



2010:4

UTV Working Paper

Cathy Rozel Farnworth
Tamene Hailegeorgis
Gutema

Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report

A special study of the Sida-Amhara Rural Development Programme
(SARDP III) and the work of selected agencies in Ethiopia

Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report

**A special study of the Sida-Amhara Rural Development
Programme (SARDP III) and the work of
selected agencies in Ethiopia**

**Cathy Rozel Farnworth
Tamene Hailegeorgis Gutema**

UTV Working Paper 2010:4

Sida

Authors: Cathy Rozel Farnworth, Tamene Hailegeorgis Gutema.

The views and interpretations expressed in this report are the authors' and do not necessarily reflect those of the Swedish International Development Cooperation Agency, Sida.

UTV Working Paper 2010:4

Commissioned by Sida, Secretariat for Evaluation

Copyright: Sida and the author

Date of final report: May 2010

Published by: Edita 2010

Art. no. SIDA61285en

URN:NBN: se 2010-26

This publication can be downloaded from:
<http://www.sida.se/publications>

SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Address: SE-105 25 Stockholm, Sweden.

Visiting address: Valhallavägen 199.

Phone: +46 (0)8-698 50 00. Fax: +46 (0)8-20 88 64.

www.sida.se sida@sida.se

Table of Contents

Foreword	3
Acknowledgements	4
Glossary	5
Acronyms	6
1. Foreword	9
2. Executive Summary	10
2.1. Ensuring that Gender is Considered in Programme Design	11
2.2. Ensuring that Female Farmers are Addressed During Programme Implementation.....	11
2.3. Measuring the Outcomes for Female Farmers	12
2.4. Ensuring an Enabling Environment: Mainstreaming Gender in the Agricultural Sector	13
3. Overview of the Sida-Amhara Rural Development Programme (SARDP III)	14
4. SARDP's Approach to Gender: Presentation & Discussion	15
4.1. Overview	15
4.2. Discussion of SARDP's Approach to Gender	17
5. Promoting Women-Friendly Extension Services	18
5.1. Ethiopia's Agricultural Extension Services	19
5.2. Ensuring Gender Sensitization of the Extension Services	20
5.3. Developing Gender Sensitive Training for Extension Staff	20
5.4. Increasing the Number of Women Extension Workers	21
5.5. Strengthening Group Level Discussion Methodologies	22
6. Promoting Access to, and Control over, Productive Resources	25
6.1. Land	26
6.2. Financial Services	27
6.3. Discussion	28
7. Promoting Women's Entrepreneurship and Access to Markets	29
7.1. Thematic Overview	29
7.2. Targeting Women as a Gender, and Developing Pro-poor Value Chains in Ethiopia	30
7.3. Targeting Self-Identified Women Entrepreneurs	32
7.4. Discussion	33
8. Challenges and Opportunities in Gender Mainstreaming	34
8.1. Thematic Overview	34
8.2. Mainstreaming Gender in MoARD	35
8.3. Programme Level: Gender Mainstreaming in Selected Agencies	37
8.4. Discussion	38
Annex 1: Fieldwork Timetable	39
Annex 2: People Met	41
Annex 3: Case Study on the IFAD Microfinance and Technical Support Project (MFTSP), Bangladesh	42
Annex 4: Working with Indigenous Technical Knowledge (ITK)	46
Annex 5: References	47

Foreword

In the UTV Working Paper Series, Sida publishes background material and annexes to Sida Evaluations and Sida Studies in Evaluation, and other forms of working material which we believe to be of interest for a wider audience. Working Papers have not always been proof read or quality assured by the Secretariat for Evaluation.

This working paper belongs to the evaluation project on Gender Aware Approaches in Agricultural Programmes jointly commissioned by the Sida Secretariat for Evaluation and Team Agriculture, Forestry and Food Security. Findings from the project are synthesised and analysed in the main report, Gender aware approaches in agricultural programmes: a study of Sida-supported agricultural programmes (Sida Evaluation 2010:3). For information on other publications belonging to this project see the bibliography at the end of this report. All reports can be downloaded from www.Sida.se/publications.

Team Agriculture, Forestry and Food Security and Secretariat for Evaluation

Acknowledgements

We wish to thank everyone we met in Ethiopia for taking time to explain their work to us. Their tremendous enthusiasm was catching; their hope for the future stirring, their professionalism and dedication inspiring. Their names and the organizations they represent are given in the Annexes.

This is not a definitive report. Any errors or differences in interpretation are our own. This report is best read in conjunction in the lead report, which it supports: Gender aware approaches in agricultural programmes: a study of Sida-supported agricultural programmes (Sida Evaluation 2010: 3).

The people pictured in this study agreed to having their photographs taken.

Thank you to you all.

Tamene Hailegeorgis Gutema and Cathy Rozel Farnworth

Boxes

Box 1	SARDP Gender Focal Points
Box 2	Targeting Women in Culturally Conservative Areas
Box 3	Discussions with Women Group Members and Development Agents, East Gojjam
Box 4	SARDP land-titling programme
Box 5	MoARD and Agricultural Commodity Development
Box 6	CIDA Case Study: Promoting Gender Equity in Market-Led Development
Box 7	Female Focussed Elements SNV Value Chain Approach
Box 8	Steps in a Value Chain Analysis
Box 9	Gender Mainstreaming by the Amhara Regional Government
Box 10	Placing Women at the Heart of Development Programming: the work of CARE
Box 11	Working with Government Poverty Alleviation Programmes: the work of CIDA

Tables

Table 1	Summary of SARDP III
---------	----------------------

Glossary

Region	Second administration level of Federal Democratic Republic of Ethiopia (FDRE)
Zone	Third administration level of FDRE
Woreda	Fourth administration level of FDRE
kebele	Lowest administration level of Ethiopia

Acronyms

ACSI	Amhara Credit & Saving Institution
AGP	Agricultural Growth Programme
ASCU	Agricultural Sector Coordination Unit, Kenya
AWEA	Amhara Women's Entrepreneurs Association
BDS	Business Development Service
BoARD	Bureau of Agricultural and Rural Development (regional level)
BoFED	Bureau of Finance and Economic Development
BoTI	Bureau of Trade and Industry
BoWA	Bureau of Women Affairs
CARE	International Non-profit, Non-sectarian development Organization
CIDA	Canadian International Development Agency
DA	Development Agents (technical staff at kebele level)
EDF	Enterprise Development Facility
EDP	Economic Diversification Programme
GTZ	Gesellschaft für Technische Zusammenarbeit, Germany
HHABP	Household Asset Building Programme
HTP	Harmful Traditional Practices
IAASTD	International Assessment of Agricultural Science and Technology for Development
IFAD	International Fund for Agricultural Development
ITK	Indigenous Technical Knowledge
KAPAP	Kenya Agricultural Productivity and Agribusiness Project
M&E	Monitoring and Evaluation
MFTSP	Microfinance and Technical Support Project
MoARD	Ministry of Agricultural and Rural Development (national level)
NGO	Non-Governmental Organization
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PSNP	Productive Safety Net Programme
RED&FS	Rural Economic Development and Food Security
SARDP	Sida-Amhara Rural Development Programme

TVET	Technical and Vocational Education and Training
SEK	Swedish Krona
SMEA	Small and Medium-scale Entrepreneurs Association
SNV	Netherlands Development Organization
WAB	Women's Affairs Bureau
WWAO	Woreda Women's Affairs Office

1. Foreword

In response to the persistent inequalities of women in farming despite decades of development assistance, Team Agriculture, Forestry and Food Security at Sida Headquarters has initiated a thematic evaluation of how gender issues are tackled in Sida-supported agricultural programmes: Gender aware approaches in agricultural programmes: a comparative study of Sida supported agricultural programmes. The purpose is to increase understanding of how Sida's development assistance in agriculture should be designed, implemented and funded to ensure that female farmers are reached, that their needs as producers are met, and that they are able to benefit from the support to achieve a positive impact on their livelihoods. The Ethiopia Country Study forms part of a five country study, the others being NALEP III (National Agriculture and Livestock Extension Programme, Kenya; *UTV Working Paper 2010:5*), ASP (Agricultural Support Programme, Zambia; *UTV Working Paper 2010:8*), ProAgri II (National Agricultural Development Programme, Mozambique; *UTV Working Paper 2010:6*), FondeAgro (Agricultural Development Fund, Nicaragua; *UTV Working Paper 2010:7*).

There are two mutually supportive documents to the thematic evaluation: an *Evaluation Report (Sida Evaluation 2010: 3)* to be published in the Sida Evaluation Series and an *International Literature Review (UTV Working Paper 2010: 3)* which looks at the experience of other agencies in involving women in agricultural programmes.

The Ethiopia Report

The *Ethiopia Country Report* is designed to both offer specific feedback to the Embassy of Sweden in Ethiopia and to provide significant input into the Evaluation Report. Preparatory research work on Sida-Amhara Rural Development Programme III (SARDP III) was conducted in Sweden. The fieldwork phase (January 25th to 29th, 2010) was conducted in Bahir Dar, in Debay Tiltatgin District in East Gojjam and in Addis Ababa.

This report complements two recent documents: the Final Evaluation of SARDP's work (Tengnäs et al., 2009) and a comprehensive gender study on the potential for women's enterprise development (Demessie, S., 2009). The latter study provides a superb in-depth analysis of the situation of women in the Amhara Region accompanied by a gender-sensitive analysis of institutional actors in the region. It makes a variety of valuable suggestions for value chain development based on locally favoured commodities. SARDP's Final Evaluation ranges across the whole of SARDP's work and includes a description of its work on promoting women's equity in tandem with the Ministry of Agricultural and Rural Development (MoARD)/Bureau of Agricultural and Rural Development (BoARD) within the whole programme. Finally, a number of gender reports specially commissioned by SARDP should be read by programme planners when developing a new gender-sensitive strategy for the agricultural sector¹.

The current study provides a more comprehensive analysis of SARDP's work on promoting gender equity in its agricultural pillar than both the lead studies just named can provide. At the same time it should be noted that this study does not examine all aspects of the needs of women in farming; for example the need for improved agricultural technology is not discussed as this is highlighted repeatedly in all the SARDP's papers (see references), and particularly in Dorothy Hamada's work.

Due to the fact that SARDP III will end in June 2010 the research team had a two-fold agenda. First, to highlight the best 'lessons learnt' from the conceptualization and implementation of the SARDP III

¹ These include: Gender Mainstreaming; Gender Networking and Advocacy Guidelines; Utilizing women's skills in Small Enterprises; Women's Forum: a System for Gender Mainstreaming, and all three reports prepared by Dorothy Hamada. These are truly excellent and contain many recommendations which should be built upon.

programme, and second, to learn from the work of other bilateral agencies and Non-Governmental Organizations working to promote women in agricultural programmes. The following thematic areas are considered.

1. SARDP's Approach to Gender: Presentation and Discussion.
2. Promoting Women-Friendly Extension Services.
3. Promoting Women's Access to, and Control over, Productive Resources.
4. Promoting Women's Entrepreneurship and Access to Markets.
5. Challenges and Opportunities in Gender Mainstreaming.

Each section opens with an overview of some of the main issues related to the particular theme under discussion. It summarizes some of the key findings and provides some recommendations. The reader should turn to sections of interest for more detail.

The overall aim is not to provide a comprehensive study of all aspects of SARDP's work in promoting gender, but to highlight certain aspects of its work and to suggest ways forward for the next programme.

The timeframe to compile and analyse data was very short. The Executive Summary is not complete; quite a few recommendations can be found in the chapters themselves. It is stressed that the final report: Gender-aware approaches in agricultural programmes: a study of Sida-supported agricultural programmes (Sida Evaluation 2010: 3) provides deeper analyses of SARDP III, based on this paper and the questionnaires returned by the Gender Focal Points. The Final Evaluation provides recommendations based upon the learning of all five programmes under study that should be of use to all programmes.

2. Executive Summary

The Government of Ethiopia is working towards mainstreaming gender in all sector programmes, including agriculture. Whilst at the national level progress towards gender mainstreaming is patchy, partly due to a lack of reliable data that could guide planning, the Amhara Regional Government has just developed a comprehensive mainstreaming strategy that will mandate all sectoral ministries to develop gender strategies. The Amhara Bureau of Women Affairs is tasked with providing support in programme design and it will report direct to the Regional Council, which can institute penalties in the case of non-compliance.

SARDP III has spent many years working in the Amhara Region. At the close of its third phase it can undoubtedly point to many achievements in shifting the gender balance in agriculture in favour of women. One of its most notable structural interventions has been the land-titling programme, which has accorded land-title to female-headed households and to both men and women in male-headed households. SARDP has also developed Women's Forums and Gender Analysis Groups which aim to strengthen women's voice at the community level. These achievements, and others such as work to end harmful traditional practices (HTP), are considerable.

Chapter 4 provides a presentation and discussion of SARDP's approach to gender and should be read before turning to the thematic chapters which examine interventions promoted by SARDP and other agencies to mainstream gender in selected areas.

