



Mapping gender and women focused initiatives in the agriculture sector: a scoping study

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RAISE-FS working paper #006

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Resilient Agriculture for Inclusive and Sustainable Ethiopian Food Systems (RAISE-FS)

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This working paper presents recommendations for actions food system transformation projects can take to support ensure gender equality and social inclusiveness within the context of a food systems project in Ethiopia. The paper presents an overview of public and non-governmental organizations dealing with gender transformative approaches, gender mainstreaming and, women's and youth empowerment. It provides an overview of best experiences, good practices, lessons and platforms based on primary data collection, as well as a review of key policy documents. The report concludes with key actions the RAISE-FS project should consider for women and youth empowerment and gender equality.

Keywords: stakeholder mapping, gender, transformative approach, food systems, Ethiopia

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Preface

Resilient Agriculture for Inclusive and Sustainable Ethiopian Food Systems (RAISE-FS) is a four-year program funded by the Dutch Embassy in Addis Ababa and hosted by Stichting Wageningen Research Ethiopia based in Addis Ababa, to bring about transformation in the Ethiopian food system. RAISE-FS will develop and implement a demand-driven and interdisciplinary approach to Research for Food System Transformation (R4FST) and as such contribute to the Government of Ethiopia's transformational agenda.

RAISE-FS adopts the food system approach as a Theory of Change (ToC), which helps in analysing the drivers and food system activities that contribute to the transformation of the food system by addressing leverage points, resulting in increased productivity, enhanced value chain performance, and improved human nutrition for food security while minimizing environmental impact and ensuring social inclusion.

The project aims to leverage transformation in Ethiopian food systems, covering the spectrum from food-insecure households and regions, to better-off households that are food-secure and can realize production surpluses, towards commodity commercialization efforts that contribute to rural and urban consumption demands and export.

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List of abbreviations and acronyms

ABCD	Asset Based Community Development
BENEFIT	Bilateral Ethiopian-Netherlands Effort for Food, Income and Trade Partnership
BROY	Building Resilience and Opportunity for Youth
BYOB	Be Your Own Boss
CARE	Cooperative for Assistance and Relief Everywhere
CASCAPE	Capacity Building for Scaling up of evidence-based Practices in agricultural production in Ethiopia
CEDAW	Convention on Elimination of all forms of Discrimination against Women
CSAAB	Climate Smart Agriculture and Agribusiness
CSO	Civil Society Organizations
DBE	Development Bank of Ethiopia
EHPEA	Ethiopian Horticulture Producers and Exporters Association
EIAR	Ethiopian Institute of Agricultural Research
EKN	Embassy of the Kingdom of the Netherlands
ENGEA	The Ethiopian network of gender equality in Agriculture
ENSP	Ethiopia Netherlands Seed Partnership
ENTAG	Ethiopia-Netherlands Trade for Agricultural Growth and
FGM	Female Genital Mutilation
FLM	Family Life Model
FUJCFSA	Federal Urban Job Creation and Food Security Agency
GALS	Gender action learning system
GBV	Gender Based Violence
GEF	Gender Equality Framework
GESI	Gender Equality and Social Inclusion
GIL	Gender Innovation Lab
GMF	Gender Model Family
GTA	Gender Transformative Approaches
HHM	Household Mentoring
IGA	Income Generating Activity
ILO	International Labour Organization
ISSD	Integrated Seed Sector Development
KII	Key Informant Interview
LIWAY	Livelihoods improvement for women and youth
MFIs	Microfinance institutions
MoA	Ministry of Agriculture
MoANR	Ministry of Agriculture and Natural Resources
MoLS	Ministry of Labour and Skills
MoWSA	Ministry of Women and Social Affairs
MSME	Micro, Small, and Medium Enterprises
NAPGE	National action plan for Gender Equality
NEWA	Network of Ethiopian Women's Association

NEWA	Network of Women Associations
NWEE	National women economic empowerment forum
OSSC	One-Stop Service Centres
PPP	Public and Private Partnership
PRA	Participatory Rural Appraisal
RAISE-FS	Resilient, Agriculture for Inclusion and Sustainable Ethiopian Food Systems
RBE	Reach, Benefit, Empower
RBET	Reach-Benefit-Empower-Transform
RCA	Rapid care analysis
REALISE	Realizing Sustainable Agricultural Livelihood Security in Ethiopia.
SAA	Social Analysis and Action
SAC	Send a Cow
SBN	Sesame Business Network
SHA	Self Help Africa
SMIS	Small and Micro Irrigation Support Program
THM	Transformative Household Methodology
TVET	Technical Vocational and Educational Trainings
UNW	United Nations Women
VESA	Village Economic and Social Association
VSLA	Village Saving and Loan Association
WAD	Women Affairs Directorate
WE GO	Women Empowerment through gender transformative market opportunities
WEAI	Women Empowerment in Agriculture
WEDEP	Women Entrepreneurship Development
WEE	Women Economic Empowerment
WHO	World Health Organization
WISE	Women in Self Employment
WRN	Work Ready Now

Summary

In Ethiopia, substantial gender gaps are evident in various social and economic sectors. To mention a few, women in Ethiopia perform 75% of all farm labour despite they only hold 18.7% of agricultural land¹. Several research findings also revealed that female farmers in Ethiopia are less productive than their male counterparts, which is mainly because of limited economic capacity to afford using improved agricultural technologies (UN Women, 2018). Female-headed households are often characterized by inadequate labour and limited annual incomes. However, if they get access to economic supports, women working in agriculture can have an enormous potential to increase production and nutrition. Gender transformative approaches are required to achieve this and ensure gender equality and social inclusiveness. Several public, private and international organizations operating in Ethiopia have diverse experiences, and achievements on gender transformative approaches, and women empowerment initiatives. This study aims to give an overview of these experiences, identify good practices, lessons learnt and performance of platforms.

The study adopted a mixed approach to collect qualitative information from both secondary and primary sources. Key-informant interview was held with heads and representatives of public organizations and, national and international NGOs. A comprehensive desk review was also conducted to augment the findings of the primary data sources.

The scoping study identified a number of public and non-governmental organizations dealing with gender transformative approaches, gender mainstreaming and, women's empowerment. Some of these organizations included government ministries like the Ministry of Agriculture (MoA) and ministry of women and social affairs, UN agencies like IFAD, UN women, local development organizations like Women in Self-Employment (WISE), International organizations like CARE Ethiopia, Self-Help Africa (SHA). Key informant was purposively selected from organizations aforementioned and interviewed on gender integration, economic and social empowerment of women to change the narratives and help them improve their livelihoods.

In Ethiopia, there were a number of policy provisions mainly aiming at ensuring equality between women and men in political, social and economic sectors. The first ever women specific policy was formulated in 1993 entitled 'National Policy on Ethiopian Women'. Since then, several organizations have developed gender specific strategies, and implementation guidelines. There were also specific studies devoted to revision of gender policy implementation and noticed weak linkages between gender policies and agriculture policies. This was mainly attributed to the limited coordination of organizations for joint planning, implementation and monitoring, evaluation and learning.

A number of organizations contacted were observed to adopt and pursue diverse (young) women specific livelihood interventions, some of which included seed entrepreneurship and nursery development, poultry production, beekeeping, creating access to finance, and different types of soft skills building programs. These interventions have contributed mainly to economic empowerment of women despite the issue of sustainability was still identified to be a development challenge.

Several organizations have also engaged diverse gender mainstreaming approaches and employing tools including gender analysis, gender audit, rapid care analysis, gender levelling tool, gender equality strategy and policy, and gender equality marker tool. These tools and approaches helped organizations to institutionalize gender in their policies, programs and projects. In line with this, organizations have also adopted a number of gender transformative approaches which are beyond 'business as usual' ways of gender

¹ Sustainable Development Goals: Case study report retrieved from https://www.sdgfund.org/sites/default/files/case_study_ethiopia_vgd.pdf

interventions. These approaches helped to shift gender norms and other structural barriers that reinforce existing inequalities. Some of the approaches included the gender model family (GMF) approach, family life model approach, transformative household methodology, gender action and learning, household mentoring, and social analysis and action.

The study has also identified a number of gender focused platforms which were established by involving government actors, CSOs and research partners with the purpose of facilitating knowledge management, engaging and influencing stakeholders and decision makers, and facilitating partnerships and collaboration. Some of these platforms included the Ethiopian Network of Gender Equality, Network of Ethiopian Women's Association, Gender Talk Forum, Women's Land Right Taskforce, and National Women Economic Empowerment Forum. Embracing a number of national, international and public organizations, these platforms are operating at different scales to serve their purposes.

Initiatives working on women empowerment often faced a number of challenges. Limited access to resources coupled with skill gaps appears to be a major impediment in women focused initiatives. Limited mobility of women, time poverty, low literacy, and cultural norms that restrict women participation are some of the key challenges which restricted sustainable achievement of women focused initiatives. Organizational level challenges were also identified which included limited commitment and accountability, capacity limitation, inadequate budget allocation for gender focused programs and gender mainstreaming initiatives, and limited staffing of the organization with women. These challenges need to be considered in the course of designing women-based initiatives to secure impactful and sustainable achievements.

The scoping study has also picked out lessons that were distilled from the past activities of other stakeholders to inform future actions and interventions. For instance, addressing the issues of women and girls requires coherence of interventions at many levels. Sociocultural constraints on women and girls are still strong necessitating to work on shifting and addressing these issues for desired goals. A demand-led approach was also learnt to be essential to address the real needs of women on sustainable basis.

Overall, the study has realized that several public and non-governmental organizations are working in the space of women empowerment and gender equality. Women economic empowerment initiatives were less sustainable because of limited application of gender transformative approaches which intend to shift gender norms and limited social status of women in the society. Taking the good practices which organizations achieved as favourable potential, and considering the lessons learnt, future interventions need to work on the challenges identified at various levels and scales for sustainable achievement of gender equality and empowerment of women and girls.

