ro Yeshi
		Expectation and training norm setting	Ato Derese
	3.00- 4.30	Concept of gender and Misconceptions in Rural Ethiopia	Mrs Harada
	4.30-4.50	Health break	Organizers
	4.50 - 6.30	Gender Analysis	Ato Derese
	6.30 -7.30	Lunch	Organizers
	7.30- 8.00	Gender Analysis	Ato Derese
	8.00- 8.30	Group work	
	8.30-9.30	Experience of JICA FRG on gender	Mrs Harada
	9.30- 10.00	Health break	Organizers
	10.00-11.00	Group work	Mrs Harada
28-10-2010	2.30- 3.00	Recap of day one	W/ro Yeshi Chiche and Mrs Harada , Ato Derese
	3.30- 4.30	Group work presentations	Derese , Harada
	4.30-5.00	Health break	Organizers
	5.00 - 6.30	Gender mainstreaming	W/ro Yeshi Chiche
	6.30 -7.30	Lunch	
	7.30- 8.00	Gender M & E indicators	W/ro Yeshi Chiche
	8.00- 9.40	Group work	
	9.40- 10.00	Health break	Organizers
	10.00-11.15	Presentation and closing remark	

Thank you!!!!

Gender Training

Gender Concept

What is Sex? What is Gender?

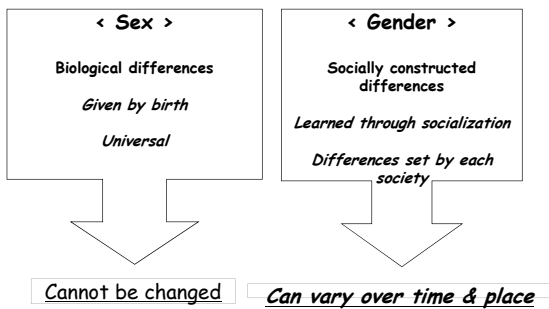
Exercise

Fill the blank....

"(In my culture) because I am a woman, I must be....."

"(In my culture) because I am a man, I must be....."

What are Sex and Gender?



Is this sex or gender??

- Women cannot repair a car.
- Men can't breastfeed a baby.
- Men need to be a breadwinner.
- Women should not speak loudly.
- Women are more peace-loving than men.
- Any other examples??

Gender Training

Gender Issues in Rural Ethiopia

1

Do you agree or disagree?
Reality in Rural Community



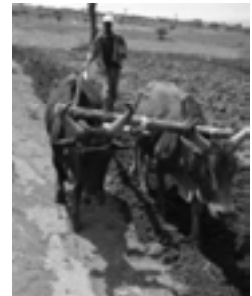
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Statement I

In Ethiopia, Farmers are men.

Idea behind of this statement is..

- "Farmer" is defined by someone who can independently engage in the activities of plowing and sowing.



4

Agricultural production requires many steps...

(Example)

- Onion
- Dairy Cow
- Agro-forestry

5

Statement II

In Ethiopia, housewives rarely work in the field.

Amount of time spent during the peak agricultural season in Ethiopia

Activities Status in a household	Productive (hours per day)	Reproductive (hours per day)	Total (hours per day)
<Women>			
Women in monogamy	7.0	10.0	17.0
Women in polygamous marriage	9.0	8.0	17.0
Women youths	5.0	9.5	14.5
Women heads	14.0	4.0	18.0
<Men>			
Men in monogamy	8.5	0.0	8.5
Men in polygamous marriage	9.5	1.0	10.5
Men youths	8.0	0.0	8.0

(Percy:2000)

According to FAO (1994), Women provide approximately 40 % of the total family labor in agricultural production.

Statement III

Women rarely participate in the agricultural training because they are not interested.

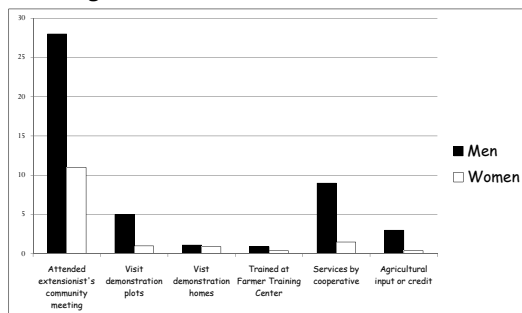
Women rarely participate in the agricultural training - 1

- Female to Male ratio of farmers in contact with DA: 1:50

(ADB Gender Profile: 2004)

10

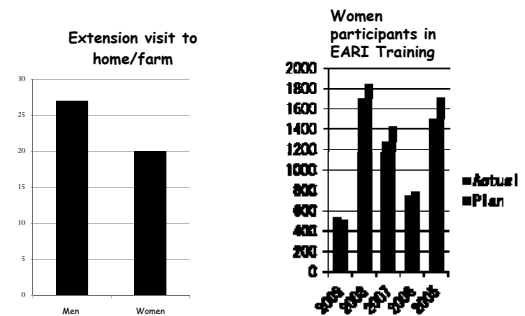
Women rarely participate in the agricultural training - 2



11

(Mogues, T. etal. 2009)

Are Women not interested?



12

((Mogues, T. etal. 2009)

Are Women not interested?

- Satisfaction towards extension service
 - Very satisfied : Men 92% / Women 94%
 - Satisfied: Men 7% / Women 5%
- Tried Something new in the past two years
 - Yes: 8%
 - No: 92%

(IFPRI 2009)

13

Statement IV

If husband received the agricultural training, he informs all family members of what he learned.

Respondents' level of knowledge of sweet potato technologies
(Taha, etal. 2009)

	No.	Min	Max	Mean	SD
Trial Farmers	3	70	85	80	8.66
Non-trial members	6	20	87.5	61.8	25.89
Spouses	8	0	90	47.75	30.32

"Housewives particularly those who did not get chance to participate in training, field days or visits, had very low knowledge of sweet potato production technologies. This indicates that their husbands do not effectively share the information with them."

15

Statement V.

Because a man is head of household, he knows and represents interests and needs of family members

Different roles and responsibilities of men and women influence their needs & interests.

Household Expenditure (Adama area)

	Men expenditure items	Women expenditure items
1	Fertilizer / Improved seed	Consumables (food, coffee, salt..)
2	Clothes	Clothes
3	Social expenses (idir, ...)	Farm inputs
4	Health care	Social expenses
5	School fee	School fee

(Beshir, etal. 2007)

17

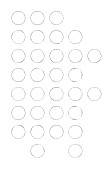
End of Session

Thank you.

18

Gender Training

FRG Experiences in Gender mainstreaming



1

What is FRG?