2.1. Ensuring that Gender is Considered in Programme Design

1. SARDP has not developed a *coherent gender strategy* to guide its work. The Ministry of Agriculture and Rural Development (MoARD) is only now working on providing an enabling framework for mainstreaming gender. When complete, sector programmes will be able to align their gender strategies. However, SARDP has worked to mainstream gender in all its interventions. Several studies on how to better mainstream gender across SARDP have been commissioned.
2. The land-titling programme appears to have had the clearest conceptualization and rationale for including women in the programme. For this reason it appears to have been quite successful. A number of important gender issues related to land remain to be tackled (see Chapter 6).
3. SARDP's work in the agricultural and natural resources pillar is not guided by a comprehensive gender analysis of the target groups. This means that:
 - Gender is not discussed in a sustained manner. It is not possible to find clear strategic pathways from problem identification, design of intervention, through to expected impact and outcomes.
 - A number of recommendations made by gender experts to SARDP have been adopted, others have not, but no explanation is ever provided in the literature given for decisions taken or not taken. A repeated recommendation is that women urgently need appropriate tools and machinery to lighten their workload and improve their health yet this has never been followed up.
4. SARDP has not carried out baseline studies. It has not worked effectively with the gender studies it has commissioned. Monitoring and evaluation registers outputs/activities rather than impact and outcomes. This means that there is an overall lack of evidence-based data to inform design. As a consequence, it has been difficult for SARDP to design interventions that appeal to important segments of its target group - the 'hard to reach'. These include the most poor men and women, and women in the culturally conservative area of East Gojjam. Targeting is discussed further in Chapter 4.
5. Simple checklists for programme design need to be developed. The international Fund for Agricultural Development (IFAD) has developed a very useful checklist that helps ensure gender-sensitive design that could be adopted/modified.

2.2. Ensuring that Female Farmers are Addressed During Programme Implementation

1. In terms of process SARDP is quite strong. It works with gender focal points who act at the kebele level. In turn, they are integrated into a Gender Network which enables gender focal points to share their learning.
2. SARDP has developed several innovative methodologies at the community level to involve both women and men farmers and to strengthen their agency. These include Gender Analysis Groups (the aim of which is to lead to behavioural change particularly among male farmers), Women's Forums (which aim to develop women's voice, particularly with respect to extension requirements) and Exchange Visits to other areas (which are an alternative strategy to gender analysis groups in culturally conservative areas and work by exposing farmers to different cultural norms, thus causing them to reflect upon their own).
3. The ways in which process based activities at the community level actually act to change gender relations in the community and at household level are not clearly understood, though there is anecdotal evidence for their 'success' in causing men to question their cultural norms. However, much more work is needed in mapping change processes (cause and effect). It is necessary to understand:

- What kinds of facilitation work best?
- How can processes of change engendered through discussion processes be sustained/underpinned through other planned interventions?

The mechanisms for feeding learning about gender into SARDP's programming are unclear. For example, the Final Evaluation of SARDP III (Tengnäs et al., 2009) makes no reference to the three detailed gender studies prepared for Orgut AB by international consultant Dorothy Hamada. Discussions with several Sida staff showed that they did not know of her substantial work and many recommendations.

- Reflective learning cycles centring on evidence-based data need to be created and utilized from the very start of the project. Beneficiaries and service providers need to be able to provide critical feedback on a regular basis. A methodology for acting upon the learning created needs to be developed.

At the institutional level, gender biased decision-making continues despite gender training of staff at all levels. Training has not succeeded in creating attitudinal change in many cases. Working with them on gender issues is 'pounding water'. Attitudinal change must be accompanied by supportive measures. These include:

- Making technical staff accountable for their work on gender mainstreaming. Accountability for progress should be built into the job descriptions. To do this, objectives for gender mainstreaming need to be clearly defined. The rationale needs to be clear (linked to clear evidence-based data). The tasks required of any one person need to be simple to achieve and measurable.
- The SARDP Gender Focal Points (both current and past) met in the course of this evaluation are highly skilled, professional and passionate about their work. In the future, the work of Gender Focal Points needs to be supported through upgrading their status and thus their capacity to influence decision-making at higher levels. Their working conditions need to be upgraded; it is hard not to form the opinion that their success relies greatly upon their heart-felt commitment. Burn out under the current taxing conditions (covering two zones, for example) will lead to constant leakage of talent.

2.3. Measuring the Outcomes for Female Farmers

1. Information on SARDP's work to promote women is difficult to assess and understand. Information is scattered across its vast supportive literature. No logframes with gender-disaggregated indicators exist. Some process indicators for outreach are provided, for example the number of Women's Forums formed. Since SARDP is owned by the Amhara Bureau of Agricultural and Rural Development (BoARD), these weaknesses cannot be ascribed to SARDP alone. Ethiopia in general suffers from a lack of good, comprehensive, gender-disaggregated data which could provide a baseline against which progress could be measured. Staff lack capacity to develop and manage M&E systems.

Thus, the presentation of SARDP's work in its reports is activity-orientated, providing descriptive detail of activities promoted by SARDP such as Women's Forums. Almost all the evidence presented for their success is anecdotal and is repeated constantly.

- Any future Sida-funded programme in the Amhara Region that places gender at its heart should *take stock* of the considerable number of quality gender analyses already at its disposal and build its strategies upon a consolidated appraisal of the lessons learned.
- A more *systemic approach to gender analysis* is needed. An understanding of a specific gender intervention will impact upon another variable needs to be developed, as does an understanding of the changes needed in one variable to make the main intervention work.

- Understanding needs to be developed of whether there are *reciprocal links* between an intervention at one level and an outcome at another. For example an intervention designed to improve women's kitchen gardens may result in an increase in household decision-making power (or it may not). Why/why not?
2. It is important to find out more about the degree to which men have been 'brought on board' by SARDP's work in order to draw lessons learned for future programme design.
- There is some evidence for behavioural change, but how sustainable is this? How are men who undergo behavioural change viewed by the wider community? Is their 'masculinity' threatened by women appearing to have more power? A study of masculinities is urgently required.
 - *Men's gender needs* have not been considered at all. For example, junior men may have restricted access to land and restricted decision-making power themselves.
 - Gender strategies that consider men's and women's livelihood strategies to be *interdependent*, and which aim to support both for mutual benefit, are required. In this, gender equity should not be forgotten. The aim could be to improve women's income by 20%, and men's by 10%, to put it simply.
 - An interpretative focus on gender *relations* is important, as is an understanding of the *drivers of change* in gender relations. Which ones can be supported, which ones can endanger progress made?

There does not appear to be any 'exit strategy' for SARDP. This threatens the sustainability of its work with women. Whilst the gains of the land-titling programme cannot be easily reversed, the sustainability of other interventions needs to be queried. Have women farmers been sufficiently linked to service providers and the extension services to enable them to continue to access the training and inputs they need. Can the various awareness raising groups that appear so promising survive?

2.4. Ensuring an Enabling Environment: Mainstreaming Gender in the Agricultural Sector

At the institutional level, gender units or focal points are positioned low in the hierarchy. They tend to be a small section, or individual, within a department. They are unable to influence planning, and find it difficult to influence other departments. For this reason capacity development on gender mainstreaming is not enough. Gender mainstreaming has to be led by the director level, right at the top. They can ensure that gender mainstreaming is taken seriously at all levels and is built into planning. To achieve results, it is necessary to focus on building commitment, accountability (including a monitoring and evaluation system; M&E), political will (which will involve setting aside sufficient human and financial resources, gender responsive budgeting) and the development of an enabling organizational culture.

Differentiated gender mainstreaming strategies need to be developed for each level in the hierarchy (regional, zone, kebele, local community and household).

Top management require short, focused, evidence-based courses on gender issues. The aim should be on *making a case for gender* rather than build skills on gender issue. Why care: if not this is what you lose. At the highest levels, people want to see figures. They need the empirical data to show that not taking into account gender results in a loss of agricultural productivity. In order to succeed you need huge financial resources, you need to empower the coordinating mechanisms before any proposals get out, and you need to work with other departments.

The main difficulty is that *reliable statistics* to help guide decision-making are lacking. This can be tackled. In Kenya, for example, the World Bank is working with other stakeholders to address the country's shaky database. The Kenya Agricultural Productivity and Agribusiness Project (KAPAP), currently underway, is developing a survey instrument in close partnerships with Agricultural Sector Coordina-

tion Unit (ASCU) which will be focused upon the gender issues in agriculture and rural development. Whilst the survey will be organized at household level, modules are being developed with associated ministries that can be added at low cost. Modules under development include water, climate management, household energy, financial instruments, and transportation. The aim is to get as many ministries as possible to buy into the process and thus contribute to the development of a sector wide approach to gender in agriculture and rural livelihoods. The information will be used to design mitigation measures in KAPAP and it will influence ASCU's work, currently underway, on a Gender Strategy for the whole agricultural sector and associated ministries.

At the programme level, it is necessary to clarify the gender issues: who is affected and why. Programme design needs to develop objectives that are gender focused. Accountability is critical. M&E systems need gender sensitive indicators on activities, outputs and outcomes. They need to be able to tell stories rather than provide just figures. What difference did we make? How did we change people's lives?

At this level *gender mainstreaming must be attached to tangible activities*. Isolated gender units writing indicators will not work. They will be too complex and may not be relevant to the programme. It is necessary to start by *identifying the gaps and then deciding which gaps to address, and how*. From there, targets can be set to enhance the livelihoods of women and men, and to close the gender gap.

Many more suggestions for mainstreaming gender in the thematic areas covered by this study, such as developing *women-friendly value chains*, are made in the following chapters. Readers are urged to turn to chapters of interest for more detail.

3. Overview of the Sida-Amhara Rural Development Programme (SARDP III)

SARDP began in 1995. A proposal for a one-year inception phase for Swedish support to the Amhara Region was developed and agreed upon. Since then, support has been provided by Sida under three different programme phases: SARDP I (April 1997 to December 2001), SARDP II (January 2002 to June 2004), SARDP III (2004–2008 plus staged phase-out to June 2010). The overall budget amounted to SEK 300 million, plus additional monies during phase-out. The aim of SARDP III is contribute to poverty reduction of the Amhara Region by improving the food security conditions of the population in 30 woredas of East Gojjam and South Wollo.

Table 1: Summary of SARDP III²

Goal	To contribute to poverty reduction of the Amhara Region by improving the food security conditions of the population in 30 woredas of East Gojjam and South Wollo
Aid Modality	Direct Grant Support
Financing Modality	Budget Support
Time frame SARDP III	July 2004 to June 2008
Sida Contribution	SEK 300 million
Timeframe of Phase Out (Part 1 and 2)	July 2008 to March, 2009 April 2009 to June 2010
Contribution for Phase Out	SEK 35 million SEK 45 million
Beneficiaries and target groups	All 14 woredas in East Gojjam and all 16 woredas in South Wollo. During the final phase some woredas have been phased out
Areas of Intervention/ Objectives	(i) Agriculture and natural resources management; (ii) economic diversification; (iii) infrastructure; and (iv) decentralization
Implementing Agency	ORGUT Consulting AB

4. SARDP's Approach to Gender: Presentation & Discussion³

4.1. Overview

The SARDP III Programme Document states that the *'gender outputs and activities will be achieved by addressing those issues in a mainstreaming manner, component by component, and sector by sector'* in its major programme components: agriculture and natural resources management, economic diversification, infrastructure development and social services, and decentralization⁴.

More concretely SARDP III has worked on: (i) increasing women's participation in planning and decision-making; (ii) improving traditional health services; (iii) increasing the participation of girls in high school; (iv) reducing women's workload; (v) improving women's capacity to generate income, and (vi) reducing the incidence of violence against women and reducing harmful traditional practice (HTP).

SARDP's main counterparts with respect to gender mainstreaming are the Woreda Women's Affairs Office (WWAO) and Women's Affairs Bureau (WAB). All stakeholders at the woreda and zone level are expected to implement SARDP's gender mainstreaming strategy. A fairly recent innovation has been the employment of Gender Focal Points, as described in Box 1. During the study mission, it became clear that gender expertise is concentrated in the person of the gender focal point. When they leave the programme SARDP loses their considerable situation-specific learning – and commitment to gender -

² Sources: Sida-Amhara Rural Development Programme, SARDP III, Final Phase Out 1 April 2009 – 30 June 2010 (Memo 12 March 2009); Ethiopia Decision on Contribution 15 months phase-out, and Sida Amhara Rural Development Programme (SARDP) 1997–2008 (June 2009) by Bo Tegnäs, Eva Poluha, Seán Johnson, Sosena Demissie, Yared Fekade Mandefro.

³ This section has been developed from the Semi-Structured Questionnaires completed by Tadalech Debele, Ahmend Yimam and Nigest Shiferaw.

⁴ Shiferaw, Wubit & Bekele, Kalkdan. no date. Gender Mainstreaming: the SARDP Way.

which has been so important to the successes of the programme. This is a major weakness. Gender focal points need more support and a higher ranking in the decision-making hierarchies of the governmental structures. Currently they operate at woreda level, the fourth administrative level. Gender expertise must be more widely distributed with accountability for gender outcomes built into the job descriptions of technical and programme staff.

Box 1: SARDP Gender Focal Points⁷

In 2006–2007, gender focal persons were designated by each government sector, including the woreda administration. Through its coordinating function, the WWAO organized the gender focal persons into a network. Network members were provided basic training in gender mainstreaming. At initial meetings of the network, an annual plan-of-action was drawn up and the frequency of regular meetings was decided upon. In most cases, monthly meetings were scheduled. At these meetings, the sectoral gender focal persons present information on how their respective sectors are mainstreaming gender. These presentations include the strategies used, the reception of these gender mainstreaming efforts by administration and general staff of the sector, the outcome of these strategies, including their pros and cons, and any further action taken. Sectoral presentations are usually followed by discussions and exchange of ideas and experience related to the topic at hand.