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1 Introduction

1.1 Gender inequality in Ethiopia: A Synopsis

Women in Ethiopia experience substantial gender gaps in various social and economic sectors. They often do not have the same opportunities as their male counterparts. However, there are no universally accepted definition and measurements for gender inequality and women empowerment. The Ethiopian Ministry of Women, Children and Youth, together with UNICEF has recently published one of the most comprehensive reports about gender inequality and women's empowerment. They defined these concepts with indicators based on international conventions and used data from different domestic and health surveys supplemented by other databases (MOWCY, UNICEF, & SPRI, 2019). The survey results were found in the following domains:

- School attendance rates: no gender gap in primary school enrolment and attendance rate. For secondary school, the gender gap is <5%. However, illiteracy is still high, especially among women;
- Female genital mutilation (FGM): Incidence of FGM decreased in the past years. However, in 2016 incidence was still 52% for women between the age of 15 to 19. Major regional differences were also observed with some regions having an incidence rate as high as 96%;
- Child marriage: 11% of girls aged 15-17 years were married but there are still major regional differences (Afar 30%). For teenage pregnancy, 13% of all women between the age of 15-17 were either expecting or had a child;
- Gender-based violence (GBV): There is a wide and surprising gender gap in attitude towards GBV. Between 13- 20% of all men justified wife-beating in certain situations compared to 37-44% of women;
- Women's time resources: Household chores are unequally distributed between men and women and only 18% of men helped their partner with household chores regularly;
- Women's control of resources: women's control of resources was also limited. For example, only 15% of women (and 26% of men) owned a bank account. Moreover, 27% of women owned and used a cell phone while it was 54% for men. Most women owned real estate jointly while most men owned solely;
- Women's participation in decision making: It was observed that 81% of women participated in decision making about their health, 78% in large household purchases (non-day-to-day expenses), 79% in visiting family and 45% in sexual relations.

Feed the Future² calculated the women's empowerment in agriculture index (WEAI) in 2015. The average score was 0.72 with a very small increase over the previous 2 years, indicating that changes in women's empowerment in Ethiopia is slow and challenging. Women scored especially low in the empowerment domains of group membership and speaking in public (Feed the Future, 2018).

A case study from FAO, WFP, UN Women, and IFAD³ also concluded that women in Ethiopia have challenges concerning ownership and control over productive assets and technologies. They calculated that woman in Ethiopia perform 75% of all farm labour. However, they only hold 18.7% of agricultural land. In an effort to improve women's land tenure right, the FDRE government, followed by its Rural Land Administration and Use proclamation of 1997, revised in 2005 confirmed that married women shall be granted a secured joint land right as their husbands, including the right to use, transfer, lease or rent out their joint rights. (Crewett & Korf, 2008 cited by Mekonnen, Genene 2022) Although joint certification appears to have had a limited effect on women's ability to influence household farm management decisions, it did contribute to their increased influence in land rental decisions in regions where rental contracts required the consent of a spouse following joint certification (Holden and Tefera, 2008 cited by Hirut and Renée, 2013).

Gender inequality has also an effect on agricultural productivity. Several research findings revealed that female farmers in Ethiopia are less productive than their male counterparts (Ethiopia's Ministry of Agriculture

² https://pdf.usaid.gov/pdf_docs/PA00TD6W.pdf

³ https://www.sdgfund.org/sites/default/files/case_study_ethiopia_vgd.pdf

and Natural Resources, UN Women, UNDP, & UN environment, 2018). A study from the World Bank estimated the productivity gap to be around 11%, mainly due to their limited access to agricultural inputs, lower return on their inputs and disadvantaged prices in the product market (World bank, 2019). Female-headed households are often characterized by inadequate labour and limited annual incomes (Asadullah and Kambhampati, 2021). Another study focussing on women in male headed households in Ethiopia showed that women are often equally involved in farming activities as their male spouse. However, women have little access to training on improved agricultural practises. Furthermore, decision on how to spend resources or the use of harvested crops are often fully in the hands of the men. Women often have decision making power over poultry and home garden products because these products are often for home consumption (de Roo et al., 2016). So, women already play a major role in agriculture in Ethiopia. However, their potential is not fully unlocked due to limited access to finance, resources, training and limited decision-making power.

Therefore, above mentioned that gender inequality is still prevalent within Ethiopia and within the domain of agricultural production. This calls for more and intensive gender equality programs to be initiated, especially to benefit women and girls but also men and boys.

1.2 Study objective and research questions

In Ethiopia there are several public, private and international organizations working on gender mainstreaming. These organizations have diverse experiences, and achievements on gender mainstreaming and women empowerment. This study aims to give an overview on these experiences, approaches and performance of platforms established to address gender inequality and women empowerment. The study provides answers to the following key research questions:

- What is known in the literature about existing gender relations, practices and policies shaping rural livelihoods in terms of nutrition, food security, and agricultural production in rural Ethiopia (with special focus to RAISE-FS implementation regions)?
- What promising practices, methodologies and platforms exist for empowering rural women and integrating gender equality and social inclusion (GESI) in Ethiopian agricultural food systems?
- Who are the main actors with regard to improving rural livelihoods and what are their views on gender equality and social inclusion within the agricultural food system?
- What is the gender transformative approaches and good practices and lessons that can be mainstreamed in food system transformation?

2 The Study Methodology and Approach

2.1 Study approach

The study adopted a blend of approaches and methods to collect both secondary and primary information. Desk review involved analysis and synthesis of published and unpublished documents which contain information about national and international experiences in gender mainstreaming and women empowerment. Attention was given on initiatives and experiences of organizations currently active in Ethiopia.

Primary data was collected mainly through key informant interviews (KIIs) with staffs and representatives of organizations. All interviews were conducted using an interview guide (see Annex 1).

2.2 Information synthesis and report structure

The obtained information was synthesized using content and thematic analysis techniques.

The report is structured in the following chapters: The first chapter introduces the gender gaps in Ethiopia and the rationale for the study while the second chapter describes the methods and approaches used for data collection and information synthesis. Chapter three presents the key findings of the study while chapter four provides the challenges, lessons learned and conclusions emanating from the study. The findings in chapter three were grouped and discussed using *WHO's gender responsive assessment criteria* for assessing the various initiatives on gender equality⁴ (Gough & Novikova, 2020). This tool takes users from gender blind to gender aware programs, towards the goal of equality and better development outcomes.

However, all of the identified programs and interventions in this scoping study lie under the gender sensitive (aware), gender specific and gender transformative categories. The study assessed the different tools employed by different stakeholders to mainstream gender equality in their programmes. The scoping also mapped gender specific livelihood initiatives focusing on women economic empowerment and the different gender transformative approaches and projects aiming to transform unequal social norms. It is important to note that the classification was done using the organizations goals and intentions and not the actual implementation.

Limitations of the study

The scope of data collection was limited to assessing gender and social inclusion experiences of public and non-governmental organizations located in the city of Addis Ababa with implementation targets in the different parts of the country. Even though there are several national and international organizations dealing with gender mainstreaming and women empowerment initiatives, the study prioritized and focused on

⁴ Gender unequal: refers to the different programming and policies that perpetuate existing inequalities by reinforcing imbalanced norms, roles and relations.

Gender blind: refers to programs and policies that often treat everyone the same based on the principle of being "fair" but ignore gender norms, roles and relations reinforcing inequalities.

Gender sensitive: refers to the different programs and policies that recognize gender norms and roles without taking remedial actions that address them.

Gender specific: refers to those programs and policies that examine prevailing realities and address implement approaches and interventions targeting women's and men's specific needs to make it easier for them to fulfil duties that are ascribed to them based on their gender roles.

Gender transformative: includes policies and programs that seek to transform gender relations to promote equality and achieve program objectives. Such program and policies attempt to promote gender equality by fostering critical examination of inequalities and gender roles, norms and dynamics, recognizing and strengthening positive norms that support equality and an enabling environment, and promoting the relative position of women, girls and marginalized groups, and transforming the underlying social structures, policies and broadly held social norms that perpetuate gender inequalities.

organizations, with pertinent experience in gender equality and women empowerment in the agriculture sector. The study is based on key informant interviews so the impact of methods and approaches was assessed using only the information provided by the interviewees and supplemented with secondary data.

The findings listed in chapter 3 are an inventory of policies, approaches, tools, initiatives and platforms that are clustered based on the descriptions provided in interviews and documents. The study majorly focused to review current initiatives in the areas of gender, integration and women empowerment initiatives of currently running programs from interviewed organizations. The descriptions given in this chapter do not aim at completeness but rather serve to give an overview of what is available.

3 Key Findings

In this chapter the key findings are presented, starting with the **stakeholders** involved and a summary of the relevant Governmental **policies** and strategies. Next, the **livelihood-oriented interventions** that target women are listed. A variety of **tools** were found that are used for gender aware programming and organisational gender mainstreaming. Next, transformative approaches are listed. Field level visit of the different good practices is yet to be conducted in order to validate information obtained from document review and key informant interviews. Some of the approaches listed entail a full Transformative Approach and other only partially by addressing specific issues at the systemic level and therefore contribute to a transformative approach.

3.1 Stakeholders

The scoping study identified a number of public and non-governmental organizations dealing with gender equality and women's empowerment. Annex 2 provides the list of organizations and their focus areas. These stakeholders can fall into the following broad categories.

Government affiliated actors: in this category, the study addressed government organizations (ministries, agencies and institutes) currently engaging in women empowerment and gender equality activities, with special focus on the agriculture sector. These actors include Ministry of Agriculture (Women affairs directorate), Ministry of women and social affairs, Agricultural Transformations, the federal cooperatives commission. Ethiopian Institute of Agricultural Research is a notable institute integrating gender perspective in agricultural research and development endeavours.

Local non-government organizations: these actors include to non-for-profit organizations that are based and work in Ethiopia with a focus on women empowerment. Women in Self Employment (WISE) is one of these actors working on creating employment opportunities for women from low-income groups. Ashagari consultancy and charitable organization is also a hybrid organization working on the advancement of women empowerment, gender equality and institutional capacity building

Non-government organizations (international): the wider range of actors in this study fall under this category. These actors have a long track record of promoting gender equality and women empowerment in different parts of the country. Oxfam International, Save the Children, CARE Ethiopia, Bill and Melinda Gates Foundation, Self-help Africa, International fund for Agricultural Development, Agriterra, Technoserve Ethiopia, Send a Cow and SOS Sahel Ethiopia were included in this category. These organizations strive to advance gender equality and women empowerment in their programming by integrating gender equality perspectives in their agricultural interventions and also design stand-alone approaches with due focus to address gender inequality and advance women empowerment. On the other hand, UN women is also a UN organization with a focus on gender equality and women empowerment in different parts of Ethiopia.