2

Project Title:
 Strengthening Technology Development, Verification, Transfer and Adoption through Farmers Research Groups

Implementing agencies:
 EIAR/ MARC, OARI / ATARC & JICA

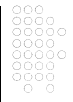
Project Period:
 July 2004 - July 2009



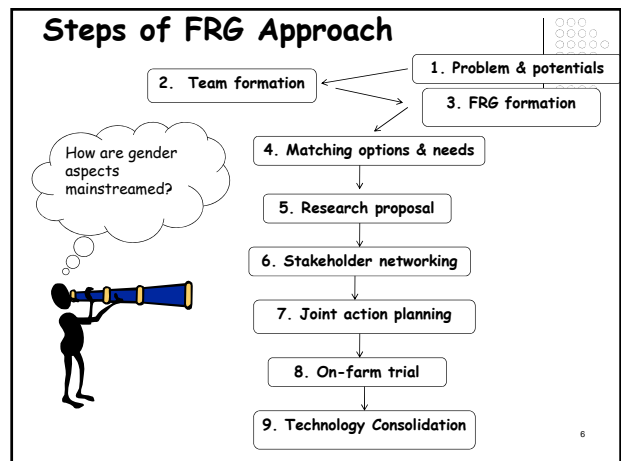
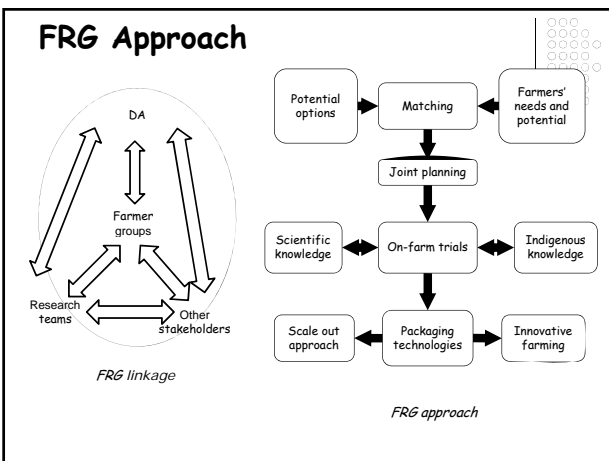
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Project Objective:

To promote participatory agricultural research method to enable research outputs to meet farmers' needs & to capacitate farmers to innovate so as to raise the productivity of smallholders through generation, transfer and adoption of improved technologies.



4

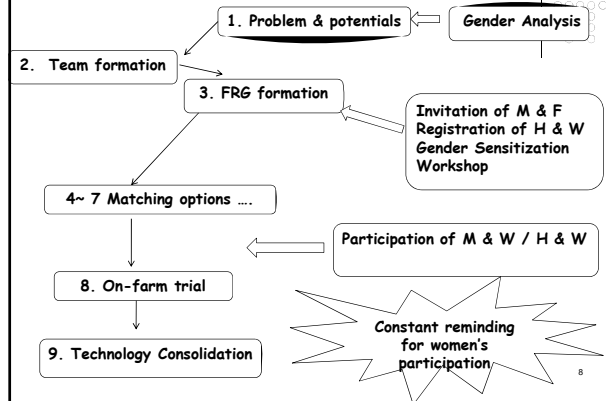


Encountered problems

- Few women participants in FRG in spite of their involvement in farming activities
women members: 14.2% (Oct. 2007)
- HH head approach : most of HH head are men.

7

Gender Mainstreamed Steps



8

Impact study FRG Gender Approach

9

Study Outline

- Study Objective
To assess the effectiveness and the resultant impact of the FRG gender mainstreaming approach on the achievement of FRG objective and the improvement of gender relations in the household of FRG members
- Study period
September 2010

10

Study Methodologies

- Literature Review
- Interview & Discussions
 - MARC / ATARC Researchers
 - DA
 - FRG farmers (Men and women members, wives of men members and husbands of women members) of five FRG
MARC: Teff / Agro-forestry / Vegetable
ATARC: Seed production / Livelihood improvement

Selected based on the consultation with researchers

11

Study Findings

12

1. Conducted activities

MARC

- Invitation extended to wives of members
- Gender training for selected FRG (Dairy cow & Agro-forestry)
- Cooking demonstration for selected FRG (wives for haricot beans & members and wives for Agro-forestry)

13

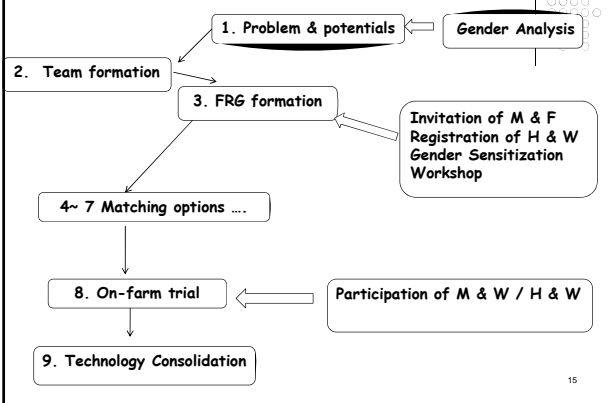
1. Conducted activities

ATARC

- Invitation extended to wives of members
- Gender training for newly formed FRG

14

Gender Mainstreamed Steps



15

2. Women's participation

ATARC

- Wives participated along with husbands
- Some women became active & vocal in FRG

MARC

- Some women were very active and competent.
- Many FRG found few women except for some FRG in which women's participation was given special attention.

16

3. Impact on FRG activities

ATARC

(Advantage)

- Women follow instructions better
- Women contribute to group integration
- Women disseminate better

(Disadvantage)

- Low literacy of women

17


3. Impact on FRG activities

MARC

(Advantage)

- Some women achieved high productivity through strict observation of instruction & disseminate technologies
 - Different preference of wives from that of husbands over crops was identified.
 - In agro-forestry FRG wives participated well
- #### (Disadvantage)
- Wives were hesitant to speak out in front of husbands

18



"I can ask whatever questions to the researchers if I am alone. But if my husband is with me, I would rather keep quiet."


19

4. Impact on Farming activities

ATARC


- Women improved skills & knowledge and applied them to the farming of other crops.
- Women participated more in farming activities.
- Women's confidence enhanced.
- Women started taking initiative in farming activities.
- Men's confidence in wives enhanced.

20




I worked in the farm before but now my skill and knowledge have become better. My husband now trusts me in farming.

Now my wife can take care of the farm in my absence.



21



Wives started active in farming. Now they participate in sowing, weeding & chemical application in maize production. It apparently improved the productivity because what were done in the past were plowing, broadcasting and harvesting. (Development Agent)

22



4. Impact on Farming activities

MARC

- Some women recorded very high productivity & profit through the adoption of tested technologies.
- Wives participated good in agro-forestry production.
- As regards wives of agro-forestry FRG, their participation in the farming of other crops was unchanged.

23

Initially I was an only woman in my FRG. But after the first season, I got a profit of ETB16,000, more than any men in my group. After that, more men and women joined the group. I am happy to train anybody who is willing to learn.

My wife takes care of backyard very well and she is the one responsible. But she does not participate in farming. She takes care of household.

24

5. Impact on Reproductive activities

ATARC

- Some men started helping their wives in household chores.
- Men started regarding household chores as "work".

25



Because we participated together in cooking demonstration, he now understands how cooking is time-consuming and complex. He helps me in taking care of children and sometimes even chops onions.

We now acknowledge what our wives do at home although we are not good at doing all these household works. We have better communication now.



5. Impact on Reproductive activities


MARC

- Little change was observed.
- One husband stated he now cleaned burns after the participation of gender training.

27


Study Analysis

- What can we tell from findings?




1

Study found 4 groups of women




Group 1

Very active and competent farmers
Able to make decisions on farming activities at home



What MARC did for them was

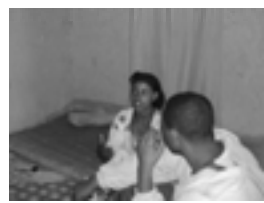
Invitation to FRG is sufficient for them to participate in all FRG activities



3


Group 2

Not used to participate in training & meeting
Participated in "men's crop" FRG
Became active & vocal in FRG
Enhanced self-esteem & confidence
Participating in farming with initiative



What ATARC did for them was


Invitation to FRG
Gender training
Encouragement to both H&W
Invitation to training & meeting outside their houses



4


Group 3

Not used to participate in training & meeting
Participated in FRG in conformity w/ ascribed role
Improved knowledge and skills
Remain reserved
Little change in gender roles at home



What MARC did for them was

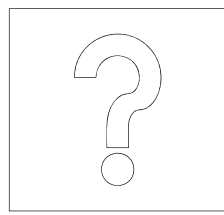
Invitation to FRG
Gender training
Encouragement to both H&W
Training at home



5


Group 4

Not used to participate in training & meeting
Never participated in FRG



What MARC did for them was

Invitation to FRG through their husbands



6

What have been learnt...

