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Ethiopian gender and agriculture stakeholder analysis



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Executive summary

The role of women in the agriculture sector is increasingly important for national food security. Gender equality appears in international, regional and national policy and legislative commitments. The GoE is committed to strengthening its approach to gender with dramatic recent changes. Prime Minister Abiy Ahmed appointed a slew of women to senior positions (including the first female president, defense minister and chief justice and 50 percent of his cabinet) at the end of 2018. Consequently, policymakers are demanding more gender-responsive data when it comes to agricultural research. This stakeholder analysis identifies several recommendations for improving gender in the Ethiopian wheat sector and by adopting a systemic view, many of the recommendations are relevant for the entire agriculture sector.

This stakeholder analysis was conducted to understand how key agriculture stakeholders incorporate a focus on gender in wheat research for development (R4D). For example, are gender and equity issues mainstreamed? However, due to the lack of wheat specific organizations, the scope was expanded to include organizations working in the agriculture sector that had incorporated gender into their approach in some form. The International Maize and Wheat Improvement Center (CIMMYT), implemented The Federal Ministry of Economic Cooperation and Development (BMZ) funded project “Understanding gender in wheat-based livelihoods for enhanced WHEAT R4D impact in Afghanistan, Pakistan and Ethiopia” to which this report is an output.

Strong leadership is needed to better mainstream gender in WHEAT R4D. The challenge of delivering the necessary changes in a patriarchal country cannot be underestimated. It will take courage, emotional intelligence, interpersonal skills and resilience. Building these skills in a cohort of female researchers and agriculture extension workers is a worthwhile investment that will deliver a return over the long term. There are enough voices pointing to consistent frustrations and systemic bottlenecks to suggest a focus on gender institutional strengthening is required.

The stakeholder interviews revealed that many agricultural projects and institutions in Ethiopia do not adequately consider gender. Gender is narrowly understood by stakeholders to be solely about increasing women’s participation in projects, and yet, women are often overlooked as farmers and contributors to agriculture. This inevitably perpetuates inequality as men continue to gain more access to project information and resources than women.

As part of the CGIAR consortium of international agriculture research institutes, CIMMYT partners with and works through national agriculture research institutes like EIAR. Neither EIAR nor CIMMYT partner with organizations that successfully and regularly empower women. The interviews uncovered seven successful methodologies being implemented to change gender norms. For wheat researchers, this is a missed opportunity to learn from and help improve the practice of gender mainstreaming in R4D. The capacity of EIAR’s researchers to understand how to integrate gender in their work needs strengthening. However, there is a lack of technical gender research support available in Ethiopia. Additionally, organizations have the tendency to use short-term gender consultants for technical inputs, which does not lead to sustained and systemic changes. More in-country gender researchers who can build trust and capacity are required.

Once the capacity and commitment of research institutes have improved, agriculture research institutes should focus on helping state-owned enterprises and the private sector improve their outreach to women by developing gender-friendly products and services. There is much work needed to improve women's market access to wheat innovations and wheat products, including gendered institutional reform. There is limited engagement between the private sector and women and excluded groups, and the private sector and gender advisers and researchers.

This report also considers other groups that are excluded from Ethiopian wheat research as part of adopting an intersectional approach to gender. The inclusion of minority or marginalized groups is not as common as gender considerations in wheat research. The Government of Ethiopia (GoE) has a disability policy, but agriculture programs and research centers do not mainstream disability issues and have not done any research on people living with a disability who work in the agriculture sector. The role of youth in agriculture is another area that warrants further attention.

Overall this report shows that the current approach to addressing gender and social equity in the agricultural sector is inadequate and piecemeal. New methods should be used that align with feminist approaches to research for these are better able to grasp the realities of different types of women, while also enabling researchers to learn and reflect on gender relationships. However, the EIAR has limited experience with qualitative, participatory and feminist methods, so it would be mutually beneficial to partner researchers with (I)NGOs that use transformative methods. CGIAR centers like CIMMYT and national agriculture research systems, such as EIAR, can potentially have a bigger impact on improving food security if they can better incorporate gender and social equity in WHEAT R4D.

This research found that for wheat scientists to better mainstream gender, they should align with the gender mainstreaming approaches of the GoE, allocate more funds toward gender research, build linkages with stakeholders who are transforming gender norms, experiment with transformative and feminist methods and participate in learning events and networks associated with gender to strengthen their expertise. This report concludes that it is possible to mainstream gender and social equity in Ethiopia's agriculture related R4D but given the lack of data, gender researchers, and knowledge products available, a "think/do tank", "lab" or large gender project is required to deliver the necessary systemic changes.

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List of acronyms

AAU	Addis Ababa University
ACDI/VOCA	Agricultural Cooperative Development International/Volunteers in Overseas Cooperative Assistance
ADB	African Development Bank
AGDI	African Gender Development Index
AGP	Agricultural Growth Program
AISCO	Agricultural Inputs Supply Corporation
ATA	Agricultural Transformation Agency
ATVET	Agricultural Technical Vocational Education Training Institute
AU	African Union
AU WGDD	African Union Women's Gender and Development Directorate
BMGF	Bill and Melinda Gates Foundation
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung
CAFOD	Catholic Agency for Overseas Development
CCRDA	Consortium of Christian Relief & Development Associations
CDA	Charity and Development Association
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CERTWID	Centre for Research, Training and Information on Women in Development
CIMMYT	International Maize and Wheat Improvement Center
CSA	Central Statistical Agency
CSOs	Civil society organizations
DFAP	Development Food Assistance Program
DFID	Department for International Development
DGGE	Donor Group on Gender Equality
DRRM	Disaster Risk Reduction and Management
DTMA	Drought Tolerant Maize for Africa
EDRI	Ethiopian Development Research Institute
EIAR	Ethiopian Institute of Agricultural Research
EU	European Union
EWAD	Environmental Women in Action for Development
FAO	Food and Agriculture Organization
FCA	Federal Cooperative Agency
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ICARDA	International Centre for Agricultural Research in the Dry Areas
ICSD	Integrated Seed Sector Development
ICRISAT	The International Crops Research Institute for the Semi-Arid Tropics
IDRC	International Development Research Centre
IFAD	International Fund for Agricultural Development
IFPRI	International Food Policy Research Institute
IGA	Income Generating Activities
IGA	Agriculturally Based Income Generating Activities
ILCUF	Irish League of Credit Unions Foundation
ILRI	International Livestock Research Institute
ILO	International Labor Organization
IWMI	International Water Management Institute
JP	Joint Program
JICA	Japan International Cooperation Agency
MIDROC	Mohammed International Development Research and Organization Companies

MoANR	Ministry of Agriculture and Natural Resources
MoE	Ministry of Education
MoFEC	Ministry of Finance and Economic Cooperation
MoH	Ministry of Health
MoWCA	Ministry of Women and Children Affairs
NEPAD	New Partnership for Africa's Development
NEWA	Network of Ethiopian Women Associations
NGOs	Non-governmental organizations
NPC	National Planning Commission
Nuffic	The Netherlands Organization for International Cooperation in Higher Education
OSSRESA	Organization for Social Science Research in Eastern and Southern Africa
PM	Prime Minister
PSNP	Productive Safety Net Program
RWABs	The Regional Women's Affairs Bureau
SAA	Social Analysis and Action
SDGs	Sustainable Development Goals
SIDA	Swedish International Development and Cooperation Agency
SIHA	Strategic Initiative in the Horn of Africa
SNNPR	Southern Nations, Nationalities and Peoples Region
SNV	Netherlands Development Organization
UEWCA	Union of Ethiopian Women Charitable Association
UN	United Nations
UNDAF	UN Development Assistance Framework
UNDP	The United Nations Development Program
UNECA	Economic Commission for Africa
UNESCO	The United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations International Children's Fund
USAID	United States Agency for International Development
VSLA	Village Level Saving and Credit Association
WAI	Women in Agriculture Index
WAD	Women's Affairs Department
WB	World Bank
WFP	World Food Program
WFPP	World Food Purchase Program
WISE	Women in Self-Employment

1. Introduction

Gender: is an intersectional category that can determine how people are treated. Gender is associated with socially constructed understandings of biology. Yet gender is not biology. Gender status interacts with other statuses such as race, religion, ability, marital status, etc to create opportunities and discrimination.

Gender is increasingly important in Ethiopia's agriculture sector, in both national policies and internationally. Gender equality is important for sustainability, to decrease unintended consequences of R4D projects and to improve agricultural productivity. Gender mainstreaming, therefore, is important to all organizations operating in Ethiopia's agriculture sector, including the private sector. Ethiopia's national Growth and Transformation Plan (GTP) II positions women and youth as a cross-cutting issue to be considered in all initiatives.

The GoE understands the importance of gender equality and has directed all ministries by proclamation no. 916 to address women's and youth affairs in policies, laws and development programs and projects (FDRE 2015). A number of ministries have developed gender-mainstreaming guidelines to assist with this process. According to the Ministry of Agriculture and Natural Resources (MoANR) Gender Mainstreaming Guidelines, gender mainstreaming is an approach or strategy that ensures:

- All development efforts are geared towards addressing the experiences, needs and priorities of both men and women at all levels.
- Developed outcomes benefit women and men equally.
- Gender disparities are not continued or made worse.

Germany's Federal Ministry of Economic Cooperation and Development (BMZ) commissioned a country-level stakeholder analysis to understand the relative position of key stakeholders with regard to mainstreaming gender and social equity in WHEAT R4D. Stakeholders are defined as all those agencies that have a role in mainstreaming gender and social equity in wheat research and development (and agriculture more broadly) in Ethiopia. The following questions guide the analysis:

1. Who are the main actors driving change for gender in agriculture?
2. What national collaboration opportunities and networks exist?
3. What promising practices and methodologies exist?
4. What are the main constraints for gender mainstreaming in the agricultural sector?
5. How does current research address gender and equity issues?

The report has three sections: Ethiopia-based actors working on gender and agriculture, current applied practice and research practice.

Given the increasing awareness of gender mainstreaming in Ethiopia's agriculture sector, this analysis provides timely information on which stakeholders are leading the way, which

stakeholders need more support and where systemic barriers to equality exist. As stated by the World Bank, a failure to recognize the roles, differences and inequities between men and women poses a serious threat to the effectiveness of the agricultural development agenda.¹

The report is structured as follows: the approach taken and sample, followed by three results sections. The first result section offers a description of the main stakeholders organized by category; the second covers applied practice findings (self-assessment results and promising practices); the third covers research and presents results from the EIAR gender audit and an on-line survey of CIMMYT. A conclusion and recommendations section follow and outline the need for systemic changes for gender equality to be achieved in the agriculture sector.

2. Approach

In 2016-7, CIMMYT conducted 47 stakeholder interviews. Stakeholders self-selected to participate in the research and then nominated a contact person for an interview. The selection and identification of sample organizations (both international and national) for this study was conducted through the following mechanisms:

- **Directory of Development Organizations of Ethiopia (Edition 2011).** The directory contains contact information for each organization working in the development sector. The list is out-of-date and many emails were not returned.
- **The Ethiopia Network for Gender Equality in Agriculture Sector.** At the time of the analysis, the network had 48 member organizations working on development programs with gender components. Some organizations had multiple listings because more than one person was interested in the network's membership. The final number of organizations contacted after removing duplicate entries was 20.
- **Purposively Sampled.** This analysis specifically selected some multilateral organizations in order to obtain diversified data. Chosen organizations include UN Women, Food and Agriculture Organization (FAO), Economic Commission for Africa (UNECA), World Bank Group, Bill and Melinda Gates Foundation (BMGF) and some government organizations based on their relevance to promoting gender equality in the agriculture sector.
- **Recommendations by Stakeholders (snowballing).** Stakeholders were asked during the interviews to describe the best program they had seen on gender equality in agriculture and to recommend other stakeholders to meet with (Table 1).

Table 1. Snowballing recommendations

Stakeholder	Recommendations for interviews
Addis Ababa University Gender Office	Center of Gender Studies and Organization for Social Science Research in Eastern and Southern Africa (OSSRESA)
Sasakawa Global	Organization for Women in Self Employment (WISE) & World Food Program (WFP) Purchase for Progress program
WISE	Union of Ethiopian Women Charitable Association

¹ World Bank (2008). Agriculture and Rural Development: Gender in agriculture sourcebook (English). Agriculture and Rural Development. Washington, DC: World Bank. Retrieved from <http://documents.worldbank.org/curated/en/799571468340869508/Gender-in-agriculture-sourcebook>

Agricultural Transformation Agency	Send a Cow
Federal Cooperative Agency	Agricultural Cooperative Development International/Volunteers in Overseas Cooperative Assistance (ACDI/VOCA), Pioneer Seed Ethiopia Plc
ACDI/VOCA	Agri Terra, Netherlands Development Organization (SNV) and CARE Ethiopia
CIMMYT	Agriculture Mechanization, Godisa Gobena; Ethiopian Seed Enterprise, Ethio Agri CEFT Plc. Self Help Africa

This methodology missed new development organizations and those with low profiles. If wheat was a small component of a project, it may have been overlooked by the contact point. Another limitation of this study is the sample size. With a bigger budget and more time, a more representative sample (government profit-making enterprises, universities, private sector, social enterprises, etc.) would have been possible. The research has an Addis Ababa bias and did not include regional bodies and research institutions.

The first section of results draws on data from an open-ended questionnaire (annex 2), documents on the institutions and their projects (collected during the interview) and a web review of additional facts. The interviews were recorded as MP3s on a voice recorder. The data was transcribed into a word document and then thematically coded in an excel spreadsheet.² This process revealed eight elements that are important to gender mainstreaming practices. A self-assessment template was developed from the eight elements, along with some brief follow-up questions. In the second half of 2017, gender advisers from 23 stakeholders conducted the self-assessment because it was clear from the first round of interviews that they had a much better understanding of their organization's approach to gender than non-gender experts. An oversight in the self-assessment was the omission of other CGIAR centers that have a gender person.

The second section presents the self-assessment data. The strength of the self-assessment method is that respondents know their context, programs, practice and experience better than external researchers. The limitation of the self-assessment method is that it is based on the personal and subjective judgement of a gender expert.

The third section collects data from a gender audit of EIAR.³ An online survey (one component of the EIAR audit) was also completed by CIMMYT Ethiopia staff and this data is also presented in section three. In addition, the author has lived and worked in the gender and agriculture space of Ethiopia for 2.5 years and attended many meeting and networking events. Thus, the author has also drawn upon participant observations while analyzing the data.

3. Results: Main actors

This section lists some of the main actors in the gender and agriculture space and their projects as well as donors and their interests.

² In some cases, respondents felt more comfortable speaking in Amharic, in which case the data was translated into English at the time of transcription.

³ See link for complete gender audit report and methodology: <https://repository.cimmyt.org/handle/10883/19679>.

3.1 Regional institutions with a gender focus

There are a number of regional offices based in Ethiopia that mainstream gender and have developed measurement indexes to monitor gender progress.