Furthermore, also the information of the Bilateral Ethiopian Netherlands Effort for Food, Income and Trade (BENEFIT) Partnership is included. This project was implemented by Wageningen University & Research in the Netherlands. Includovate is another international research organization dedicated to empowering the needs of women and excluded groups.

Network organizations: these actors bring together numerous different organizations to work together and collaborate around a common purpose. The Ethiopian Horticulture Producers and Exporters Association (EHPEA) is a business membership organization meant to promote the interest of its members who are engaged in the production and export of horticultural products. EHPEA also plays a great role in the integration of gender in the private sector. Association of Ethiopian Microfinance Institutions is a non-for-profit association working to promote an enabling environment for the business of microfinance.

3.2 Government policies and strategies focusing on women and gender

Policy and strategy formulation aiming to minimize human rights violations and ensure economic benefits of women started in early 1990's in Ethiopia. It was in 1993 that the - then transitional - Government of Ethiopia formulated the first ever women specific policy entitled 'National Policy on Ethiopian Women'. This document brought to light the major women-specific stereotypes, and the discriminatory practices against women over several decades in social, political and economic spheres. Since then, a number of women and gender specific strategic documents were produced to contribute to an enabling environment towards gender equality. The gender equality package formulated in 2006 specifically provided the national action plan aiming at equality between women and men in political, social and economic sectors.

In 2017, Ethiopia formulated two gender equality packages: Ethiopian Women's Development and Change Package and Gender Equality Strategy for Ethiopia's Agriculture Sector. The first aimed at increasing the participation of women in all aspects of society while the second draws on gender specific gaps, formulates strategic objectives and suggests strategic interventions to ensure gender equality in the agriculture sector. The situation analysis of the gender equality strategy identified a number of gender gaps in various sectors, including in agricultural production and value chains, pastoral livelihoods, natural resource management, agricultural commercialization, and agricultural research and extension (MoARD, 2018). The document suggested five strategic objectives that need to be addressed to facilitate gender mainstreaming in agriculture sector:

- Establish accountability and commitment to mainstream gender;
- Enhance institutional capacity;
- Leverage institutional partnerships to effectively address barriers to gender equality in agriculture sector;
- Increased participation and economic empowerment of women;
- Provide the chance for women for their voices to be heard and decision-making power to be increased both within a household and institutional levels.

Kristie (2018) noted weak linkages between gender policies and agriculture policies. The limited integration of institutes for joint planning, implementation and monitoring, evaluation and learning are one of the causes of this situation. This emphasizes the need to strengthen institutional integration to ensure effective mainstreaming of gender in the agriculture sector. The authors also observed that some of the gender strategic documents, such as the NAP-GE and the first Women's Development and Change Package did not contribute to the creation of a conducive environment for the incorporation of gender-equality objectives to be put at the top of the agricultural agenda. This indicates that policies are misaligned, which could be attributed to the low participation of women during policy formulation processes.

Overall, increasing trends show different policies and strategies being formulated with a focus on gender and women empowerment. However, the trend of observing pragmatic changes in ensuring gender equality in agriculture sector could not progress in part with formulation of the various strategic documents. Key informant interviews also indicated that strategic documents remain shelved without revealing improvements on the ground. Limited accountability and commitment of the management team of institutes is one of the key reasons for the invisible progress of gender equality initiatives. In summary:

- The fundamental policy provision on gender is the direct inclusion of women's rights in the constitution of the country. Equal rights provision has been enshrined for women in the constitution, out of which many other policies were drawn illustrating the specific equality provisions in details and depths. For instance, Ethiopia issued the national Ethiopian Policy on Women in 1993 granting equal rights for women in line with provisions in the Constitution.
- There is also a family law which provided pension rights policy specifically for women. This policy illustrates attempts made for the advancement of women such as affirmative action provision where women were entitled special provisions in higher learning education, employment and promotion.
- As a member of UN, Ethiopia has also adopted Beijing Platform for Action (BPA) which calls up on all member countries to mainstream gender at levels of development efforts. In response, Ethiopia is taking a number of actions to benefit women across ranges of development initiatives.

- Ethiopia is also a signatory of global agreements on women rights such as Convention on Elimination of all forms of Discrimination against Women (CEDAW) which guarantees women equal right and protection from discrimination. Further, Ethiopia has ratified major international conventions including Convention of Civil and Political Rights, Convention on Economic and social and Cultural Rights, and the Child Right Convention.

In addition to the above major policy provisions which recognized equal rights for women at all political, social and economic sectors, there are many other strategies in various levels of government structures and political hierarchies. Public Institutes and Non-governmental organizations operating at national and international levels have also formulated gender strategies in line with their mandates. Following these strategies and associated guidelines, several gender specific initiatives and activities have been implemented so far accompanied with a number of achievements, good practices and lessons.

3.3 Case show on gender specific livelihood-oriented interventions

Women traditionally have been subject to sociocultural and economic discrimination that resulted in fewer economic, educational and social opportunities than men. (OECD, 2011) Cognizant of this, recent policies, development programs and projects in Ethiopia are embracing inclusive development approaches to improve women's contribution and benefit from economic growth. The scoping study identified programmes and interventions⁵ that focus on women's livelihoods and income that make explicit provisions to target and benefit women and girls in rural areas as well as (semi-)urban areas. The table below summarises the initiatives in four types.

Table 1: Summary of gender specific livelihood interventions

Programme or intervention focus	Typical aims	Scope	Examples
Specific commodity-centred interventions	Increasing farm productivity, increasing women's income, food security, meeting market demand, increasing women's self-employment opportunities	Agro-technical training, provision of inputs such as seeds, seedlings, chicken, working capital, value chain development	Poultry, honey, seeds, enset (mention the organisations behind these) REALISE, CANAG, SOS Sahel, Self-Help Africa
Entrepreneurship development and skill building in the economic sphere	(Self-) Employment creation for women	Training to micro and small enterprises (partly) owned by women, access to microfinance, entrepreneurial skills development. Market development, women's access to markets. Women's employment in large and small enterprises.	Women Entrepreneurship Development Project (WEDP). Development Bank of Ethiopia. LIWAY (SNV, Save the Children, Technoserve, Mercy Corps) Bridges programme (Ministry of labour and skills)
Promoting social and economic self-help groups	Group development for self-reliance (women's groups and mixed groups)	Training on group development, savings, leadership, conflict management	VESA groups (CARE, SNV) Self-help groups (Ripple Effect)
Access to finance	Women's access to finance and financial inclusion, often combined with increasing women's entrepreneurship	Savings groups and community-managed microfinance. Microfinance loans with external credit. Business training Financial literacy training	Village Saving and Lending Associations (CARE) MFIs Revolving and guarantee fund (SBN, ENTAG)

⁵ The study focuses on programmes and interventions that are in the implementation stage at the time of writing.

3.3.1 Specific commodity-centred interventions

A wide range of organisations promote income generating initiatives targeting women and girls, using commodity-centred interventions. The choice of commodity is often based on the context and the status quo: commodities in which women are already active and which are socially acceptable for women to engage in.

Seed entrepreneurship and nursery development

Nursery development is one of the potential pathways to solve the imbalance between seed demand and supply, as well as income generation means for different social groups. The scoping study revealed that development actors are organizing jobless women in seedling production as an income generation activity. Organized groups are equipped with technical training, seedling provision, access to working space and working capital through linkage with financial institutions. Actors promoting seed entrepreneurship reiterate this approach for it proved to be effective in meeting project goals in terms of improving seed access and its potential for empowerment. EIAR and Technoserve are among the actors promoting this income generation approach. Despite its positive contribution, this approach is not devoid of challenges. The lack of sustainability is one of the fundamental bottlenecks of this approach. Most project-based seed groups do not sustain after project support had withdrawn. Inadequate efforts made to establish market linkages, limited operational capital and inadequate on-going supports and follow-up from the organization taking-over these initiatives are some of the challenges related to sustainability.

Another example of a seed specific intervention are the efforts made under the “Integrated Seed Sector Development” (ISSD)⁶. The goal of the programme was to strengthen the informal seed sector and increase the access to quality seeds. The project also supported both private small-, medium- and large-scale companies and parastatal seed enterprises in formal seed systems. A deliberate effort was made to ensure also women profited by ensuring 50% of people included were women but also by providing training to female farmers.

Poultry and other livestock production

Poultry is another enterprise in which a higher percentage of women and youth are engaged. Production of eggs and chickens, and the production and processing of chicken meat are visible business activities in many parts of the country. The unmet national demand is creating job opportunities for unemployed women to organize in poultry enterprises. As this activity is familiar to most rural women, several projects are supporting this initiative by providing credit facilities, technical assistance and marketing linkage for organized groups, especially women. Among others, Self-help Africa and IFAD have experiences of engaging women in poultry business.

In the “Realizing Sustainable Agricultural Livelihood Security in Ethiopia” (REALISE)⁷, experience shows that pilots on the livestock (goats and poultry) for women, youth and marginalized poor farmers, contribute to livelihood diversification, job creation, income, nutrition improvement and risk management. However, it requires a large investment, market linkages, multi-institutional players and proven market demand. The purpose of these pilots was improving household resilience through women empowerment.

Beekeeping

Beekeeping can be a low-investment and low-input business enterprise that directly generates economic gains and integrates well with agriculture that forms the main economic activity for rural communities. It supports agricultural activities for example through cross-pollination and improves crop and seed yield (Peter et al. 2018). Interventions focus on production of honey, drinks made of honey, royal jelly, production of bee colonies, and raising of queen bees. Production and supply of beehives, equipment and packaging also provided low-threshold job opportunities. People also engage in wax production and marketing. Various governmental, international and non-governmental organizations are supporting the transformation of the beekeeping sub-sector in Ethiopia. Some of these include Oxfam, Self-Help Africa, SNV and IFAD.