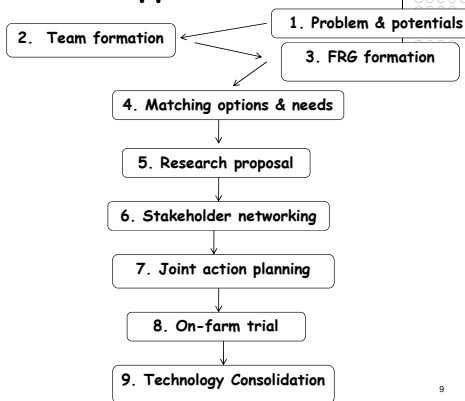
- Some women are very active farmers.
- Many women require some interventions to get actively involved in training
- Depending on the types and frequency of interventions, women's participation and its impact on research & farming activities will vary
- Once confidence is built, women have good potential to become effective farmers
- It is worth trying to go beyond the ascribed roles of men and women.

7

Recommended interventions based on the study findings

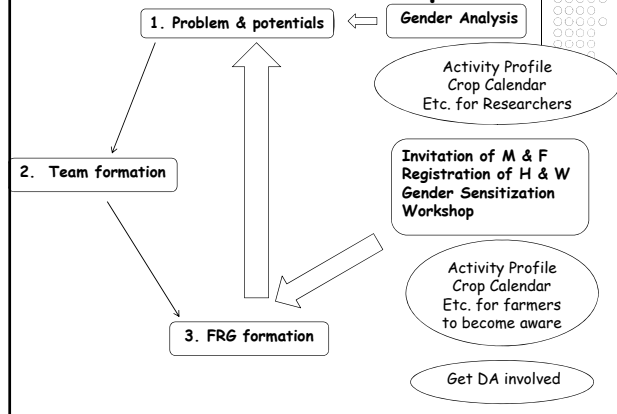
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Steps of FRG Approach

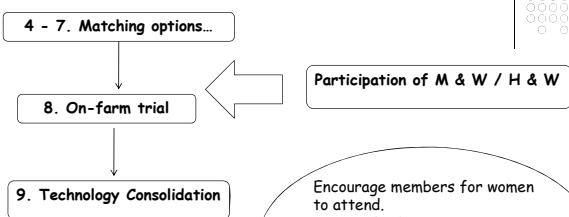


9

Gender Mainstreamed Steps



Steps of FRG Approach



Encourage members for women to attend.
Get DA facilitate women's attendance
Facilitate both men and women to effectively participate in training

11

Facilitate effective participation



12

Facilitate effective participation



13

Facilitate effective participation



14

Facilitate effective participation



15

Facilitate effective participation



16

< Group Work >

1. Write your research steps
Eg. Problem identification ~ report writing
2. Mainstream gender into your research steps, using what you learned today such as gender analysis tools, FRG experiences, etc.

17

End of Session

Thank you.

18

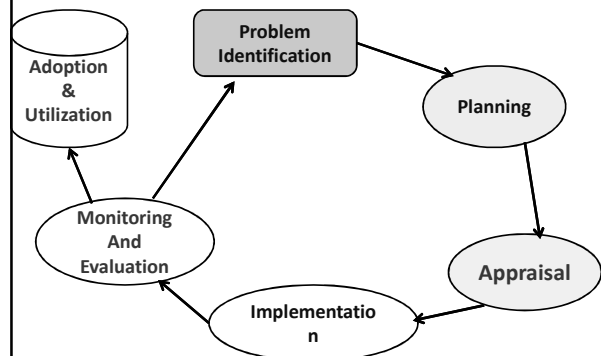
Gender Analysis in Agricultural Research

Derese Teshome

October 27-28, 2010

Hiruy hall, EIAR

Research Processes



2

Implicit Assumptions

Assumptions about the household:

- The household consists of a nuclear family of husband, wife(ve) and 2 – 4 biological children.
- Within the household there is a clear division of labour based upon gender. The man is the breadwinner and the woman is the mother and housewife.
- Women's work is unpaid housework, not crucial to the survival of the family

3

Assumptions about data collection:

- All techniques for data collection are equally valid for women and for men
- Conventional conceptual categories (eg. work) hold the same meaning for all people.
- Timing of interviews, length of the reference period and languages used influence data collected equally men and women

4

What is participatory
research?????

It involves the approaches that
involve clients/users in the
process of inquiry/research.

Participatory research

- PA are usually used with groups
- Usually consensus woven by the most powerful group
- Voices, knowledge, and choices of other members of the community are not heard
- This may create losses in research efficiency – needs and preferences of silent groups are not addressed at all

The Problem Must Come Before The Solution!!!!!!

- Adopting a User Perspective increases the efficiency, effectiveness of agricultural research through better targeting and impact
- Agricultural research has in recent years broadened from a focus on biological components for improving production to a concern for understanding the user perspective.

- **The constraints, incentives, and tradeoffs experienced by farmers and farm household members are now seen as necessary inputs into the design of improved technologies.**
- ????????
- **It has been and continues to be a challenge to agricultural researchers to adequately consider the user perspective.**

What do we want to achieve through agricultural research?

- **The development of technologies that farmers will use to improve their welfare and that of their country:**
 - We know now that technologies are effective only if they are used by farmers
 - These technologies should improve both farmers' and the country's welfare
 - All aspects of agricultural research, from problem selection to methodology to testing to dissemination, have social implications
 - Need to formulate and design agricultural research that will meet more closely the needs of farmers

- **Agricultural research occurs in a social context and requires looking at the different roles performed by men and women. these social distinctions are what we call gender differences**
- **Need to specify research by user group in order to make explicit the actual biases inherent in technologies.**
- **Men & women often, but not always, constitute different user groups with very different user perspectives.**

Gender Analysis

It is a system for analyzing gender roles and intra- and inter--household dynamics within farming systems and applying that analysis to decisions about agricultural research and development activities

Why Do We Need To Do Gender Analysis in research?

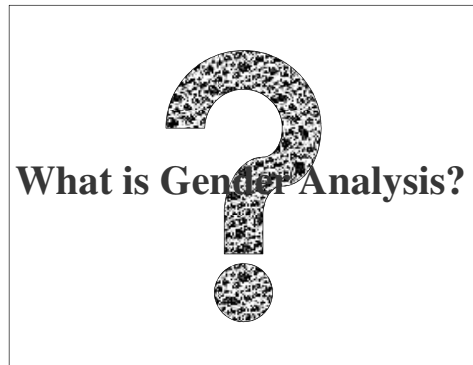
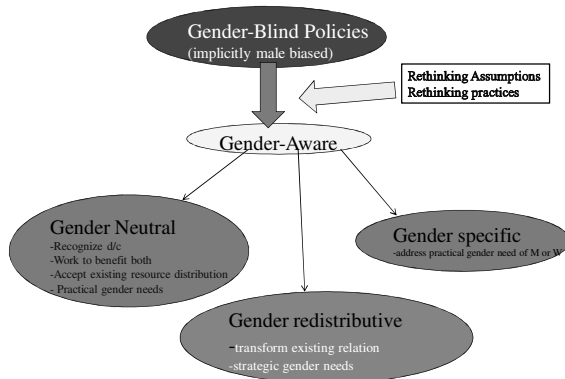
1. **Efficiency:**
 - Using gender as a variable in socioeconomic research supports appropriate technology development.
 - Better understanding of men's and women's constraints, opportunities and preferences leads to higher adoption rates.
2. **Equity:**
 - more equal distribution of the benefits of agricultural research
3. **Relevance**
 - Gender analysis helps us to identify in a very practical way the most relevant participants in the research effort.
4. **Ensures Social Sustainability of Development**
 - By contributing to relevance, equity, and efficiency, gender analysis helps ensure the social and economic sustainability of agricultural improvements.

