Federal Ministry
for Economic Cooperation
and Development

CIMMYT MR
International Maize and Wheat Improvement Center

Policy Brief

December 2017

Gender Mainstreaming in the
Ethiopian Agriculture Sector

Key Messages

- Although gender mainstreaming is a national strategy it is inconsistently implemented.
- The collection of sex disaggregated data, working with women's organizations and supportive leadership is going well.
- All stakeholders require greater inter and intra sharing of lessons and best practice to improve the gender orientation of the agriculture sector overall.
- Supportive leadership, partnering with women's organizations, gender budgeting, internal reflection/ sharing, and accountability are essential for successful gender mainstreaming.

What is gender mainstreaming?

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making women's as well as men's needs, priorities, concerns and experiences an integral part of the planning, implementation and monitoring and evaluation processes.[1]

Methodology

Over 45 stakeholders were selected using purposive sampling from members of Ethiopia Network for Gender Equality in Agriculture Sector and snowball sampling for the first round of interviews. The data was transcribed, translated into English (where necessary), and thematically coded. Accordingly, 12 gender mainstreaming elements were identified that stakeholders highlighted as being important to their gender mainstreaming practice. A self-assessment template was developed along with follow up questions asking for specific details related to the elements. Twenty-three stakeholders conducted the self-assessment during the follow up interview and only the results for government (6) and non-government (10) organizations are presented here.

Why is gender mainstreaming important?

Since 1995 gender mainstreaming is a global strategy to promote gender equality and women's empowerment, with the Government of Ethiopia reporting internationally on progress. The Ministry of Women and Children Affairs developed national gender mainstreaming guidelines in 2010[2] and in 2011 the Ministry of Agriculture and Natural Resources developed their own sector specific gender mainstreaming guidelines[3]. Moreover, Goal 5 of the internationally agreed Sustainable Development Goals aims to: Achieve gender equality and empower all women and girls.

Building on the success of the first national Growth and Transformation Plan (GTP I), GTP II includes the following strategic pillar: 'Promote women and youth empowerment, ensure their effective participation in the development and democratization process and enable them to equitably benefit from the outcomes of development.' Women's empowerment is also a cross cutting issue in GTP II, highlighting its importance to the Government of Ethiopia.

[1] MoFED (Ministry of Finance and Economic Development) 2012 National Gender Responsive Budgeting Guidelines: For Mainstreaming Gender in the Program Budgeting Process December 2012 Addis Ababa Ethiopia.

[2] MoWA (Ministry of Women Affairs) 2010, National gender mainstreaming guidelines, September 2010 Addis Ababa Ethiopia. http://www.mowcya.gov.et/documents/715111/0/Gender+Ministering+Guideline+English/b290eba6-ad45-465e-baa3-cab9a932ae12?version=1.0
[3] MoA (Ministry of Agriculture) 2011, Guidelines for Gender Mainstreaming in Agricultural Sector, October 2011 Addis Ababa Ethiopia. http://www.eap.gov.et/sites/default/files/Final%20GM%20Guideline%20for%20MoA%5B1%5D.pdf

Results by gender mainstreaming element

1. Focused learning on gender

Best practice has gender as an agenda item on all meetings/reviews, regular gender focused learning events and guidance is widely disseminated.
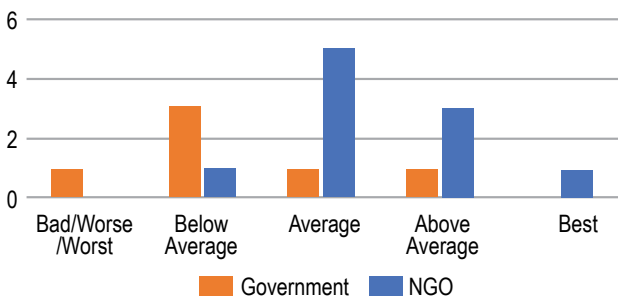
1.1 Encourages internal learning on gender
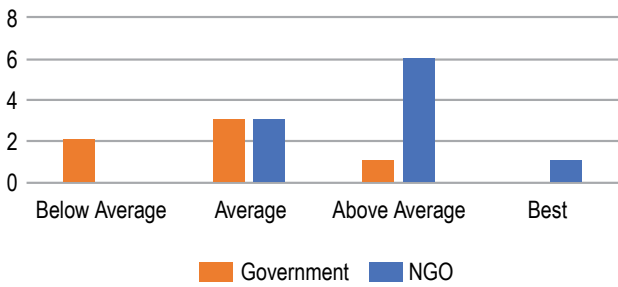
Government | NGO