- **The African Centre for Gender (ACG)** at the Economic Commission for Africa (ECA) provides technical support to member states to address gender inequality and women's empowerment. It also facilitates the tracking and monitoring of gender commitments and declarations (UNECA n.d). The **African Gender and Development Index (AGDI)** was endorsed in 2004 by ministers responsible for gender equality and women's affairs (UNECA 2017). The AGDI is a composite index with two parts: i). The Gender Status Index measures relative gender inequalities based on readily-available quantitative indicators on education, health, income use, employment, access to resources and formal and informal political representation; ii). The African Women's Progress Scoreboard measures progress in women's empowerment and advancement in terms of adherence to legislation (e.g. CEDAW, and ILO conventions) (UNECA 2017). Twelve African countries have used the index so far, including Ethiopia.
- **Directorate of Women, Gender and Development, African Union (AU WGDD)** is mandated to design programs and strategies, oversee the development and harmonization of gender-related policies and support gender capacity-building (AU n.d). In 2009, the AU Gender Policy was adopted by the Assembly of Heads of State and Government, and the Fund for African Women was launched to support women's participation in the economy (AU n.d). The 2015 **Africa Gender Scorecard** was developed to help AU member states easily assess their progress on their gender commitments. The scorecard complements the AGDI but includes regional commitments such as the Solemn Declaration on Gender Equality in Africa and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women (African Union Commission 2015). The scorecard focuses on seven measures: health, education, politics and decision making, access to and ownership of land, access to credit, business and employment (African Union Commission 2015).
- **The African Development Bank (AfDB)** has a gender strategy called "Investing in gender equality for Africa's transformation 2014-2018" with three pillars: women's legal status and property rights, women's economic empowerment and women's knowledge management and capacity building. These include a range of indicators that aim to empower women in the agricultural sector, such as improving economic opportunities for women in the agro-industry and commercial agriculture, improving land and property registration systems to ensure equal access for women and improving access to and control over finances (AfDB 2014). The **Africa Gender Equality Index (AGE)** offers a snapshot of the legal, social and economic gaps between men and women and is intended to help decision-makers address some of the barriers faced by African women (AfDB 2015). The AGE Index measures gender equality through three dimensions and has a series of indicators: equality in economic opportunities, equality in human development and

equality in law and institutions.⁴ In 2015, the average score was 54.1 out of 100. Ethiopia ranked 15th in terms of economic opportunities, 49th in terms of human development and 17th in terms of laws and institutions. Ethiopia's final score was 51, placing it 31st out of 52 African countries participating in the index (AfDB 2015).

3.2 International organizations

There are three United Nations (UN) bodies working to help rural women in Ethiopia:

- **UN Women** is a UN body working to empower women and help governments mainstream gender equality. It is scaling up its focus on agriculture and women's economic empowerment. UN Women helps the GoE with gender-responsive budgeting, gender auditing and affirmative action. It deliberately invites and engages husbands in various workshops that discuss and reflect upon inequality and adopts a multi-sectoral approach. It implements a rural women clinic empowerment program, Women in Agriculture Index (WAI); Women Economic Leadership Program (for women-dominated cooperatives), Men Engagement Program via radio, Capacity building, and Gender responsive budgeting. These donors fund UN Women in Ethiopia: Switzerland, Norway and Sweden. It works with Federal Cooperative Agency (FCA), the Ministry of Finance and Economic Cooperation (MoFEC), MoANR, Ministry of Women and Children Affairs (MoWCA), Agricultural Transformation Agency (ATA), agriculture bureaus, education bureaus and livestock units as well as Civil Society Organizations (CSOs), FAO, International Fund for Agricultural Development (IFAD) and WFP.
- **Food and Agricultural Organization** has two gender-focused programs and focuses on cross-cutting issues such as nutrition, agriculture, social protection and gender. The FAO benefits women and their children through resolving nutrition problems, through providing families with milk cows and milk containers and programs related to backyard vegetable production, poultry production and the fattening of animals. It has a women's empowerment program and receives funds from UN Women, FAO, and Norway. Aside from donors, the FAO partners with IFAD, WFP, MoANR and MoWCA.
- **World Food Program** works to address food insecurity and uses gender analysis, mainstreams gender in all its programs and has gender-focused programs that target women. Those programs focus on reproductive health, social mobilization and rural women's economic empowerment. Donors in Ethiopia include United States Agency for International Development (USAID) and IFAD. The WFP uses community facilitators and community conversations to identify and solve traditional practices that negatively affect women and girls.

There is another UN entity that operates like a donor but only in the agriculture sector that should be mentioned here:

- **The International Fund for Agriculture Development** is a UN organization that gives agriculture grants to the government. It also funds some agriculture programs directly and invests in some R4D. It mainstreams gender throughout its programs. Its headquarters is very active in meta-analysis around gender.

⁴ Countries are scored in each of the three dimensions on a scale from 0 to 100, where 100 means perfect gender equality (AFDB 2015).

3.3 Main international donors

- **The Bill and Melinda Gates Foundation** seeks to improve the quality of life for billions of poor people across the globe. Gender is mainstreamed in everything the foundation does. The BMGF focuses on health, nutrition, agriculture, smallholder farmers and poverty reduction. The foundation's strategy on gender in agriculture is based on two approaches: mainstreaming gender in all activities as a cross-cutting issue and promoting investment around gender. The organization works closely with policymakers by promoting evidence-based policies through research or grants. It funds the ATA. The foundation is working on wheat in Ethiopia by focusing on wheat rust disease and the development of wheat seed varieties.
- **Global Affairs Canada** launched a new feminist development policy in 2018 to reach more women and girls. A country strategy is under development for Ethiopia, but the new policy holds hope for fixing the systemic gender barriers in the agriculture sector. GAC already funds a CIMMYT-led agriculture-nutrition R4D program. GAC also funds many other R4D programs, gender programs and women's organizations.
- **United States of America Aid** has a large Feed the Future agriculture initiative, which mainstreams gender and focuses on women's economic empowerment. The initiative uses the International Food Policy Research Institute (IFPRI) Women's Empowerment in Agriculture Index to measure progress. USAID funds a number of agriculture-related research for development programs. USAID has a gender champion meeting which involves regular meetings with the projects and organizations that they fund to share information and learning. Research findings could be more widely disseminated to help others learn from USAID initiatives.
- **The World Bank Group** mainstreams gender in its programs and mandates social assessments in all its loans and grants. It manages a large loan, the Agricultural Growth Program (AGP), which includes other donors and MoANR. The loan operates similarly to a sector-wide approach. The World Bank is also working with the GoE to include the female spouse's name on land registration certificates in line with Ethiopia's land law (2007) and proclamation (No 456/2005) that aims to increase women's rights and access to land. The World Bank is among donors to successfully influence GoE programs on food security and social protection to be gender responsive (E.G. AGP and PSNP). The government has learned many gender lessons from these programs that could be applied to other programs.

3.4 National machinery for gender equality

The Women's Affairs Office (WAO) within the Ethiopian Prime Minister's Office was created in 1992 and set the structure of women's institutional machinery at all levels of government. Women's Affairs Departments (WADs) were established in all ministries at the national level. Regional Women's Affairs Bureaus (RWABs) at the district level are responsible for providing gender mainstreaming guidance for all regional, zonal and *woreda*, or district, programs and plans (UN Women 2014).

This structure was replicated at the sub-regional, woreda and *kebele* levels.⁵ At zonal and woreda levels, the structure includes a unit to oversee and undertake relevant activities related to gender and women's projects and plans (AfDB 2004). The zonal-level offices usually play a coordination role between the RWABs and the woreda. The woreda offices work more closely with the communities and identify and address local needs (AfDB 2004). This process of regionalization has faced a number of challenges, including a lack of technical capacity for gender mainstreaming and a top-down approach. Development plans for women were not demand-driven and failed to recognize substantial variations across regions.

Since its creation, MoWCA has focused on mainstreaming gender across the sector ministries by producing guidance and tools, including the 2010 National Gender Mainstreaming Guidelines and the 2012 National Gender Training Manual. In 2012, the Ministry of Finance and Economic Development (MoFED), developed gender-responsive budgeting guidelines, which mandated that all national budgets have to be gender-responsive. MoWCA also works with the WADs of different ministries. However, stakeholder interviews suggest that information is abstracted from these units for reporting purposes only and very little information comparing Ethiopia to other countries filters back to the WADs.

3.5 Agriculture-specific gender equality structure

The agriculture sector follows a gender mainstreaming structure that is similar to the national structure. The gender machinery within the agricultural sector faces several constraints. The MoANR WAD has twelve staff but minimal budget. Responsibility for gender mainstreaming is not well articulated within the ministry since it is not translated into gender-responsive planning, monitoring and evaluation (see Box 1). In reality, gender is wrongly equated to women's participation and gender mainstreaming is considered to be solely a WAD task.

Box 1: Main gaps in MoANR accountability structures and institutional capacities for gender mainstreaming

- Lack of participatory monitoring and evaluation; beneficiaries are not involved.
- Systems for assessing beneficiary satisfaction with services are not well developed.
- Staff have limited knowledge and understanding of how to carry out monitoring and evaluation to assess progress in achieving gender equality; they believe evaluation to be a test of performance. There is more emphasis on writing progress reports than on learning from monitoring and evaluation.
- There is a bias toward using quantitative data and a lack of understanding that qualitative data can provide insights into why a policy is, or is not, working.
- Baselines are often not established and gender-neutral indicators are used.
- High staff turnover limits capacity for effective monitoring and evaluation.

Source: MoANR 2016b

The **Ethiopian Agricultural Transformation Agency** was established in 2011 by GoE to address “systemic bottlenecks” in the agriculture sector, including gender. ATA is funded by the BMGF. A large part of ATA's agenda is to support and enhance MoANR's capacities and promote sharing knowledge among partners (MoANR and ATA 2014). ATA reports to the transformation council,

⁵ Ethiopia is a federal republic with five administrative tiers: federal, regions, zones, *woredas* (districts), and *kebeles* (peasant associations) (World Bank and IFPRI 2010).

which is chaired by the prime minister. The ATA has a Gender Equality Program aligned with the GTP II. ATA supports gender mainstreaming in the following ways:

- “(1) Ensure that the provision of agricultural inputs (e.g. fertilizers, seed, credit, etc.) and technologies are made available equitably to female and male farmers, including women in male-headed households;
- (2) Ensure that agricultural advisory services and targeted support are provided to both female heads as well as women in married households; and
- (3) Enhance institutional and human resource capacity for gender mainstreaming among all stakeholders.” (ATA n.d)

The policy analysis demonstrates that agriculture policies post 2011 have better mainstreamed gender than those before 2011.

The Ethiopian Institute for Agricultural Research was established in 1966 to coordinate agricultural research nationally and advise the GoE on agricultural research policy. EIAR reports to MoANR in the GoE structure and has 18 centers across the country each with a gender focal person. EIAR has a gender research coordination unit to monitor, evaluate and support gender-sensitive research and technology transfer within the research system (EIAR n.d). A recent gender audit of EIAR shows that much effort is needed for the institution to be able to collect and analyze gender-responsive data. However, EIAR is committed to improving its gender focus and increasing the amount of gender research completed.

The extension system delivers technical assistance to farmers to increase yields and productivity. Development Agents (DAs) visit farmers, provide training and introduce new technologies. Ethiopia’s extension system is seen as impressive compared to other African countries in terms of the number of DAs and the extent of its reach. The system uses the “one-in-five model” in which one successful farmer passes information on to five other farmers. However, the extension system has also been criticized as male dominated and having a top-down power structure in the literature.⁶ The majority of DAs graduate from the Agricultural Technical Vocational Education Training Institute (ATVET), which had 10 percent female graduates in 2010 (Davis et al., 2010). ATVET’s curriculum is very technical and pays little attention to gender or social norms that may also affect agriculture production (World Bank and IFPRI 2010).

3.6 Government

There are four key government organizations that could play a greater role in shaping how successful agriculture R4D is at reaching women, but they require more technical gender support.

- **The Federal Cooperative Agency** works toward enhancing women’s economic empowerment throughout the country via income generation and women’s participation in cooperatives. The agency offers training to single and coupled women and evaluates the extent to which women participate in leadership and management in different unions and cooperatives. Some cooperatives at the union level produce wheat flour. The department receives funding from the government and ACIDI-VOCA and partners with UN Women and

⁶ Berhanu and Poulton (2014); Segers, et al., (2009).

AGP. Although it works with other government organizations such as MoANR, ATA and MoWCA, collaboration could be strengthened.

- **Central Statistical Agency** has a Gender Mainstreaming Directorate that is primarily responsible for making sure gender is addressed in national statistics, including data collection tools and final outputs. The agency produces statistics on agricultural activities, area cultivated, crop variety, technologies, production and productivity. The organization has a gender mainstreaming policy and guidelines and an affirmative action policy. The GoE and donors including the World Bank, UN Women and USAID are the main sources of funding. The directorate works with various stakeholders and partners such as IFPRI, ATA, Ministry of Health (MoH), MoWCA and the National Planning Commission (NPC).
- **Ministry of Finance and Economic Cooperation Gender Directorate** mainstreams gender through the budgeting process. Every program or project with an allocated budgets needs to show how it affects women. The directorate audits federal institutions, including MoANR, to assess how extensively they considered gender in their budget and presents this information to ministers and state ministers through a budget hearing process. Every year, the directorate evaluates how the previous year's budget was gender responsive and draws lessons for the next budget. It is funded by the government and donors, mainly UN Women. The directorate partners with MoANR, Agricultural Mechanization, Seed Enterprise, Government Development Enterprise and Ethiopian Agricultural Works Cooperation.
- **National Planning Commission** has a gender directorate meant to assess whether gender policies and all other policies are actually implemented and included in all sector plans. It works at the national level and partners with all the ministries and the UN. In relation to wheat, it can evaluate how gender issues are considered in wheat-growing areas. It would like more support for its gender unit.

3.7 State-owned enterprises

State-owned enterprises generally perform poorly when it comes to gender equality. The following enterprises require gender mainstreaming support because, with more effort, they could have a great impact on rural women's lives:

- **Agricultural Mechanization** leases to farmers agricultural machinery like combiners and threshers and gives priority to women and elders. The mechanization program relieves hard manual labor. It usually works with groups of small farms but also provides services to large farms. Partners include MoANR and Government Development Enterprises. It does not receive a budget from the government and finances itself through sales.
- **Ethiopian Seed Enterprise (ESE)** is a public, state-owned company established to produce, process and supply crop seed to farmers throughout the country. ESE aims to increase access to improved seed varieties and increase productivity. It targets reaching 20 percent female beneficiaries and encourages female participation in technical field days. The enterprise insists both the husband *and* wife sign a seed multiplication agreement. It partners with MoANR, MoWCA, Agricultural Inputs Supply Corporation (AISCO), Agricultural Mechanization, Natural GUM, CIMMYT Drought Tolerant Maize for Africa (DTMA), regional governments, private investors working on seed multiplication and

farmers' unions and cooperatives. It participates in the wheat value chain by producing, multiplying and selling wheat seed to farmers.

3.8 Private sector

Like with state-owned enterprises, the private sector in Ethiopia weakly addresses gender relations. At best, companies discuss the value of gender equality but do little more than encourage women to participate. As per the methodology, these three companies were identified by CIMMYT scientists as being the top three wheat-related companies

- **Ethio Agri CEFT Plc** is a member of Mohammed International Development Research and Organization Companies (MIDROC) Ethiopia Group. It produces coffee, flower, tea, cereals, pulses, oil crops, exportable items and agro-chemicals. It does not mainstream gender but does provide employment opportunities for the local community, including women. The company also constructs schools for and provides ambulances to the local community. It works in Oromia, SNNPR and Amhara regions. It partners with universities and agriculture research institutions, MoANR and the Ministry of Trade and Industry. About 30 percent of the company's total employees are women, except in the flower farms, where 99 percent of the employees are women. The company buys wheat seed from seed-producing organizations and sells wheat to flour factories.
- **Pioneer Seed Ethiopia Plc** produces and sells hybrid seeds. The company does not mainstream gender but aims to impact entire communities, including women, through increasing maize production and productivity and encouraging women to be seed distributors. Pioneer Seed Ethiopia Plc works with research institutions in multiplying hybrid and improved seeds on smallholder and large commercial farms. The company finances its projects through its profits. Partners include MoANR, research institutions and cooperatives.
- **Godisa Gobena** was established to multiply and distribute seed varieties as well as produce and distribute milk to customers around Eastern Ambo and Wolega. The owner of the company regards women as producers, users, distributors and workers. Eighty percent of people who work with the company are women. The company impacts both male and female farmers where it operates through its core business of seed and milk production and distribution. Wheat is one focus area of the company's seed activities. Godisa Gobena is funded by donors like USAID and works and partners closely with CIMMYT and MoANR.

In addition, **Enterprise Partners**, is a private sector development project that work on agro-industrial development and access to finance using the making markets work for the poor approach. Enterprise Partners is a consortium of private consulting companies and is funded by the UK's Department for International Development (DFID).