Enset from living larder to wealth creation for resilient highland communities

This project is a RESET Plus Innovation Fund project implemented by SOS Sahel Ethiopia in Southern Ethiopia, Wolayta Zone Boloso Sore and Damot Pulasa woredas. The project focuses on introducing an innovative approach to improve resilience capacity of communities to cope up with future shocks by

⁶ One of the five programmes in the “Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership (BENEFIT Partnership) supported by the Dutch Government through the Embassy of the Kingdom of the Netherlands

⁷ One of the five programmes in the “Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership (BENEFIT Partnership) supported by the Dutch Government through the Embassy of the Kingdom of the Netherlands)

enhancing incomes through introduction of innovative technologies and linkages with new, rewarding and sustainable markets to create livelihood and job opportunities. The project aims to transform the currently fragmented Enset value chain by creating strong linkage among the relevant stakeholders, including by influencing policy directions and attracting the private sector as a productive business.

The Enset from living larder to wealth project centres on empowering women who are the main actors in processing of Enset. Over the two years project life, the project organized over 1,500 women farmers and 320 female youth in saving groups and equipped them with tailor made basic business skills.

Herbs and spices

The “Scaling Ethiopia’s Regenerative Export Sector with Out-growers project” is a NORAD funded four-year project (2021-2024) that is aimed to catalyse the growth of Ethiopia’s export sector through efficient, inclusive and regenerative market systems with Ethiopian small-scale farmers particularly for female headed households. The project focuses on horticultural crop exports, with a particular emphasis on women farmers. Following the assessment conducted by Technoserve, herb and spice production and marketing were identified as key intervention areas. The project aims to engage over 2,000 female headed households in Sidama and SNNPR regions (i.e., Yirgalem, Shebedino, Dale, Wonsho, Meskan, worabe, Hulabreg, Worabe woredas). Engaging women in herb and spice production assume to have the following benefits: reduced work burden; access to agricultural inputs; access to land; job creation; reliable household income; fit for purpose technology, manageable start-up capital, appropriate skills and knowledge, and low environmental impact.

3.3.2 Entrepreneurship development and skill building in the economic sphere

In many contexts, skills limitation is linked with low employability and income earning opportunities of people. Therefore, high-quality hard and soft skills trainings can help to overcome operational, behavioural, and financial obstacles, often underpinned by social norms, facing rural women and girls. Development practitioners design and implement various skills building programs that aim to improve outcomes for women and girls. Entrepreneurship can also be strengthened through alternative business models. For example, in the ENTAG programme⁸, an inclusive business model was promoted by piloting women-only contract farming supplemented by the provision of revolving fund and technical assistance for the members. In the revolving fund provision ENTAG also accounted contribution to women empowerment as a major selection criterion for support. Technical oriented skills training is sometimes combined with tailor-made soft skill trainings that help to change mindsets and improve the work attitude and motivation of women and girls to support the transition to safe and viable employment.

Three programmes were found in which entrepreneurship development and skills building in the economic sphere are a main common thread. Employment creation is their common aim – although the focus differs between the programmes (self-employment, employment in small scale enterprises, employment in large enterprises).

Women Entrepreneurship Development Project (WEDP) is a project implemented by Development Bank of Ethiopia (DBE), and Federal Urban Job Creation and Food Security Agency (FUJCFSA). The project aims to provide training and credit to micro and small enterprises owned or partly owned by the participating female entrepreneurs in Addis Ababa, Dire Dawa, Mekele, Bahir Dar, Adama, Hawassa, Assela, Axum, Dilla and Gondar cities to increase the earnings and employment of the enterprises. The project has three components:

- Access to microfinance:
- Entrepreneurial skill development:
- Project Management, advocacy and outreach, Monitoring & Evaluation and Impact Evaluation.

So far, nearly 20,000 entrepreneurs have accessed WEDP loans and business training. Project reports also indicate that firms that have participated in WEDP have grown profits by 40.7% and employment by 54.3% over two years.

The **BRIDGES Programme** is a five-year initiative that aims to create employment opportunities for young women and men by unlocking the job creation potential of industrial parks (IPs), other large enterprises, and

⁸ ENTAG - Ethiopia-Netherlands Trade for Agricultural Growth, one of the five programmes under the “Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership (BENEFIT Partnership) supported by the Dutch Government through the Embassy of the Kingdom of the Netherlands (EKN)

their surrounding ecosystem including micro, small, and medium enterprises (MSMEs). Through the programme, BRIDGES works to support the creation of close to 600,000 jobs for young people with a focus on women (80% women) and 15,000 MSMEs. BRIDGES works to capitalize on and scale up its previous experiences and key learnings within the industrial sector toward creating direct employment linkages, as well as establishing sustainable market linkages between large enterprises and MSMEs. The BRIDGES Programme is comprised of four focus areas: Employment Linkage, Enterprise Development, Enterprise Competitiveness, and Access to Finance.

The Ministry of Labour and Skills (MoLS) of Ethiopia plans on facilitating and assisting the creation of millions of jobs by 2030. To this end, the ministry recently, signed a partnership agreement with First consult to create work opportunities for young people through MSMEs. The project will run from 2022 until 2024. The agreement is facilitated through the BRIDGES Programme, focusing on strategic and grassroots-level employment initiatives throughout the country.

The **Livelihoods improvement for women and youth (LIWAY)** programme, is a seven year (2017 - 2024), programme funded by Sida and implemented by SNV, together with Save the Children, Mercy Corps and Technoserve. The programme aims to create employment opportunities for 200,000 (young) women in Addis Ababa increasing their income and economic opportunities.

The programme aims to develop selected local markets, empower (young) women, and create private sector engagement. The programme works in four interrelated market systems, which were selected based on their relevance to poor women, the opportunity for positive impact, and the feasibility for intervention. These are the labour, micro and small enterprise, medium and large enterprise, and skills systems. In addition, the LIWAY programme also focuses on diagnosing the root causes of market failure that disadvantage or exclude poor women within these systems and identify private companies and public institutions with the incentive and ability to deliver change. Working in partnership with these public and private actors, the programme intends to catalyse innovative market-based solutions that have the potential to impact large numbers of poor women and youth.

3.3.3 Promoting social and economic self-help groups

The Self-Help Group (SHG) approach is based on voluntary involvement of participants who form homogenous groups (for example women); agree on their own by-laws and receive number of practical trainings. Self-help group members meet regularly with the aim of discussing, sharing and saving small amount of money. Money is saved in a joint fund and members can take a loan from the group in order to establish or expand her business.

Participation in SHG not only has economic gains to member women, but also contributes to their social empowerment through improving their participation and decision-making roles at household and community levels. Moreover, key informants reported that the self-help approach also reduced dependency in humanitarian aid as it promotes self-reliance for sustainable empowerment. Examples of such efforts include VESA approach by CARE, Self-help groups established by Send a Cow and Self-Help Africa.

3.3.4 Access to finance

Microfinance institutions (MFIs) predominantly provide microcredit to micro-enterprises whilst banks service medium and large enterprises. Women's, small and medium-sized enterprises in Ethiopia are currently excluded from the banking sector credit due to their size (too small to be served by banks) and inability to meet excessive collateral requirements (>200% of the loan amount) (ADA, 2017).

Various initiatives in Ethiopia aim at improving women's access to finance:

- Financial literacy skills allow people to make smart decisions with their money. A range of development actors provide financial literacy trainings to rural women to strengthen and improve money management knowledge, skills and behaviours and inspire them to set financial goals through saving, budgeting and planning for their future.
- Saving groups
- Community-managed microfinance
- Linking with formal credit

Often, access to finance is part of a wider strategy. For example, the Sesame Business Network (SBN)⁹ aims at enhancing collaboration in the sesame sector to realise individual and collective economic objectives of its members. As part of this, the programme enhanced women's access to finance and management skills, in combination with financial literacy training and linkages with micro finance institutions. Women's involvement in cost recording, cost benefit analysis and agro-economic decision making was enhanced.

CARE's work on women's access to finance also fits in a larger strategy. The Village Saving and Loan Association and Village Economic and Social Association (VSLA/VESA)¹⁰ VSLA and VESA refer to informal self-managed group of 15-25 people (usually women) that provides members with practical financial experience (savings and credit) in a relatively "risk-free" environment and also provides a pathway for inclusion in formal financial services; all resources are generated from the members themselves and kept in the group. The two approaches are characterized by a focus on savings, asset building, and the provision of credit proportionate to the needs and repayment capacities of the borrowers. While VSLA and VESA follow saving and loan pathways, VESA approach entails VSLA plus, as it serves as an entry point for social discussions on cross cutting issues (CARE, 2019).

For the last several years, CARE projects have implemented VSLA and realized its contributions to achievement of projects objectives. Specifically, WE RISE project evaluation (2016) revealed that "beneficiary women in the project appreciated VSLA participation for ushering in a "saving's culture" and developing their business skills." In addition, evidence also indicates that VSLA has led to "declined reliance on local money lenders who charge inflated interest rates for their loans."

During the project period (5 years), a total of 621 VSLAs were established across three districts and has served as an excellent entry point for other activities in Sidama area. With the VSLA approach, key informant participants confirmed that the project enabled more women to have access to agricultural financial services at the end line than the baseline (i.e., 2 to 3 times as many women increased access to and control over a loan) (WE-RISE Final Evaluation Global Report, 2016). that VSLA member women invest in income generating activities such as sheep fattening and VSLAs that have promoted women who have been trained into leadership positions were successfully progressing. The (2016) GRAD-IR assessment report stated that 24 % of women households have held one of four main leadership positions in VESA (i.e., chairperson, secretary, cashier, or treasurer). The ABDISHE evaluation (2015) reported that VSLAs contributed to "linking women with unions to procure seeds which is a sustainable solution to source agricultural inputs for the future." Additionally, the VSLA sessions have not only been paving ways for accessing resources, "but also a key platform to exercise leadership and decision making where the women have been furthering their skill of leadership at community or formal government institutions."