Four challenges

To ensure that all relevant stakeholders are heard and considered in technology development

- Identify distinct & relevant stakeholders or users
- Find ways to include each group or category in articulating its knowledge and priorities
- Determine priorities among stakeholders or stakeholders' choices
- Measure the contribution to research outcomes by including stakeholders, and assessing the value of this

Gender Policies/Approaches: classifications



Gender Analysis is:

- A type of **socio-economic** analysis.
- The collection and analysis of **sex-disaggregated** information
 - ✓ on roles and responsibilities
 - ✓ Access to and control over resources & benefits

of

Men & women, boys & girls perform different roles

Gender analysis.....

- GA is a systematic attempt to **identify key issues contributing to gender inequalities** so that they can be properly addressed
- GA should be conducted **at all levels**
 - Micro (household levels)
 - Meso-levels (community)
 - Macro levels (political levels)

Gender analysis (GA)

- GA is an organized approach to **understand how men and women relate to each other** in terms of roles and responsibilities, access and control.
- For GA to be effective, it requires dis-aggregation of data at different stages of the research processes

Why gender analysis is important?

- Policies, programs and projects can identify and **meet the different needs of women, men, girls and boys**
- Facilitates the **strategic use of their distinct knowledge and skills**
- GA is the **basis for gender mainstreaming**
- GA is important because, **gender inequalities** need to be identified before they can be addressed

Why gender analysis.....

- Helps to understand current gender inequalities in a given situation or sector, so that it would be possible **to propose a range of measures** to be included in the project/program to address the situation
- GA is important in agricultural research/extension, because, it **ensures that research activities incorporate fully gender concerns**
- If researchers fail to recognize gender differences between men and women, **it can have serious consequences** on the expected results of research (adoption & utilization of research technologies)

How to conduct gender analysis?

Gender Analysis Frameworks

Gender Analysis Frameworks

1. Harvard Analytical Framework
 2. Moser (triple roles) Framework(DPU Frameworks)
 3. Gender Analysis Matrix (GAM)
- 4. Equality and Empowerment Framework (Longwe)
 - 5. Capacities and Vulnerabilities Framework (CVA)
 - 6. People Oriented Framework (POP)
 - 7. Social Relations Approach Framework (SRA)

Most Common Frameworks

- In order to enhance effectiveness in gender analysis and planning, frame works have been designed.

1. Harvard Analytical Framework
2. Gender Analysis Matrix
3. Moser Tool

Model 1: Harvard Analytical Framework (HAF)

- The Harvard Analytical Framework is also called the - Gender Roles Framework or - Gender Analysis Framework.
- Developed by the Harvard Institute for International development

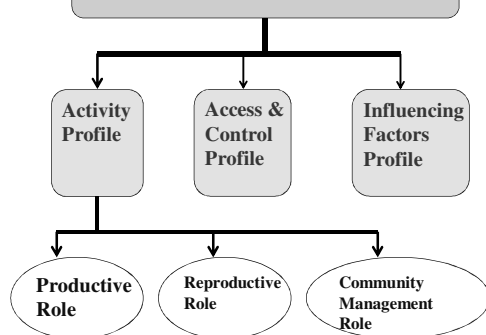
Aims of the Harvard framework

- To map the work of men and women in the community and highlight the key differences
- To assist in planning efficient projects and improve overall productivity
- To emphasize the importance of better information as the basis for meeting the efficiency goal

Components of HAF

- The framework consists of a matrix for collecting data at the micro (community and household) level. It has four interrelated components:
 - the activity profile, which answers the question, "who does what?",
 - the access and control profile, which identifies the resources used to carry out the work identified in the activity profile, and access to and control over their use, by gender
 - the analysis of influencing factors, which charts factors that influence gender differences in the above two profiles

Harvard Analytical Framework



These profiles are useful in:

- **collecting** gender disaggregated data,
- **analyzing** it and
- **planning** gender responsive activities.

Profile 1: Activity Profile

- Generally answers the question "**who does what**"?
- But goes further to include **when, how, where, how often**, etc. and as many roles as necessary.
- labour division by gender at **different times** of day and **different seasons**.
- The activity profile identifies the **activities of women and men, where** they take place and **when** they take place
- The key factor in activity profile is the **division of labor** according to gender

Why activity profile?

- Knowledge of the roles and responsibilities helps to:
 - identify the **right target group**
 - foresee the **consequences** of research activity
 - **adjust research activities** accordingly

Components of activity profile of gender

- Activity profile of gender can be differentiated as **triple roles of gender**
 - Productive roles of gender
 - Reproductive roles of gender
 - Community management activities of gender

Role 1: Productive roles of gender

- Refers to those activities conducted to produce goods and services to generate income

Data collection framework for productive roles of gender

Activities	Male	Female
Crop production:		
Task 1:		
Task 2:		
Task 3:		
Livestock Production:		
Task 1:		
Task 2:		
Task 3:		

Activity profile for crop production (tef, wheat, barley,)

Activities	Male	Female	Youths (Male)	girls
Land clearing				
Plowing				
Planting				
Fertilizing				
Weeding				
Harvesting				
Etc.....				

Activity profile of livestock production

Activities	Male	Female	Youths (Male)	Girls
Feed collection				
Feeding				
Milking				
Grazing				
Watering				
Etc.....				

Case study 1. The activity profile (productive and reproductive activities) in livestock production using the HAF of activity profile (Qualitative/Preliminary stage)

Productive and reproductive livestock management activities	Men	Women	Youths	
			Boys	Girls
Land preparation and planting of forage crops	****	-		-
Harvesting of feed	****	***	**	-
Feed collection	*	****	*	-
Feeding livestock	**	****	**	-
Taking livestock to water pools	*	-	****	-
Herding livestock	-	-	****	*
Milking	*	****	-	*
Milk processing	-	****	-	**
Cleaning barn	-	****	-	**
Washing calves	-	****	-	*
Treating livestock locally when sick	****	-	-	-
Taking livestock to clinic	****	-	-	-
Purchasing medicine for livestock	****	-	-	-

**** Fully involved, ** Sometimes involved - Not involved
 *** Mostly involved, * Rarely involved.

Case study 2. Productive roles of gender in livestock management in Degem district, 2003. (Quantitative/Questionnaire stage)

Activities	Men		Women		X ² test
	n	%	n	%	
Land preparation of forage farm	120	90	3	2	204.11***
Planting of forage crops	125	94	5	4	213.69***
Managing of forage crops	125	94	61	47	70.32***
Harvesting of forage crops	124	93	60	46	69.34***
Feed collection	123	93	66	51	56.57***
Cattle feeding	127	96	81	62	43.76***
Herding	29	22	29	22	0.02 ^{NS}

*** Very highly significant at P<0.001.
^{NS} Non-significant

Role 2: Reproductive roles of gender

- Usually known as "household maintenance activities".
- It includes cooking, fetching water, collecting firewood, childcare, and other household activities performed to maintain the family

Domestic activities

Activities	Male	Female	Male child	Female child
Preparing food				
Child care				
House cleaning				
Fetching water				
Firewood collection				
Etc.....				