The sectoral gender focal points, including those assigned to SARDP III, guide gender mainstreaming within their respective sectors through maintaining awareness of sectoral plans, programmes and specific interventions, and they initiate discussions with stakeholders by enabling them to view interventions through a gender lens. This includes: (i) viewing the intervention from the standpoint of appropriate involvement of men and women; (ii) ensuring that the design of the intervention is gender friendly; and (iii) that it considers the likely impact of the intervention upon men and women, boys and girls.

The specific strategies employed by SARDP in the agricultural and natural resources pillar to realize its gender mainstreaming objectives, and in particular to promote the *strategic gender needs of women farmers* include:

1. Awareness creation on gender issues for sector offices at all levels.
2. Development of gender responsive guidelines and working manuals (still in process).
3. Awareness building at the community level. Measures include: (i) Gender Conversation Groups; (ii) Women's Forums; and (iii) Exchange Visits between women and men farmers (aim being to expose farmers to other gender 'norms' practiced elsewhere thus enabling critical reflection on their own).
4. Disaggregation of data by sex.
5. Establishing quota systems for women's participation in Seed Grower Groups, IPM groups etc.
6. Empowering women in committees (land administration and use committees, farmer's research and extension groups, community development fund, water users' associations, community empowerment steering committees) and also involving women in Kebele and Woreda administration.
7. Leadership training for women at all levels, from community-based organizations to higher officials.

Specific strategies targeted to women to help them realize their practical *gender needs* include:

1. Development of small value chains including poultry, animal fattening, honey, and dairy for individual and group production.
2. Involving women in natural resource management strategies. Women's involvement has been tailored to backyard production, such as tree nurseries, woodlot and forage production.
3. Supplying agricultural inputs and technologies. These include labour-saving devices such as improved stoves and water pumps; better production technologies including improved seed,

⁵ Shiferaw, Wubit & Bekele, Kalkdan. no date. Gender Mainstreaming: the SARDP Way.

improved livestock, improved beehives etc.; farm inputs including backyard compost preparation, and promoting vegetable and fruit production.

4.2. Discussion of SARDP's Approach to Gender

It is very clear that tremendous effort has been made to mainstream gender. Great strides have been made and there is a vast amount of experience upon which a new Sida-funded programme can be built. Achievements are detailed in Dorothy Hamada's reports and in the Final Evaluation. However:

Programme design has failed to adequately target some groups of stakeholders. Cultural gender norms in some areas that prohibit the interaction of women not only with external development agents but also in local community life have not yet been overcome, though a start has been made. It has proven particularly difficult to reach women in culturally conservative areas such as East Gojjam. Box 2 examines the issue in more depth and provides some suggestions for targeting such women.

Box 2: Targeting Women in Culturally Conservative Areas

SARDP has not been able to reach all of its target groups. The 'hard to reach' include the most poor, women in male-headed households, and women in culturally conservative areas such as East Gojjam. In order to reach the hard to reach, culturally appropriate analyses and strategies must be developed.

For example, with regard to the women farmers in East Gojjam, the 'presenting problem' is a strategic one, namely that due to local cultural norms women experience acute lack of voice. However, lack of voice cannot be tackled by creating forums that insist upon speech in public spaces.

The initial response should not address gender relations at the strategic level, but should rather seek an **alternative entry point**. For example, it should be possible to support women's practical gender needs in East Gojjam by promoting micro-enterprise development at the household level, and supporting saving schemes such as those used by Amhara Credit and Saving Institution (ACSI) that rely on door to door collections. SARDP has helped create some Credit and Savings Groups and targeted women for micro-enterprise development, but there is still a long way to go.

Given that female interaction with non-family men is frowned upon, female extension workers are needed to interact with such women. This is a critical issue. A trust building measure, suggested by the women themselves, would be a cadre of female village level extension workers (modeled on the existing health worker scheme).

This work must be underpinned by a **sophisticated understanding of locally prevailing gender relations**. This can be obtained through conducting a specific gender study that not only provides the design team with good data to work with, but in its participatory methodology enables local men and women to analyse themselves and thus start the process of change. SARDP has experience of such approaches that can be developed; it would be good to involve a local gender expert to win trust, provide cultural context to the research team, and to enable triangulation. Any such study should aim to identify levers of change both within and beyond the community. Gender relations are not static.

2. *SARDP has not fully succeeding in reaching all its socio-economic target groups.* In particular, it finds it difficult to address the needs of women in male-headed households (where women frequently lack assertiveness and voice), female-headed households, and men and women in the poorest socio-economic groups. Some of these issues have been addressed by the land-titling programme and by micro-credit initiatives, discussed in Chapter 6.
3. The overall *outcomes that can be ascribed SARDP's interventions* upon women and men is not clear due to a lack of gender-sensitive data, though the Final Evaluation makes strenuous efforts to disentangle the effect of SARDP upon the target population from other variables.
- A *coherent monitoring and evaluation framework* is required. Currently, the work of SARDP on gender mainstreaming is not supported by reliable qualitative and quantitative data. No baseline studies exist against which progress could be measured. Evidence is often anecdotal, statistics are used to indicate behavioural change yet this is an inappropriate form of measurement. Probably the best data is provided by the land-titling component but further analysis is needed to assess outcomes.

- SARDP reports contain much descriptive data on activities conducted, but this is quite repetitive. Although they seem to be effective in many cases, it is impossible to gain a real understanding of whether (to take one example) all women members of a Women's Forum participate actively, the effectiveness of the facilitation, and the nature of change that these discussions engender in the lives of the participants at community and household level. This said, there is no doubt at all that notable behavioural change, at least in the short term, has been achieved. A more comprehensive analysis of these changes are needed. Supportive measures to embed behavioural change need to be identified and implemented.
4. A *coherent knowledge management strategy* based upon the above i.e. upon evidence-based data is required with rapid response times in order to maximize learning and improve the design of interventions.
- Currently, the SARDP team is developing a gender manual. This is useful. However, it has been a lengthy process considering that SARDP started in 1995. The response time to the findings of various gender experts seems very tardy. In fact, there is no evidence that learning cycles of analysis and reflection upon the studies have been developed. The Final Evaluation of SARDP (Tengnäs et al., 2009) mentioned above makes no reference to the three detailed gender studies made by international consultant Dorothy Hamada. Indeed, the Embassy of Sweden in Addis Ababa is unaware of her work and her many recommendations. The same can be said for Sida Headquarter Staff with some knowledge of the SARDP programme. Discussions with SARDP gender focal points (ex and current) indicate that they have been saying the same things for some time.

The Report now turns to a more detailed presentation and discussion of some of SARDP III's most promising gender interventions. They are discussed in the following order:

5. Promoting Women-Friendly Agricultural Extension Services
6. Promoting Access to, and Control over, Productive Resources
7. Promoting Women's Entrepreneurship and Access to Markets
8. Challenges and Opportunities in Gender Mainstreaming in Agriculture

5. Promoting Women-Friendly Extension Services

An examination of the political, cultural, economic and social *structures* within which farming operates helps programme managers to identify, and develop measures to overcome, the barriers to women's full involvement in farming. Such structures are underpinned by values, assumptions and ideologies that perpetuate cultural norms. As such they cannot be objective. In this chapter the work of the agricultural extension services is examined for situation-specific ideologies and behaviours that may be impeding the ability of women to participate in, and benefit from, the SARDP III programme. The efforts of SARDP to involve women provides a special focus; examples of work by other agencies is cited.



Women's Group Meeting in East Gojjam, with Development Agents

5.1. Ethiopia's Agricultural Extension Services

The PASDEP (Plan for Accelerated and Sustained Development to End Poverty) Annual Progress Report 2007/8⁶ states that PASDEP aims to reach all female-headed households and 30% of married women in agricultural extension programmes. To do so, the Women's Affairs Department in MoARD has been engaged in different development activities. Gender mainstreaming guidelines have been developed in order to mainstream women's needs in various development programmes and projects in the agricultural sector. Efforts have been made to incorporate gender in the curriculum of Agricultural Colleges and Training Centres. Progress on these indicators and intentions is not provided in the PASDEP Annual Progress Report.

Extension is conducted through Development Agents (DA) who work closely with 'development groups' and a 'group leader' to reach farmers. Each development group has a membership of around 20 to 30 households. Three DAs specialized in crops, livestock and natural resource management are posted to each Kebele to provide extension services to development groups. DAs receive three years training in agricultural technical and vocational education and training (TVET) from within and outside the region.

It was not possible to locate statistics on the number of female vis-à-vis male Development Agents. It is clear, however, that there are very *few women extension agents*, and that *extension packages frequently lack gender sensitivity* in that they fail to recognize the different roles and responsibilities of women and men in farming. *Female-headed households*, an easily identifiable group, are known to be taking up elements of the extension packages though the degree to which their gender-specific needs are being specifically addressed is not known.

⁶ This is the most recent report, published in 2009.

Furthermore, despite the efforts of PASDEP to target women in male-headed households all respondents from SARDP and other agencies indicated that the lack of women's decision-making capacity in such households impeded making contact with them difficult, let alone gaining an understanding of their needs. The following issues discussed below: (i) Improving the gender sensitivity of the extension services; (ii) Increasing the number of women extension workers; and (iii) Strengthening group level discussion methodologies.

5.2. Ensuring Gender Sensitization of the Extension Services

SARDP has been excellent at promoting multiple level interventions across its programme. With respect to agriculture, it has supported both practical and strategic level interventions for women farmers, such as support to poultry farming and to women's groups. However, this work needs to be developed more systemically at the farm level. The *interrelatedness of each farming activity with another, and the way that gender structures this interrelatedness*, requires more comprehensive analysis. It does not help to promote a wide range of improved seeds to women if they lack the decision-making power or sufficient land upon which to grow those seeds. On the other hand, men may engage in a small business and use the monies earned to invest in particular farming activities. That is to say, a *farming systems approach* is at household level is required that maps gender roles and responsibilities (including boys and girls), gendered access to and control over the main productive assets, and the other livelihood strategies employed by the household under analysis. An effective analysis will reveal not only how the farm works, but also how interventions can be best be targeted. Attention to gender is critical for improving the efficiency and effectiveness of the farm system purely in economic terms. This will necessarily involve strategic interventions to improve women's access to, and control over, key productive resources. Physical resources include land and machinery, non-physical resources include information.

A more general critique can be made. The MoARD/BoARD approach to extension appears to rest upon a Transfer of Technology approach that does not recognize farmers as knowledge holders in their own right. However, it is increasingly recognized that women and men farmers possess gender-specific and valuable Indigenous Technical Knowledge (ITK) and that any approach to extension that fails to view extension workers and farmers as co-learners is inappropriate. Ethiopia has huge genetic diversity in teff (key food and animal grain), for example, which is of great importance for ensuring the long-term robustness of its farming future. In Ethiopia, participatory plant breeders convene seed fairs to identify and catalogue this genetic diversity and to use them as the base for collaborative plant breeding programmes with farmers⁷. This experience needs to be built upon. The International Assessment of Agricultural Science and Technology for Development (IAASTD) strongly advocates building upon farmer ITK and provides evidence that farmer research groups are more effective at reaching women in sub-Saharan Africa than traditional approaches to extension⁸. Summary material taken from the IAASTD Global Summary for Decision-Makers on the importance of developing co-learning platforms is presented in Annex 2.

5.3. Developing Gender Sensitive Training for Extension Staff

Both women and men extension staff need gender training; women cannot be not automatically aware of the gender issues in agriculture. Men form the majority of extension workers. In terms of content, gender training should highlight how the gender division of labour and gender decision-making in a particular locality structures the lifecycle of plant and animal commodities from the time they enter the farm to the final destination. It is critical to offer extension workers *evidence-based* training that is *culturally and place-specific*.

⁷ Farnworth, C. and Jiggins, J., 2006.

⁸ IAASTD sub-Saharan Africa Report (SSA) Summary for Decision Makers. www.agassessment.org

Gender training need to effectively convey the relational aspect of gender roles and responsibilities in farming. The work of women and men in farming is interdependent. At the practical level, within the existing gender division of labour, this means ensuring that their work is mutually supportive. For example, if men are responsible for threshing teff and women are responsible for storing it, technological improvements to each activity must (i) focus on how to maximize the effectiveness and efficiency of each stage of the process; and (ii) direct the intervention to the gender responsible for a particular stage.

In Ethiopia in general, rapid change in rural livelihoods is occurring. Extension workers, and programme staff more generally, must be able to identify the *impact of change upon gender roles and responsibilities and understand what this means for their work*. For example, it is widely acknowledged that female-headed households are disadvantaged due to their inability to command male labour for ploughing. This forces them to enter, in many cases, into highly unfavourable land tenure arrangements with men. Strategic interventions are needed. These may include work to lift the ‘taboo’ on women ploughing, and other arrangements. In other words, the gender landscape is continually changing and responsiveness on the part of the extension services is absolutely critical. New interventions will need to be designed all the time.

5.4. Increasing the Number of Women Extension Workers

Although both women and men extension staff need training in gender, it is undoubtedly necessary to train more female gender staff in Ethiopia. Although the research team could not locate any statistics, it is clear that women are vastly outnumbered by men in the extension services. Interviews with women farmers and Development Agents (DA), with SARDP gender focal points, and with other agencies indicated that women extension agents are better able to interact with women farmers in culturally conservative areas such as East Gojjam. Husbands can be suspicious of non-family men interacting with their wives, and also women simply feel more at ease with women staff. This is particularly acute in areas where women experience acute lack of voice (see Box 3).