3.9 Non-state actors – local

The GoE has initiated a Women's Development Army (WDA, or *yesetoch lemat serawit*), which is a group-based approach to sharing information and raising awareness on nutrition and other

quality of life improvements (Maes 2015).⁷ Initially, the WDAs were meant to focus on health, but their mandate has expanded to include development issues such as education, ending harmful traditional practices, managing natural resources and adopting energy-saving technology. The estimated number of women participating in WDAs is about 3.7 million in the Oromia Region, 2.6 million in the Amhara Region, 823,000 in the Tigray Region and 1 million in the Southern Nations, Nationalities and Peoples Region (SNNPR) (FDRE 2014). However, Maes (2015) argues that the WDAs reinforce women's traditional roles as mothers and caretakers and exploit women as unpaid volunteers. The WDAs, though, have contributed to the improvement of health and well-being in rural areas. Most women's organizations in rural areas are government-led, highlighting the importance of the GoE down to the community level.

3.10 Non-state actors – national

Cooperative for Assistance and Relief Everywhere (CARE) and Women in Self-Employment (WISE) are remarkable actors in terms of delivering gender responsive outcomes, according to this stakeholder analysis.

- **CARE** is an international NGO that works on women's empowerment and gender equality. It benefits rural women, resource-poor urban girl and pastoralist women and girls. Programs focus on sexual and reproductive health, humanitarian issues, women's economic empowerment and food security. CARE mainstreams gender in all its programs and projects and even assigns gender focal people to each field office. It shares its gender experience with other NGOs and stakeholders. CARE uses a social transformative approach in most programs to transform the way people think about social norms, traditional harmful practices (e.g. early marriage), behaviors and attitudes. CARE receives funds from the Government of Canada, USAID (for agriculture-related projects), CARE international and CARE USA. CARE is a leader in changing gender norms⁸ and workforce gender parity.
- **Women in Self Employment** works on mobilizing and organizing low-income women. The organization provides training on business management, entrepreneurship, leadership and management, self-development and technical skills and facilitates access to credit. It also trains husbands to enable them to support their wives. The founder is a former pedagogy university lecturer who ensures WISE takes an evidence-based approach. WISE has participated in a ten-year action-research project to develop a transformative method called the asset-based community development approach. WISE's programs are financed independently through a commercial shop, fee-based training programs and from private donations from Hollywood stars, including Emma Thompson. Donors include the Canada-based Coady Institute, FAO, WFP, USAID, SNV, AGP and UNICEF.

⁷ WDAs adopt the extension model of "one to five groupings," described as follows: "Model women gather other members in a group of five in their neighborhood. The associations are the fruits of the mobilization efforts undertaken by the women's machinery in various administrative levels together with local level administrators. The members meet once a week or even more depending on the consensus within the group, to discuss about their socio-economic issues and other related matters" (FDRE 2014).

⁸ See What works for gender norm change? <https://repository.cimmyt.org/handle/10883/19617>

Advocacy for gender-related rights by CSOs is limited since the introduction of the 2009 Charities and Societies Proclamation (No. 621/2009) which banned foreign and Ethiopian resident charities from working on rights issues (including women's rights) if they receive more than 10% of their funds from foreign sources. Prime Minister Abiy Ahmed has committed to change these proclamations that decimated many NGOs.

A small, local NGO survived the Charities and Societies Proclamation:

- **Union of Ethiopian Women Charitable Association (UEWCA)** aims to improve the living standard of poor and marginalized women and children through socio-economic empowerment and by creating and strengthening the interface between community and government. It adopts a women's empowerment and coaching approach to improve the self-esteem and confidence of women. The union carries out various programs focused on social accountability, leadership and gender-responsive budgeting. Funding sources include the Swedish International Development Agency, UN Women, Irish Aid, Information and Communications Technology for Development, the World Bank and CST.⁹ The union works with various governmental and non-governmental organizations such as MoFEC, MoANR, MoE, Women and Children Affairs Bureaus, Mekele University, Member organizations, FARM Africa, Population, Health and Christian Relief & Development Associations (CCRDA).

Other active INGOs working on agriculture and gender include: German Corporation for International Cooperation (GIZ), ACIDI/VOCA (uses a transformative method), Goal (nutrition focus), Oxfam (uses a transformative method), Sasakawa Global 2000, Self Help Africa (uses a transformative method), Send a Cow Ethiopia (uses a transformative method), SNV (piloting a transformative method) and AgriProFocus, which manages the MoANR/ATA gender e-network.

3.11 Research institutions

As the stakeholder research was conducted in Addis Ababa the research institutes are all based or headquartered there. Most research centers have made attempts to mainstream gender but effort needs to be scaled up and capacity for gender research should be improved by experimentation with feminist and participatory methods. EIAR is not mentioned below as it is covered under section 3.5.

- **The Organization for Social Science Research in Eastern and Southern Africa** is a regional, membership-based and donor-supported research and capacity-building organization. Its mission is to promote African scholarship, coordinate dialogue and interaction between researchers and policymakers and conduct and disseminate research in Eastern and Southern Africa to improve policy making and development initiatives. The organization mainstreams gender and has developed gender mainstreaming training manuals. Its

⁹ The Catholic Agency for Overseas Development (CAFOD), Scottish Catholic International Aid Fund (SCIAF) and Trócaire (CST) represent the official development agencies of the Catholic Church in England and Wales, Scotland and Ireland.

research themes include higher education, migration and trade, agriculture and food security, climate change, disaster risk reduction, social protection, gender, employment and youth affairs, peace security and governance. It receives funds from Danida, Swedish International Development and Cooperation Agency (SIDA), Norad, International Development Research Centre (IDRC), Department for International Development (DFID), Ford Foundation and the Netherlands Organization for International Cooperation in Higher Education (Nuffic).

- **The Center for Gender Studies, Addis Ababa University.** This unit within the Institute of Development Research at Addis Ababa University (AAU) was established in 1991 (AAAU.edu.et, 2017). According to the university's website, "the Institute's main goal is to enable Ethiopian women to empower themselves socially, culturally, economically and politically so that they can become active participants and equal beneficiaries of the development process. It sets out to assist Ethiopian women in realizing this goal through education, research, training, documentation and publication" (Aau.edu.net, 2017). The institute has offered a master's degree in gender studies since 2006 but has no specialty in agriculture. It provides training, advocacy and consultant services on gender issues and conducts gender-sensitive research. The center gets its research funds from the government (AAU) and donors such as Nuffic (phased out), Norwegian Research Grant (phased out), Forum for Women Educationalist (phased out), Packhard Foundation (active), and Norwegians - Norad (active). It partners with various ministries, such as MoWCA, Network of Ethiopian Women Associations (NEWA), OSSRESA, Ethiopian Women Lawyers Association and different NGOs. AAU also has a gender unit the focuses on increasing the retention rate of female students and teachers. Some stakeholders explained during interview that they felt AAU was "too political to do gender well."
- **The Ethiopian Development Research Institute (EDRI)** was established in 1999 by the government of Ethiopia as a semi-autonomous government development research institute. Its primary mission is to carry out rigorous research and policy analysis on diverse Ethiopian development issues and disseminate the outputs. It works closely with policymakers by providing evidence and knowledge-based inputs for policymaking and policy implementation. Agriculture research on issues such as technology adoption, climate change and adaptation and land tenure is among its focus areas. The institute works closely with MoANR and receives funding from the government and some donors. It plans to study the impact of various types of technologies on wheat productivity and quality and integrates gender at the unit level.
- **The CGIAR** includes 14 different institutions on the International Livestock Research Institute (ILRI) campus in Gurd Shola, Addis Ababa. None have gender advisers at the country level but a few (ILRI, ICARDA, IWMI, CIMMYT and ICRISAT) have gender researchers working within projects. CGIAR centers are meant to support the national agriculture research system with capacity building and only a few of the gender-focused researchers have the time to do this.
- **BENEFIT** is a research for development program through Wageningen University, Holland, that closely works with policymakers by identifying policy gaps. The main source of funding is the Dutch government. It influences policymakers to develop seed policy and establish seed advisory councils. BENEFIT has produced female-friendly technologies and uses a

gender mainstreaming approach. In its informal seed system work, 50 percent of beneficiaries are women. Program focuses include developing, multiplying and disseminating various seed varieties, including new or indigenous wheat. Recipients and partners include MoANR, MoWCA, ATA, regional, zonal and woreda agricultural bureaus, research institutions, CIMMYT, Centre for Development Innovation (CDI) Holland, private seed companies, universities, cooperative agencies (at federal, regional, and woreda levels), Oromia Seed Enterprise and Ethiopian Seed Enterprise.

3.12 National collaboration opportunities and networks

Gender mainstreaming is addressed through national coordination and regular, theme-based coordination platforms established with non-government actors and CSOs (UN Women 2014). UN agencies have technical working groups and high-level policy meetings. Donor coordination is provided by the Donor Group on Gender Equality established in 2007. The main objective of the group is to provide capacity-building for institutions mandated to oversee mainstreaming of gender equality and women's empowerment policies, programs and projects (UN Women 2014). Within the agricultural sector, a gender equality network was inaugurated in 2015 (see Box 2 below). There is meant to be monthly sharing events, but it is not as active as anticipated.

MoWCA also leads a range of gender forums with other government offices, the UN and NGOs (see UN Women 2014 for a list). There is also a Woman's Parliamentarian Forum for female parliamentarians at the National Assembly and a Women's Standing Committee Forum. There are a number of agriculture networks, however gender is frequently sidelined.

Box 2: Ethiopian Network for Gender Equality in Agriculture

The Ethiopian Network for Gender Equality in Agriculture was established in 2015.

The network aims to create synergies among government, NGOs, development partners and research partners in their efforts to develop and implement gender-responsive agricultural policies, strategies, programs and projects. The network also creates platforms to share information and lessons. It is chaired by the MoANR-WAD and a rotating development partner. The ATA serves as secretary of the network. AgriProFocus maintains the e-network platform.

Source: ATA (2016).

3.13 Conclusion: The main actors

There are a range of actors working in Ethiopia's agriculture sector with varying interests and expertise. There are some outstanding (I)NGOs that are leading gender mainstreaming toward best practices. Some key, influential government organizations have an interest in gender but limited expertise. The WAD sections of some Government agencies appear to play a reporting role to national, international or regional bodies and have little time for comprehensive gender mainstreaming and evaluations of programs and policies. All Women's Affairs Departments (WADs) should be rebranded as Gender Affairs Departments (GADs) so that gender can be better mainstreamed. Meanwhile, ATA is focused on technical gender support to the agriculture sector but has struggled with continuity of its gender staff.

The private sector and state-owned enterprises are underperforming in terms of gender equality, despite the fact that women's role in markets and the ability of markets to deliver products that meet female farmer needs is vitally important for food security and family well-being. Couple training, mobilizing women into groups, improving their confidence and offering basic financial literacy skills are examples of gender-friendly services that the private sector could offer while a mechanized wheat grinder would be a gender-friendly product. Development partners should also collaborate with seed companies and other private stakeholders to enhance equitable access to improved seeds and related inputs at affordable prices. Women are disadvantaged by the market more than men and the SDGs include working with businesses to fight poverty.¹⁰ Extending the gender capacity and focus of key private sector actors could greatly benefit rural women and Ethiopia.

The inclusion of minority or marginalized groups and youth is not as common as gender considerations. Gender is narrowly and mistakenly understood by stakeholders to be about increasing women's participation in projects, when adopting an intersectional lens whereby gender is one analytical category to explore is required. How this category merges with other categories such as ethnicity, ability, marital status, age, etc to create deeper forms of oppression should be studied and then solutions promoted in policies and by stakeholders.

The GoE is stepping up its efforts to increase the benefits women receive from agriculture. However, the agriculture sector is a crowded space of donors, private actors, government organizations, and NGOs, all of whom are competing for funds and vying for room to innovate. There are many agriculture networks in place but not all give space for gender discussions. The main coordination around gender in agriculture comes from gender-focused networks. Hence, gender is not adequately mainstreamed across the agriculture sector.

4. Results: Applied practice

The previous section outlined a number of stakeholders that have a strong performance record and interest in gender in the agriculture sector. This section describes existing practices that work to change gender norms, identifies how different organizations implement gender mainstreaming and discusses some of the constraints they face.

4.1 Promising practices and methodologies

The stakeholder interviews identified seven methodologies used in the agricultural sector to transform gender relations. Many of the methodologies use similar tools that are combined in different ways or cover different topics, depending on the project. The tools are participatory research methods, like those found in Participatory Rural Appraisal.¹¹ However, the tools in these

¹⁰ "SDGs: an opportunity for business." (2017). London, United Kingdom: RELX Group. Retrieved from <https://sdgresources.relx.com/news-features/sdgs-opportunity-business>

¹¹ Chambers, R. (1994). Participatory rural appraisal (PRA): Analysis of experience. *World Development*. 22 (9): 1253-1268.

methodologies are gender sensitive and integrate social norms. These methodologies have been successfully tested in all nine districts of Ethiopia, including Addis Ababa (Table 2).¹²

Methodology	Implementing organization	Where the methodology was implemented
Transformative Household Methodology	Send a Cow	SNNPRS (Wolayta zone: Damot Sore, Boloso Sore and Sodo Zuria Woredas and Gamo Gofa zone: Kamba and Boroda)
Rapid Care Analysis	Oxfam GB	Oromia (Adami Tullo Judo Kombolcha, Arsi Negelle, Zuway Dugda and Koffole woredas)
Gender Action Learning System	ACDI/VOCA and SNV	Oromia (Dawo, TuluBolo, Menna, and Limmu Kosa) SNNP (Loka Abaya and Hawasa Zuria) Tigray (Lai Lai Adiabo and Kola Tenben) Amhara (Bahirdar, Awi zone)
Asset-Based Community Development	WISE	SNNPRS (Zato Shodera, Durame, Gerba Fendide woredas) Oromia (Tebbo, Illu Aga, Boricho, Salka)
Family Life Model	Self Help Africa	Oromia (Boset, Limuna Bilbilo, Kofole woredas) SNNPRS (Miskan, Sodo, Marako, Gumer, etc. woredas) Amhara (Mecha, Debre Tabor, woredas)
Social Analysis and Action	CARE	Amhara (Farta and Lay Gayint woredas) Oromia (Fedis Woreda)
Community Conversation	<ul style="list-style-type: none"> • United Nations Development Programme (UNDP) • HIV/AIDS Prevention and Control (HAPCO) • WFP P4P Gender • UNICEF and UNFPA • CIMMYT Ethiopia 	<p>Alaba (SNNPR) and Yabelo (Oromia)</p> <p>Nine Kebeles in Bahir Dar (Amhara)</p> <p>Amhara (N. Achefer and Mecha woredas); Oromia (Diga Woreda); SNNPR (Hawassa Zuria and Boricha woredas)</p> <p>Afar (Amibara Awash, Fentale and Gewane woredas); Benishangul Gumuz (Guba and Elidar); Addis Ababa (Yeka and Kolfe); SNNPRS (Alaba, Cheha and Dale)</p> <p>SNNPRS (Sidama and Meskan woredas)</p>

Table 2. Methodologies, implementing organizations and locations

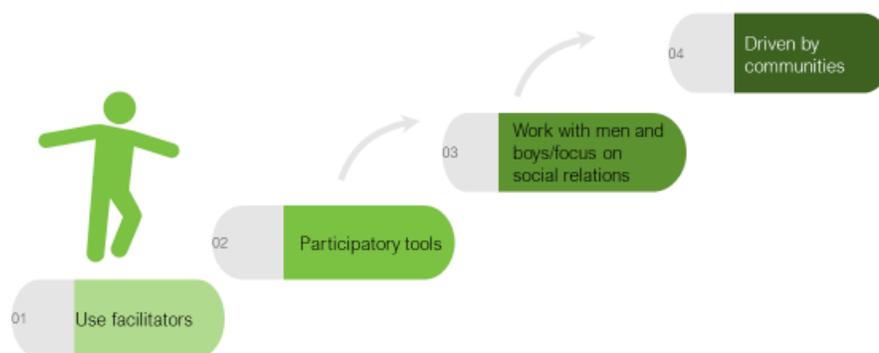
The methodologies included several common factors, demonstrating consistency in effective methods that transform gender relations in Ethiopia (Fig. 1). All the methodologies use facilitators and work with men and boys as well as women and girls. They lead communities, groups or households through a process that involves analyzing, learning, seeing, watching, feeling, discussing, planning and reflecting. They tend to use a combination of participatory tools, games and workshops, many of which are suitable for illiterate people and focus on building empathy. There is usually some form of visioning, mapping and drawing exercises and a situation analysis that identifies barriers that need to change, followed by assessing risk, monitoring, learning and

¹² For more details see: Gender Transformative Methodologies:

<http://repository.cimmyt.org/xmlui/bitstream/handle/10883/19065/58910.pdf?sequence=4&isAllowed=y>

reflecting. As many of the methodologies involve self-reflexivity and co-creation, they can be considered feminist methods.