**T-Table (who is over-loaded?)
 Daily Activities
 (By season: peak , slack season)**

Women	Time (hour)	Men
	Before noon (from wake-up time ...)	
	After noon (....up to Bed time)	

Role 3: Community Management Roles of Gender

- It is about maintaining social values and Social interaction with the community
- It is building social capital

Case studies

Community management roles	Men		Women		X ² value
	n	%	n	%	
Visiting relatives	127	95	117	90	3.95**
Participation in condolence	129	97	114	88	9.81***
Participation in local ceremonies	117	88	98	75	7.81**
Participation in local saving association	27	20	40	31	3.56**
Participation in community works	124	93	112	86	4.44**

** Highly significant at P<0.05

Group Exercise - 1

Form **4 groups 5-8 members each** according to specific farming systems:

- Coffee based
- Enset based
- Cereal based
- Livestock based

Question 1: Generate brief gender disaggregated data using one of the PRA tools (e.g. proportional pilling technique)

Activities	Male	Female	Youths (Male)	girls

Question 2. Estimate the workloads of women and men (in hrs) in peak farming season using T-Table

Women	Time (Hours)	Men

Profile 2: Access and Control Profile

- Access and control profile identifies resources and benefits, specifies access and control of resources and benefits by gender (women & men)
- Key questions:
 - what resources do men and women require for their work
 - Who has access to these resources
 - Who has control over these resources

Access and Control Profile....

- Resources: tangible & non-tangible, such as:
 - land,
 - capital
 - inputs,
 - Education
 - Credit services
 - Extension services
 - etc
- Benefits, such as:
 - Incomes,
 - Non-monetary benefits, etc

Access and Control Profile....

- Men and women have **different access** to these resources and this affects their ability to participate in research & development activities
- **Lack of access** to information, credit and other resources limit women's contribution to economic development

Table 2. Access and control profile using the Harvard Analytical Framework

	Men		Women		Youths	
	n	%	n	%	Boys	Girls
Access to sale milk	****	**	*	*	-	-
Access to collect income from milk	****	**	-	-	-	-
Control of income from milk	****	**	-	-	-	-
Access to sale butter	-	****	-	-	-	-
Control of income from butter	-	****	-	-	-	-
Access to sale cheese	-	****	-	-	-	-
Control of income from cheese	-	****	-	-	-	-
Access to sale eggs	-	****	-	-	-	-
Control of income from eggs	-	****	-	-	-	-
Access to sale cattle	****	**	-	-	-	-
Control of income from sale of cattle	****	**	-	-	-	-
Access to sale equines	****	**	-	-	-	-
Control of income from sale of equines	****	**	-	-	-	-
Access to sale of small ruminants	****	**	-	-	-	-
Control of income from sale of small ruminant	****	****	-	-	-	-
Access to sale chicken	*	****	***	***	-	-
Control of income from chicken	*	****	***	***	-	-
Access to buy cattle	****	-	-	-	-	-
Access to buy equines	****	-	-	-	-	-
Access to buy small ruminants	****	*	-	-	-	-
Access to buy chicken	*	****	***	***	-	-
Ownership of cattle	****	****	*	*	-	-
Ownership of equines	****	****	*	*	-	-
Ownership of small ruminants	****	****	*	*	-	-
Ownership of chicken	****	****	*	*	-	-
Ownership of land	****	****	*	*	-	-
Access to use cattle as source of draft power	****	*	**	*	-	-
Access to use equines as source of draft power	****	***	**	*	-	-

**** Full access and control
 *** Intermediate access and control
 ** Some access and control
 * Limited access and control
 - No access and control

Case: Gender roles in access to selling of livestock in Degem district, 2003.
 Who sales?

Marketing activities	Men		Women		X ² test
	n	%	n	%	
Selling cattle	131	98	8	6	224.97***
Selling Equines (Nm=115, Nw=115)	114	99	5	4	206.87***
Selling small ruminants (Nm=129, Nw=123)	125	97	18	14	173.60***
Selling Chicken (Nm=84, Nw=84)	27	32	65	77	34.69***

Profile 3: Influencing factors profile/determinant analysis

- The profile of influencing factors is used to identify **the surrounding dynamics** that affect the gender roles and responsibilities presented in the preceding profiles
- These factors can be **past, present or future influences**
- Factors can be **legal, economic, cultural, environmental**, etc
- They constitute **constraints or opportunities** that especially may impact women's and men's participation and sharing of benefits

DETERMINANTS ANALYSIS

Factors which determine or influence role, responsibilities, status, resource use and access of women and men which therefore influence outcome of project.

1. General economic conditions

- poverty, inflation, income distribution, employment, economic policy, infrastructure facilities

2. Institutional factors

- government machinery, NGOs, government policies and programs

3. Demographic factors

- age and sex composition, sex ratio, fertility, mortality, morbidity, migration, education

4. Social cultural factors

- casts, class, ethnicity, attitude, belief, social and religious institutions

5. Legal factors

- constitutional provisions, legal safeguards, law enforcement agencies, legal awareness

6. Political factors

- political will, ideology of parties, type of governance

7. Historical factors

Table 14. Factors influencing gender issues in Degem district, 2003.

N=262

Factors	Gender division of labor		Resource ownership and control		Decision making systems		Control of benefits	
	n	%	n	%	n	%	n	%
	Culture	30	11	14	5	13	5	13
Wealth	126	48	87	33	90	34	90	34
Education	150	57	115	44	140	53	138	53
Age	142	54	78	30	100	38	96	37
Accessibility	99	38	74	28	85	32	87	33
Season	96	37	72	28	74	28	73	28

Model 2: Gender Analysis Matrix (GAM)

- GAM is a specific tool used to assess impact of programs/projects, research and extension activities at planning and monitoring & evaluation stages
- It helps researchers to determine the potential effects of research activities or interventions on men, women, boys and girls
- The matrix includes:
 - four levels of analysis: women, men, household and community
 - four categories of analysis: potential changes in labor, time, resources and socio-cultural factors

GAM Analysis

GAM helps researchers to:

- determine whether **potential gender effects are desirable** and consistent with research goals
- Once all gender factors have been identified, assign one of the following:
 - +** (if it is **consistent** with project objectives)
 - (if **contrary** to project objectives)
 - ?** (if it is **uncertain** about effect whether consistent or not)
 - +/-** (if the effects are more or less **neutral**)

Framework of GAM

	Labor	Time	Resources	Culture
Women				
Men				
Household				
Community				

Framework of GAM analysis

	Labor	Time	Resources	Culture
Women	+ - ? +/-	+ - ? +/-	+ - ? +/-	+ - ? +/-
Men	+ - ? +/-	+ - ? +/-	+ - ? +/-	+ - ? +/-
Household	+ - ? +/-	+ - ? +/-	+ - ? +/-	+ - ? +/-
Community	+ - ? +/-	+ - ? +/-	+ - ? +/-	+ - ? +/-

Modified Framework of GAM analysis

	Possible positive effects	Possible negative effects	Possible actions to reduce negative effects
Women			
Men			
Household			
Community			

Case study: Gender analysis matrix for the impact of SDDP in Degem district, 2003

	Labor	Time	Resource	Culture
Women	+ Milk processing labor reduced - Required additional women labor for milking, feeding and cleaning of barns + Reduced labor for fire wood collection	+ Milk processing time reduced - More time needed for new activities - Have less time for household tasks because of more activities to be done in managing dairy cows + Reduced time for fire wood collection	- Benefit shifted from women to men - income sources of women reduced from milk products + Additional income source obtained from animal dung	- The practice of selling milk products by women reduced as a result of involvement of men in milk selling which was not known before
Men	- Additional labor for planting forage crops - Additional labor for transporting milk to milk collection units + Saved time as crossbred oxen are more efficient in work as source of draft power	- Additional time is required to produce more feed - Additional time required to carry milk to milk collection units every day	- Control over resources and benefits increased to men + Increase milk production and productivity	- Benefit shifted from women to men + Additional task on men due to high production and productivity

When to use GAM analysis???