In the location we visited, only 34 women from 4 000 have joined the irrigation women’s group. Although some women in the same kebele have joined other groups, such as Gender Conversation Groups, the members of the irrigation group explained at length how difficult it was to convince other women to join any kind of group-based structure.⁹

Box 3: Discussions with Women Irrigation Group Members and Development Agents, East Gojjam?

Women Irrigation Group Members

All the extension workers here are men.

We have women health workers here. We find that with women workers we are not afraid. We are open. We talk to them. We communicate with them. They control us. We control them.

Development Agents

It is not just about training women. We need to go beyond that. Male extension workers need training in women’s needs. There should be a specialized unit in the agriculture department to track gender issues and work on them. They need to collect data and information.

There are no women in the extension services. In some areas there are real security issues for women: ‘Woman is woman’. Well-educated women don’t want to work in the rural areas due to the lack of electricity and other services.

It is very difficult to employ women extension agents willing to work in remote areas. CARE for example has offered numerous inducements to female extension workers such as higher salaries, good housing, vehicles etc., but find that women prefer to take a lower salary and work in the capital. Women are

⁹ Source: Interviews with women farmers and community development workers participating in SARDP III, East Gojjam, 27th January 2010; Nigist Shiferaw.

concerned about the well-being of their children in rural areas, about their safety, and about the lack of services in general. Solutions offered include:

Develop a Cadre of Village Level Extension Workers.

- Model extension services upon the health worker services, where women serve the villages from which they come. This has worked well, because of the efforts made to look for opportunities for local women close to their parents and relatives. This protects them from various forms of gender-based violence.
- Recognize that academic criteria serve to exclude talented men and women who have lacked the opportunity to benefit from the education system. Focus on developing competencies. CARE is developing village-based social change agents.
- Select and train village women who lack higher level qualifications (high school drop outs, graduates of agricultural TVET etc.) in practical extension skills. Such women will also act as role models to girls in the village.

Partner men and women extension workers.

- The Ethiopia Rural Self Help Association, a local Non-Governmental Organization (NGO), employs two extension workers, one male, one female, and they travel together to meet farmers. This helps to counter the security issue and enables gender sensitive work.

Explore innovative ways of supporting women extension workers.

- Find out how the World Food Programme babysitting service for staff operates, since generally speaking women staff will not entrust their children to carers.

A major disadvantage of village level extension workers is their lack of literacy, particularly in foreign languages. This makes it difficult for agencies to meet their reporting requirements to donors. Another layer of staff is then required for reporting, which is expensive.

SARDP gender focal points argue that the *key underlying reasons for the difficulty in recruiting female extension worker are discriminatory attitudes arising from local cultural norms and values*. These have to be tackled before women can be expected to work in remote rural areas.

5.5. Strengthening Group Level Discussion Methodologies

Efforts to strengthen women's agency (understood to mean the ability to make decisions and act upon them) often focus on developing women's ability to formulate and express their needs, and develop leadership and assertiveness skills, at the community level. SARDP is no exception. Indeed, SARDP III relies heavily on community level discussion groups in order to raise awareness on gender issues and communicate its messages. Two group methodologies for discussing gender issues are presented here in the words of the gender focal points interviewed for the study¹⁰.

5.5.1. Women's Forums

Women's forums are about empowering farming women to ask for their rights and they only have women members. They say 'Here we are. We want to benefit. We want to claim our right to benefit from the programme'. The women's forums are self-selecting groups. Sometimes their voice has become so strong that the women's associations organized at kebele by the Women's Affairs Bureau have felt threatened. We have emphasized that the Women's Forum have no political interests.

¹⁰ Source: Key Respondent Interview with Nigist Shiferaw. Nigist Shiferaw's Handover Report to SARDP.

This is a bottom up approach to empower women. To use women's voice to demand extension services, rather than expecting extension services to do so. Extension services always have an excuse not to work with women.

5.5.2. Gender Analysis Groups

'Gender analysis training was organized in 148 kebeles, covering 88% of target woredas in two intervention zones. A total of 9547 men and 9763 women were involved and as a consequence 178 Gender Conversation Groups were developed and followed up. 890 community facilitators, five from each kebele, were trained to work with Women Affairs Office experts at woreda level. We worked with households on classic gender analysis: who does what in production, reproduction and in the community, and we also discussed decision-making patterns and ownership of resources. We used Participatory Rural Appraisal (PRA) methods (sticks, stones) and asked farmers to analyse themselves. When they had come up with results we asked them: 'What will you do now?'

'There have been great changes. The Gender Conversation Groups changed their name to 'Love Groups'. You know, usually women prepare breakfast and then she goes to the market. When she gets back she finds all her tasks waiting for her. But we found that the Gender Conversation Groups really changed behaviour. Boys and men did a lot of the women's tasks. When she got home her family would wait for her in front of the door. Even old men would say, 'Your mother is coming. Be ready for her.'

'We also found that female-headed households benefited because taboos on ploughing, harvesting and threshing were alleviated. They experienced an increase in income through doing work themselves rather than paying for labourers, sharecropping or renting their land to wealthier households. In some cases women have started to control more household resources and men have decreased expenditure on personal consumption like alcohol. The fact that the community identified the problems themselves and identify the solutions was critical. Facilitators had a support role. Participation in the analysis and follow up activities of itself improved women's self-esteem and ability to speak up at meetings.'

Other findings:

- Female-headed households benefited because taboos on ploughing, harvesting and threshing were alleviated. They experienced an increase in income through doing work themselves rather than paying for labourers, sharecropping or renting their land to wealthier households.
- In some cases women have started to control more household resources and men decreased expenditure on personal consumption like alcohol.
- The fact that the community identified the problems themselves and identify the solutions was critical. Facilitators had a support role.
- Participation in the analysis and follow up activities of itself improved women's self-esteem and ability to speak up at meetings.

5.5.3. Discussion

SARDP gender focal points, and SARDP evaluation reports, present these approaches to developing women's strategic needs in a positive light. Indeed, they have achieved remarkable, resounding, successes for which SARDP gender focal points should be recognized and congratulated.

It is suggested that a post-SARDP programme build upon the successes of these and other group level discussion methodologies. However, there are a number of knowledge gaps which need to be addressed: (i) Evidence of their efficacy generally anecdotal; (ii) The long-term sustainability of these interventions in securing behavioural change is unknown; and (iii) the quality and nature of women's participation in these groups is not known. More specifically:

A. Group Facilitation Methodologies

1. How effective are the facilitators? Have they been trained in communication and facilitation skills? Do the facilitators attempt to steer discussions towards a pre-defined goal of 'empowerment', or are participants allowed to create their own definitions and goals?
2. Do facilitators enable all women enabled to speak freely and openly? Or do only a few women participate in each meeting? It should be noted that the membership of some of these groups is large: experience suggests that quality discussions emerge only in small groups.
3. What are the methods used to strengthen the voice and expressive ability of women participants?
4. How are male participants 'enabled' to buy into the discussion processes, rather than alienated? A true gender strategy.
 - Male livelihood strategies need to be explicitly conceptualized as mutually interdependent with those of women. This is particularly important if the feminization of farming (which is a general phenomenon in sub-Saharan Africa) is to be counteracted since on present evidence women are struggling under massive workloads and familial responsibilities.
 - Particular kinds of men also lack voice in any community. How are discriminated-against men being identified and worked with (for example, junior men)?
5. How long-lived can such groups be? It would seem, particularly with the Gender Analysis Groups, that they would have a limited effective lifespan whereas Women's Forums may have a longer life. It is important to consider the overall objectives of each methodology and to ensure closure when these objectives have been reached.

B. Capturing Social Change

In SARDP literature, some 'statistics' have been put forward to show behavioural change at the household level, particularly with respect to the willingness of men to take on reproductive tasks such as cooking. The methodology used to capture these changes are not provided. In any case, quantitative data to capture behavioural change are not appropriate. Behaviour will change from day to day depending on what is happening, and from season to season across the agricultural year. Behavioural change will depend so much upon the character of one person compared to another and upon the amount of labour available to each household.

Furthermore, the impact of women's empowerment strategies at community level upon the empowerment of women at the household level needs to be analysed. What, if any, are the reciprocal links? It cannot be assumed that there is a simple linear relationship.

To summarize:

1. Better methodologies for capturing behavioural change are required.
2. Longitudinal studies are needed.
3. Supportive strategies to underpin and entrench behavioural change are required; at present behavioural change appears to depend only upon the goodwill of men occasioned by their learning on gender issues.
4. Discussion processes need to be continually monitored to enable modifications to be made to facilitation and to ensure that lessons learned can be replicated in other areas.

6. Promoting Access to, and Control over, Productive Resources

The concept of *agency*, defined as the ability to define one's goals and act upon them, is critical to the ability of women and men to take rational decisions in farming, as well as to wider empowerment agendas. Effective agency is closely linked to *resources*, for without resources it is often impossible to realize a goal. Women worldwide have much less access to, or control over, critical productive resources such as land, machinery, or money, than do men. In many cases, women's access to productive resources is mediated through male kin and can be withdrawn in the event of marital breakdown and other circumstances.

This chapter examines two sub-components of SARDP III programme to enhance women's agency by increasing their access to credit and to land. SARDP's work is facilitated by the work of the Woreda Women's Affairs Office (WWAO), which indirectly enables women to access inputs, markets, technology and extension by working with sectoral organizations to facilitate their awareness of women's needs. WWAO facilitates the linkage of women with relevant institutions by organizing women into groups.



ACSI's new Muday (Piggy) Bank which has two padlocks. One key is held by the saver, the other by ACSI staff. ACSI staff Ato Zegeye Bante, Urban Credit Officer and Wr. Saba Berhie, Gender Department, demonstrate its use.

6.1. Land

The fieldwork research agenda in Ethiopia did not include an appraisal of SARDP's work on land-titling. However, a study of SARDP III evaluations and some of the wider issues on land-titling was conducted prior to the fieldwork visit. Some of the findings are presented here; a more sophisticated discussion of other options apart from land-titling can be found in the International Literature Review accompanying this study.

Access to, and control over, land is critical for improving women's livelihoods as well as their social status. Securing land rights for women can permit them to diversify their livelihood strategies so that they are not dependent on farming alone. When women own land, they have better access to productive support as they are considered farmers in their own right. They feel secure on their land and feel more confident to invest for the long term. Box 4 presents SARDP's land-titling programme in the words of two key informants.

Box 4: SARDP land-titling programme¹¹

In SARDP we supported land tenure reform. It was clear from the beginning that land titling for women was required. Our gender expert saw what was needed immediately. Both the husband and wife are included in the certificate, and single women have their own certificate. The problem is that there are so many technical issues to follow up regarding land-titling. We never hold out at Sida. That is the problem. We have to think about what we have to do to finalize particular strands of work.

Land titling is one of SARDP's star activities as they were able to distribute a really large number of the certificates. This is indeed quite an achievement. Likewise, where the beneficiaries were currently married, the certificates were made in the name of both husband and wife. Open issues:

1. What happens in the case of divorce, particularly when they are not legalized? What agreements are being made in such cases regarding land title?
2. Many female headed households have neither land nor shelter. The issue of female landlessness must be addressed.
3. Regarding joint titling: who makes decisions regarding the use of land, how tasks are allocated, and how are benefits shared?

These remarks are underscored by another study on a different land-titling programme in the Amhara Region (Demessie, S., 2003) identified the following constraints for new women landowners:

- Women are not included in training activities or provided with improved seeds and fertilizers.
- Women land-owners do not plough due to the lack of oxen and ploughing tools and because this practice is not culturally accepted. Women therefore depend on men to do their ploughing and have to give up to three quarters of their land or produce in payment. Furthermore, decreased production may result because men plough women's land after ploughing their own.
- Because of the meagre incomes therefore received, some women are inclined to rent their land thereby losing the sense of ownership and the prestige that goes with it.
- Due to a lack of formal education and access to information, many women cannot read written rental agreements. Landlords are able to deny oral agreements.

Providing women with land titles, whether individual or joint, is the clearest possible way of ensuring that women have access to, and control over, the most important productive asset in farming. However, the struggle for gender equality clearly cannot end with providing women with a piece of paper. Further development of the land-titling programme in Ethiopia will require an examination of:

1. Joint Titles: What are the patterns of decision-making regarding the use of the land, and the use/sale of its products? Do women have a greater say if they are joint owners? If not, how can their

¹¹ Source: Discussions with Sida HQ staff and Dorothy Hamada, international gender consultant to Orgut AG.

voice be strengthened in negotiations with their partner? Does joint land titling actually develop and sustain a 'nuclear family norm' that does not address women's strategic interests (including those in polygamous families)? What happens to women's share in the land certificate upon the breakdown of a relationship?

2. Female Heads of Household with Land Title: Do such women have the means to actually cultivate the land, or do customary norms preclude their farming (such as a 'taboo' on women using the plough)? In what ways have the practical and strategic gender needs of such women been met?
3. Landless Women and Men: Are there any mechanisms for addressing the most poor, women and men without land, through land titling programmes? Given the fact that women outnumber men in the landless category due to the fact that the access of women to land is generally mediated by men – a strategy which often excludes women in relationship breakdown – what gender sensitive strategies for addressing the land needs of female headed households can be developed?