1.2 Encourages learning with partners

Three out of six government organisations rated themselves as average, one was above average and one was rated worst. Three out of ten NGO rated average; five above average and two best.
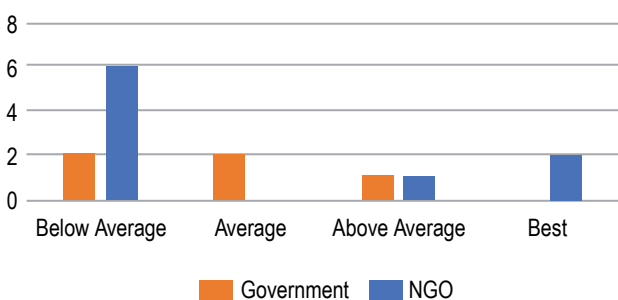
### 1.3 Develops gender knowledge products

Government | NGO

2. Affirmative action and workforce diversity

Despite a government proclamation mandating affirmative action for recruiting more women into the civil service, there is room to improve the gender sensitivity of organizations.

2.1 Workforce diversity is in place

Government | NGO

2.2 A multi-pronged approach has been implemented

Government | NGO
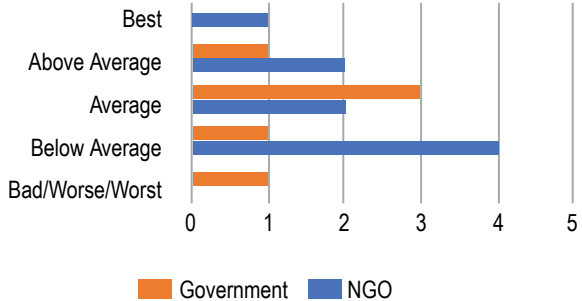
Examples of a multi-pronged approach includes: setting SMART targets and regularly reviewing progress, revised job descriptions, women-friendly recruitment, retention and promotion practices, competency based interviews, women's development programs, internship programs, and, remote post allowances for women.

2.3 Gender staff are paid on-par with others

Three out of six government respondents rated themselves as below average because staff responsible for gender are at a lower level than commensurable staff, two rated themselves above average and one was best. One out of ten NGOs rated themselves as average, six above average, two best and one rated not applicable.

3. Monitoring and evaluation, gender sensitive indicators and sex disaggregated data

Best practice collects and analyses all sex and age disaggregated data starting from baseline to impact. The data is used to inform planning, reporting and to benefit target groups.

3.1 Sex disaggregated data is always used

Five out of six government organizations were average and one was above average. Two out of ten NGOs were average, six were above average and two were best.

3.2 Gender sensitive indicators are used

Government | NGO
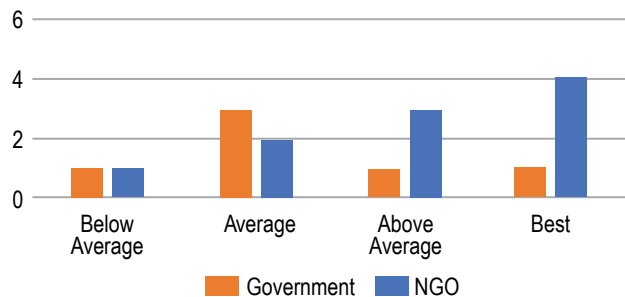
4. Systems for equal opportunity

Good practices included: gender policies, strategies and guidelines; gender action plans/ gender equality markers, sexual harassment /anti-discrimination policy, anonymous grievance mechanisms, flexible working arrangements, breast feeding corners and generous maternity/paternity leave.

4.1   Equal opportunity system is in place
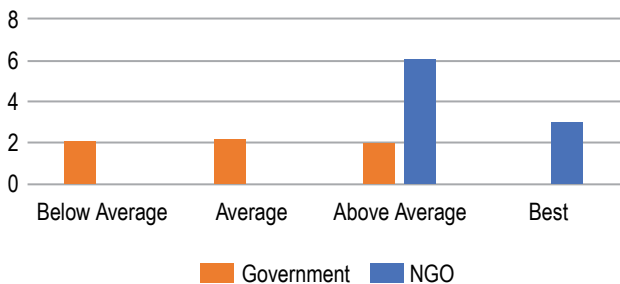
4.2   Equal opportunity is consistently implemented
Two out of six government organizations rated below average and four average. Seven out of ten NGOs rated average, one was above average and one was best.