- GAM can be used at the:
 - planning stage to determine whether potential gender effects are desirable and consistent with program goals
 - during M & E stages to address broader program impacts

Model 3: Moser Framework

- It was developed by **Caroline Moser**
- Used to collect information on **gender needs**
- It can be used together with HAF
- Practical gender needs:**
 - Immediate needs & necessities of women & men
 - They do not change gender divisions of labor & subordinate positions
- Strategic gender needs**
 - Needs because of subordination, such as legal rights, gender based violence, equal payments, power sharing, etc
 - Challenge changes of gender division of labor & subordinate positions

Moser Framework.....

Women's practical gender needs	Women's strategic gender needs
•	•
•	•
•	•
•	•
•	•
•	•
•	•

Case study: Gender needs assessment using Moser Tool in Degem district, 2003.

Women's practical gender needs	Women's strategic gender needs
<ul style="list-style-type: none"> Family planning Education Child care Time and energy saving stove Encourage saving Assistance in improving poultry farming Need skill in garment Provision of credit service Education for women on food preparation and improving feeding habit of family members and efficient utilization of both crop and animal product Need near by water sources for both animal and family member Need flour mill in the near by 	<ul style="list-style-type: none"> Organizing women for common problems and interest Targeting women in extension system Encouraging the participation of women in formal education

Other frameworks

1. Equality and Empowerment Framework (Logwe framework)

- This framework was developed by **Sara Hlupekile Logwe**, a gender expert from Lusaka, Zambia.
- To achieve **women's empowerment** by enabling women to achieve equal control over the factors of production and participate equally in the development process
- Poverty arises not from lack of productivity but from **oppression and exploitation**.
 - Control
 - Participation
 - Access

2. CAPACITIES AND VULNERABILITIES ANALYSIS

'Development is a process by which vulnerabilities are reduced and capacities are increased.'

Capacities –

- are the existing strength in individuals and social group.
- They are released to people's material and physical resources.
- Capacities determine people's abilities to cope with crisis and overcome from it.

Vulnerabilities-

- are the long term factors which weaken the people's ability to cope with sudden emergencies

Three categories of CAV

Physical /material CAV

- consists features of land, climate, environment where people live, their health, skills, housing technology, fuel, food supply their access to capital and other resources.

Social /Organizational CAV

- includes family, caste, class political and religious organization (these increases vulnerabilities)

Motivational/Attitudes

- Includes psychological factors.

Example 1 CVA Matrix disaggregated by Gender

Categories	Vulnerability		Capacities	
	Men	Women	Men	Women
Physical/material				
Social/organizational				
Motivational/attitudinal				

Example 2 CVA matrix disaggregated by economic class

Categories	Vulnerability			Capacities		
	Rich	middle	poor	Rich	Middle	Poor
Physical/material						
Social/organizational						
Motivational/attitudinal						

3. The social relations framework

- originated by **Naila Kabeer** at the Institute of Development Studies at Sussex, UK.

Aims of the framework

- Poverty is seen to arise out of **unequal social relation**
- To analyse existing gender inequalities in the distribution of resources, responsibilities, and power

What Data Collection Methods Can We Use for Gender Analysis

- Both **Qualitative** and **Quantitative**
- **Qualitative**
 - Participatory techniques
 - PRA
 - Semi-structured interviews
 - Matrix rankings
 - Diagramming
 - Proportional pilling
 - etc

What Data Collection Methods.....

- **Quantitative Methods**
 - Structured questionnaire
 - Statistical sampling & random sample selection
 - More scientific, since it highly uses formal statistical methods

Major differences between qualitative and quantitative data collection techniques

Parameter	Qualitative (PRA)	Quantitative (Questionnaire)
Time it takes to generate a report	Takes short time	Requires long time
Cost required to make the study	Less costly	Relatively High cost
Sampling techniques of respondents	Not systematic	Systematic using probability sampling
Flexibility in data collection	Highly flexible	Limited flexibility

Major differences.....

Parameter	Qualitative (PRA)	Quantitative (Questionnaire)
Level of participation of the stakeholders	Highly participatory	Less participatory
Extensiveness of information generated	Extensive information on various issues	Focused information on selected issues
Quality of Information generated	More of qualitative (parameters and described)	More of quantitative (parameters are scientifically quantified)

Some examples of the type of information generated

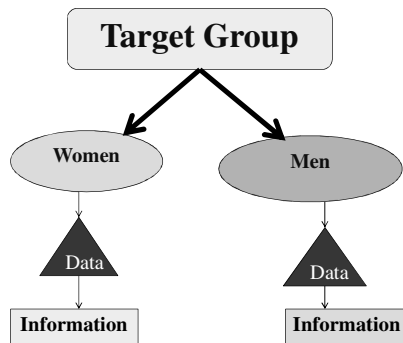
- **PRA:** Only **few farmers** in Nono-Benja woreda used physical soil management structures in 2009.
 - **Questionnaire:** Only **7% of the farmers** in Nono-Benja woreda used physical soil management structures in 2009.
- *****
- **PRA:** **Most of the farmers** did not know about improved varieties of maize in Nono Benja woreda in 2009.
 - **Questionnaire:** At the time of the study (2009), **78% of the sample farmers** did not know about improved varieties of maize in the Nono-Benja woreda.

Examples.....

- **PRA:** The farmers of upper-stream watershed have **more access to irrigation** than the farmers of lower-stream watershed
- **Questionnaire:** The average proportion of farmers in the upper stream having access to irrigation was 56% as compared to the average proportion of farmers in the lower stream (**25%**).

Which method will you prefer????

Whenever you collect data/information, Split your target group into women and men



Is there a special:

- mathematical,
- statistical or
- econometric

model to analyze gender data?