6.2. Financial Services

The Women's Affairs Bureau (WAB) points out that agricultural extension packages do not exclude poor women. However, in order to benefit from agricultural extension women often need to take loans. Whereas micro-credit groups can offer creditors the security of group collateral, such groups tend to exclude very poor women to avoid the risk of defaulting creditors.

6.2.1. Amhara Credit and Savings Institute (ACSI)

Sida has provided ACSI with loanable funds in East Gojjam and South Wollo. ACSI runs two programmes aimed at both women and men: the Group Loan Programme and the Economic Diversification Programme (EDP), which provides enterprises with individual loans (15-30K Birr). The EDP focuses on micro and small enterprises that are non- and off-farming in character.

ACSI provides credit for vegetable production, poultry rearing, animal fattening etc. It also encourages market production through working with BoARD on linking credit to irrigation activities. ACSI works to encourage women to take loans through:

1. Sensitizing women to take loan packages.
2. Demonstrating the link between the participation of women in income generation activities and the well-being of her family.
3. The Muday (Piggy) Bank has been developed to enable women to save easily at home. They hold one key and ACSI holds another which prevents family members dipping into funds.
4. ACSI also operates house-to-house collection of savings from women engaged in petty trade, since they do not have the time to travel to deposit their savings.
5. Business Development Service (BDS) operators provide business plan, entrepreneurship skills, marketing advises and services to women beneficiaries.
6. Micro enterprise and credit centres (80 people, men and women) hold monthly Conversation Groups on credit, saving and enterprise development. Through such groups, women gain speaking and leadership skills. The Centres also provide a forum which partners use to provide information on family planning, HIV/Aids, health, etc.
7. For women EDP beneficiaries, BDS operators provide training in business plan development, entrepreneurship skills, and marketing advice.

8. Accountability for recruiting women is directly built into ACSI staff job descriptions. Their success in recruiting women is one criteria for promotion and salary increases. The minimum target is 50% women beneficiaries. To avoid a quota mentality, the viability of the IGAs supported, repayment rates etc. is also taken into account when calculating staff rewards.

ACSI observes that women take smaller loans than do men, as their capacity to invest and take risk is lower. However, the repayment rate is higher for women than men.

6.2.2. Amhara Women's Entrepreneurs Association (AWEA)

AWEA has established saving and credit schemes in three towns, Bahir Dar, Debre Marcos and Gondor. Since the most poor lack any kind of collateral and are thus excluded from most groups (which depend on group collateral), and from credit services offered by organizations like ASCI, AWEA encourages women to save and on the basis of their savings is able to offer credit. Although AWEA currently has an urban focus, it plans to expand to rural areas. It is piloting agri-business with urban agriculture in order to gain experience. The main problem for AWEA is that it has very little money and thus cannot expand its programme much.

A valuable approach is to encourage very poor women to set up self-help savings groups. This will enable them to work together and stand strong against discrimination.

6.2.3. Household Asset Building Programme (HHABP)

The HHABP is currently in formulation as a key graduation strategy for households participating in the productive safety net programmes. The HHABP will combine several components including credit, extension, food security and public works. The HHABP is expected to offer differentiated packages that are sensitive to the needs of the most poor households, male and female-headed. There is a discussion on the mechanism of providing credit for the most poor, women and men, using micro-financial institutions. It would be useful for Sida to engage actively in the development of the HHABP to ensure that gender issues are mainstreamed in all aspects of its work

6.3. Discussion

Considerable effort has been expended by SARDP and other organizations to enhance women's access to productive resources. At this juncture it is necessary for Sida to take stock of the lessons learned before moving forward. Some investigative strands have been outlined and should be pursued, along with a wider study of the work of bilateral agencies and NGOs in facilitating access to credit, land and other resources.

It is clear that the most poor are still not being effectively reached, leaving them vulnerable to years of safety net support. To enable them to graduate from such programmes it is worth considering the provision of small grants to provide start-up capital. This would need to be complemented by programme support in micro-business/agribusiness development. A collation of 'best practices' from other parts of Ethiopia and from other locations around the world would be useful. For example, a World Bank supported project in India enabled landless women to act as middlemen to male farmers. They aggregated the produce from many small farmers and took it to market, thus saving the farmers many hours on the road. The women took a small commission from each farmer to cover transport costs and their fees. Since the women travelled in a group, their safety and reputation was assured (Farnworth, C.R., 2008b).

If the expertise exists, it would be good to develop an understanding of the 'functionings and capabilities' framework developed by Amartya Sen (1998, Nobel Prize for Economics) which challenges the view that possession of commodities alone translates into well-being, as traditionally posited by economists. He argues that the possession of goods does not translate automatically into well-being since pos-

session is different from the ability to benefit from the characteristics of these goods. That is, it is not the possession of the commodity or the utility it provides that proxies for well-being, *but rather what the person actually succeeds in doing with that commodity and its characteristics*. In his essay ‘Co-operative Conflicts’ (1990) Sen shows, for instance, that household gender relations profoundly affect the intra-household distribution of commodities and the ability of each gender to use particular commodities¹².

7. Promoting Women’s Entrepreneurship and Access to Markets



7.1. Thematic Overview

Women in agriculture increasingly supply national and international markets with traditional and high-value niche produce. However, in comparison to men, women farmers and entrepreneurs face gender-specific disadvantages. These include lower mobility, less access to training, less access to farm and market information, and less access to productive resources. Furthermore, location in the value chain matters. Women farmers frequently lose income and control as a product moves from the farm to the market, and they find it harder than men to carve out new roles in value chains. Indeed, men often take over production and marketing – even of traditional ‘women’s crops’ – when it becomes financially lucrative to do so (Gurung, 2006). Women-owned agricultural businesses generally face more constraints and receive fewer services and support than those owned by men (Bardasi, Blackden & Guzman, 2007). These disadvantages reduce women’s effectiveness as actors in value chains, as well as reducing overall agricultural and market effectiveness. Studies conducted in Burkina Faso, Kenya, Zambia and Tanzania show that providing women farmers with the same quantity of inputs (such as fertiliser, land and labour) on their plots, and improving their access to agricultural education, could increase national agricultural output and incomes by an estimated 10–20% in each country (World Bank, 2005).

¹² The functionings and capabilities approach, together with examples of its application, is discussed in Farnworth, C.R., 2004.

There are two clearly distinguishable strands of thought with regard to promoting female entrepreneurship and their access to markets. The first holds that no special case can be made for women on the basis of their gender: women need to self-identify as entrepreneurs and request capacity development support services. The second holds that a much wider range of women, including the most poor, can be encouraged to become entrepreneurs through specially targeted programmes. Both are discussed below. Box 5 presents the work of MoARD in promoting agricultural commodities in order to provide contextual information.

Box 5: MoARD and Agricultural Commodity Development

With respect to current extension practice regarding commodity development in Ethiopia, the Agricultural Package promoted by MoARD does not specifically target women. Rather, it is recognized that some of the commodities within the Agricultural Package are suited to, or preferred by, women, for example poultry, fattening of small ruminants, and vegetable production. Women are thus expected to 'opt into' the elements of the package that suit them. The BoARD/MoARD does not engage in women-centred outreach nor focus particular attention on researching and improving crops and livestock preferred by women. The key point to note is that the MoARD approach is a commodity-focused approach rather than a value chain approach. A value chain approach develops and strengthens relationships along a chain in order to move the product from the farmer to the market. It analyses forward and backward linkages in that chain with the aim of identifying and meeting gaps. As a consequence, new roles and relationships may be created. The most obvious one is eliminating the middle-man in order to concentrate profits for other actors, but in many countries working with middle-men to upgrade their skills base has proved an effective method of increasing producer understanding of consumer needs and ways in which to enhance product quality (Farnworth, C. R., Jiggins, J. & Thomas, E.V., 2008a).

7.2. Targeting Women as a Gender, and Developing Pro-poor Value Chains in Ethiopia

To make value chains work for smaller, weaker actors – especially women working as farmers or in micro- and small enterprises – they must be enabled to capture a larger slice of the revenues. There is a need to strengthen relationships between partners to open channels for the transfer of technology, information, and gains. Because men and women frequently pursue distinct activities in a particular value chain, building understanding between them of their respective needs and responsibilities as 'chain actors' ensures that product quality is maintained as it passes along the chain. This results in efficiency gains. Greater equity gains can be achieved by encouraging women to take on new roles in value chains, for example by engaging in value-adding strategies, or to take on new roles in value chains. Overall, the aim should be to identify and close the gender gaps, for which indicators can be developed. For example, the target may be to increase male incomes by 10% and female incomes by 20% to improve overall well-being and eliminate gendered income disparity.

In Ethiopia, a first step to ensuring gender equity in market-led development will demand a focus on commodities that are considered 'female', such as vegetable production, poultry and small ruminants. It is in these chains that women are recognized to have more decision-making capacity and are able to retain the monies from sale. SARDP gender staff note that, as a consequence of SARDP's work on promoting women-led value chains, *'Women are able to sell small ruminants and animal products like milk, eggs and butter. Women can sell small amounts of grain for immediate household expenditure. However, men are responsible for the sale of large quantities of grain and cattle. Though men have started to consult women about expenditure from these sales, they are more influential'*. It is therefore necessary to differentiate between commodity development activities that are likely to benefit women and those likely to benefit men.

SARDP gender focal points point out that when new crops are introduced, men grow new crops in the fields whereas women are responsible for backyard crops and activities. It is therefore useful to recognize that the decision-making capacity of many farming women is intrinsically related to geographical space. Those activities which can be managed close to home favour women. These include: vegetable production under small-scale irrigation, compost making, household water harvesting, small ruminant

rearing and fattening, backyard woodlot production, and tree nurseries. Respondents at Irish Aid argued that if women are not targeted at the very beginning of market-led development further marginalization is a likely consequence.

7.2.1. Case Studies

The research team discussed value chain development activities/ entrepreneurship development activities aimed at gender equity with Canadian International Development Agency (CIDA), AWEA, SMEA and Irish Aid.

Box 6: CIDA Case Study: Promoting Gender Equity in Market-Led Development¹³

The Integrated Productively and Marketing Systems (IPMS) is a five year CIDA funded project (commenced 2005) implemented by the International Livestock Research Institute (ILRI) on behalf of MoARD in 10 pilot learning woredas in four regions. The goal is to improve the livelihood of the rural poor through improved market oriented agricultural productivity and production.

Gender, HIV/Aids and Environment are the cross cutting issues in the IPMS project. The Gender and HIV/Aids initiatives are coordinated from CIDA head office through employing an international advisor/consultant, a supervisor and a gender specialist. The overall purpose of the gender initiative is to 'promote gender equity in market-led agricultural development opportunities as a step towards achieving gender equality'. Steps taken to mainstream gender include: (i) development of a gender strategy; (ii) production of a gender toolkit; (iii) collation and analysis of commodity specific gender baseline information; (iv) gender action plan at woreda level; (iv) production of fact sheets on gender commodities and gender idea sheet; and (iv) annual review of progress made.

To ensure gender equitable capacity development and knowledge management, IPMS has set a target of 50% for women participants in various training activities such as field days, experience sharing, and public sector staff development training. It also offers 'couple training'.

IPMS has a two fold strategy to ensure gender equitable commodity development:

It supports the development of crop and livestock commodities that are in the women's domain, such as poultry, vegetable production.

It works to engage women in male-dominated chains, such as apiculture and cattle fattening.

(i) IPMS employs various gender mainstreaming strategies and works closely with a range of government and other partners. Experience sharing and scaling up strategies are being developed. These include the preparation and publication of training manuals and handouts; and (ii) the selection of trainers from each pilot learning woreda to deliver training in other zones and regions.

ASMEA (Amhara Small and Medium Enterprises Association) works with very poor people. Time is needed, it says, to change the attitude of very poor people towards entrepreneurship since they are particularly risk-averse. Work needs to be taken slowly and carefully. This requires considerable financial and human resources.

AWEA aims to reach the very poor women entrepreneurs through providing capital based not on group collateral but on individual savings capacity. It has established a training institute for women and also an information centre. It also establishes corners at trade fairs where women can display their products on a rotational basis.

Irish Aid supports schemes that have encouraged landless women to develop commodity schemes from which they may benefit. Suggestions include poultry since they can scavenge anywhere. Irish Aid supports Farm Africa and SOS Sahel to work with the most poor. These NGOs have proven adept at creating institutional linkages ranging from universities to ministries to other agencies. Irish Aid has a particular interest in supporting programmes that are 'friendly' to asset poor households with minimum labour capacity or who are renting land according to share-cropping arrangements.

¹³ Source: CIDA Powerpoint Presentation on Gender Mainstreaming in IPMS: CIDA-GE Meeting, December 3–4, 2009. Addis Ababa.

7.3. Targeting Self-Identified Women Entrepreneurs

The approach of the Netherlands Development Organization (SNV) is to target ‘winners’ regardless of gender, but in recognition that women entrepreneurs do not face a level playing field women identified as potential winners are given targeted support, as Box 7 demonstrates. When reading the case study it is important to note that SNV is working at the community and macro levels and does not work with households.