Figure 1. Common features of the methodologies



The methodologies create a safe space for dialogue and discussion about what limits and enables development and promotes the idea that gender equality, like development, is a change process. The facilitators build rapport with communities, and many facilitators are recruited locally to reduce power differentials. They promote self-reliance and facilitate a self-identified and self-paced change process. In this way, they are community-led processes. Some include a “pass it on” aspect where participants share what they have learned with their wider community to promote wider changes.

Although these methodologies are used in agricultural programs, the tools could be used more in agricultural research and in baselines and evaluations. Surveys are not as conducive to capturing social norm changes as participatory methods (especially if collecting data from the poorest or illiterate). Surveys involve enumerators going into communities, taking people’s time and extracting data. In contrast, these participatory methods leave something with the community. Participatory methods enable respondents to fully understand the questions, reflect, and ask further questions. This ensures participants learn something new from the research process. They can also be used to inform program designs and be incorporated into monitoring and evaluation processes. The data generated from the tools should be presented to policymakers as evidence that gender norms can change.

Transforming gender relations is an experiment. It involves testing a number of tools and approaches. These methodologies have worked in Ethiopia and should be utilized and improved by more programs so they can be taken to scale. An action research project on these methodologies is needed to address the following: identify what works well and where; capture the data generated from these methodologies; build an evidence base around changing social norms; and understand what a safe pace of change looks like in the short, medium and long term.

This will perfect the methodologies and help strengthen the evidence base about what delivers normative changes to improve agricultural production and productivity.

4.2 Gender mainstreaming self-assessment

This section presents the results of a gender mainstreaming self-assessment completed by 23 stakeholders (Table 3). EIAR is not included in the self-assessment because a separate gender audit was completed. The self-assessment shows that gender mainstreaming is done poorly across most institutions that work in the agriculture sector, with the exception of some high performing (I)NGOs. Mainstreaming gender tends to be relegated to individual projects, and institutional processes are ignored.

Table 3. Organizations completing the self-assessment

Non-government	Government	Women-focused (government + NGOs)	State-owned enterprises	Research	Social enterprise
ACDI/VOCA	FCA	WISE	Ethiopian Seed Supply	AAU	Enterprise partners
Oxfam International	MoANR	UEWCA			
Sasakawa Global 2000	CSA	UN WOMEN			
BENEFIT	NPC	MoWCA			
CARE	ATA				
Save the Children	MoFEC				
Send a Cow					
SNV					
World Vision					
WFP P4P					

Gender mainstreaming element 1: Equal opportunity

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 in Ethiopia.

Table 4. Equal opportunity

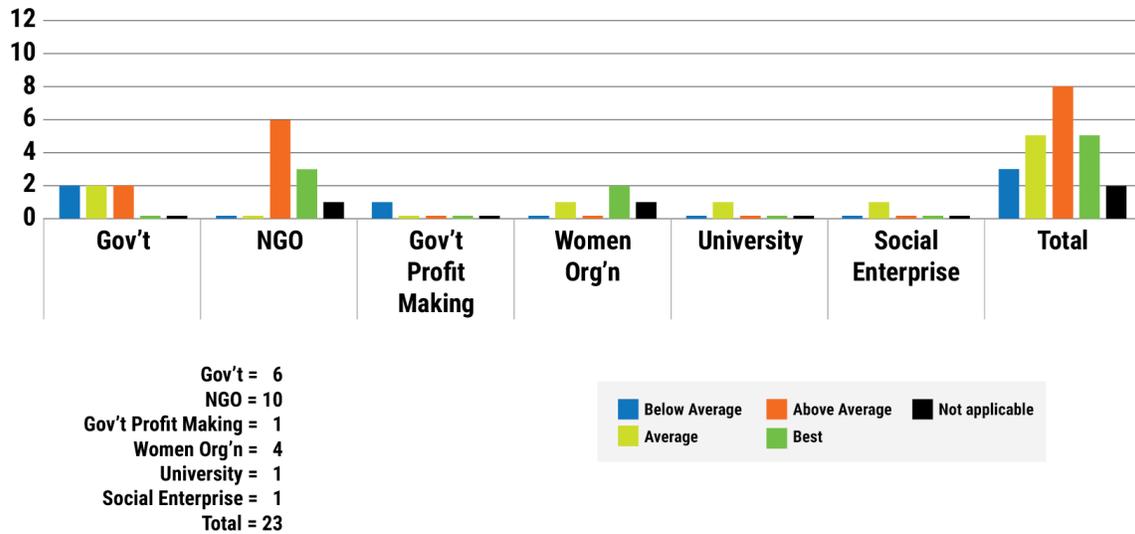


Table 4 shows respondents who indicated their organizations have equal opportunity systems in place. Generally, (I)NGOs have an average of 20 to 23 percent female employees except CARE, which has reached parity. Best practices to improve workforce parity include: set specific, measurable, attainable, relevant and time-bound (SMART) targets (e.g. 51 percent women by 2018); disaggregate data by leadership/level, sex and age; review progress against targets regularly; have gender policies, strategies and guidelines; use gender action plans/ gender equality markers and sexual harassment/anti-discrimination policy; offer anonymous grievance mechanisms; provide flexible working arrangements, breast feeding corners and generous maternity/paternity leave.

Table 5. Consistently implements equal opportunity

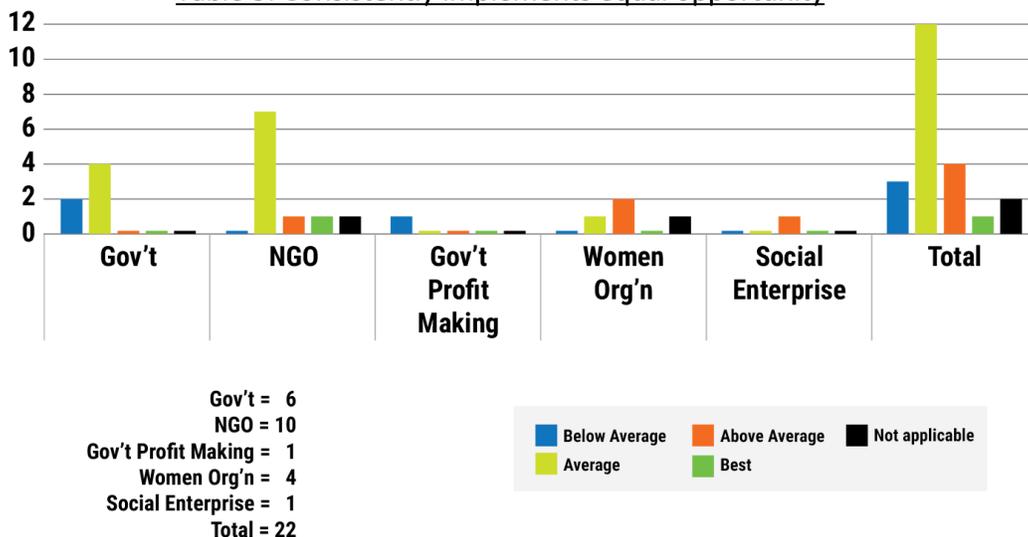


Table 5 shows the respondents who indicated that their organizations consistently implemented their equal opportunity systems. Two out of six government organizations rated their organization as below average and four as average. This means the GoE's affirmative action policy is not

effectively implemented. Seven out of ten NGOs rated theirs as average, one above average, and one as best. CARE is the only organization interviewed to have workplace parity in Ethiopia. Box 3 outlines some of the steps taken by CARE to reach this goal. A separate case study has been developed to highlight Care's approach in more detail.

Box 3: A summary of CARE's internal reforms

- Revised recruitment processes and re-graded job descriptions to make them more appealing to female candidates and moved to competency-based interviews;
- Re-advertised positions one to three times if no women applied; asked questions about gender during interviews and mandated interview panels to have at least one woman;
- Instituted a female-only internship program and a mentoring program;
- Provided formal gender equity and diversity training to both new and existing staff;
- Provided leadership training and life skill training for female and selected male staff;
- Created safe spaces for gender-related discussions (gender clubs in different offices; single sex staff meetings);
- Revised sexual, anti-discrimination, harassment, exploitation and abuse policies, investigation guidelines and complaints mechanisms;
- Extended maternity leave and offered flexible work hours.

Source: interview notes

Gender mainstreaming element 2: Gender advisors/gender unit

Gender is a technical area requiring expertise, yet some organizations do not have gender advisors or experts who can guide projects and organizations toward gender equality (table 6).

Table 6. Number of gender advisers

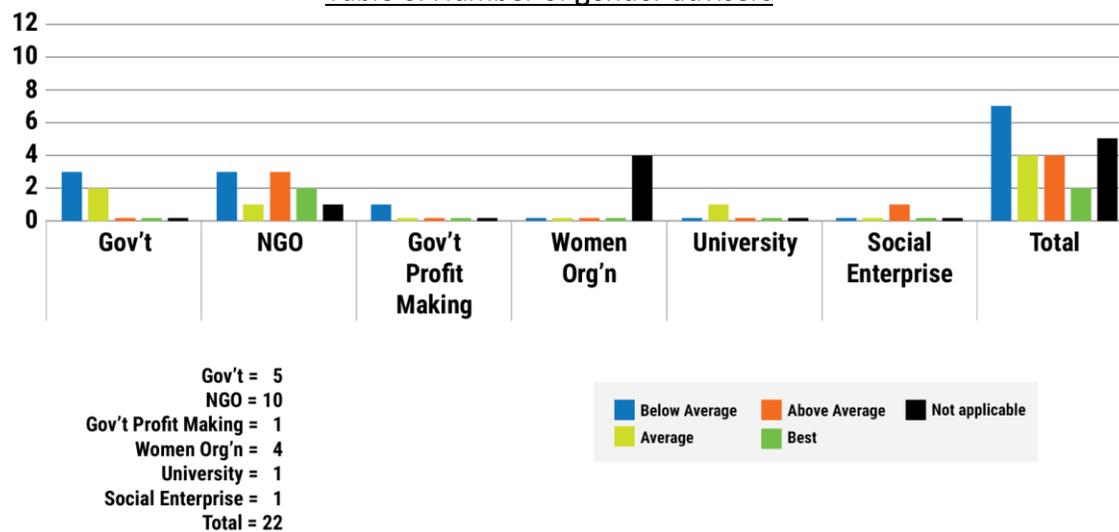


Table 6 shows the respondents who indicated that their organizations had enough gender advisers for the size of the organization. This criterion scored poorly, highlighting the need for more gender advisers within organizations. Surprisingly, women's organizations do not feel the need for gender advisers, suggesting the focus is on women and not gender. Organizations such as CARE have gender advisers at the organization level, in human resources and within each project. Examples

of best practices include: hire at least one gender adviser per large program and an organizational senior gender adviser; and create a gender unit/department/directorate with full staff.

Table 7. Pay parity for gender advisers

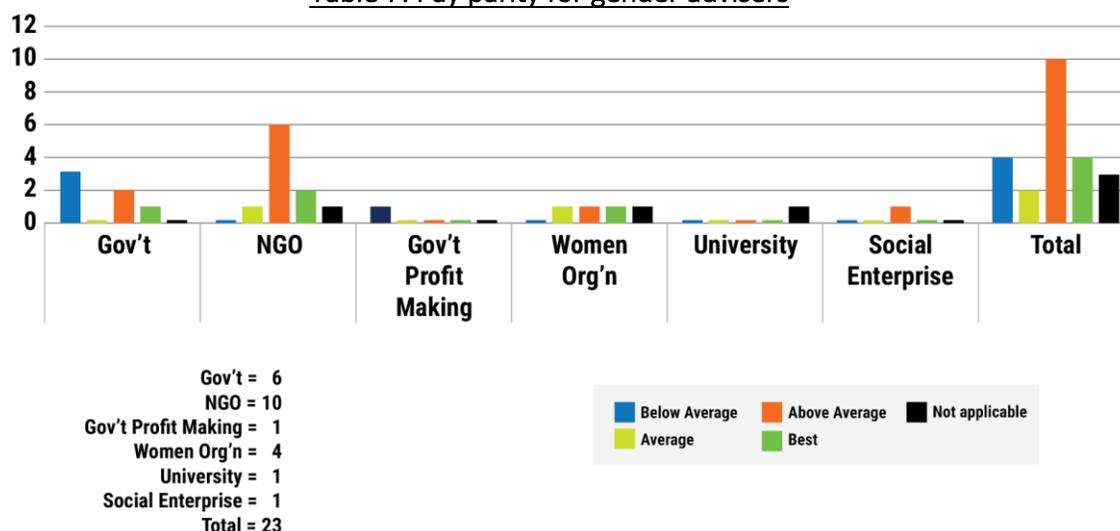


Table 7 shows the respondents who indicated their organizations pay gender staff on par with commensurable roles. Three out of six government respondents rated themselves as below average in terms of salary because staff responsible for gender are at a lower level than commensurable roles; two rated themselves above average and one as best. One out of ten NGOs rated themselves as average pay, six above average, two as best and one rated not applicable. When gender advisers are more junior, or paid worse than their colleagues, it is hard for them to have influencing power and harder for them to achieve substantial results.

Gender mainstreaming element 3: Gender budgeting

Gender budgeting involves allocating a set amount of funds to spend on gender-focused activities. An example includes mandating a 10 percent minimum of all project funds and the organization's core funding to gender-focused activities in all projects. The GoE has gender budgeting guidelines which render the results in table 8 concerning.

Table 8. Gender budgeting

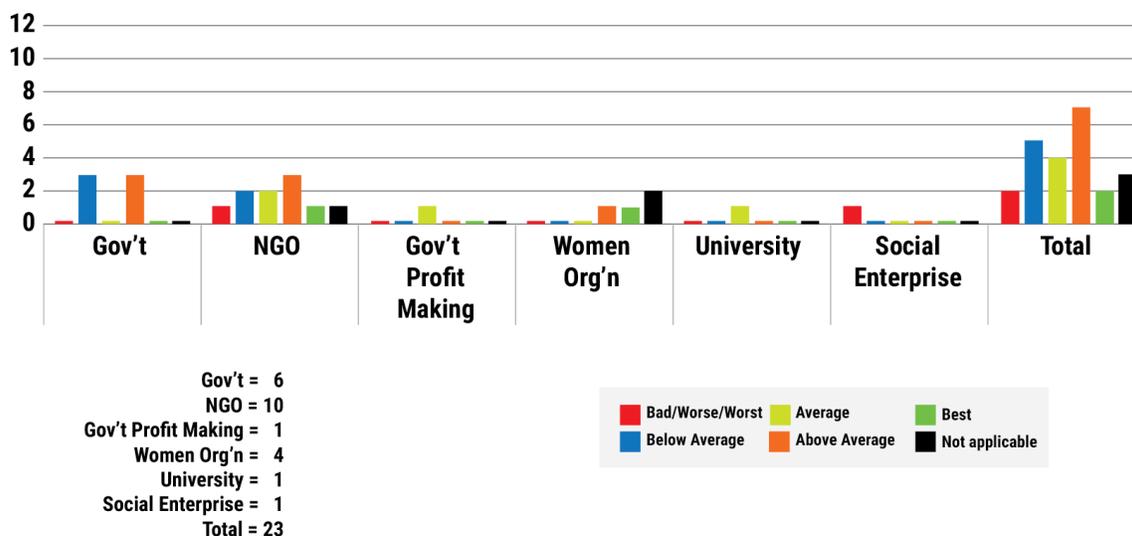


Table 8 shows the respondents who indicated their organizations practice gender budgeting. Three out of six government organizations rated gender budgeting as below average and three as above average. One out of ten NGOs rated itself as worst, two as below average, two as average, three as above average and one as best. It is hard to deliver results for gender without gender activities being costed and planned. Moreover, organizations that operate in Ethiopia should adhere to GoE regulations.