Generic Model:

$$\bullet Y = f(x_1, x_2, x_3, \dots, x_n)$$

$$\bullet Y_{1w} = f(x_1, x_2, x_3, \dots, x_n)$$

$$\bullet Y_{2m} = f(x_1, x_2, x_3, \dots, x_n)$$

Case data



Group Exercise

Group Work
(Activity Profile / Productivity Activities)

Maize

Activities	Men	Women	Boy	Girl
Land clearing	****	***	**	*
Plowing				
1 st	****	-	**	-
2 nd	****	-	**	-
3 rd	****	**	***	*
Sowing/ Planting	****	****	****	**
Fertilizing				
1 st	****	****	****	**
2 nd	**	****	****	****
Hoeing	****	-	**	-
Weeding				
1 st	**	****	***	***
2 nd	***	****	***	***
3 rd	****	-	***	-
Harvesting	****	***	***	*
Transplanting	****	***	***	***
Threshing	****	*	-	-
Packing	****	-	***	-

Livestock

Activity	Men	Women	Boys	Girls
Feed Collection	****	**	*	-
Feeding	*	****	**	**
Watering	**	-	****	-
Cleaning & milking	-	****	-	***
Milk Churning	-	***	-	****
Milk product Selling	-	****	-	**
Veterinary service	****	-	***	-
Herd management	-	****	-	***

Delivery management	**	****	-	-
Rearing cows & calves in the field	**	-	****	*
AI service	****	-	***	-
Selling & buying cows	****	-	*	-
Keeping calves away during milking	-	-	****	**

Coffee

Activity	Men	Women	Boys	Girls***
Land clearing	*****	**	*****	*
Pre-germination	****	***	***	*
Nursery preparation	****	*	**	*
Transplanting	****	**	**	**
Nursery management				
- Watering	*	*****	*	****
- Weeding	*	*****	*	****
- Draining	**	***	**	***
- Hardening off	*	***	*	***
Hole preparation	*****	*	*****	*
Refill	**	*	**	*
Planting	***	**	***	**
Slashing	**	*****	**	****
Harvesting	**	*****	**	*****
Transporting	*	*	*	*
Processing				
- Bed preparation	**	*	**	*
- Drying	*	**	*	**
Marketing	****			

Enset

Activity	Men	Women	Boys	Girls
Land clearing	**	*	*	*
Seeding preparation	***	-	**	-
Hole digging	***	-	**	-
Transplanting	***	**	*	*
Manuring	-	***	-	**
Hoeing	-	***	-	**
Uprooting	**	-	**	-
Processing	-	*****	-	***
Marketing	-	****	-	**

Group Exercise
(Gender Mainstreaming)

Paused questions:

1. Do we really need to consider gender aspects in our research activities? If yes, write one reason to justify gender mainstreaming in EIAR.
2. By mainstreaming gender in our institute, what would be the best picture we want to see?
3. What would be strategic challenges and barriers?

Group A (Socio-economists)

1. Yes
Because our development effort can bring about a faster and sustainable development through getting accurate and tangible information, faster adoption of technologies, etc.)
2. An agricultural research of pre-scaling process which recognizes the interest, priority of experiment of women and men and which generates technologies that address the needs and problems of both women and men.
3. Lack of a deep and full-fledged awareness of gender and problems of attitude that need continuous training.

Group B (Planning experts)

1. Yes
2. To increase agricultural productivity by utilizing resource efficiently and effectively to bring about sustainable development.
3. Culture and attitude of researchers and research system

Handouts

Men and Women's Contribution to Agricultural Production

(Oct 2007, Awash Bishola (near MARC) and Anano (near ATARC))

Vegetable Production (Onion)

Activity	Men	Women	Laborer
Seed bed preparation	✓	✓	
Sowing seed	✓	✓	
Fertilizer application	✓	✓	
Covering seeds with straw	✓	✓	
Watering	✓	✓	
Removing straw	✓		
Weeding	✓	✓✓	
Hoeing	✓	✓	
Irrigation	✓✓	✓	
Spraying insecticide	✓		
Land Preparation	✓		
Transplanting	✓	✓	✓
Hoeing	✓	✓	
Discussion with traders over price	✓	Spouse:	
		FHH: ✓	
Harvesting	✓	✓	✓✓

(Prepared through the PRA exercise with the Vegetable FRG participant farmers)

Dairy Cow Management

Activity	Men	Women
Collecting feed	✓	✓
Purchasing feed	✓	✓
Processing feed	✓	✓✓
Storing feed	✓✓	✓
Feeding	✓	✓✓
Watering	✓	✓✓
Herding	✓✓	✓
Taking into clinic	✓✓	
Take care of sick & pregnant	✓	✓✓
Barn cleaning		✓

Barn repair	✓✓	✓
Milking		✓
Churning		✓
Selling milk	✓	✓✓
Selling butter		✓
Selling calves	✓	
Selling cows	✓	
Selling oxen	✓	

(Prepared through PRA exercise with F1 FRG participant farmers)

Agro-Forestry Management

Activity	Men	Women
Land preparation	✓	✓
Plantation	✓	✓
Water fetching	✓	✓✓
Watering	✓	✓✓
Fencing	✓	
Earthing	✓	
Weeding	✓	✓✓
Protection		✓
Data collection	✓	
Pruning	✓	
Marketing		✓
Money keeping		✓
Decision on spending	✓✓	✓

Gender Profile

1. Basic Data

	Female	Male	Total	Source No.
Total population (%) by gender, (millions: total) (2003)	49.8%	51.2%	73.8	1,2
Annual population growth rate (%) (2003-2015)	-	-	2.3%	3
Urban population (2003)	-	-	15.7%	2
Population under age 15 (% of total) (2006 estimated)	N=16,280,766	N=16,373,718	43.7%	2
Population ages between 15 and 64 (% of total) (2006 estimated)	N=20,077,014	N=19,999,482	53.6%	2
Population ages 65 (% of total) (2006 estimated)	N=1,117,652	N=929,349	2.7%	3

Population below income poverty line:1\$ a day (1990-2003)	26.3%	3
Population below income poverty line:2\$ a day (1990-2003)	80.7%	3

Human development index (HDI) 2003)	170/177	3
Gender-related development index (GDI) (2003)	134/177	3
Gender empowerment measures (GEM)	n.a.	3
Seats in Lower or single House held by women (Election as of May 2005) (No and % of total)	116/529 21.9%	4
Seats in Upper House or Senate held by women (Election as of October 2006) (No and % of total)	21/112 18.8%	4
Women in government at ministerial level (% of total 2005)	5.9%	3

Sources:

- 1: Prime Minister Office/Women's Affairs Sub-Sector (2004) *Ethiopia, A National Report on Progress made in the Implementation of the Beijing Platform for Action (Beijing + 10)*
- 2: Central Intelligence Agency (CIA) (2006) *The World Factbook, Ethiopia*, <http://www.cia.gov/cia/publications/factbook.geos.et.html>
- 3: UNDP (2005) *Human Development Report 2005, New York, USA*
- 4: Inter Parliamentary Union (2006) *Women in National Parliament as of 31 May 2006*

2. Health

	Ethiopia	Sub-saharan Africa
Life expectancy at birth (2003)	Total =47.6 years F=48.7 years M=46.6 years	Total = 46.1 years F= n.a M= n.a
Infant mortality rate (per 1,000 live births) (2003)	112	105
Under five mortality rate (per 1,000 live births) (2003)	169	179
Maternal mortality ratio (per 100,000 live births) (Reported 1985-2003)	870	n.a.
Maternal mortality ratio (per 100,000 live births) (Adjusted 2000)	850	n.a.
Total fertility rate (births per woman) (2000-2005)	5.90%	n.a.
Contraceptive prevalence (1995-2003)	8%	n.a.
Births attended by skilled health personnel (%) (1995-2003)	6%	41%
Population with sustainable access to improved sanitation (%) (2002)	6%	36%
Population with sustainable access to improved water source (%) (2002)	22%	58%
Population undernourished (% of total) (2000/02)	46%	30%

Source:

UNDP (2005) *Human Development Report 2005*, New York, USA.