Box 7: Female Focussed Elements SNV Value Chain Approach¹⁴

We started our work by selecting a number of value chains that seemed promising. We ended up with 29 and then selected 4 chains that we saw as neglected (no policy attention) but with a lot of potential. Our selection criteria included: (i) Is there a market? (ii) Are households involved – critical since we wanted to be pro-poor (iii) What is already happening in these sectors? This helped to exclude coffee, for example, since this sector receives a lot of attention already. Our selected sectors, where we feel we can really make a difference, are oil seed, honey, milk, fruits. These are massive sectors that employ millions of people. SNV does not believe in supporting women per se, or developing women’s entrepreneurship as a group. However, we have developed a number of strategies to support women. These include:

- **Employing a Gender Advisor to SNV.** The advisor assesses and advises on how to maximize the gender potential of each value chain.
- **Focus on Winners.** We don’t try to turn women into entrepreneurs, but rather we aim to support women who want to become entrepreneurs. They need to identify their needs. We give them individual, tailored support to help them become competitive. This approach is working. We have a multi-stakeholder platform and now two of the six chairs are women. This gives women entrepreneurs high visibility.
- **Role Models.** We promote women role models through making films, documenting their work in case studies available through the internet.
- **One Year Internship Programme.** Promising women and men graduates are offered placements with private companies. SNV/GTZ covers half their salary (the company pays the remainder) and develops their capacity through providing them with training. Over half of the interns are women and so far their employment rate after participation has been outstanding.
- **Work with the Ministry of Agriculture.** SNV offers a second line of support to agricultural entrepreneurs and so does not work directly with MoARD. Agricultural extension workers participate in our training programmes, however.
- **Facilitation of value chain coordination group meetings:** SNV facilitates value chain actors (producers, cooperatives, associations, BDS providers, processors, exporters and concerned government institutions with policy and regulatory functions) to come together and discuss issues critical to developing the value chains. The CG meetings are held quarterly and are facilitated by independent consultants. The forum is used to interface the private and the public sector to identify and discuss the policy frameworks necessary for the development of the value chain.
- **SNV Internal Recruitment Policy.** SNV only recruits women as junior advisors.
- **Knowledge Management.** SNV documents processes from the very beginning. We expect successful entrepreneurs supported by SNV to share the reasons for their success. We showcase best practice every way we can. All information we have enters the public domain, through films, case study development (10 per year), and reports on the SNV website. At monthly meetings, each advisor must share one lesson learned that month. Finally, we ensure accountability and improve our work by meeting our stakeholders once a year and requesting feedback.

¹⁴ Source: Marc Steen, SNV.

7.4. Discussion

Should the post-SARDP programme wish to engage in pro-poor value chain development, it needs to learn from experience, and to develop its skills in gender-sensitive value chain analysis.

Learning from Experience

It is suggested that Sida explore further the work of all the actors discussed here (CIDA, Irish Aid, SMEA and AWEA) in order to establish a good understanding of the approaches of different programmes. Remarks:

- Although SNV does have an explicit pro-poor approach and it does not directly work at household level, many lessons can be drawn from its work to make its selected value chains viable, its knowledge management and dissemination strategies and its work to promote female entrepreneurship at a higher level.
- The experience of SOS Sahel, CARE, and Farm Africa in Ethiopia is valuable.
- Examining the work of IFAD and other donors in value chain development in countries that face similar ecological or cultural constraints to Ethiopia would enable an exchange of experience and technologies. By way of example Annex 3 presents a case study on an IFAD-funded value chain development project that aimed to build a local level poultry value chain in Bangladesh. It was specifically aimed at women under purdah and among the poorest of the poor. The project recorded excellent results. It required a blend of locally appropriate low-level technological development (based on Chinese innovation in low cost hatcheries), improved genetic flows in livestock, an explicitly pro-poor focus, and gender-appropriate training.

Develop Value Chain Analysis Methodologies

Many agencies are working on the methodologies for gender-sensitive value chain analysis. These include the German Technical Cooperation (GTZ) and IFAD. A typical approach, which is gender-sensitive, is depicted in Box 8. There are internet-based learning platforms for gender in value chains practitioners such as Gender in Value Chains at:

http://genderinvaluechains.ning.com/?xg_source=msg_mes_network

Box 8: Steps in a Value Chain Analysis¹⁵

1. Conduct a market analysis

Generally a value chain analysis begins with a market study to identify the potential gains that could be captured and the state of the chain relative to its competitors.

2. Map the chain and conduct a stakeholder analysis

- A preliminary mapping of the chain identifies the main products and their markets, as well as the kinds of activity involved, the productive unit, and the geographical location for each node in the chain. A (participatory) stakeholder analysis is then conducted to identify the different stakeholders (by function, socio-economic category, and gender) at each node of the chain.
- The relative distribution of economic value between participants at each node is documented. Research investigates barriers to entry, the interests and power relationships of different stakeholders, and contextual factors that explain inequalities and inefficiencies and blockages in the chain.

3. Identify constraints and opportunities for the value chain

- 'Leverage' points are identified for upgrading the chain and redistributing values in the interests of equity and efficiency.
- The causes of ongoing change are mapped to guide decisions—not only on how to strengthen particular nodes and their associated actors, but also on how to identify any transformative actions that may be required.

4. Develop a strategic action plan

The information assembled in the previous steps forms the basis for a strategic action plan to achieve the goals identified for the chain.

8. Challenges and Opportunities in Gender Mainstreaming



¹⁵ Source: Farnworth, C.R., 2008b.

8.1. Thematic Overview

The Paris Declaration on Aid Effectiveness (Paris Declaration), 2005, sets out five principles for operationalizing aid modalities. The principles are ownership, alignment, harmonization, managing for development results, and mutual accountability. The Paris Declaration mentions gender only in passing in the 'Harmonization' chapter (paragraph 42: '*Similar harmonization efforts are also needed on other cross-cutting issues, such as gender equality*'), thus providing no guidance on how to work with gender.

However, as a consequence of the sharpened focus upon gender in the Accra Agenda for Action (2008), a comprehensive review of the Paris Declaration commitments, the German Technical Cooperation (GTZ, 2009) considers that '*the interplay between national macro programmes and sector programmes offers great potential for the promotion of gender equality, women's empowerment and national development processes overall*'.

The key is, of course, to realize that potential for change. Whilst women should benefit from the aims of the Paris Declaration and the Accra Agenda for Action just as much as men, structural inequalities facing women in particular mean that it is difficult for them to do so. The political, administrative, financial and sector-specific (economy, health, agriculture etc.) reform processes resulting from the operationalization of the Paris Declaration impact directly, and differentially, upon the living conditions of women and men. It is essential, therefore, to develop principles and processes that explicitly focus on promoting gender equality and facilitate equal sharing of the benefits of development assistance. In other words, development assistance needs to continue its work in levelling the playing field. In the view of the GTZ (ibid.) technical cooperation programmes can assist through:

1. Promoting good governance by mainstreaming gender as a key issue.
2. Promoting equality in political reform processes.
3. Promoting equality on a sectoral basis by dismantling structural inequalities (e.g. in access to resources and services).
4. Promoting gender responsive budgeting and procedures.
5. Contributing to capacity development (e.g. via gender responsive analysis, statistics, monitoring and evaluation).

8.2. Mainstreaming Gender in MoARD

8.2.1. Overview of Activity in MoARD

The Rural Economic Development and Food Security (RED&FS) Sector Working Group is a government and donor platform designed to coordinate aid modalities within the MoARD. It has an Executive Committee chaired by the Minister for Agriculture and Rural Development. Eight senior MoARD experts and seven donor agencies are represented. The RED&FS Secretariat coordinates the 22 donors working with the MoARD. The RED&FS Working Group has three technical pillars/committees: (i) Sustainable Land Management (SLM): 11 donors; (ii) Agricultural Growth Programme (AGP): 14 donors; and (iii) Disaster Risk Management and Food Security (DRM): 12 donors. Each sub-committee is co-chaired by a representative of MoARD and the donor agencies.

Budgets:

- The Productive Safety Net Programme (PSNP), the main programme component within the Disaster Risk Management and Food Security Pillar, has an expected budget of USD 2.25 billion.
- The Sustainable Land Management has an estimated budget of USD 6 billion over 15 years. The programme secured USD 30 million from the World Bank, 13 million Euro from Germany, and 16 Million Euro from Finland.

- The Agricultural Growth Programme (AGP) is mainly provided through programmes of support that are loosely-tied and opportunistic of nature (no unifying/organizing principle as yet). It has an expected budget of about USD 300 million. This is considerably lower than the PSNP which essentially focuses on food aid and does not appear to be directed at long-term sustainability in the agricultural sector.
- The Agricultural Investment Policy Framework provides an overarching framework within which aid agencies should align themselves with government policy and strategies (PASDEP) and harmonize their aid modalities and instruments in the agriculture and rural development sectors.

The preferred financial modality of the Government of Ethiopia is basket funding. Currently other aid modalities exist:

- Parallel funding by USAID, JICA
- Multi-donor Trust fund by DFID
- Mixed modality e.g., Norway, CIDA, EU

According to Florence Rolle¹⁶, *‘The AGP is designed to put particular emphasis on women and youth and in this regard, it is planned to collect disaggregated data in the AGP M&E system. The gender issues have been reviewed in some field missions; however the AGP design has not reached the level of detail by which one can fully understand what will be done to ensure that female farmers are reached, that their needs as producers are met, and that they are able to benefit from the support to achieve a positive impact on their livelihoods women and therefore will be part of the agricultural growth process’.*

8.2.2. Overview of Gender Mainstreaming

Gender has been mainstreamed in all the regional activities with the aim of achieving gender equality. The strategy for gender mainstreaming is set within the framework of the National Policy on Ethiopian Women in which gender is considered as a cross cutting issue. It has designed a conceptual framework for the strategy, and has defined the goal, objectives, mechanisms and actions required to promote gender mainstreaming within the region. The goal of the gender mainstreaming strategy is to ensure equal and equitable access to the region’s resources in order to contribute to equitable and sustainable economic growth, poverty reduction and human development.

The Amhara Regional Government has very recently unveiled a serious attempt to mainstream gender in all its work. This is presented and discussed in Box 9.

¹⁶ Florence Rolle, Rural Economic Development and Food Security (RED&FS), World Bank RED&FS Multi-Donor Trust Fund, FAO Sub-regional Office for Eastern Africa. Personal communication by email to the authors of this report.

Box 9: Gender Mainstreaming by the Amhara Regional Government

The Amhara Regional Government approved a Regional Gender Mainstreaming Strategy in late 2009. The strategy provides a framework to enable all government institutions to mainstream gender in their work. It mandates the Women's Affairs Bureau (WAB) to review plans and reports and provide advice on how to better integrate gender issues/capacity building support. The WAB is empowered to report progress to the Regional Council on a regular basis. The Regional Council can institute penalties for lack of progress. In order to succeed the following challenges must be met:

The WAB and its structures at district level are weak and require capacity development themselves if they are to provide adequate evaluation and capacity development services to the government offices.

In the current strategy, sector specific knowledge is not required of gender focal points empowered to examine plans. This may jeopardize the relevance of their advice.

The WAB requires the 'soft skills' of communication and negotiation in order to put across its messages and work effectively with sector staff.

8.3. Programme Level: Gender Mainstreaming in Selected Agencies

The research team were not tasked with exploring gender mainstreaming in depth. However, they were able to develop two case studies for this report, based key informant interviews with CARE and with CIDA. These are presented in the following two boxes.

Box 10: Placing Women at the Heart of Development Programming: the work of CARE

CARE's goal statement places women at the centre of the organization's work from project design through implementation, to monitoring and evaluation. CARE supports gender mainstreaming in its Ethiopian programmes by:

National Level

- Supporting PSNP and PSNP+

Programme Level

- Selecting the most appropriate entry point, according to local prevailing circumstances, for wider social and economic change. This may be a village saving and credit scheme, for example.
- Establishing Programme Impact Groups (PIG), composed of men and women, to assess and provide evidence-based support to advance lasting social change. It considers its project sites to be 'learning laboratories'.
- PIG focuses on three learning areas: Impact of our work on pastoralist girls; Chronically food insecure women; Urban and peri-urban youth
- Enrolling men and lending credibility to women's empowerment strategies by using them as change agents.

Internal Staffing Policies

- CARE seeks to 'Walk the talk' in by ensuring that gender balance in staffing. Currently 50% of management staff are female, there is a gender balance at the community facilitator level, but CARE has not succeeded in achieving gender balance in project management staff.
- Creating women-friendly working environments and incentives (such as supportive breast-feeding policies) - but it remains difficult to recruit experienced female staff particularly for work in remote areas.

Box 11: Working with Government Poverty Alleviation Programmes: the work of CIDA

1. CIDA has a gender focal point who lobbies to bring gender issues into the PSNP, IPMS, and Rural Capacity Building Programmes.
2. Gender is not high in the agenda of CIDA's partners, particularly in Food Security Directorate, which lacks a gender focal point. CIDA pays the salary of a gender technical assistant in the Directorate, but this person lacks strong decision-making capacity within the hierarchy.
3. CIDA assigns one or two gender focal persons to each of the programmes it funds.
4. CIDA supports the development of guidelines and tools that help to mainstream gender.
5. The Rural Capacity Building Programme works to build the capacity of Agricultural TVET. CIDA provides Technical Assistance and capacity building training.

8.4. Discussion

Gender mainstreaming is being taken seriously at a policy level in Ethiopia. The following points and recommendations can be made:

At the institutional level, gender units or focal points are positioned low in the hierarchy. They tend to be a small section, or individual, within a department. They are unable to influence planning, and find it difficult to influence other departments. For this reason capacity development on gender mainstreaming is not enough. Gender mainstreaming has to be led by the director level, right at the top. They can ensure that gender mainstreaming is taken seriously at all levels and is built into planning. To achieve results, it is necessary to focus on building commitment, accountability (including an M&E system), political will (which will involve setting aside sufficient human and financial resources, gender responsive budgeting) and the development of an enabling organizational culture.