Table 9. Well-resourced gender unit

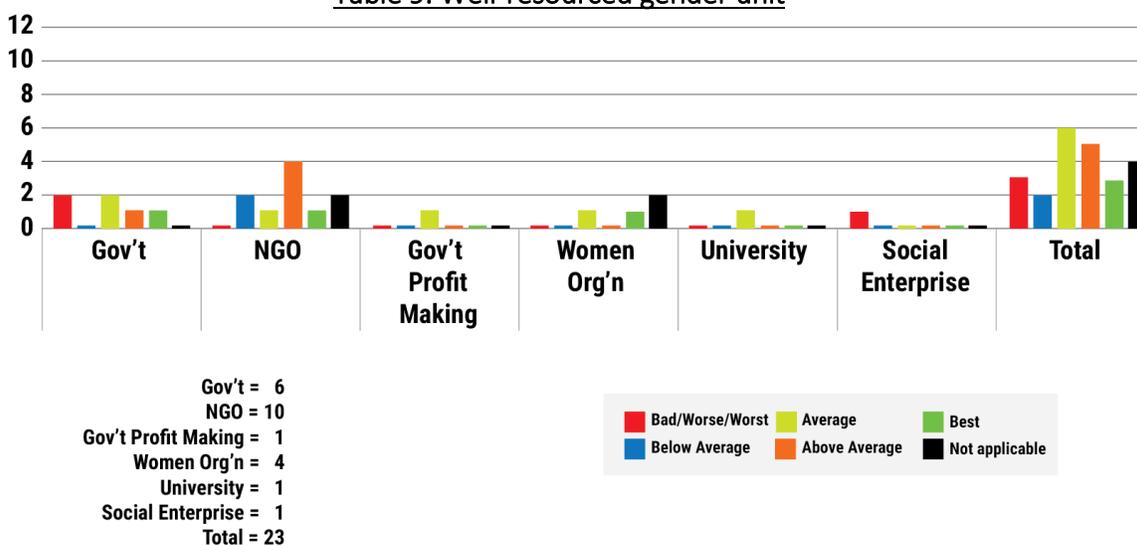


Table 9 shows the respondents who indicated their organizations provided a budget to gender units or advisers. For gender advisers to be effective, they must have control over resources to fill gaps in knowledge and capacity. Yet, this is inconsistently practiced.

Gender mainstreaming element 4: Focused learning on gender

Table 10. Gender training

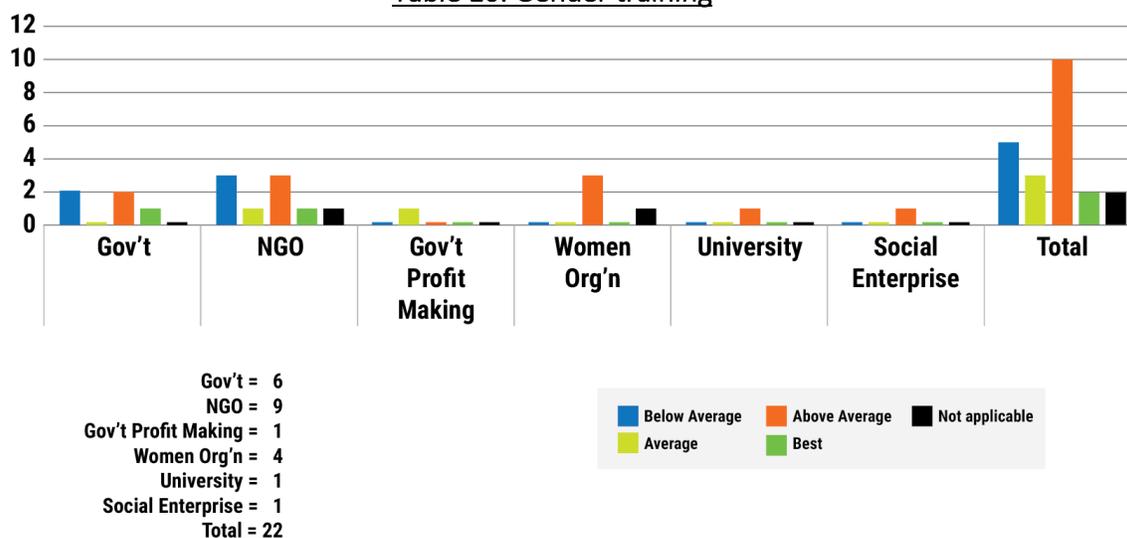


Table 10 shows the respondents who indicated their organizations provided ongoing gender training to all staff. While there is room to improve, the results indicate that the capacity for gender mainstreaming is being addressed. Examples of best practice include: mentoring project field staff during implementation and proposal development; offering gender training (induction) to new staff; creating sectoral-specific training programs; providing awareness training; and developing “how-to” guides.

Table 11. Train partners in gender

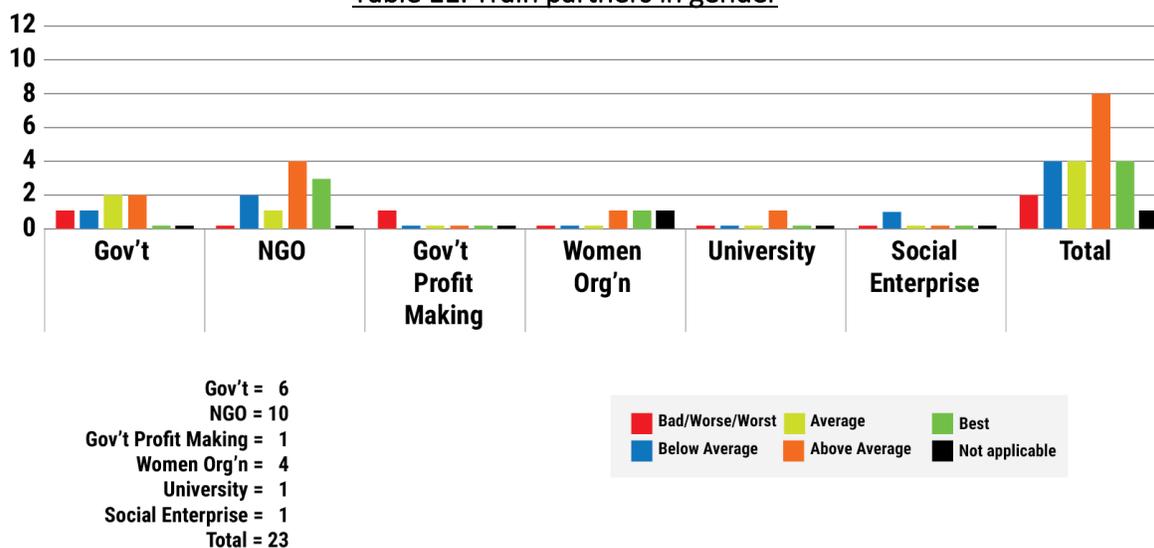


Table 11 reveals that there is insufficient gender-focused capacity building among partners in Ethiopia. One out of six government organizations rated their organization as worst in partnering, one as below average, two as average and two as above average. Two out of ten NGOs rated themselves as below average, one as average, four as above average and three as best. For

successful gender mainstreaming, implementing partners must receive gender training and awareness raising.

Table 12. Internal gender learning

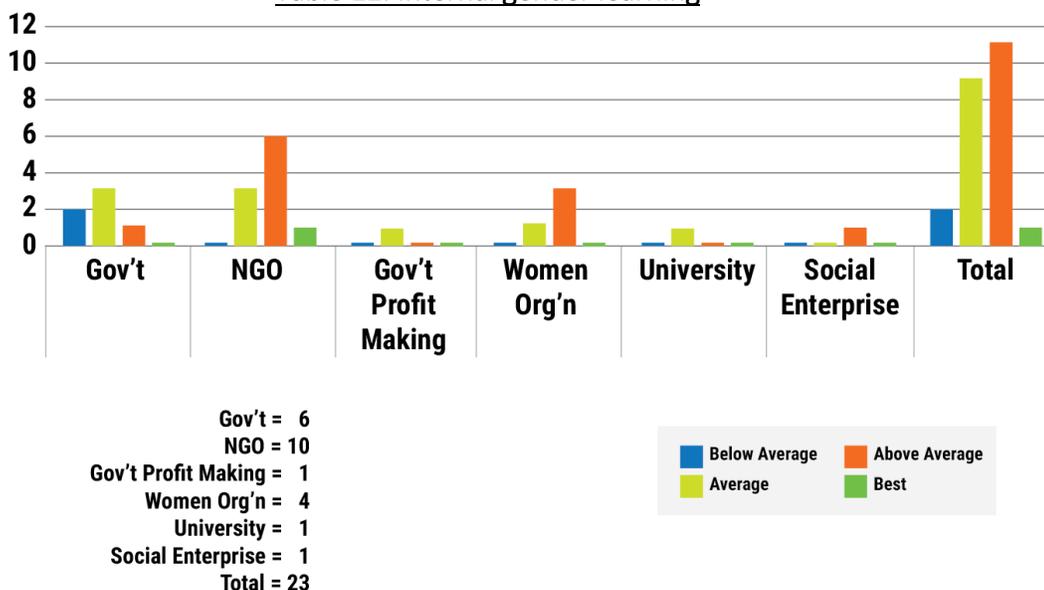


Table 12 shows the respondents who indicated that their organizations hold internal learning events that have a gender component or focus. NGOs were ranked the highest on this element, followed by GoE and women’s organizations. Best practices identified include: putting gender as an agenda item on all meetings/reviews; holding regular gender-focused learning events (e.g. quarterly learning forums and monthly seminars); widely disseminating guidance and success; hosting gender working groups/networks; and collecting beneficiary and community feedback on gender performance. The study “What works for gender norm change?”¹³ reveals that stronger learning about gender comes from internal reflection exercises and institution-wide learning than from formal evaluations and assessments. Thus, this is a very important element for improving gender capacity and mainstreaming for all organizations.

Table 13. Gender learning with partners

¹³ What works for gender norm change? <https://repository.cimmyt.org/handle/10883/19617>

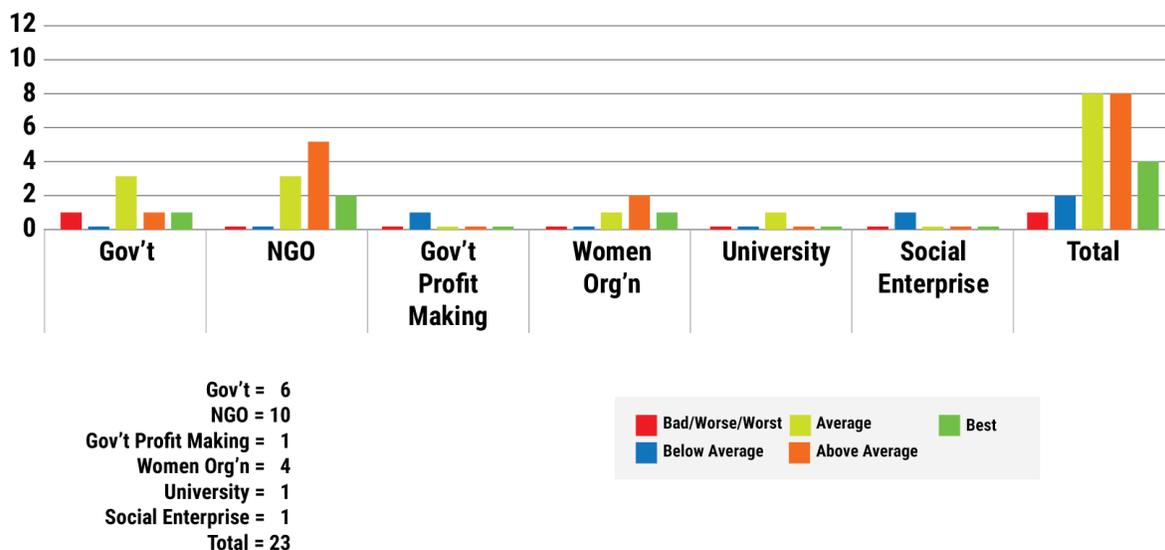


Table 13 shows the respondents who indicated that their organizations encourage learning about gender with their partners. Three out of six government organizations rated themselves as average at learning about gender with their partners, one was above average, and one was rated worst. Three out of ten NGOs rated themselves average; five as above average and two as best. Best practices identified include: sharing gender-related assessments/evaluations and best practices with partners; presenting awards to gender champion partners; hosting annual partner review meetings that include gender; implementing self-assessments on how women are benefiting from project interventions; networking with national alliances for sharing and learning. Lead organizations should take the responsibility to routinely learn about gender with their partners.

Table 14. Gender knowledge products

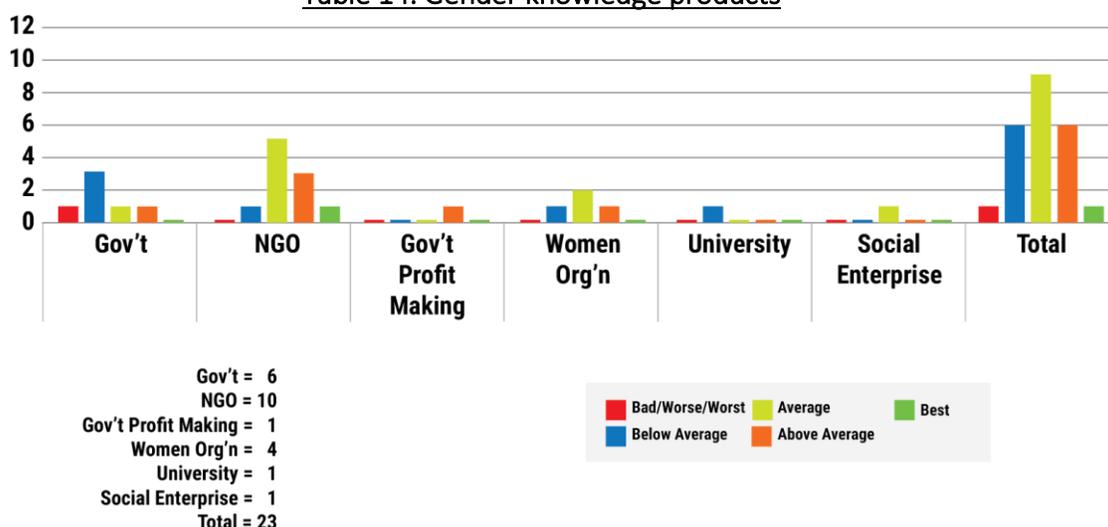
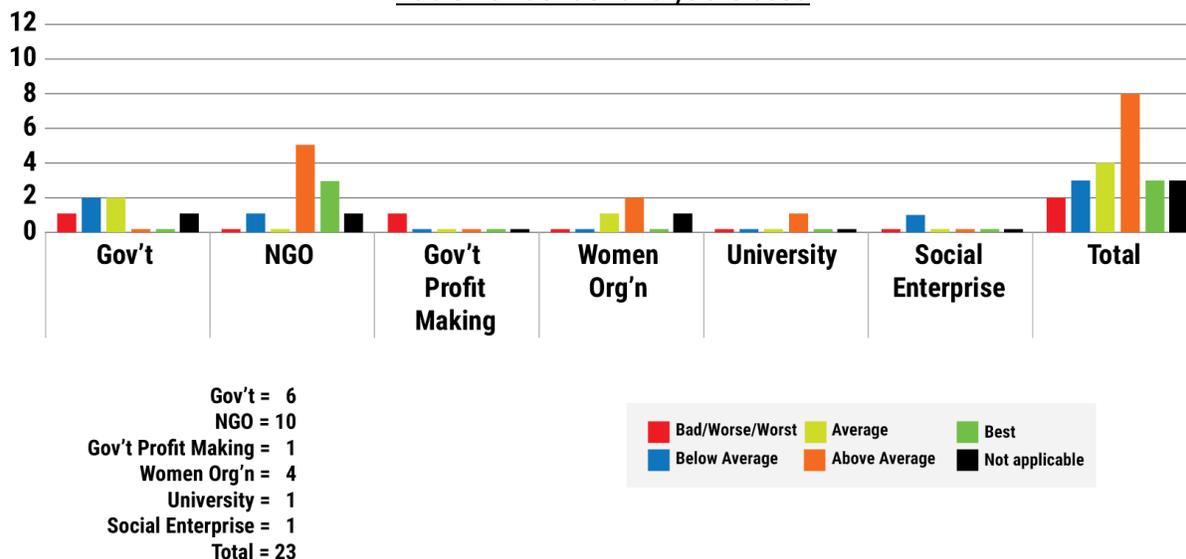


Table 14 shows the respondents who indicated that their organizations develop knowledge products on gender. The value of published knowledge products is that they allow organizations to learn from each other. This criterion shows a more general lack of learning and knowledge

development around gender mainstreaming. Best practices include: publishing and widely disseminating brochures, newsletters, case studies, best practices/successes, and thematic studies.