3.4 Tools for gender aware programming and organizations

Effective gender mainstreaming requires a combination of factors/approaches working well together. The aim of using gender mainstreaming methods and tools is to shape an organisation's processes and operational work flows in such a way that the results and effects of the organisation's work better meet gender equality objectives.

The key informant interviews and secondary data review exhibited several gender mainstreaming tools and approaches employed by the different organizations in this study. The tools are interrelated to each other and implementation of one precedes the other. In gender un-aware organizations, gender mainstreaming often takes-off with gender analysis to identify extent of gender gaps, challenges and design projects which help facilitate the mainstreaming processes. The key gender mainstreaming tools which the organizations have been exercising are summarised in the figure and briefly described below.

⁹ One of the programmes under the "Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership (BENEFIT Partnership) supported by the Dutch Government through the Embassy of the Kingdom of the Netherlands (EKN)

¹⁰ <https://careclimatechange.org/wp-content/uploads/2019/06/VESA-manual-.pdf>

Table 2: Summary of tools for gender aware programming

GM tool	What is it?	Purpose	Implementation level (organizational/ programmatic)	Timing	Remark
Gender analysis¹¹	A systematic methodology for examining the differences in roles, power, norms, constraints and opportunities for women and men, girls and boys	Provides information on gender specific needs, priorities and responsibilities	Programme	At any stage of project cycle (mostly at the initial stage)	Frequently used by NGOs
Gender Audit¹²	A Gender Audit is an assessment process by which the gender equality state-of-art at an organization is analysed and the main gender biases are identified.	assess the impact of organizational performance and its management on gender equality within the organization	Organizational	At any stage of project cycle	Employed by only a few stakeholders
Gender equality Policy¹³	A set of commitments and actions that aim to promote gender equality in an organization through a process of structural change.	states an organization's commitment to take proactive steps to further gender equality in programming	Organizational	At any stage of project cycle	Many NGOs have GE policy
Gender equality strategy	A document that states an organization's vision for combatting gender inequality in an organization by prioritizing actions into measurable objectives	To ensure targeted investment in gender	organizational	Mostly at initial implementation stage	Widely used gender mainstreaming approach
Rapid care analysis (RCA)¹⁴	Is a focused tool for gathering evidence to promote recognition of unpaid care work	To assess who in a community carries out unpaid care work, to take actions for recognizing, reducing and redistribution	Programme	At implementation stage	Oxfam's signature approach for gender justice
Gender equality marker¹⁵	Is a tool used by organizations to track planned or actual financial investments in gender equality within programmes or projects?	To measure gender integration level of project proposal/concept note	Programme	At design and implementation stage	Used by some NGOs
Reach, Benefit, Empower-Transform (RBE T)¹⁶	Is a framework for understanding whether and to which extent agricultural development projects contribute to women's empowerment?	To help clarify development objectives that reach, benefit and empower women	Programme	At design and implementation stages	Developed and socialized by IFPRI and CGIAR
Gender Equality Framework (GEF)¹⁷	Is a transformative framework that aims to build agency, change relations and transforming structures for achieving transformation in gender equality	Assist implementing staff in conceptualizing and planning gender equality work	Programme	At design and implementation stage	Widely used by CARE Ethiopia
Gender levelling tool	Is an innovative gender mainstreaming mechanisms that focuses on sectoral gender integration.	Institutionalizing gender mainstreaming and women empowerment in the major ministries of Ethiopia	Organizational	Implementation and monitoring	Developed by MOWSA but not yet in full implementation

¹¹ http://web.worldbank.org/archive/website01031/WEB/IMAGES/TDG_G_E_.PDF

¹² gender/documents/publication/wcms_101030.pdf

¹³ <https://eige.europa.eu/gender-mainstreaming/methods-tools>

¹⁴ <https://policy-practice.oxfam.org/resources/participatory-methodology-rapid-care-analysis-guidance-for-managers-and-facilit-620147/>

¹⁵ <https://resourcecentre.savethechildren.net/pdf/Gender-Equality-Marker-English-April-2017.pdf/>

¹⁶ <https://www.ifpri.org/blog/reach-benefit-or-empower-clarifying-gender-strategies-development-projects>

¹⁷ <https://careclimatechange.org/wp-content/uploads/2016/08/Gender-Equality.pdf>

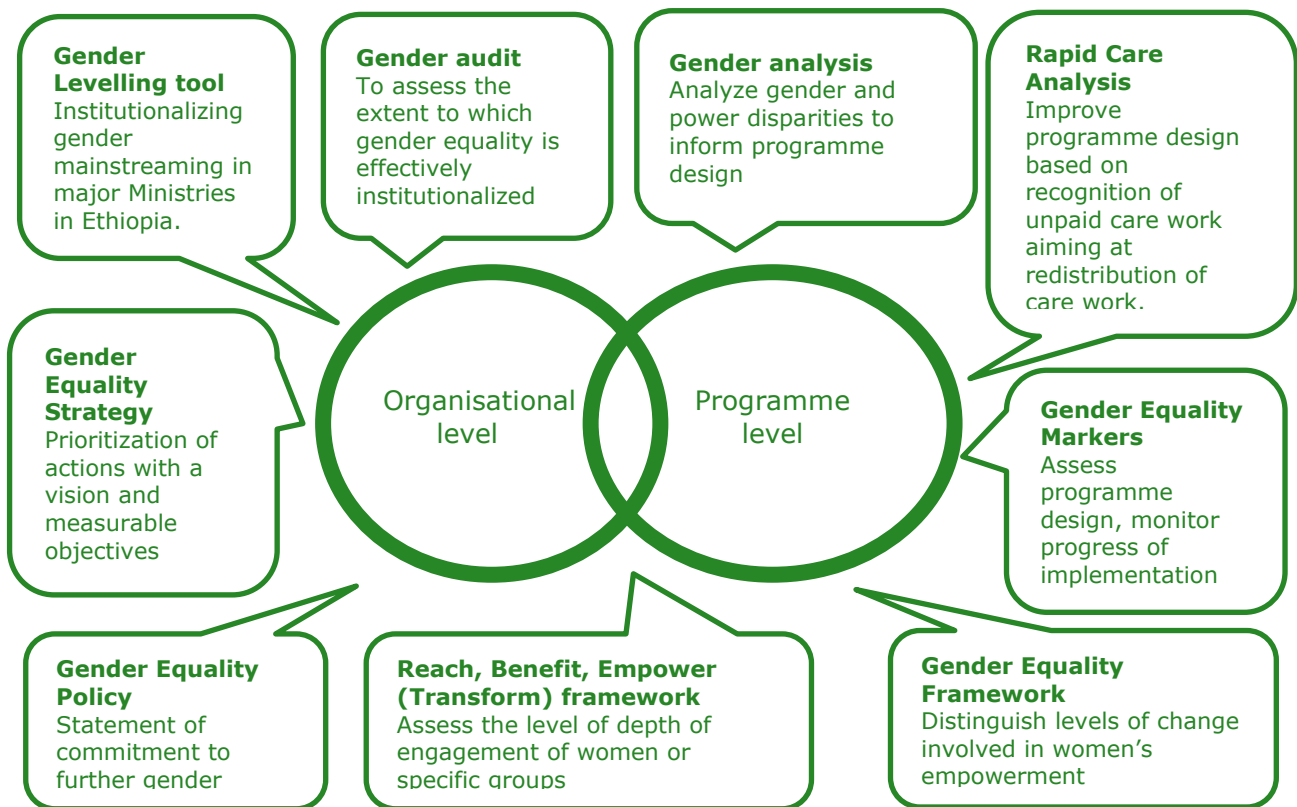


Figure 1: Tools for gender aware programming

In addition to the above-mentioned tools, organizations employ **other methodologies** to ensure gender mainstreaming in their programming. Some of these include:

- Integrating gender perspectives in to organizations' human resource policies and practices, communication & public relation mechanisms and tools, program materials and all forms of documents and documentaries
- Staff gender capacity building and encouraging female staff representation in leadership positions.
- Setting minimum target (level of participation) for disadvantaged social groups in programming
- Sex-disaggregated data: systematic collection and analysis of sex-disaggregated data to understand if and how issues affect females and males differently.
- Learning: systematic capturing and sharing of programmatic lessons learned in relation to intended and unintended impacts on the lives of women and men, including impact on gender equality
- Setting up gender mainstreaming support structure at different levels

3.5 Gender Transformative approaches

Gender transformative approaches refer to the different policies and programs that seek to transform gender relations to promote equality and achieve program objectives ((Gough & Novikova, 2020). Such program and policies attempt to promote gender equality by fostering critical examination of inequalities and gender roles, norms and dynamics, recognizing and strengthening positive norms that support equality and an enabling environment, and promoting the relative position of women, girls and marginalized groups, and transforming the underlying social structures, policies and broadly held social norms that perpetuate gender inequalities.

Most gender transformative approaches (GTA) are operationalized through context-appropriate, locally led and constructive strategies. Unlike 'business as usual' gender interventions that focus on women, gender

transformative approaches give room for male engagement and partnerships, shifting gender norms and other structural barriers that reinforce existing inequalities.

FAO, IFAD and WFP brought together 15 GTA in a compendium¹⁸. In the synthesis, six core characteristics are identified that make them gender transformative. They:

- Address the underlying social norms, attitudes and behaviours that perpetuate gender inequalities, which are rooted in discriminatory social, economic and formal and informal institutions, policies and laws;
- Use participatory approaches to facilitate dialogue, trust, ownership, visioning and behaviour change at various levels (individual/household, group/community, institution/organization and policies/laws), based on social and experiential learning;
- Require critical reflection on deep-rooted social and gender norms and attitudes in order to challenge power dynamics and bring about a paradigm shift at all levels;
- Explicitly engage with men and boys to address the concepts of masculinity and gender;
- Engage with influential norm holders, such as traditional and religious leaders, lead farmers, agricultural and health extension workers, school principals, elected representatives, local authorities and members of legal structures; and
- Are flexible and may be adapted to different contexts.