3. Education

	Female	Male	Total
Adult literacy rate (% ages 15 and above) 2003)	33.8%	49.2%	46.1%
Combined gross enrolment ratio for primary, secondary and tertiary schools (%) 2002/03)	29%	42%	36%
Youth literacy rate (% ages 15-24) (2003)	51.8%	n.a.	57.4%
Net primary enrolment ratio (%) (2002/03)	47%	n.a.	51%
Net secondary enrolment ratio (%) (2002/03)	13%	n.a.	18%
Children reaching grade 5 (% of grade 1 students) (2001/02)	n.a.	n.a.	62%
Gross tertiary enrolment (%) (2002/03)	1%	n.a.	n.a.
Tertiary students in science, math and engineering (% of all tertiary students 1998-	n.a.	n.a.	19%

Source:

UNDP (2005) *Human Development Report 2005, New York, USA.*

Educational Attainment by Background Characteristics

	Highest level of schooling attained											
	No education		Some primary		Completed primary		Some secondary		Completed secondary		More than secondary	
Residence	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
Rural	83.9	58.2	13.1	31.1	1.0	3.7	1.7	5.7	0.2	0.8	0.2	0.4
Urban	35.8	16.3	18.9	18.3	4.6	4.1	28.7	33.3	9.8	16.0	2.3	12.0
Total	75.2	52.1	14.1	29.3	1.6	3.7	6.6	9.7	1.9	3.0	0.6	2.1

Source: Demessie, Sosen, Embet Kebede, and Abebe Shimeles (2004) *Ethiopia Strategic Country Gender Assessment, A Report of the World Bank*, p.56-57, cited in CSA, DHS, 2001

Literacy Rates by Gender, Place of Residence, and Year Studied (%)

Year	Rural			Urban			Country		
	Girls	Boys	Both	Girls	Boys	Both	Girls	Boys	Both
1996	8.4	27.9	18.3	56.7	77.5	65.7	16.9	34.8	25.8
1998	8.8	28.8	18.8	59.0	81.0	69.0	17.2	36.4	26.6
2000	11.0	32.8	21.7	60.6	81.8	69.9	19.4	39.7	29.2

Source: Demessie, Sosen, Embet Kebede, and Abebe Shimeles (2004) *Ethiopia Strategic Country Gender Assessment, A Report of the World Bank*, p.57, cited in WMS, CSA, 2000

Gender Gaps in Primary and Secondary Schools Gross Enrolments (1996/97-2000/01) (%)

Year	Primary					Secondary				
	96/97	97/98	98/99	99/00	00/01	96/97	97/98	98/99	99/00	00/01
Girls	26.0	31.2	35.3	40.7	47.0	7.0	7.0	8.0	8.5	10.9
Boys	43.0	52.0	55.9	60.9	67.3	9.9	10.0	11.3	12.0	14.8
Gender gap	17.0	20.8	20.6	20.3	20.9	2.9	3.0	3.3	3.5	3.9

Source: Demessie, Sosen, Embet Kebede, and Abebe Shimeles (2004) *Ethiopia Strategic Country Gender Assessment, A Report of the World Bank*, p.57, cited in MoE, Education Statistics Annual Abstracts, EMIS, Addis Ababa

Percentage of Enrolment by Level of Education, Gender and Residence (1997/98-2000/01) (%)

Year	Rural				Urban			
	Primary		Secondary		Primary		Secondary	
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
1997/98	32	68	34	66	45	55	41	59
1998/99	34	66	34	66	45	55	41	59
1999/00	36	64	35	65	45	55	41	59
2000/01	38	62	36	64	45	55	42	58

Source: Demessie, Sosen, Embet Kebede, and Abebe Shimeles (2004) *Ethiopia Strategic Country Gender Assessment, A Report of the World Bank*, p.58, cited in MoE, Education Statistics Annual Abstracts, EMIS, Addis Ababa

Repetition and Dropout Rates at Primary Level by Gender (1996/97-1999/2000) (%)

Year	Repetition		Dropout	
	Girls	Boys	Girls	Boys
1996/97	13.4	9.5	10.9	11.4
1997/98	14.6	10.4	11.3	12.4
1998/99	10.1	7.0	17.5	19.8
1999/00	11.0	8.0	17.0	18.3

Source: Demessie, Sosen, Emebet Kebede, and Abebe Shimeles (2004) *Ethiopia Strategic Country Gender Assessment, A Report of the World Bank*, p.58, cited in MoE, Education Statistics Annual Abstracts, EMIS, Addis Ababa

Percentages of Entry on Higher Education by Gender and Field of Study (1999/2000)

	Women	Men
Medicine	14	86
Natural Science	11	89
Technology	7.2	92.8

Source: ADB (2004) *Multi - Sector Country Gender Profile*

4. Agriculture

Ownership of Farm Resources by Gender

	Women headed house holds	Men headed house holds
Farm size (ha)	0.9	1.03
Household size	4.2	5.41
Land-labor ratio	0.37	0.48
Landlessness (%)	16.0	9.4

Source: Land Tenure and Agriculture Development in Ethiopia, 2002, p.38 cited in AFDB (2004) *Multi-Sector Country Gender Profile*, 2004, p.13

The amount of Time in Hours per Day Spent Working (Both Productive and Reproductive Work) by Men, Women, and Youths during the Peak Agricultural Season

Activities	Productive	Re-Productive	Total
Status in a household			
Women			
Women in monogamy	7.0	10.0	17.0
Women in polygamous marriage	9.0	8.0	17.0
Women's youths	5.0	9.5	14.5
Women household heads	14.0	4.0	18.0
Men			
Men in monogamy	8.5	0.0	8.5
Men in polygamous marriage	9.5	1.0	10.5
Men's youths	8.0	0.0	8.0

Source: Percy, Rachel (2000) 'Capacity building for gender-sensitive agricultural extension planning in Ethiopia, *The Journal of Agricultural Education and Extensic*

Ratios Extension Workers and Development Agents (DA)

(Ratios)	Women	Men
Extension workers	1	15
Development agents (DA)	1	50

Source: African Development Bank prepared by S. Pitamber (2004) *Ethiopia, Multi-Sector Country Gender Profile, Agriculture and Rural Development North East and South Region (ONAR)*, March 2004, p.15

5. EIAR

No. of Researchers and Staff in the EIAR Headquarters by Gender and Educational Degree as of Sept. 2010

	Women	Men
PhD	1	85
Master	30	221
DVM	0	14
Bachelor	58	341
Diploma	131	298
Certificate	23	19
Others	327	1187
Total	570	2165

No. of Focal Point to Link with the Gender Focal Unit of the EIAR Head Quarters

Research center	No. of Women	No. of Men	Remarks
Debrezeit	0	1	Researcher for Agri. Economics, Research Extention and Farmer Linkage Coordination
Kulumsa	0	1	"
Melkasa	0	1	"
Holetta	0	1	"
Werer	0	1	"
Pawe	0	1	"
Jimma	0	1	"
Forestry	0	1	"
Sebeta Fishery RC	0	1	"
Ambo	0	1	"
Tapi Spices Research	0	1	"
Wondogenet ARC	0	1	"

Remarks:

After BPR, New research arrangements, we have additional gender contact person.

1. Crop Research Process = 1 (Men)
 2. Livestock Research Process = 1 (Men)
 3. Soil & Water Research Process = 1 (Women)
 4. Forestry Reserch Process = 1 (Man)
 5. Agricultural Mechnization = 1 (Man)
- = 5 Contact persons**