Gender mainstreaming element 5: Gender analysis

Table 15. Gender analysis is used



Gender analysis should be done for all projects at the beginning and the findings should be used to inform the design of the project and the country program. However, many organizations are not completing routine gender analyses before they design or implement programs (table 15).

Table 16. Partners with women's organizations

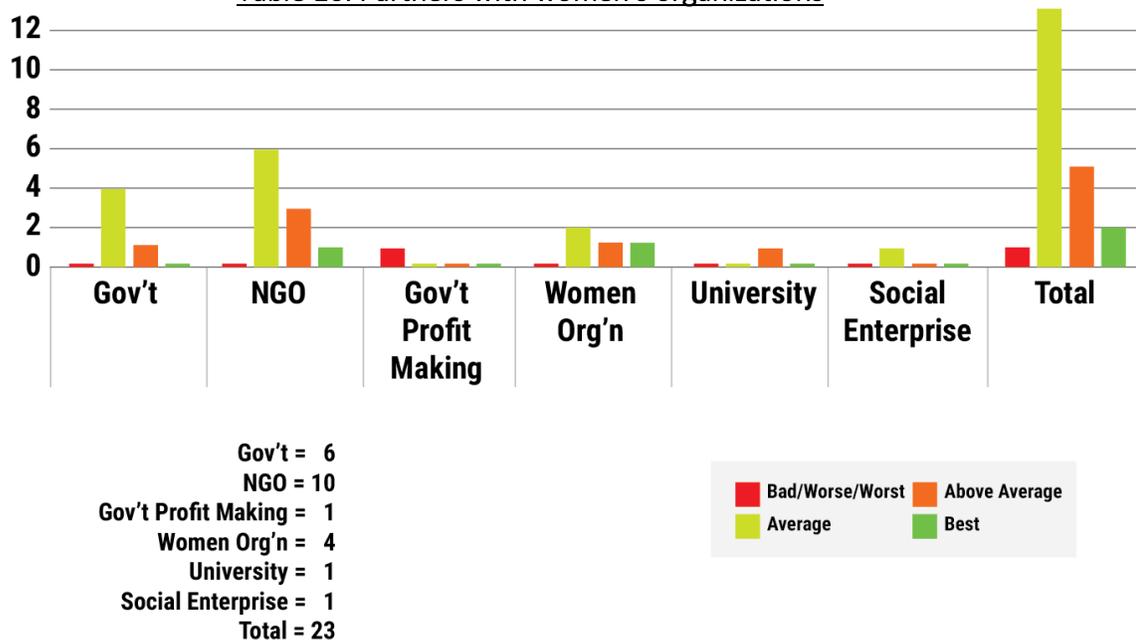
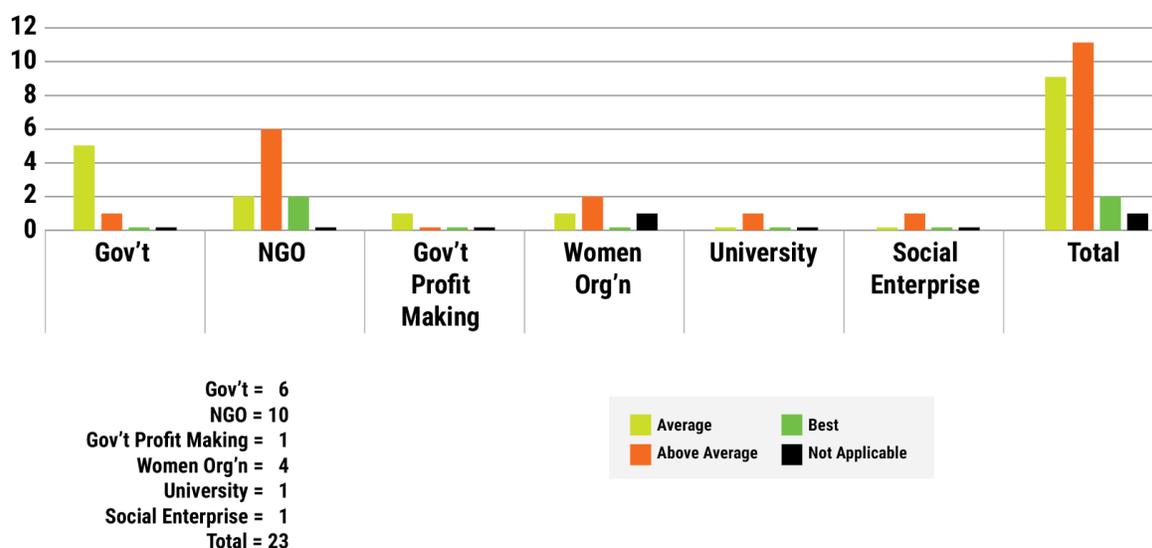


Table 16 shows the lack of organizations that partner with women-focused organizations. These partnerships may be financial or solely for information and collaboration. Partnering with women's organizations is a good way to strengthen the quality and reach of gender interventions.

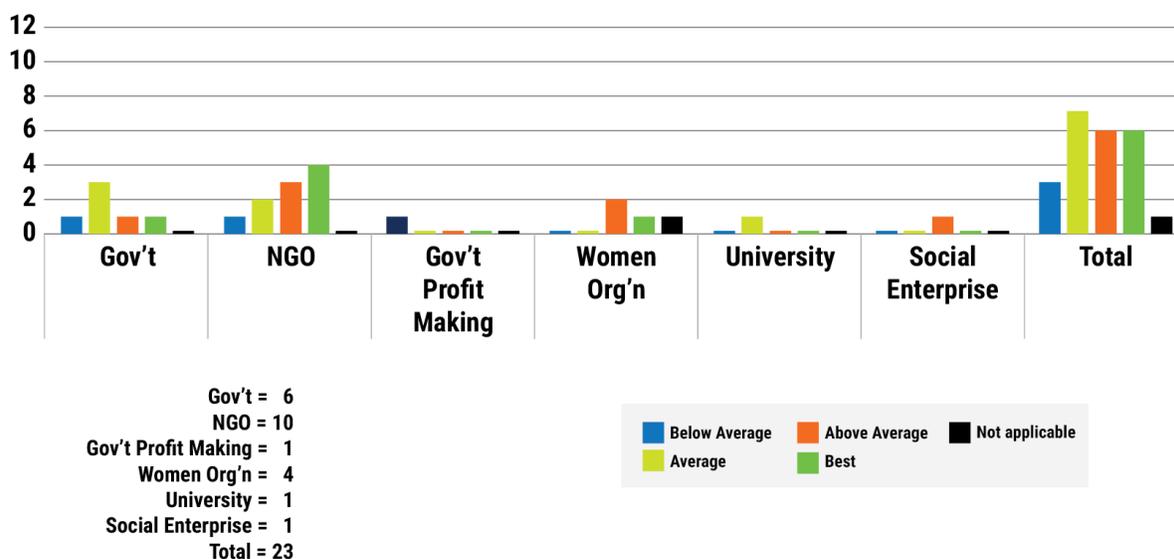
Gender mainstreaming element 6: Monitoring and evaluation, gender-sensitive indicators and sex-disaggregated data

Table 17. Sex disaggregated data is always used



Collecting sex-disaggregated data is a minimum standard for monitoring and evaluation. It is hard to understand how a project impacts men and women differently without such data. Yet Table 17 reveals that a number of organizations are not routinely disaggregating their data by sex. Five out of six government organizations were average at disaggregating their data by sex and one was above average. Two out of ten NGOs were average, six were above average and two were best. Best practices direct organizations to collect and analyze all sex and age-disaggregated data from baseline to endline or impact. The data should be used to inform planning and reporting and to benefit groups that might otherwise miss out on assistance.

Table 18. Gender-sensitive indicators are used

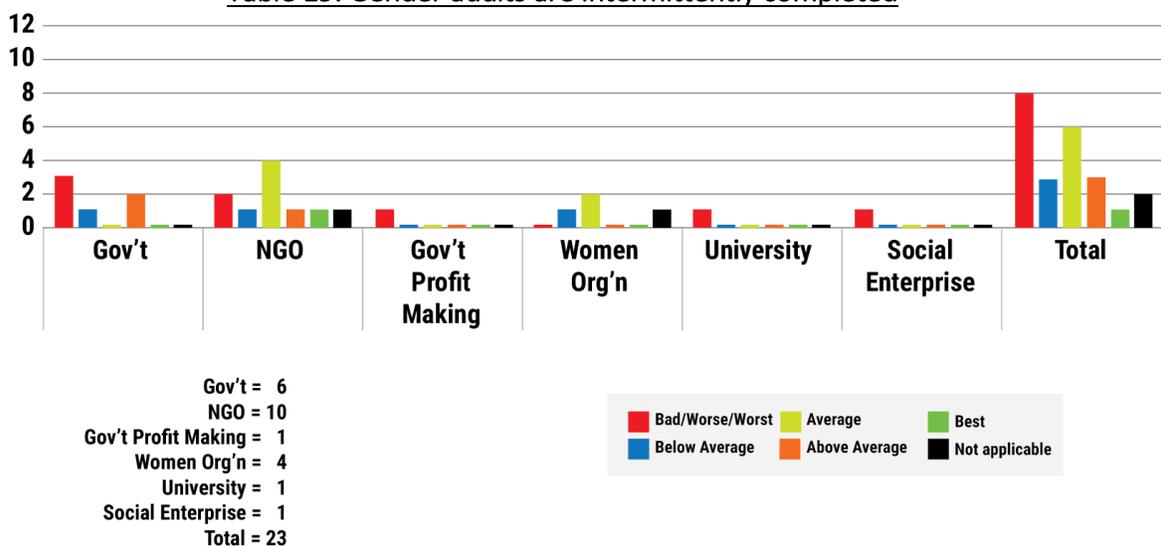


All projects should have at least one gender-sensitive indicator to capture gender lessons in the evaluation. Yet Table 18 shows that this is not common practice. Stakeholder interviews suggest that if an indicator exists, it usually relates to the number of female participants. Without meaningful indicators, there are a lack of feedback systems in place to capture gender results.

Gender mainstreaming element 7: Gender audit

A gender audit is a form of assessment or evaluation that considers whether internal practices and related support systems for gender mainstreaming are effective and complimentary to mainstreaming in projects.¹⁴ It can assist with gender mainstreaming by identifying gaps in effort.

Table 19. Gender audits are intermittently completed



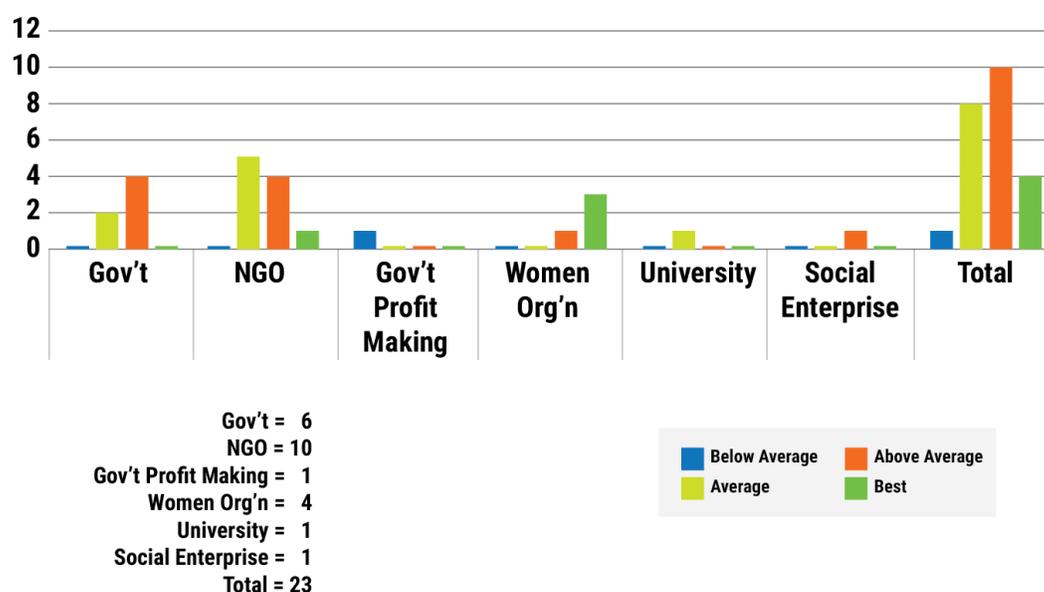
¹⁴ Adapted from Interaction’s gender audit manual: <https://www.interaction.org/sites/default/files/Gender%20Audit%20Handbook%202010%20Copy.pdf>

Table 19 shows the respondents who indicated that their organizations had completed at least one round of gender audits and disseminated the results to other staff or organizations. Additionally, an action plan should be developed to address audit findings and progress should be regularly monitored.

A number of organizations in Ethiopia have completed a one-off gender audit; however, repeating audits and measuring progress is not common. Best practice directs organizations to repeat their gender audits every three to five years to measure progress and move toward equality.

Gender mainstreaming element 8: Supportive leadership

Table 20. Supportive leadership at project and country program levels



Supportive leadership is essential to gender mainstreaming progress. Table 20 shows the respondents who indicated that they had leadership support for gender equality at the organization or project level. Some gender adviser spoke very positively about leadership support and how it had improved. However, others felt that leadership for gender is not sincere.

Examples of best practices for supportive leadership include: requesting regular gender progress updates; proactively allocating funds to gender and protecting gender budgets from being reduced; giving space to gender in meetings; practicing zero tolerance for sexual harassment; developing policies for gender equality; presenting gender results to policymakers and partners; and showing exemplary/genuine support for gender equality. Ethiopia's prime minister showed a strong commitment to gender equality in October 2018 when he appointed his cabinet with half women and announced the first female president. Similarly, Care has committed to parity and EIAR's Director General has committed to solid gender targets (Section 5.1). More strong gender focused leadership is needed.

4.3 Conclusion: Applied practice

Some stakeholders are leading the practice by using feminist and participatory methodologies that are transforming gender norms. These methodologies combine a number of participatory rural appraisal and other participatory methods into a sequence of events that enable self-reflection that leads to behavior change. As these are research methods, they could be applied by WHEAT R4D scientists to learn more about gender relations in the agriculture sector.