Top management require short, focused, evidence-based courses on gender issues. The aim should be on making a case for gender rather than build skills on gender issue. Why care: if not this is what you lose. At the highest levels, people want to see figures. They need the empirical data to show that not taking into account gender results in a loss of agricultural productivity. In order to succeed you need huge financial resources, you need to empower the coordinating mechanisms before any proposals get out, and you need to work with other departments.

The main difficulty is that reliable statistics to help guide decision-making are lacking. This can be tackled. In Kenya, for example, the World Bank is working with other stakeholders to address the country's shaky database. The Kenya Agricultural Productivity and Agribusiness Project (KAPAP), currently underway, is developing a survey instrument in close partnerships with ASCU which will be focused upon the gender issues in agriculture and rural development. Whilst the survey will be organized at household level, modules are being developed with associated ministries that can be added at low cost. Modules under development include water, climate management, household energy, financial instruments, and transportation. The aim is to get as many ministries as possible to buy into the process and thus contribute to the development of a sector wide approach to gender in agriculture and rural livelihoods. The information will be used to design mitigation measures in KAPAP and it will influence ASCU's work, currently underway, on a Gender Strategy.

At the programme level, it is necessary to clarify the gender issues: who is affected and why. Programme design needs to develop objectives that are gender focused. Accountability is critical. M&E systems need gender sensitive indicators on activities, outputs and outcomes. They need to be able to tell stories rather than provide just figures. What difference did we make? How did we change people's lives?

At this level gender mainstreaming must be attached to tangible activities. Isolated gender units writing indicators will not work. They will be too complex and may not be relevant to your programme. It is necessary to start by identifying the gaps and then deciding which gaps to address, and how. From there, targets can be set to enhance the livelihoods of women and men, and to close the gender gap.

Annex 1: Fieldwork Timetable

Date	Time	Person/Place	Remarks
Sunday 24th January			
Morning	7am	Cathy	Cathy arrives 07.05 from UK with Ethiopian Airlines ET701
Afternoon			
Evening	5 pm 7 pm	Cathy and Tamene	Cathy and Tamene meet and discuss programme Cathy and Tamene fly to Bahir Dar
Monday 25th January: Bahir Dar			
Morning	9am	Ato Desalegne Ayal, SARDP Finance and Administration Head Ato Abebawu Getachew, Monitoring and Evaluation TA Ato Ahmend Yimam, Programme Officer	Meet with SARDP staff Arrange vehicle and settle per diem and vehicle cost issues
	9:30am		
	11:30am	Habtamu Segahu, Head of Gender Mainstreaming Department	Bureau of Women Affairs
	1 pm	Lunch	
Afternoon	2pm	Ato Zegeye Bante, Urban Credit Officer Wr. Saba Berhie, Gender Department ACSI	Meeting at Amhara Credit and Saving Institute (ACSI), women are the main beneficiaries
	3:30pm	Ato Eshetu Abtew, Credit Officer and Sida Focal Person	Amhara Small and Micro Enterprise Agency (ASMEA) Currently implementing Enterprise Development Facility (EDF) for promoting agric and non-agric enterprises at pilot level based on guarantee loan arrangement. Women are the main beneficiaries. There are EDF beneficiaries at Worreda level, including Debay Tlatgin, at East Gojjam.
	4:30pm	Ato Tilahun Ayalew, Regional Director	Amhara Women Entrepreneurs Association
Evening			Analyse Findings/Write up
Tuesday 26th January: East Gojjam			
Morning	6am	Departure to Debre Marcos	East Gojjam, Breakfast at Debre Marcos
	10am	Wr. Wubitt Shiferaw, Gender TA Dr Yitbarek Semaene, Agriculture and Natural Resource Management TA	East Gojjam SARDP Staff
	12am	Arrive at Debre Yesus Kebele Administration	Debay Tlatgin district (50 km from Debre Marcos, Zone capital of East Gojjam)

Date	Time	Person/Place	Remarks
Afternoon	2pm	Meeting with 19 women	Other participants included the WWAO head and expert, the local Development Agent and the chairperson of the local administration
	3pm	Visit farm of one woman	
	4pm	Departure to Addis Ababa	
Evening	8:30 pm	Arrival in Addis Ababa	Analyse findings while driving to Addis Ababa
Wednesday 27th January: Addis			
Morning	9am	Mr Marc Steen	SNV, Head, Value Chain Development
	11am	Ato Sorssa Natea, Officer Ms Florence, Manager	Rural Economic Development and Food Security (REDFS) Working Group Secretariat in MoARD
Lunch			
Afternoon	1 pm	Wr Seblewongel Deneke Wr Senait Seyoum	CIDA-ECCO Gender Advisor CIDA-ECCO Food Security Advisor
	3 pm	Wr Nigist Shiferaw	Send a Cow. Ex Gender TAs to SARDP. Tadelech Debebe not available but returned semi-structured questionnaire
	4pm	Mr Håkan Sjöholm Cathy, Tamene	Programme Management Advisor and Team Leader Analyse Findings/Write Up
Thursday 28th January: Addis			
Morning	9 am	Ms Philipa Hadan, Food Security and Rural Livelihoods Programme Manager Ms Haimanot Mirtneh, Social Development Advisor/ Gender Mr. Michael Giggins, Junior Professional Intern Ms Abby Maxman, Country Director	Irish Aid, Embassy of Ireland
Afternoon	11am	HOTEL, Cathy, Tamene	CARE Ethiopia Prepare Country Report
Friday 29th January: Addis			
Morning		HOTEL	Prepare Presentation of Findings for Swedish Embassy
Afternoon	12	Ms Ann Louise Olafsson, First Secretary	Presentation and Discussion of Key Findings
	15	Swedish Embassy	Continue preparation of Country Report including Feedback from Swedish Embassy
Evening			
Saturday 30th Jan	10		Cathy departs to Kenya Nairobi at 10 am with Ethiopian Airlines ET801

Annex 2: People Met

Name	Organization	Position
Bahir Dar		
Håkan Sjöholm	SARDP	Programme Management Adviser and Team Leader
Ato Desalegne Ayal	SARDP	Finance and Administration Head
Ato Abebawu Getachew	SARDP	Monitoring and Evaluation TA
Ato Ahmed Yimam	SARDP	Programme Officer
Habtamu Segahu	Women's Affairs Bureau	Head of Gender Mainstreaming Department
Ato Zegeye Bante	Amhara Credit and Saving Institute (ACSI)	Urban Credit Officer
Wr. Saba Berhie	Amhara Credit and Saving Institute (ACSI)	Gender Department
Eshetu Abteu	Amhara Small and Micro Enterprise Agency (ESMEA)	Credit Officer and Sida Focal Person
Tilahun Ayalew	Amhara Women Entrepreneurs Association	Regional Director
East Gojjam		
Wr. Wubit Shiferaw	East Gojjam SARDP	Gender TA
Dr Yitbarek Semaene	East Gojjam SARDP	Agriculture and Natural Resource Management TA
Addis Ababa		
Ann Louise Olofsson	Embassy of Sweden	First Secretary, Development Cooperation
Marc Steen	SNV	Head, Value Chain Development
Sorssa Natea	Rural Economic Development and Food Security (REDFS) Working Group Secretariat in MoARD	
Florence Rolle	Rural Economic Development and Food Security (REDFS) Working Group Secretariat in MoARD	
Seblewongel Deneke	CIDA-ECCO	Gender Adviser
Senait Seyoum	CIDA-ECCO	Food Security Adviser
Nigist Shiferaw	Send a Cow	Ex SARDP Gender TA
Philippa Hadan	Irish Aid, Embassy of Ireland	Food Security and Rural Livelihoods Programme Manager
Haimanot Mirtneh	Irish Aid, Embassy of Ireland	Social development adviser/gender
Michael Giggins	Irish Aid, Embassy of Ireland	Junior Professional Intern
Abby Maxman	CARE Ethiopia	Country Director

Annex 3: Case Study on the IFAD Microfinance and Technical Support Project (MFTSP), Bangladesh¹⁷

Overview of Women and Participation in Value Chains in Bangladesh

In Bangladesh, men are at liberty to travel as far as Dhaka from outlying regions in pursuit of a livelihood, for example middlemen travel constantly in pursuit of farmgate sales in various villages and from thence undertake lengthy journeys to the capital. In contrast, rural women generally pursue strategies with a strong geographic focus, with the main locus being the household. Such strategies include the maintenance of a few dairy cows, goats, poultry keeping, vegetable gardens and embroidery, all of which, if they remain very small in scope, are manageable in a working day.

Women as Farmers

Very few women have access to key productive assets in their own right, most notably land. Widows and divorcees feature highly among the most poor since they lack the male intermediaries required for access to productive assets and market transactions. Homestead-based activities that do not require land represent a constructive way of working with women's limitations within prevailing norms. Awareness-raising activities on women's legal rights regarding inheritance and on women's leasing rights to common property or natural resources e.g. Government land, water bodies (beel, haor, baor), forest etc. can help to challenge those norms.

Women are responsible for all household tasks, including childcare and food preparation. Given the low level of technology such tasks are time-consuming and reduce the absolute time available for income-generation. Supporting women through the provision of labour-saving devices such as improved cook-stoves, biogas digesters etc. will enable women to devote more time to income generation activities, as well as to leisure.

Small livestock and vegetables are commonly regarded as women's assets. Projects focusing on these will not have to contend with legitimacy or challenging women's gender roles, but may find difficulties in up-scaling. For example, restrictions on women's mobility beyond the surroundings of the home tend to reduce the absolute number of large livestock – such as cattle – that they can handle to an average of 1–3. Small enterprises located close to the house, or linking enterprises owned by several women, may suit women better. Promoting short value chains may help to concentrate knowledge and money among women in a particular locale, thus improving value chain governance. Establishing value addition facilities locally, for example in processing of fruit and vegetables, or sweetmaking units using milk produced at home, can help generate more income.

Women as actors at other nodes in the value chain

In Bangladesh, women are constrained by social norms that restrict their movement into 'male' spaces. These spaces include virtually all vending and purchasing activities that take place in village markets. Women who do enter the market are stigmatized as destitute or as 'bad women' – a study prepared by CARE shows that widows, divorcees and with disabled husbands form the majority of those that brave the taunts of male vendors and customers. The few women that engage in trade typically sell jewellery and clothing from within shuttered shops, rather than agricultural produce. The net effect is to deny women engaged in agricultural value chains the gains of value addition that comes from forward

¹⁷ Farnworth, C.R., to be published later this year by IFAD as part of a longer document.

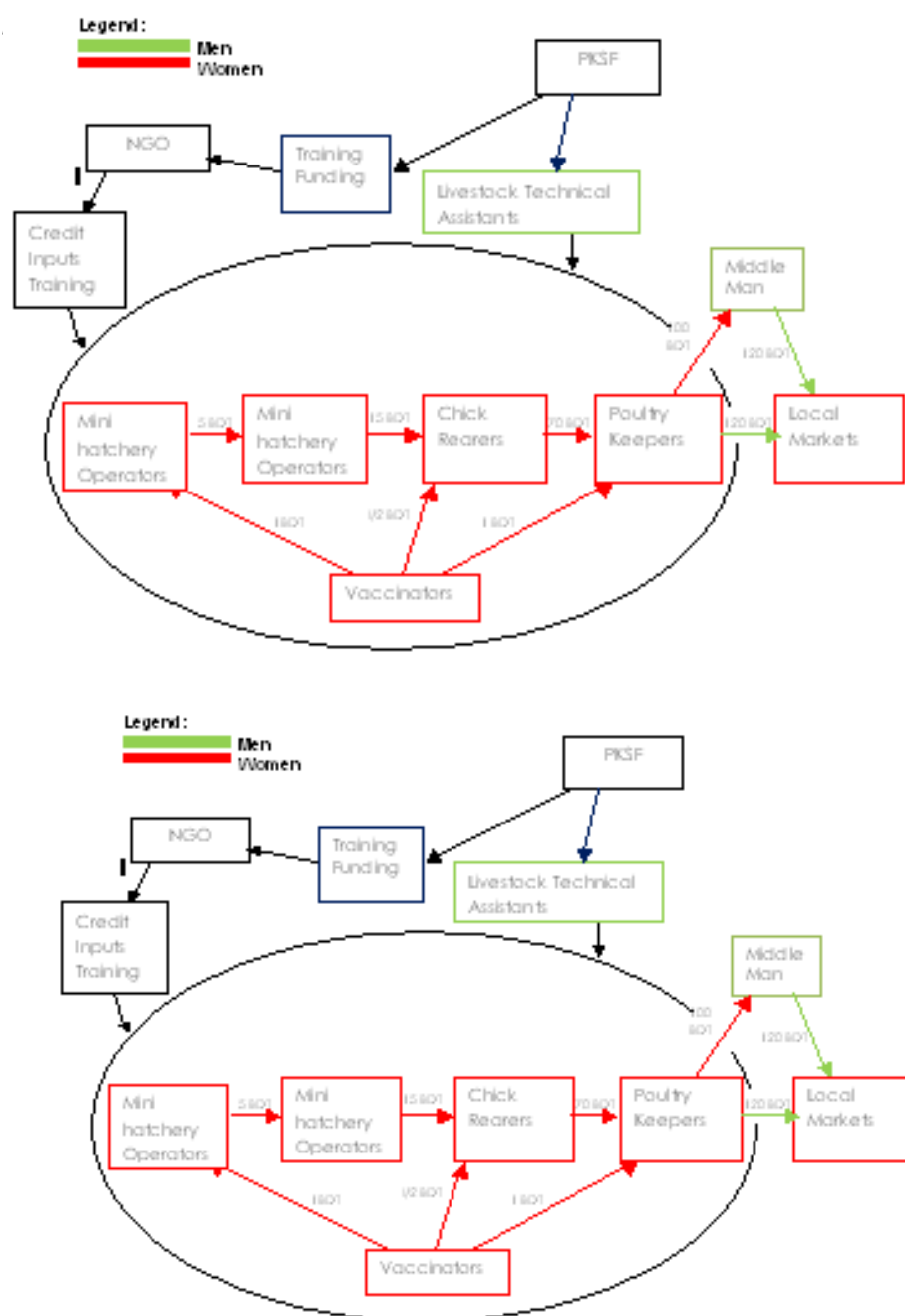
market linkages. A useful way of enabling women to benefit from value addition is to involve them in post-harvest processing. The Sunamganj Community-Based Resource Management Project (SCBRP) has a component that trains women to prepare pickles, puffed rice, dried fish and other products for both home consumption and market sale.