Typically, the 15 GTA address areas of gender inequality like unequal workload between women and men, women's lack of decision-making power, unequal access to - and ownership of - resources, gender-based violence, unequal social and political participation. GTAs are usually embedded in broader development activities and interventions.

The above characteristics and areas of inequality served as criteria for inventorying the use of GTA in Ethiopia. A range of development actors in Ethiopia are integrating GTA in their agricultural interventions, mostly those included in the compendium. Study participant organizations reiterate that the approaches have brought inspiring changes in gender mainstreaming as well as transforming gender relations. However, there is inadequate evidence base that demonstrates the uptake, effectiveness, scalability and impact of these tools for gender mainstreaming in agriculture. Also, there are great differences in the degree to which the above criteria are met between the different approaches. In the compendium, a comparison is made between GTA on the basis of **Implementation arrangements** (entry points, partnerships, facilitation, M&E and costs), **implementation cycle, results** (including outreach and sustainability), **key factors and challenges**.

In this study a few elements of these are used to give an overview as indicated below:

Table 3: Active gender equality and women empowerment platforms in agriculture

GTA	Main levels of intervention	Main features	Examples of initiatives in Ethiopia
Gender Model Family (GMF) approach	Family level, aiming for wider change at community level.	-Focus on married (one of the criteria) couples as role models. -Training programme for families, focusing on intra-household relations	IFAD loan-financed PASIDP programme, MoA
Family Life Model (FLM) approach	Family level, aiming for wider change at community level.	-Focus on the relationship between family aspirations and the necessary resources to meet these. -Training programme for families, focusing on intra-household relations	Self-Help Africa
Transformative household methodology (THM)	Family level, group level, community level	The use of the Harvard analytical tools combined with PRA tools	Send a Cow Ethiopia / Ripple Effect Ethiopia CANAG programme

¹⁸ FAO, IFAD and WFP. 2020. Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of fifteen good practices. Rome. <https://doi.org/10.4060/cb1331en>

Gender Action Learning System (GALS)	Individual, family, group, community and organisational levels	-Comprehensive and phased combination of Individual life planning, collective action and movement building for change, organisational change and advocacy. -The centrality of positive visions, drawing/ visualisation, peer learning.	Not yet in Ethiopia, however similar: PALS by SNV in Ethiopia.
Asset Based Community Development (ABCD)	Community level	-Community-driven approach -Building on the assets found in the community -Principle of everyone having a gift to contribute to the community.	Women In Self-help Employment (WISE), SOS Sahel Ethiopia, Oxfam
Social Analysis and Action (SAA)	Community level, organisational level	Focus on reflection on social norms and challenging these, exploring alternatives.	CARE Ethiopia

Gender transformative approach goes further than just integrating gender equality focus in programming. Transforming gender relations is an experiment. It involves testing a number of tools and approaches (Drucza, K, 2017). Recently, a range of organizations working in the agriculture sector are integrating participatory tools and methodologies with the objective to transform existing gender norms that reinforce gender inequality. The key informant interviews identified a number of tools, methodologies and approaches that are currently being used in the agricultural sector to transform gender relations.

The gender model family (GMF) approach¹⁹ is a gender transformative approach to community mobilization addressing the unequal power relations between women and men. The approach works by establishing role model families and engaging wives, husbands and children as 'change agents' within their community. The GMF entails a training program to enable husbands and wives to live in an equitable and just manner by challenging ways in which husbands and wives live together. It targets the family as the basic unit for social transformation, enabling them unlearn unequal gender practices²⁰.)

The GMF was originally conceptualized by Social Enterprise Development Foundation (SEND) in Ghana and adopted and adjusted to Ethiopian local context by Small and Micro Irrigation Support Program. The approach is currently being employed by different governmental and non-governmental organizations in the different regions of Ethiopia. Although the gender model family approach appears to be very important in transforming gender relations of power and control, the methodology is time-consuming and expensive as it involves seven consecutive steps to implementation. The MoA and IFAD are among the notable organizations implementing this approach.

The Family Life Model²¹ (FLM) is an approach that was adopted by SHA to overcome the various kinds of gender inequalities in order to improve the status of women and girls within the household and at community levels. The Family Life Model helps to sensitize and mobilize husbands to live equitably with their wives and to ensure that their boys and girls are given the same opportunities to develop their potential. It also aims to contribute to a higher level of women's and girls' participation in decision-making at both the household and community level. This model also helps to ensure greater family harmony in the household between all of its members, creating an environment where decisions are made jointly and there is equal control over available resources.

The FLM approach shares commonalities with the gender model family approach, but the FLM encompasses additional aspect of a gender model family including food and nutrition and wealth (markets and enterprise). According to the organization's key informants, SHA is currently integrating this approach in most of its rural development projects, because the approach has proved to be effective in terms of attaining project objectives and enhancing uptake and sustainability of attained changes.

Transformative household methodology (THM) is an approach that has been created by Send a Cow and proven to be effective for addressing gender relations at household level by initiating discussions and awareness of traditional gender roles at the household and community level. The methodology is developed combining the Harvard Gender Analytical Tool that makes use of activity profiles and analysis of access and control over resources (and related benefits) and Participatory Rural Appraisal (PRA) tools such as proportional piling, wealth ranking and seasonal analysis.

Send a Cow has made use of the THM in many of its projects in Ethiopia to create awareness and promote improved intra-household relationships among smallholder farmer families. According to a 2014 survey conducted by Send a Cow and IFAD the impact data showed that women's workload has decreased, increased women's involvement in productive activities, showing increased participation in farming, livestock

¹⁹ <https://sendsierraleone.com/Assets/documents/Gender%20model%20family.1ai.pdf>

²⁰ <https://sendsierraleone.com/>

²¹ <https://selfhelpafrica.org/ie/wp-content/uploads/sites/4/2020/11/SHA-Family-Life-Model-web.pdf>

and money decisions, shared decisions over foodstuffs and education with other family members. Overall, the survey data indicated important changes in attitudes and workload distribution at household level.

Intra Household Transformative Methodology: This tool is an adapted version of the Harvard Gender Analytical tool and the transformative household methodology tool by SAC. The tool has also been used in the CANAG (CASCAPE Nutrition and Gender) project²² which is part of the BENEFIT CASCAPE programme that aims to improve dietary diversity for women of reproductive age and young children through piloting an integrated package of nutrition sensitive agriculture interventions. As part of this effort, CANAG piloted intra-household pilot study in two selected regions. The study combined gender and nutrition analysis tools which improved the reflective capacity of household and community members in identifying existing situation of division of roles and benefits, food production, processing and consumption among men and women to plan what could be done to improve the food value chain at household and community levels.

The **Gender action learning system (GALS)**²³ is one of the most widely used approaches that have been taken up by state actors in IFAD's loan-financed portfolio. It is used by many national NGOs, community-based organisations, international NGOs such as Oxfam, Hivos, Twin Trading, ACDI-VOCA and companies such as ECOM, and Nestle in many parts of the world²⁴. In Ethiopia the approach has not yet been fully applied, however the livelihoods adaptation Participatory Action Learning System (PALS) was used by SNV²⁵. The approach enables individuals to gain more control over their lives, and links individual change with changes at household, community and macro levels. At all levels, new visions for relationships between women and men are developed as equal human beings, based on the UN convention on women's human rights. The core is the Vision Journey, which is used at all levels to plan and track changes in livelihoods, gender relations and the enabling environment. Families develop shared visions for their future. In analysing their current situation, many self-identify gender inequalities as one of the main factors hindering the productivity and wellbeing of the household. Peer support from group members provides encouragement to individuals or couples when implementing their plan, especially if they are addressing challenging behavioural issues.

In addition to stimulating positive change within the household, GALS is a versatile approach that can be integrated in a variety of technical interventions. It is very effective for participatory change planning and tracking at group and community levels, as for engaging power holders further along value chains. The use of pictorial tools as the principal medium not only enables people who cannot read or write to engage in the process but also grounds the visions and analysis in visual representations. For example, a picture depicting domestic violence—as experienced and drawn by household members—conveys a much more powerful message than the written word.

Asset based community development (ABCD)²⁶ is an approach to sustainable community-driven development developed in Ethiopia by Women in Self Employment (WISE), Oxfam Canada, and Coady International Institute (Druzca and Abebe, 2017). The approach builds on the assets that are already found in the community and mobilizes individuals, associations, and institutions to come together to build on their assets, not concentrating on their needs. An extensive period of time is spent in identifying the assets of individuals, associations, and then institutions before they are mobilized to work together to build on the identified assets of all involved. Then the identified assets from an individual are matched with people or groups who have an interest or need in that asset. The key is to begin to use what is already in the community²⁷. ABCD's community-driven approach is in keeping with the principles and practice of participatory approaches development, where active participation and empowerment (and the prevention of disempowerment) are the basis of practice. It is a strategy directed towards sustainable economic development that is community-driven.

The ABCD approach is currently being implemented by organizations like Women in Self-employment Ethiopia (WISE), and SOS Sahel Ethiopia. Evaluations conducted by these organizations exhibited encouraging results in attitudinal change of individuals or groups in their ability to see (and seize) opportunities and increase in community-initiated infrastructure construction: road, shop, milk collection center, potato shed and expanded school, increased savings, increased income and income diversification and strengthened capacity to organize: significant increase in the number of associations, and expansion of activities of traditional associations and ABCD groups.

Social Analysis and Action²⁸ is CARE's signature approach to gender norm transformation. It is a social and behavioural change communication methodology which facilitates regularly recurring critical reflection and dialogue on how social norms, gender norms, power relations, economic and cultural factors influence development outcomes. The SAA creates a safe space that involves the community, organizational staff, and

²² One of the programmes under the "Bilateral Ethiopian Netherlands Effort for Food, Income and Trade Partnership (BENEFIT Partnership) supported by the Dutch Government through the Embassy of the Kingdom of the Netherlands (EKN)

²³ <http://www.fao.org/3/cb1331en/cb1331en-01.pdf>

²⁴ www.oxfamnovib.nl/weman

²⁵ See <https://gamechangenetwork.org/?s=ethiopia> and <https://snv.org/project/gender-and-youth-empowerment-horticulture-markets-gyem>

²⁶ <https://linkorgnz.files.wordpress.com/2017/01/abcd-overview-cunningham-mathie.pdf>

²⁷ (<http://www.neighborhoodtransformation.net/>).