Although gender mainstreaming is a national strategy, it is inconsistently implemented. It tends to be ad hoc and limited to one particular project, rather than at the organizational level where it would outlast a project's limited duration. Some of the gender advisers interviewed felt their senior managers did not really care about gender, and they felt restricted by limited resources and support from leadership. They also felt that many gender advisers are junior, Ethiopian and female who work on projects with many international and/or senior men. This creates an immediate imbalance or hurdle. Several respondents commented that gender budgets are the first to be reduced to meet other priorities. Those who work on gender face many challenges, including discrimination and a lack of power within institutional hierarchies.

The results of the self-assessment highlight areas for improvement. Generally, supportive leadership, partnering with women's organizations, gender budgeting, internal reflection/sharing and accountability are essential for gender mainstreaming; however, not enough learning forums are held within or across organizations, and gender knowledge products are developed infrequently. Many organizations have not thought about equal opportunity policies and how they are essential to gender mainstreaming in projects. The collection of sex-disaggregated data and working with women's organizations are other areas of focus. Context-specific gender analysis should be mandated. Lessons learned should be shared widely by developing guidelines and knowledge products from the results. Conducting regular gender audits and annually reviewing a gender action plan's progress would help rectify some of these shortcomings.

Youth is emerging as an area of concern. The tendency is to add this to the gender advisers existing workload, where it either dilutes the effort for gender or delivers partial results. If youth and gender are to be linked under a gender and inclusion approach, then they need separate advisers.

5. Results: Research practice

This section summarizes the EIAR gender audit results and provides a brief overview of CIMMYT Ethiopia's online gender mainstreaming survey. The National Agriculture Research System, EIAR, struggles to capture, analyze and publish gender data. The previous section puts the results presented in this section into context. Although gender mainstreaming is a government goal, it is weakly incorporated in research.

5.1 EIAR

In 2017, CIMMYT completed a participatory gender audit of EIAR that included the workplace, research and a capacity assessment. The EIAR audit used a mixed-methods approach comprised

of key informant interviews, focus group discussions, online surveys, bibliometric analysis of peer-reviewed Scopus indexed publications and a documentation analysis of grey literature.¹⁵

EIAR has made efforts to mainstream gender. Each center has a gender focal person, led by a senior gender officer in Addis Ababa. Different projects have delivered gender training and implemented affirmative action. This audit highlights the need to build on these past efforts because mainstreaming requires thought, effort, commitment, budget, policies and guidelines. A gender policy could enable staff to better mainstream, along with applying gender budgeting and by establishing minimum standards.

Efforts to integrate gender into research projects have been observed across all directorates; however, the standard response to incorporating gender in research is to count the number of women participants and consider the gender work complete. The way and how consistently women are included requires improvement. Researchers are often unaware that they should uncover the barriers to attendance first and reduce them through additional effort.

Gender analysis is a crucial aspect of gender-responsive research. An analysis can illuminate gender-related barriers that may not be immediately obvious to the researcher. Most researchers interviewed, however, have never conducted a gender analysis. This means that most projects run on assumptions and gender-blind assertions. It is not surprising that researchers have trouble assessing women's needs when they do not understand the gender basics of a community or sector.

Monitoring and evaluation is a critical factor to ensure gender concerns are captured during research projects. It enables sex-disaggregated data to be systematically collected and analyzed. It also helps measure program progress and learn what works. EIAR's capacity for gender-responsive monitoring and evaluation is currently low. Annual performance reports inconsistently report sex disaggregated data and under-report gender-related work and achievements. There is a tendency for all gender reporting to be done by the gender directorate, rather than other directorates doing their own gender reporting, which would be in line with mainstreaming gender.

All government ministries, including MoANR, are mandated to report on gender budgeting to the MoFEC; however, EIAR has not been asked to report their gender budgeting to MoANR. Many respondents raised the lack of resources for gender inclusion and activities as a barrier to mainstreaming. Some had never considered reserving a budget for gender activities. This lack of gender budgeting makes it impossible to account for spending on gender equality or to reallocate funds within budgets for gender-focused activities. The under-resourcing of gender signals its low priority within EIAR and a gap in GoE policy implementation.

¹⁵ To see the full EIAR gender audit methodology and report visit <https://repository.cimmyt.org/handle/10883/19679>

EIAR lacks methodological plurality. There is an overuse of household surveys as the main way to gather data about farmers. Out of online survey respondents, seven had used focused group discussions and even less had used participatory methods.

While some projects refer to gender as a cross-cutting activity, it is rare to have gender appear in publications or comprehensively in reports. The knowledge management/communications department organizes, designs and records publications, yet their expertise in supporting projects to communicate gender results to a wider audience needs improvement. EIAR should consider producing more glossy publications on gender. These take less time to produce than journal articles and are a quicker way to disseminate gender results. Part of the challenge facing EIAR researchers who wish to publish in peer-reviewed journals on gender is that they are not able to access literature on gender that has been published. The fees for journal access are higher than the EIAR budget allows.

The capacity assessment component of the audit indicates a lack of capacity to adequately mainstream gender. There is a tendency for EIAR to recruit internally for gender positions. The people appointed are not adequately trained or given enough resources, and yet are expected to train others. Gender experts should be recruited for these roles, even if this means externally hiring gender experts without agricultural knowledge and/or significant research experience. Despite numerous gender trainings, few staff feel that they have the knowledge or skills to implement gender tools. This illustrates the inadequacy of training in isolation. The institution must change for gender training to have relevance or it will continue to waste funds.

Discrimination and harassment is evident across EIAR's research centers. Safety in the field is a concern because sexual harassment is a reality for some female enumerators and research institutions lack policies that safeguard against this. This makes it harder to recruit female enumerators and, thus, harder to capture data from women. Counting numbers of female participants and possibly collecting some sex disaggregated data is insufficient to deliver the changes required. EIAR's human resources department can refine policies to make them more effective, but the department acknowledges that it needs more support to make EIAR a gender-friendly workplace.

The audit highlighted opportunities for improvement. Despite what might be described as a weakness in the approach taken to implementing gender mainstreaming, a number of EIAR staff involved in the audit feel personally responsible for incorporating gender in their work. The majority of respondents also agree that the promotion of gender equality fits into the image of the institute. Moreover, the majority of the respondents, felt that EIAR could do more than it is currently doing to institutionalize gender equality. This presents a tremendous opportunity for improving gender mainstreaming at EIAR.

Despite the number of changes required to improve gender mainstreaming, EIAR is willing to learn and do more. Dr. Mandefro Nigussie, the new director general who is a gender champion, began at the end of 2017. Since the audit results were shared with EIAR, Dr. Mandefro has requested CIMMYT to train managers, deliver a "train the trainer" for gender focal people, develop gender

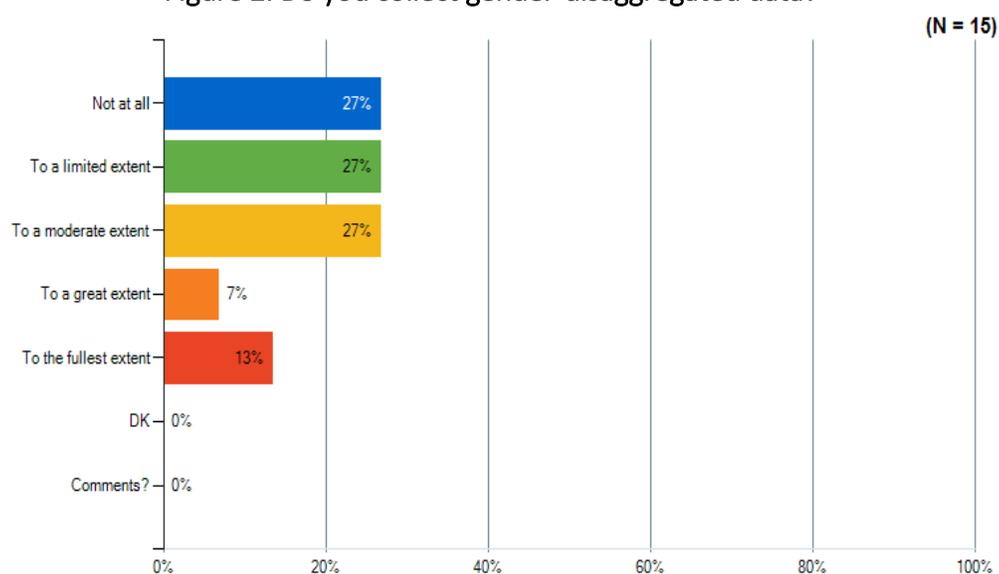
guidelines¹⁶ and draft a strategy for gender in EIAR. The organization recruited 100 female researchers in October 2018, taking the organization's percent of female researchers to 21 percent — the highest in its history. Dr. Mandefro has also committed to recruiting three female managers to the senior leadership team and reaching 30 percent female researchers by mid-2019. EIAR is very keen to improve its gender responsiveness. A huge obstacle to improvement in this area is the lack of a future funding source for a technical gender expert at CIMMYT at the end of the BMZ-funded project on gender in wheat-based livelihoods.

5.2 CIMMYT

A brief online survey was completed at the CIMMYT Ethiopia office in 2016 and asked similar questions to the online component of EIAR's survey.¹⁷ Twenty-four out of 40 possible respondents (79 percent male and 21 percent female) completed the survey. The sample size for the CIMMYT online survey was small and the data collection involved an online survey and participant observation.

While not all of the results are presented here, the selected results show that CIMMYT Ethiopia requires more encouragement to mainstream gender. Fig. 2 and Fig. 3 reveal that the collection and reporting of gender-disaggregated data is not routinely done.

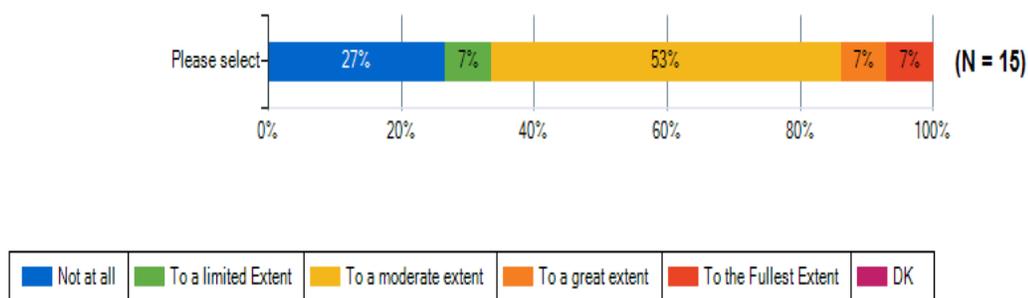
Figure 2. Do you collect gender-disaggregated data?



¹⁶ See: Gender equality and social inclusion in agriculture research for development guidelines <https://repository.cimmyt.org/handle/10883/19729>

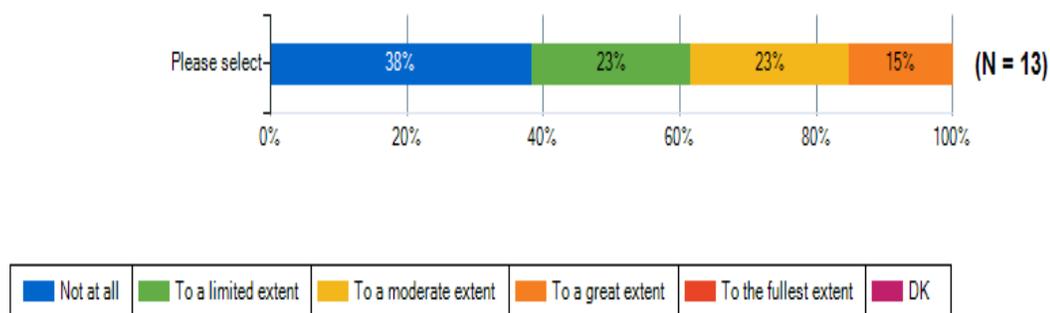
¹⁷ A gender audit of CIMMYT as an institution was completed in 2012.

Figure 3. Do you always report your data in a gender-disaggregated way?



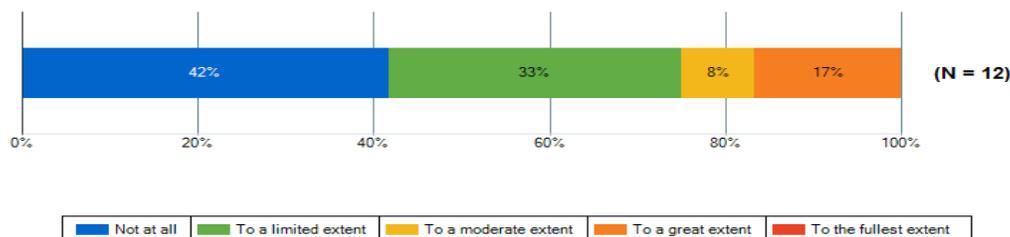
CIMMYT should better understanding its effectiveness at reaching different types of male and female rural farmers (Fig. 4).

Figure 4. Have you ever evaluated the differential impact of your research/work on women and men?



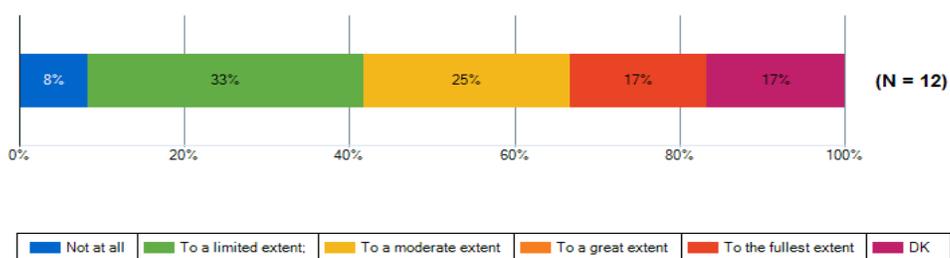
CIMMYT is not reaching or influencing policymakers with gender responsive information (Fig. 5).

Figure 5. Have you ever shared any gender results with policy makers?



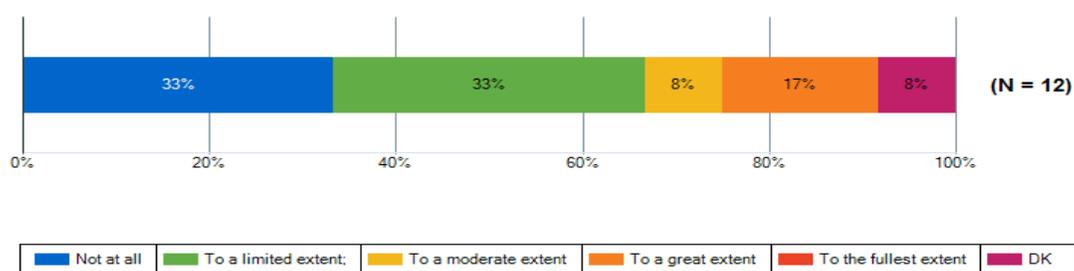
Like with EIAR, CIMMYT could have a more inclusive impact if it captured and shared more gender-responsive data; however, some CIMMYT scientists lack the necessary capacity to use gender tools to help them think through gender implications in their research (fig 6). Since this online survey was completed, an institution wide gender training program was implemented. Consequently, if the survey was re-done, the results are expected to have improved.

Figure 6. Do you have the knowledge and skills to work with gender tools?



Aside from capacity, there is some resistance within CIMMYT and by CIMMYT's partners to mainstream gender (Fig. 7).

Figure 7. As staff of a research center/institute have you experienced any resistance to gender mainstreaming in projects/research?



5.3 Conclusion: CIMMYT

Caution must be taken when interpreting results from a small online survey. Without greater triangulation these results offer limited analysis. Nevertheless, the results suggest there is a need to more deeply probe the capacity of CIMMYT staff for gender mainstreaming.