The MFTSP Approach: Creating a Value Chain from Scratch

In the MFTSP approach to developing the poultry value chain the activities that a single woman might perform with respect to backyard poultry production have been disaggregated into a set of clearly distinguishable activities. Actors have been created for each activity and specialized training delivered to each: model poultry breeders, mini hatchery owners, chick rearers and poultry keepers. Value has been added through (a) commercializing the transactions between each node, and (b) improving the genetic material, thus raising overall income levels for each actor.

In this way, a female income stream has been generated for the household. This raises overall household income in households where every Taka (basic unit of Bangladesh currency) counts. Consensus exists that although social norms dictate that men are responsible for supporting the family economically, poverty levels have meant that women are frequently seen as a burden – literally an extra mouth to feed. Assisting women to earn monies has brought about more equitable roles and relations in the household, recognition of women's contribution to the household economy, and generally an important increase in the status of women, both within the household and indeed within the village. Figure 1 was developed after studying the MFTSP (Microfinance and Technical Support Project) value chain in Bangladesh, an IFAD project that specifically intended to develop women-centred value chains (IFAD Mission, June 2008).

Figure 1: The MFTSP Poultry Value Chain



PKSF – Palli-Karma Sahayak Foundation (Government Partner). The oval shows the influence of the NGO on the value chain

Figure 1 shows the gender of the actor at each node, and also the gender of the person typically making the transaction between nodes. Apart from the final interface with the market, the transactor is female. The financial value of each transaction, shown in the diagram, is prescribed in advance by the project implementation team, thus ensuring transparency. Mini-hatchery owners buy fertile eggs from other project participants who run small parent farms in confined production conditions. The parent lines are Fayoumi females and Rhode Island Red males. After hatching, the mini-hatchery sells day-old

Sonali chicks to chick rearing units. After 8 weeks the CRU sells the young birds to another category of project participants, poultry keepers, who keep poultry for egg production and for sale to the market.

This diagram does not provide an indication of actual profits at each node; this should be definitely be done to capture changes in distributional gains along the chain. Importantly, the project beneficiaries tended to discuss costs and returns in terms of the original loan received and the overall selling price of the product. They did not calculate their production or labour costs, or discuss opportunity costs. Roughly, the selling price was twice as high as the original loan. Capacity development in calculating profit and loss is necessary.

The MFTSP has been successful in targeting women because it has created a value chain that is geographically limited, trained women to be specialized actors at well-defined nodes in the chain, and added value by upgrading and managing gene flow (improved poultry/cattle/goats). The level of technology is appropriate – the mini-hatcheries are easy to build and manage, and yet are sophisticated in design. Further success factors include the fact that the project specifically set out to reach women and the most poor, and it benefited from committed staff both within government departments, and in the implementing organizations.

Annex 4: Working with Indigenous Technical Knowledge (ITK)¹⁸

Traditional and local knowledge constitutes a vast realm of accumulated practical knowledge that decision makers cannot afford to overlook if development and sustainability goals are to be achieved. In numerous cases traditional and local AKST in collaboration with formal AKST and support services is empowering communities, maintaining traditional cultures and diets while improving local food sovereignty, incomes, nutrition and food security. Partly because the innumerable but diverse innovations resulting from local and traditional AKST are hard to present as statistical data they typically are overlooked, undervalued and excluded from the modeling that often guides AKST decision making. Local and traditional agricultures work with genetic material that is evolving under random mutation, natural and farmer selection and community management. Local and traditional strategies for in situ conservation can be highly effective in managing the viability and diversity of seed, roots, tubers and animal species over generations. The diversity gives local options and capacity for adaptive response that are essential for meeting the challenges of climate change. Mobilizing these capacities in collaboration with formal science can generate AKST of more than local significance. Robust evidence indicates that it is the form of collaboration that determines the effectiveness of the resulting AKST in terms of development and sustainability goals.

Technical developments that assume, rather than test, the superiority of external knowledge and technologies in actual conditions of use, are typified by Transfer of Technology models of research-extension-farmer linkages. Formal research agencies and universities have lagged behind in developing criteria and processes for research prioritization and evaluation that go beyond conventional performance indicators to include a broader range of criteria for equity, environmental and social sustainability developed by traditional people and local actors. Decision making processes in and the governance of formal institutes of science and research generally have excluded representatives or delegates of traditional peoples, poor local communities or women who only in exceptional circumstances have had a voice on governing boards, impact assessment panels, advisory councils and in technology foresight exercises. Their inclusion has required deliberate and sustained processes of methodological innovation, institutional change and capacity development.

¹⁸ Source: IAASTD.

Annex 5: References

- Bardasi, E. C., Blackden, M., Guzman, J.C., 2007. *Gender, entrepreneurship, and competitiveness in Africa*. Chapter 1.4 of Africa Competitiveness Report, 2007. Washington, DC: World Economic Forum Bank, and African Development Bank. www.weforum.org/en/initiatives/gcp/Africa%20Competitiveness%20Report/2007/index.htm.
- CIDA Powerpoint Presentation on Gender Mainstreaming in IPMS: CIDA-GE Meeting. December 3–4, 2009. Addis Ababa. Demessie, S. (2009) Increasing the Participation of Women For Sustainable Development and Growth in ANRS
- Demessie, Shashi, 2003. *Women's Access to Land During Land Redistribution in the Amhara Region*. Workshop Paper. Women and Land in Africa: Culture Religion and Realizing Women's Rights. Wanyeki L.M. (ed). Zed Books 2003. Cited in Action Aid (2008) 'Securing women's right to land and livelihoods: a key to ending hunger and fighting AIDS'. Research and writing by Nancy Kachingwe with contributions from Marta Montesó Culell, Marta Antunes, Anne Jellema, Neelanjana Mukhia and Aditi Sharma.
- Ethiopia Decision on Contribution 15 months phase-out (unpublished).
- Farnworth, C.R., Jiggins, J., 2006. *Participatory plant breeding and gender analysis*. Cali (Columbia): PRGA.
- Farnworth, C.R., 2008. Module 5: *gender and agricultural markets*. In: Gender in agriculture sourcebook. World Bank. <http://worldbank.org/genderinag>
- Farnworth, C.R., 2004. *Creating Quality Relationships in the Organic Producer to Consumer Chain: from Madagascar to Germany*, Published Doctoral Dissertation, Agraria 483, Swedish University of Agricultural Sciences, Uppsala (ISBN 91-576-6757-8).
- Gurung, C., 2006. *The role of women in the fruit and vegetable supply chain in Maharashtra and Tamil Nadu India: the new and expanded social and economic opportunities for vulnerable groups task order under the Women in Development IQC*. Washington, DC: USAID.
- IAASTD sub-Saharan Africa Report (SSA) *Summary for Decision Makers*. www.agassessment.org
- International Assessment of Agricultural Knowledge, Science and Technology for Development (IAASTD) (2008): *Synthesis report with executive summary: a synthesis of the global and sub-global IAASTD reports*. Edited by Beverly D. McIntyre, Hans R. Herren, Judi Wakhungu, and Robert T. Watson.
- Sen, A.K., 1998. *The living standard*. In: Crocker, D.A., Linden, T. eds. *Ethics of consumption: the good life, justice, and global stewardship*: 287-311. Oxford: Rowman & Littlefield Publishers, Inc.
- Sen, A.K., 1990. *Gender and cooperative conflicts*. In: Tinker, I. ed. *Persistent inequalities*. Oxford: Oxford University Press.
- Shiferaw, Nigist, no date. *Handover Report to SARDP*.
- Shiferaw, Wubit, Bekele, Kalkdan, no date. *Gender Mainstreaming: the SARDP Way*.
- Sida-Amhara Rural Development Programme, SARDP III, 12 March 2009. *Final Phase Out 1 April 2009–30 June 2010* (Memo).
- Tengnäs, Bo; Poluha, Eva; Seán Johnson; Demissie, Sosen; Fekade, Yared Mandefro, 2009. *Sida Amhara Rural Development Programme (SARDP) 1997–2008*.

World Bank, 2005. *Gender and 'shared growth' in sub-Saharan Africa. Briefing notes on critical gender issues in sub-Saharan Africa 2005-1*. Washington DC: World Bank. Available at <http://siteresources.worldbank.org/EXTABOUTUS/Resources/GenderGrowth.pdf>.

Personal Communications with the Researchers cited in this Report

Dorothy Hamada, Florence Rolle, Nigest Shiferaw, Wubit Shiferaw, Marc Steen

Semi-Structured Questionnaires were completed by

Tadelech Debele, Dorothy Hamada, Nigest Shiferaw, Wubit Shiferaw
The completed questionnaires were used to inform the analysis.

Bibliography to this Study

- Gender Aware Approaches in Agricultural Programmes: (Sida Evaluation 2010:3)
- Gender Aware Approaches in Agricultural Programmes – International Literature Review: (UTV Working Paper 2010:3)
- Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report (UTV Working Paper 2010:4)
- Gender Aware Approaches in Agricultural Programmes – Kenya Country Report (UTV Working Paper 2010:5)
- Gender Aware Approaches in Agricultural Programmes – Mozambique Country Report (UTV Working Paper 2010:6)
- Enfoques de Género en los Programas de Agricultura – Informe en Nicaragua (UTV Working Paper 2010:7)
- Gender Aware Approaches in Agricultural Programmes – Zambia Country Report (UTV Working Paper 2010:8)

UTV Working Paper

- 2010:1 Gender Equality in Swedish Development Cooperation
Annex IV: Ethiopia Country Report**
Gabriela Byron, Mulunesh Woldemariam
Secretariat for Evaluation
- 2010:2 Gender Equality in Swedish Development Cooperation
Annex V: Kenya Country Report**
Charlotte Örnemark, Pauline Nyamweya
Secretariat for Evaluation
- 2010:3 Gender Aware Approaches in Agricultural Programmes – International Literature Review**
Ambra Gallina
Secretariat for Evaluation
- 2010:4 Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report
A special study of the Sida-Amhara Rural Development Programme (SARDP III)
and the work of selected agencies in Ethiopia.**
Cathy Rozel Farnworth, Tamene Hailegeorgis Gutema
Secretariat for Evaluation
- 2010:5 Gender Aware Approaches in Agricultural Programmes – Kenya Country Report
A special study of the National Agriculture and Livestock Extension Programme (NALEP II)**
Cathy Rozel Farnworth, Marceline Obuya
Secretariat for Evaluation
- 2010:6 Gender Aware Approaches in Agricultural Programmes – Mozambique Country Report
A special study of the National Agricultural Development Programme (ProAgri II)**
Ambra Gallina, Catarina Chidiamassamba
Secretariat for Evaluation
- 2010:7 Enfoques de Género en los Programas de Agricultura – Informe en Nicaragua
El caso del programa Fondo de Desarrollo Agropecuario (FondeAgro)**
Ambra Gallina, Lola Ocón
Secretariat for Evaluation
- 2010:8 Gender Aware Approaches in Agricultural Programmes – Zambia Country Report
A special study of the Agricultural Support Programme (ASP)**
Cathy Rozel Farnworth, Monica Munachonga
Secretariat for Evaluation
- 2010:9 How Basic Community Infrastructure Works can Trigger Livelihood Improvements
and Good Governance
Personal notes on a validated model integrating socio-economic progress
and democracy development in poor urban areas**
Pierre Frühling
Department for Conflict and Post-Conflict Cooperation,
Team for Regional cooperation Latin America and the Caribbean



Gender Aware Approaches in Agricultural Programmes – Ethiopia Country Report

This study is part of the evaluation project on Gender aware approaches in agricultural programmes. The purpose is to increase understanding of how Sida's development assistance in agriculture should be designed, implemented and funded to ensure that female farmers are reached, that their needs as producers are met, and that they are able to benefit from the support to achieve a positive impact on their livelihoods. The Ethiopia Country Study of the Sida-Amhara Rural Development Programme III (SARDP III) is one of the project's five country case studies.

SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Address: SE-105 25 Stockholm, Sweden.

Visiting address: Valhallavägen 199.

Phone: +46 (0)8-698 50 00. Fax: +46 (0)8-20 88 64.

www.sida.se sida@sida.se