4.3   Special provisions for female staff
One out of six government organizations was worst; two below average and two average. One out of ten NGOs was worst, one was below average, four average, one above average, and three best.

4.4   Gender is included in all human resource (HR) processes across the organization
Three out of six government organizations rated themselves as worst, two below average and one felt this was not applicable. Three out of ten NGOs rated themselves as below average, four average and three not sure, highlighting a lack of awareness around gender and HR.

5. Gender advisors / gender unit

Examples of best practices include: at least one gender advisor per bigger program and an organizational senior gender advisor; a gender unit /department /directorate with full staff and support from a headquarter gender lead or women's organization.

5.1   A well-equipped gender unit
One out of six government organizations rate worst, one below average, two average and two above average. One out of ten NGOs rated below average, two average, four above average and two best.

**5.2   A proportional number of gender advisers to organization size**
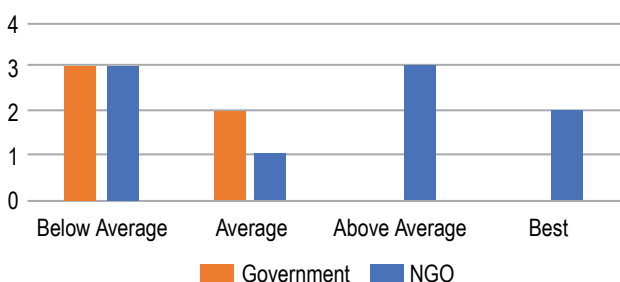
6. Gender budgeting

Gender budgeting involves allocating a set amount of funds to spend on gender focused activities. Best examples include: mandating a 10% minimum of all project funds to gender focused activities in all projects and from the organization's core funding.

6.1   My organization practices gender budgeting
Three out of six government organizations rated below average and three above average. One out of ten NGOs rated worst, two below average, two average, three above average and one best.

6.2   Gender unit or advisors have a budget that they control
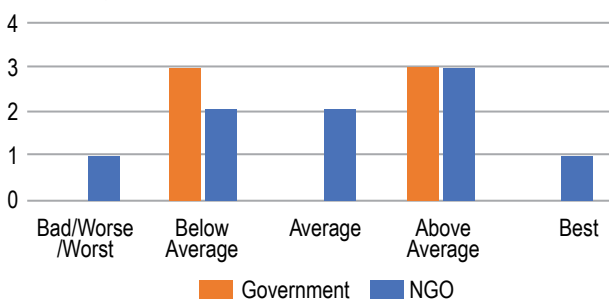
7. Gender training

Examples of best practice include: mentoring project field staff during implementation and proposal development, and offering gender induction to new staff, sectoral specific training programs, and awareness training, plus developing 'how to' guides.

7.1   All staff receive ongoing gender training
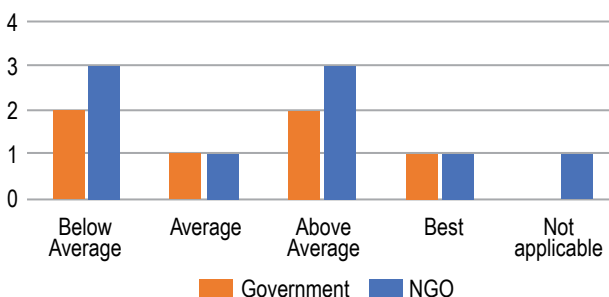
7.2   Gender advisors frequently engage with and mentor staff
Two out of six government organizations rated below average, three average and one above average. Two out of ten NGOs rated below average, two average, five above average and one not applicable.

7.3   We give gender training for our partners and beneficiaries
One out of six government organizations rated worst, one below average, two average and two above average. Two out of ten NGOs rated below average, one average, four above average and three best.

8. Gender analysis

Gender analysis should be done for all projects at the beginning and the findings should be used to inform project log frames and the country program.