CIMMYT, like other CGIAR centers, is mandated to support EIAR and all national agriculture research systems in capturing high quality agriculture data. To do this with gender, CIMMYT must have a country level gender researcher who can support EIAR, and CIMMYT must lead by example. In CIMMYT Ethiopia, two out of fifteen internationally recruited staff are female (13%); one is a researcher and the other is a project manager. When it comes to national research staff, the figure remains the same (13%); two out of fifteen national researchers are female. Thus, there is room to improve CIMMYT's gender mainstreaming so that CIMMYT is better equipped to support national agriculture research institutions in integrating gender and social equity in WHEAT R4D.

5.4 Conclusion: Research practice

The capacity and appetite of researchers in CIMMYT and EIAR to integrate gender in their work is low. In order for wheat scientists to better mainstream gender, they need to allocate more funds toward gender research, build linkages with stakeholders that are transforming gender norms and

participate in gender networks to strengthen their expertise. They should align with GoE's gender mainstreaming approaches (e.g. "support gender integration in research and development"; incorporate as appropriate "evidence of the gender analysis in a specific context into research design and implementation").¹⁸ Moreover, improving the workforce diversity at CIMMYT is essential. EIAR has begun this process and is committed to reaching 30 percent female researchers by mid-2019. CIMMYT should set a similar target.

Specific gender focused projects like this BMZ funded project are rare across the CGIAR but are essential to understanding gaps and what is needed to reach gender equality. Donors should increase their support for gender focused research. It not only helps the wheat sector, EIAR or CIMMYT to better mainstream gender, but the entire agriculture sector benefits from the results. Funding more action research projects to help understand gender in the agriculture sector is advised as this would build capacity for gender research, while generating data. Increasing the diversity of research methods used and developing procedures for ensuring safety while undertaking data collection are other necessary changes.

6. Overall conclusion

Now is an opportune time to be working on gender in the agriculture sector of Ethiopia. The GoE is stepping up its efforts to increase the benefits women receive from agriculture. Moreover, the evidence connecting gender equality to growth and agricultural productivity is promising. The first section of this stakeholder analysis report covered the main actors working in the gender and agriculture sectors, including gender relevant networks. The second section covered applied practices, including, promising methodologies to change gender norms in the Ethiopian agriculture sector and gender mainstreaming constraints and best practices. The final section focused on agricultural research and WHEAT R4D and the capacity of CIMMYT and EIAR to deliver gender-responsive research.

Gender equality is a global priority enshrined in the Sustainable Development Goals (SDGs). Women's inclusion and empowerment appears in many policies, including MoANR's Gender in Agriculture Sector Strategy and the GoE's National Growth and Transformation Plan II. All government ministries are mandated by proclamation to mainstream gender. There are a few government organizations with influence and interest that need additional technical support to deliver systemic improvements to gender equality; however, there is very little support to build capacity for gender mainstreaming and gender research at an institutional level in Ethiopia.

The current approach to addressing gender and social equity in the agricultural sector is inadequate and piecemeal, with the exception of a couple of high performing (I)NGOs. Counting numbers of female participants and collecting some sex-disaggregated data is not enough to mainstream gender. Conducting a gender audit, fostering leadership commitment and mentoring have proven to be effective approaches to assist EIAR better mainstream gender and diversity. The self-assessment identifies a range of other possible approaches to gender mainstreaming

¹⁸ ATA (2017) Term of Reference To Conduct Gender Mainstreaming Training for Researchers and Research Directors, Agricultural Transformation Agency (ATA).

taken by institutions based in Ethiopia. CIMMYT requires a country-level gender adviser to continue assisting EIAR with its gender work. However, given the systemic nature of the challenge a large capacity building project for gender research is warranted.

Women are often overlooked as farmers and contributors to agriculture. Participatory plant breeding and other participatory methods would help keep male and female farmers at the center of research, something rarely considered. Similarly, a focus on empowering women through research is advised. Neither EIAR nor CIMMYT partner nor network with organizations that consistently empower women, nor those organizations using transformational methods. This is a missed opportunity for wheat researchers to partner with, learn from and help improve the practice of gender mainstreaming in R4D.

CIMMYT and EIAR should seek funding for gender equality and social inclusion analysis across key agro-ecological zones and develop new research proposals to increase their intersectional focus and contribute to the SDG agenda of “leave no one behind.” Youth and disability need more attention and research. Improving the CGIAR guidelines on collection of sex-disaggregated data to focus on intersectional analysis and more generally expanding the gender approach of the CGIAR centers to also cover social inclusion and diversity is strongly advised. Researchers are technical experts who understand their limited capacity for gender mainstreaming. Consequently, non-gender researchers rarely advocate for gender sensitive agriculture policies.

Despite the commencement of the gender equality network in the agriculture sector in late 2015, there is still a lack of coordination between gender advisers and wider organizations, and a lack of capacity to understand what mainstreaming means and how to implement it at an organizational level. Supporting a feminist “think/do” tank, “Lab” or a large project on gender in research would be advantageous and could address systemic changes identified. Organizations have the tendency to use short-term gender consultants and research support, when more in-country gender researchers who can build trust and capacity are required. Such researchers could help develop a gender and agriculture specialization in Ethiopia’s academic institutions, ultimately ensuring ATA, MoANR and EIAR have a pool of candidates to recruit from in the future. Such a Lab or project could also support the EIAR to learn how to conduct and analyze gender-responsive, and eventually, gender-transformative research. This is a necessary first step for transformational methods that change gender inequality to be applied successfully across the country.

Final remarks

The challenge of making changes to mainstream gender in a patriarchal country and male-dominated sector cannot be underestimated. The GoE is aligned with the need for dramatic changes, as the prime minister’s recent 50 percent female cabinet announcement implies.

6.1 Recommendations

What should leaders, donors and policymakers do?

- Become a leader for gender mainstreaming by establishing regular sectoral internal and cross-organizational learning forums and developing gender knowledge products.
- Implement anti-discrimination and sexual harassment policies and ensure safety in the field for staff and enumerators.
- 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 to address unequal social norms that perpetuate gender inequalities.
- Review gender budget promises against actual expenditures and results. Ensure gender units have adequate funds and protect project level gender budgets.
- Conduct regular gender audits every three years and annually review gender action plan progress.
- Mandate context-specific gender analysis for all projects and develop guidelines and knowledge products from results.
- Ensure all agriculture network events include sessions on gender.
- All Women's Affairs Departments (WADs) should be rebranded as Gender Affairs Departments (GADs).
- Partner with profit-making government organizations to develop gender friendly products and services.
- Support a gender research lab/hub to fill the tremendous data and capacity gaps.

What should GoE Researchers do?

- 1.1 Commit to reducing discrimination by implementing safety in the field and anti-discrimination practices and policies.
- 1.2 Consider applying feminist and transformative methods to understand gender relationships and realities better.
- 1.3 Purposively sample hard-to-reach, agro-ecologically diverse and under-served areas and population groups to help increase the evidence base to most effectively meet the needs of excluded groups and to increase national agricultural productivity.
- 1.4 Conduct research on the needs of male and female farmers as consumers and identify the way products can fill gaps in the existing market and can create demand for new markets. This will help the private sector invest in new technologies to address women's and men's needs.
- 1.5 Partner with high performing women's NGOs and learn about gender from them.

Annex 1: List of organizations consulted and their gender and wheat approach

No.	Name of the organization	Gender approach	Wheat	People impacted by the promotion of gender equality
1.	Ethio Agri CEFT Plc, member of MIDROC Ethiopia Group	Not mainstreaming	Produces wheat and buys wheat seed from seed-producing organizations. Sells to wheat flour factories	Local community, including women.
2.	Self-Help Africa	Mainstreaming	Involved in seed multiplication, including wheat	Local community, households, women
3.	CARE	Social transformative approach	Not specifically	Rural women, resource-poor urban girls, pastoralist women and girls
4.	Pioneer Seed Ethiopia PLC	Not mainstreaming	Works on maize, not wheat	The community, including women
5.	MoFEC	Mainstreaming & gender budgeting	No	The community, including women
6.	MoWCA	Mainstreaming	No	The community, including women
7.	MoANR - Human Resource unit	Mainstreaming	HR focused	Women employees
8.	MoANR - Livelihood unit	Mainstreaming	Wheat provision via food aid and Productive Safety Net Program	Women, specifically female-headed households and pregnant and lactating women
9.	MoANR - WAD	Mainstreaming	The focus is agriculture broadly	Regions; local gov (woreda/kebele); households
10.	MoANR - input marketing	Mainstreaming	Wheat is one area emphasis is given	Women and their families
11.	MoANR - planning	Not mainstreaming	Not asked	Households, including women
12.	MoANR - crop directorate	Mainstreaming	Has a wheat strategy from research to market. Durum and bread wheat	Women and their families
13.	MoANR - Emerging Regions	Mainstreaming	Somali region produces wheat. The directorate supports with fertilizer and improved seed	Women and their families
14.	MoANR - Regions of Specialty	Mainstreaming & has a gender unit	Sesame more than wheat	Staff of the department; regions; woredas; kebeles
15.	Agricultural Mechanization	Mainstreaming	Leases machines that collect and thresh wheat	Women and their families
16.	FCA	Mainstreaming	Some Unions produce wheat flour	Women and their families

17.	FAO	Mainstreaming	Nothing specific	Women and children
18.	Seed Enterprise	Mainstreaming	Multiply wheat seed	Women farmers
19.	Send a Cow Ethiopia	Mainstreaming	Have a plan to work on crops including wheat	Women and poor families
20.	Sasakawa Global 2000	Mainstreaming	If necessary, to their areas they will work on wheat	Women who are poor
21.	AAU	Mainstreaming	No	Female students and female staff
22.	Oxfam - Great Britain	Mainstreaming	No	Women
23.	Goal Ethiopia	Mainstreaming	Not sure	All staff members; FHH; spouses; family at woreda/ kebele level
24.	EDRI	Mainstreaming	Proposed study on wheat and impact of various types of technologies on wheat productivity and quality	Farm households; research output users
25.	ECA	Mainstreaming	Not sure	Member states; CSOs; women affairs; gender statisticians/ experts; ministers
26.	BMGF	Mainstreaming and focused investment around gender	Working on wheat eight years. Focused on wheat rust disease via research. Working on developing varieties with CIMMYT, Cornell and the EIAR	Countries; poor people
27.	AAU	Mainstreaming & Gender policy and gender officer for the University	No	Students; trainees; AAU staff
28.	CSA	Mainstreaming in surveys; policy/ guideline in place	Not specifically	Top management of the agency; directorates of the agency
29.	OSSRESA	Mainstreaming	No	Policymakers; research output users; universities; research institutions.
30.	Save the Children	Mainstreaming	Not sure	Households (both male and female headed) and spouses; gov employees at woreda and kebele
31.	World Vision	Mainstreaming: Affirmative action Guidelines and training manuals. Gender audit every three years.	Not sure	Men and women; disabled people; children; World Vision staff; donors
32.	ICSD	Mainstreaming	In seed system (dissemination of various seed varieties, new or indigenous)	Government (federal and regional); universities; researchers; farmers (men and women)
33.	Godisa Gobena	Mainstreaming	Different wheat seed multiplication and dissemination	Staff of the organization; farmers (both men and women)

34.	CARE	Mainstreaming	HR focus	Staff of the organization; new graduates; other NGOs
35.	GIZ	Mainstreaming	Productivity focus on wheat	Experts at federal, regional, and woreda levels; farmers
36.	Seed Enterprise	Mainstreaming & Affirmative action	Produce, multiply and sell wheat seed to the farmers	Farmers, both men and women
37.	GEN Project	Mainstreaming & Affirmative action	Cereals value chain including wheat	Farmers, both men and women
38.	UEWCA	Mainstreaming	No	Member organizations; federal ministry organizations; women & children
39.	UN Women	Mainstreaming & Affirmative action	The focus is on agriculture & rural women, not crops	Government; rural women; donors
40.	ACDI/VOCA	Mainstreaming	No	Women
41.	WFP	Twin track: Mainstreaming & stand-alone interventions	Not sure	Vulnerable groups including men, women, boys and girls
42.	WISE	Mainstreaming	No	Women and girls; husbands
43.	World Bank Group	Mainstreaming	Not sure	Women and girls; female-headed households; women in polygamous relationships
44.	ATA	Mainstreaming	A certain area might but the gender unit covers all ATA work	Women
45.	National Planning Commission	Mainstreaming	Does research in areas that grow wheat	Women
46.	ATA	Mainstreaming & building capacity	yes	Everyone working in the agriculture sector
47.	Enterprise partners	Mainstreaming	yes	Ago-industry like factories, women and the poor and companies that employ women

Annex 2: Checklists to Guide discussion with various Stakeholders

In terms of your organization

1. Can you please tell us a little bit about the work you do.
2. Do you have any work in the wheat value chain?
3. Is there any gender components to your work? If yes, what has been achieved?
4. How does your organization approach gender? Is it mainstreamed, ad hoc?
 - o Is there a gender policy or strategy developed?
 - o Does the organization have systems, procedures and incentives in place to ensure that all interventions are gender responsive? (Give specific examples)
 - o Do you have guidelines, tools or methods in place for gender? Give examples.
 - o Has any gender budgeting or an audit been completed?
5. Which approaches/methodologies do you believe work well to address gender issues?
 - o Which ones have not work well? Why?
6. What about the internal/institutional initiatives, which ones have worked well to improve your gender equality?
7. Where does your funding for gender in agriculture come from?
8. How and to who do you report on your gender related work?
9. To what extent does your organization use sex-disaggregated data?
10. In your opinion, where are there gaps and challenges in improving your organization from a gender equality perspective?
11. On a scale of 1 -5 with 5 being the highest, how much consensus is there in your organization that gender roles should change and become more equal? Please explain your ranking.
12. Is there any resistance to promoting gender equality in your work?
 - o In what parts of the organization?
13. Do you have a workforce diversity policy?
 - o What are the numbers of men and women in your organization?
 - o at leadership level?
14. How does your organization reflect upon its gender learning?
15. Have any independent evaluations of your work been conducted? (can we get copies)
16. What is the best program you have seen on gender equality in agriculture and why?
17. Does your organization use the outcomes from research to develop or adjust programs? (Can you give examples)
18. How does your organization develop policy?
19. Are systems and procedures in place to ensure that information from analysis and evaluations is used to guide new program development?

Stakeholders

20. How does your organization prioritize and structure its work?
21. Who are your main stakeholders?
22. How well do you collaborate with these stakeholders?
 - o What would help to strengthen your collaboration with these various stakeholders?
23. Are there any gender or women specific stakeholders? (please list the stakeholders)
24. Are there any tensions due to competing for same resources or similar interventions or personality clashes that we should be aware of?
25. What are some of the challenges and opportunities in getting stakeholders to work better together for the specific promotion of gender equality?

26. Have you successfully influenced MoANR's work from a gender perspective? What have you learnt from doing this?
27. How do you see the level of capacity and commitment of WAD within MoANR to mainstream gender throughout all MoANR operations?
28. Any other comments you wish to make about stakeholder relationships?
29. Are there other organizations that we should talk to?

Questions for Capacity Assessment

30. What are the challenges in getting national policies implemented at the local level?
31. On a scale of 1 – 5 with 5 being the highest, how would you describe the capacity of your organization/section to implement gender responsive programs/projects and ensure that interventions benefit women and men equally?
32. Where are the main capacity gaps in your organization in terms of gender?
33. How does your organization address its capacity building needs (e.g. is there a training budget? Do you do online research? Collaborate or make requests from partners/donors? Give training yourself?)
34. In terms of your own personal development what skills or knowledge would you like to better promote gender equality in the agricultural sector?
35. Do you think it is possible to work towards achieving gender equality in the agricultural sector? Please explain your answer
36. When you look across all the actors working on gender equality in agriculture what skills or knowledge do you think they need to improve upon?
37. What is your opinion on the recently released gender equality strategy for Ethiopia's agricultural sector?
38. Is there anything else related to gender in agriculture that you wish to discuss?

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