²⁸ <https://www.care.org/our-work/health/strengthening-healthcare/social-analysis-and-action-saa/>

partners in the change processes. The goal of SAA is to help participants to surface and challenge restrictive norms and act together to create more equitable ones, while building support for sexual, reproductive, and maternal health and rights issues. With conscientious and intelligent adaptation, SAA can effectively address a wide range of social conditions impacting community resilience outcomes, sanitation and hygiene challenges, weak livelihood production, poor nutrition, and so on.

3.5.1 Current initiatives with GTA in Ethiopia

Most of the methodologies in the previous section have been tried out or are currently used in several programmes in Ethiopia. Other than that, a number of initiatives were identified during the study that contain elements of a gender transformative approach.

Empowering women in coffee growing communities' project

An example of a current initiative implemented by Send a Cow Ethiopia in the southern Ethiopia Sidama-Bensa Kebele. The project focuses on:

- Families are growing more nutritious food
- Families consuming a balanced diet
- Women and marginalized groups have equal opportunities, access, and control over resources
- Women and marginalized groups involved in decision making
- Families have improved saving and credit system and access to financial services
- Families have better understanding and practice of small-scale sustainable business

UN women Ethiopia's women economic empowerment (WEE) interventions

The WEE intervention focuses on creating opportunities for women living in rural and urban areas by promoting women's access and control over productive resources such as land, climate resilient agricultural technologies, finances and know how to ensure that they are economically empowered and increasingly benefit from economic development initiatives, programs and reforms in Ethiopia. These strategic focuses have also been translated through its joint program on women economic empowerment²⁹ and the climate smart agriculture and agribusiness.

The project is a three year project being implemented by UN Women Ethiopia and SOS Sahel Ethiopia in Oromia Region. The ultimate objective of the project is to enable women farmers and female youths in Ethiopia be economically empowered and resilient in a changing climate. The project engages multiple strategies including capacity building of financial and non-financial service providers on gender mainstreaming and capacity building to women and their organizations (groups, enterprises, cooperatives, associations, etc) as well as strengthening gender equality advocates and their networks to enhance women's agency and advocacy on women's economic empowerment. In addition, the program also engages in deconstructing the existing gender relations at the community and household level by working with men/boys/male partners/husbands, community leaders, to remove structural and social barriers to women's economic empowerment.

Grow is the name of Oxfam's global campaign -a fight against hunger under the theme Food, land rights and Climate justice for Life, and the Planet.

Increasing global threats to human, environmental and civil rights are impacting on the systemic causes of hunger and marginalization of female food producers that are at the heart of the GROW campaign. Ethiopia's country program focus is on Female Food Heroes Award program, which has been organized around a contest to find the most outstanding small-scale female food producers – ones who have overcome challenges and made significant gains in their farming.

Ethiopia's Grow campaign is also part and parcel of the global campaign and was launched in July 2012 under the theme a 'Food Secure Ethiopia' which later became the 'Female Food Heroes' campaign agenda. The Female Food Heroes initiative is an annual award that champions female small-scale food producers who are examples of what millions of women around the world are doing to ensure food security. In Ethiopia, the project increased the recognition of female small-scale food producers through a range of awareness-raising activities, such as art exhibitions and television and radio documentaries. The project also provides a national platform bringing together awardees and policymakers at the award ceremony. Further, the project

²⁹ <https://www.ifad.org/en/jprwee>

has established a regional and national platform in which Female Food Heroes identify their gender and food security challenges and bring the issues to the attention of the local and national level policy and decision makers. So far, over 140 Female Food Heroes have been awarded and their stories inspired other fellow farmers and pastoralists. GROW is not a gender transformative approach as such, however campaigning of this kind can make part of a gender transformative approach to contribute to shifting mindsets and social norms.

We-care is a multicounty global project focusing to reduce the unpaid domestic workload of women via four strategies.

- **Recognise** unpaid care and domestic work, which is done primarily by women and girls, as a type of work or production that has real value. Acknowledge and better understand the enormous contribution that women make to the economy by shouldering a disproportionate burden of unpaid care and domestic work. People and caring responsibilities ought to be at the centre of economic policies.
- **Reduce** the total number of hours spent on unpaid care and domestic work through better access to affordable and quality time-saving infrastructure. Ensure sufficient public finances are raised and allocated to fund gender-responsive public services (including infrastructure (electricity, water and sanitation facilities); education; health (including sexual and reproductive health) and care for the young and the elderly.
- **Redistribute** unpaid care and domestic work more fairly within the household and simultaneously shift the responsibility of unpaid care and domestic work to the state. Roll out progressive tax reforms to fund the provision of gender-responsive public services.
- **Represent** the most marginalized caregivers ensure that they have a voice in the design and delivery of policies, services and systems that affect their lives. Design and implement labour policies and social protection mechanisms to protect women and girls and enable their access to decent and dignified work, in line with the ILO Decent Work Agenda.

Over the last four years, many CSOs are adopting the unpaid care work approach. Oxfam is planning to engage the private sector to contribute for unpaid care work via availing infrastructures like day-cares at work places.

The **Women Empowerment through gender transformative market opportunities (WE GO)** program is a newly launched Bill and Melinda Gates funded pilot program implemented by CARE Ethiopia in Sidama (Wondogenet and Shebedino) and Amhara (Mecha and Fogera) woredas. The program seeks to increase women's empowerment in agriculture through gender transformative market investment. The program will be implemented in close partnership with Ethiopian Ministry of Agriculture (MoA) to strengthen institutional systems for gender integration within the ministry and will increase income for women's farmers by implementing gender transformative activities and diversification of horticulture and livestock.

The program focuses on strengthening institutional systems for gender integration in the MoA including its women's affairs directorate, extension, marketing, horticulture and planning units to enable effective delivery of gender equality strategy for agriculture in Ethiopia. Additionally, the WE GO program also works directly with 5,200 women farmers in the two regions to increase their income through gender transformative interventions on selected horticulture value chains and diversification opportunities including livestock.

The World Bank's Africa Region **Gender Innovation Lab (GIL)** objective is to increase the take-up of effective policies by policymakers to address the underlying causes of gender inequality in Africa. The GIL conducts impact evaluations which assess the outcome of development interventions in Sub-Saharan Africa, to generate evidence on how to close the gender gap in earnings, productivity, assets, and agency.

The focus is on five thematic areas: agriculture, private sector development, property rights, social norms, and youth employment. The Africa Gender Innovation Lab's (GIL) Ethiopia Gender Diagnostic Report provides innovative analysis on the root causes and drivers of gender inequality in Ethiopia. Using data from the latest round of the Ethiopia Socioeconomic Survey (2015-2016) and an established statistical approach, the report examines the country's gender gaps in employment, agricultural productivity, and income from self- and wage employment. It then proposes specific policy areas for the government to target in addressing the constraints faced by female workers, farmers, and business owners.

Integrating the gender "business case" in the private sector: EHPEA's peer education approach.

Floriculture generates about 80% of Ethiopia's earnings from horticulture. According to the baseline study conducted by the Ethiopian Horticulture Producers and Exporters Association (EHPEA), more than 70% of the work force in the floriculture industry are women, out of whom, 75% are within the age range of 18-25 years.

In 2014, EHPEA had conducted work place assessments in selected flower farms in Ethiopia. The assessment finding revealed existence of low information seeking behaviour, limited knowledge on SRHR, SGBV, sexual harassment, gender inequality, minimum awareness on governing regulations of workplaces, claiming their right, participating in decision making, and collective bargaining power among others.

Based on these findings, EHPEA had designed a pilot project named 'empowering the source' project in its member farms. Some of the interventions include practical trainings for employer and employees, workplace gender intervention practice evaluation tools development and implementation and workplace gender policy development and implementation support. One of the programming approaches of the project is peer education in which selected farm employees are provided with training of trainers on the different peer education manuals who will in turn cascade to other farm employees. Although it may not be a full gender transformative approach, the focus on addressing structural issues that cause inequalities between women and men can be partly helpful to transform gender.

The project contributed a great deal to the development and implementation of gender policy in the farms. The recent end-line survey of the organization unravelled significant improvement in the overall knowledge, attitude and practice of the employees and structures. The report also indicated increased awareness of female workers on personal hygiene, nutrition, family planning, reproductive health and improvement in awareness of their rights regarding protection from sexual harassment and gender-based violence. Currently, EHPEA's gender intervention program is expanded to over 70 floriculture farms.

3.6 Gender focused platforms in the agriculture sector

Over the years, a range of theme-based national platforms have been set up in the country in the form of networks and learning forums. These platforms commonly serve to facilitate knowledge management, engage and influence stakeholders and decision makers, and facilitate partnerships and collaboration. The platforms are summarised in the Table below.

Table 4: Currently active national gender platforms

Platform	Aim	Set-up
The Ethiopian Network of Gender Equality in Agriculture (ENGEA)³⁰	Contribute to closing the gender gap in agriculture	200 network members Led by the Ministry of Agriculture Women's Affairs directorate (WAD) Monthly virtual sessions Sharing research findings
Network of Ethiopian women's Association (NEWA)³¹'s gender talk forum	Synergy and stronger advocacy voice for women's advancement in Ethiopia	Established by 13 associations and organisations in Ethiopia, 42 organisations are member of this non-government platform.
Women's land right task force	Inform formulation and implementation of land policy and legislation in Ethiopia	Learning platform chaired by the Women's Affairs Directorate and co-chaired by the Ministry of women and social affairs. Membership of 20 organisations.
National women economic empowerment forum (NWEFF)³²	Spurring and supporting the implementation of policy reforms to improve women's access to economic empowerment	Established by MoWCYA, UN Women, FUJCFSA, and Ministry of Labour and Skills

Existing gender focused platforms mostly involve government actors, CSOs and research partners. However, private sector involvement in these platforms was hardly existent. The study uncovered that such coordination platforms are mostly established following a specific agenda or project and usually become inactive after project funding is withdrawn. For instance, the Ministry of Women and Social Affairs Office

³⁰ <https://agriprofocus.com/gender-in-agriculture>

³¹ <https://newaethiopia.org/>

³² <https://africa.unwomen.org/en/stories/news/2022/06/national-womens-economic-empowerment-forum-established>

established an NGO forum that brought the different non-governmental actors working on gender equality in the country, but the platform is no longer functional. Strengthening such collaboration platforms can contribute to reinforce the linkage between the different development actors for a coordinated effort towards gender equality.