8.1 We are mandated to do gender analysis at the beginning of all projects and this is used to inform project activities and log frame
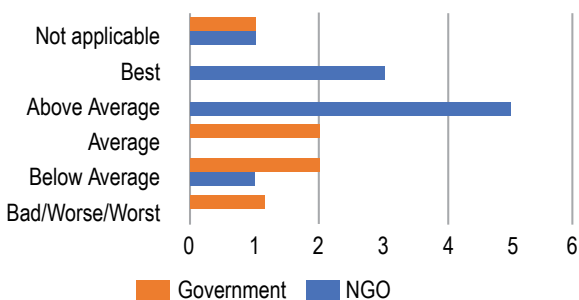

9. Gender Audit

Example of best practice includes conducting a gender audit at least every three years, developing an action plan to address audit findings and regularly monitoring progress and being accountable for advancement.

9.1 We do gender audits more than once and results are disseminated
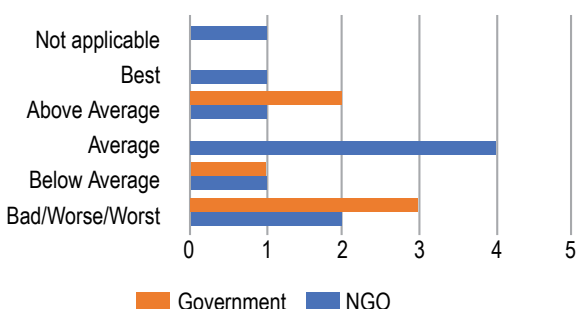
10. Gender transformative methodologies

Example of best practice includes aiming to address social norms by using at least one gender transformative methodology in a project, monitoring progress of the methodology, documenting impacts and sharing results with partners.
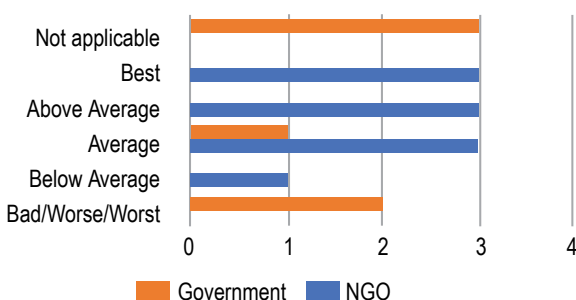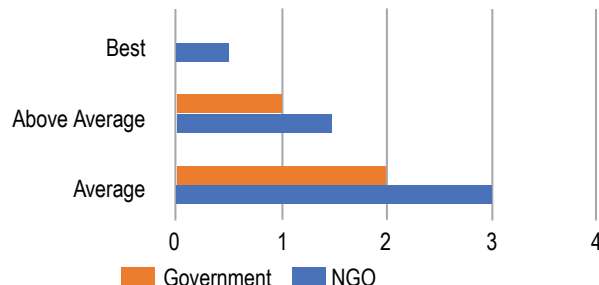
11. Partners with women's organizations

These partnerships may be financial or for information and collaboration only.

11.1 We have implementing partnerships with women's organizations

12. Supportive leadership

Examples of best practice supportive leadership includes: leaders requesting regular gender progress updates, pro-actively allocating funds, gives space to gender in meetings, has a zero tolerance for sexual harassment, develops policies for gender equality, presents gender results to policymakers and partners, exemplary/genuine support for gender equality.

12.1 We have supportive leadership at project and country program levels for gender equality
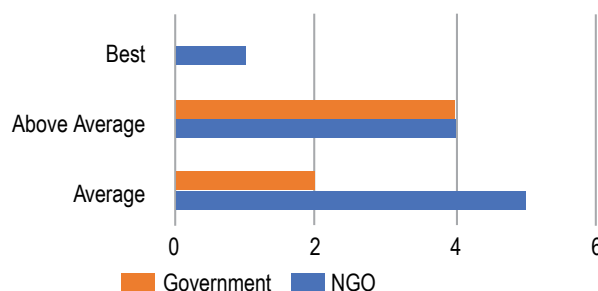
What should policy makers do?

- Become a leader for gender mainstreaming by establishing regular sectoral internal and cross-organizational learning forums and develop gender knowledge products.
- Monitor NGOs against their gender mainstreaming policies/commitments.
- Encourage government organizations that are profit making to mainstream gender.
- Review equal opportunity systems and develop a multi-pronged workforce diversity strategy with strong monitoring and accountability mechanisms. Include demonstrable gender leadership in promotion criterion.
- Adapt and scale gender transformative methodologies in the agriculture extension system to address unequal social norms that perpetuate gender inequalities.
- Review gender budget promises against actual expenditure and results and ensure gender units have funds.
- Conduct regular gender audits and annually review gender action plan progress.
- Mandate context specific gender analysis and develop guidelines/knowledge products from results.