The Ethiopian Network of Gender Equality in Agriculture (ENGEA) platform was established in 2015 led by the Ministry of Agriculture Women Affairs Directorate (WAD) with the goal of contributing for closing gender gap in Ethiopian agriculture through the exchange of experience and information, partnership and networking, research, advocacy and services. The major objectives of the platform include strengthening synergies among members and avoid duplication of efforts, building the capacity of members, advocacy and lobbying and influencing policy.

In the past seven years, the network had been organizing regular workshops, thematic discussions, visits and exhibitions on key issues related to gender equality in agriculture. The network also creates platforms to share information and lessons. One of the notable contributions of this platform is its role in the revision, monitoring and implementation of the gender equality strategy for agriculture.

The ENGEA currently has over 200 network members. Since the COVID-19 pandemic, ENGEA is monthly holding a series of virtual research dissemination sessions in which different development actors presented different research findings, good practices and experiences regarding gender equality in agriculture.

The Network of Ethiopian Women's Associations (NEWA) is a non-partisan and non-governmental network association established in 2003 by a group of women seeking to create synergy and stronger advocacy voice for women's advancement; it was established by 13 indigenous associations and organizations.

NEWA in turn established a much-known platform called the **Gender Talk Forum**, in the last 10 years with an average of 3 fora conducted annually. Senior officials including ministers, government officials, heads of bilateral and unilateral agencies, prominent individuals and gender activists have come to speak on gender in the presence of government, civil society, donor academia, regional and professional women associations and other relevant bodies. The following issues have been emphasized:

- Advocate for the incorporation of women's issues in the country's development documents, policies and plans to Parliamentarians and Regional/*Woreda* councils
- Advocate for women's rights, gender equality, reproductive health rights, elimination of harmful traditional practices, and denounced any gender-based violence and discrimination at national and regional levels.
- With fellow advocates, demand for the formulation of the Family Law of Ethiopia, revision of the penal code and improved knowledge and implementation of the revised family law and penal code as a result of lobbying and building the capacities of law enforcement bodies.
- Advocate for safe and violence free working environment for factory women and bringing women to leadership and decision-making level.

The **Women's land right task force** is a learning platform established in 2015. Women's Affairs Directorate of Ministry of Agriculture was selected as the Chair of the taskforce and the Ministry of Women and Social Affairs is co-chair. Additionally, the platform has over 20 members working on land rights issues including the rural land administration directorate, the ministry of trade, UN women, Action Aid, Oxfam and Feed the Future.

The objective of the taskforce is to deliberate on women's land rights issues in order to inform formulation and implementation of land policy and legislation in Ethiopia. It will identify customary, legal and regulatory constraints affecting women's rights to access and use land and make recommendations to policy makers and legislators on how they could be addressed.

Although the platform does not meet regularly, it is currently serving as a voice for women's inheritance and land rights, through reviewing forthcoming laws and regulations and make recommendations to ensure that the laws are in place and implemented to promote the realization of women's land rights.

The National Women's Economic Empowerment Forum (NWEFF) is a newly established (April, 2022) national platform that aspires to work in spurring and supporting the implementation of policy reforms to improve women's access to economic empowerment by creating economic opportunities across the country. The forum was established by MoWCYA, UN Women, FUJCFSA, and Ministry of Labour and Skills with the objective of coordinating efforts and creating platform for sharing good practices, information, knowledge,

and lessons on women's/female youths' economic empowerment. The NWEE platform provides a good opportunity to bring together efforts towards women's economic empowerment in the different sectors.

4 Challenges and Lessons Learned

4.1 Challenges related to the women empowerment agenda

This study has shown that there are common challenges with regards to working on women empowerment. Below are some of these challenges in summary. Some of the development partners developed women focused initiatives. Intended outcomes were not always reached due several limiting factors.

This study identified the following challenges faced by rural women.

- Rural women are overburdened by unpaid care work roles preventing them from engaging in productive roles. Many development actors fail to integrate interventions that can reduce their workloads, which instead adds additional burden.
- Women's lack of education, is a major obstacle in their access to technological developments, marketing, entrepreneurship knowledge, leadership roles etc. all leading to limited income and empowerment opportunities.
- Rural women have limited access to agricultural extension services, markets, land and formal financial services despite their high participation in the agriculture sector.
- Rural women often have restricted mobility and limited opportunities for speaking in public, which impacts their self-esteem, and negotiation skills.
- Traditional gender norms retain a strong hold on women's reproductive roles. For instance, the system and cultural norms restrict female headed households from ploughing their own land often leading them to share out and rent out their land.
- Women have disproportionately low roles in households' decisions. They have limited roles in influencing major decisions in their household and are not remunerated adequately from agricultural income earned. In formal structures, women's participation in decision making positions remains low despite the existence of laws on quotas or parity in decision-making bodies.
- Women smallholder farmers usually use labour intensive hand tools for burdensome agricultural tasks such as weeding, planting, harvesting and crop/food processing.
- Women preferences are seldom taken into considerations in the selection of agricultural technologies. Even the small number of available technologies are not expanded.
- Interventions working on women's empowerment often limit the scope of their engagement to what is known to be "women's comfort zones". In economic interventions women's role is limited to the lower levels of the value chain.

Taking into consideration the characteristics of rural women, challenges identified by other projects can help development organizations and projects to design a more effective women focused initiative.

Besides the above-mentioned challenges, the scoping study identified more organizational and process related challenges that hampered the effectiveness of projects that want to address women empowerment. Some of these included:

- Lack of commitment and collaboration among the different stakeholders working on women empowerment and gender equality in the agriculture sectors
- Loose accountability mechanisms to help individuals or institutions meet responsibilities and reach gender equality goals.
- Gender integration aiming to please donors rather than establishing sound gender equality integration at systemic level
- Insufficient gender staffing.
- Inadequate allocation of budget for gender equality interventions. One size fits all design of interventions rather than demand led approaches.
- Lack of gender training tools and materials fitting to the agriculture context.

- Capacity limitation (especially for grassroots level implementers) regarding gender and social inclusion leading to inconsistent implementation of planned interventions.
- Limited documentation and sharing of various innovative approaches for use and scaling up and out by other stakeholders
- Inadequate gender and age disaggregation of data

4.2 Lessons Learnt

The scoping study picked out lessons that were distilled from the past activities of other stakeholders to inform future actions and interventions. Some of these key lessons have been summarized as follows:

Lessons pertaining to women empowerment

- Women often face multiple exclusion factors that are deeply rooted in societal structures. Addressing these issues requires coherence of interventions at many levels and across many sectors. However, economic empowerment initiatives are seldom supplemented by structural activities that entail transformation of existing relations and structures. This signifies the need to work on shifting and addressing the issues of gender-based power relations that are causing and reinforcing inequalities.
- A range of actors are making efforts to economically empower rural women. While these initiatives are highly important, a demand-led approach is highly essential to enhance ownership by responding to the real needs of women. The interventions addressing the challenges women face, mostly fall into the broad category of employment and livelihoods programming primarily targeting economic outcomes and gender transformation.
- It is important to actively involve women at various stages of development initiatives, such as at planning, implementation, and monitoring and evaluation. A mere increase in their representation does not guarantee increased voice of women and other disadvantaged groups. This implies the need to engage in capacity building and advocacy for shifts in discriminatory practices are necessary for real change.

Lessons on institutional process and sustainability

- Building on local government structures can help to improve the sustainability of interventions targeting women empowerment. Working with these structures instead of creating parallel structures is really important to ensure long-lasting impacts of initiatives.
- A number of organizations have exercised new initiatives and revealed inspiring achievements. However, it was learnt that documentation of these achievements was inadequate. These achievements, good practices and lessons should be systematically identified, documented, and shared among the network members and beyond for possible scale-up and wider impact. It is also highly essential to make deliberate efforts to ensure evidences and learnings are taken along in policies and new interventions.
- When interventions aim to address domestic or agricultural activities, it is important to use a “family approach” where all household members are involved in trainings, field days, cooking demonstrations, participatory technology evaluations etc. Engaging other family members in such interventions positively contributes to promote cooperation within the household thereby contributing to improved decision-making role in the agriculture sector.
- Methodologies that include a “pass it on” or peer learning mechanism are most likely to be sustainable and to reach scale. High initial costs of GTAs are more easily justified when outreach is high through peer replication.

Lessons learnt in gender integration and institutionalization

- Institutionalization of gender and social inclusion is a mainstay for organizational transformation towards gender equality.

- Gender-related efforts should not be limited to the household level; rather, aim to also promote gender equity within institutions and organizations, community levels, and (to the extent possible) larger entities like governments and donors.
- The harmony among members of gender equality related platforms and women focused taskforces needs also be strengthened further to maximize impacts, ensure efficient use of resources, enhance learnings among themselves and minimize duplication of efforts.

4.3 Conclusion & Recommendations

Several public and non-governmental organizations work in the space of women empowerment and gender equality. The study sought to review gender integration in Ethiopian agriculture by mapping the existing practices and initiatives around the area of policy and strategies, approaches and tools, platforms and livelihood interventions for women empowerment in the sector.

With regard to the policy framework, the study identified several policy and strategy frameworks promoting gender integration and women empowerment in the sector. However, insufficient materialization of developed policies and guidelines guiding women development still remains to be a huge gap. The policy-practice gap in women empowerment requires further actions from all pertinent stakeholders.

Evidences show that the existing gender gap in the agriculture sector is impacting sustainable transformation of the sector, and efforts to reduce this gap appear to be very fragmented. The review of gender focused platforms in the agriculture sector revealed that existing multi-stakeholder platforms can play a crucial role in motivating policy makers to take actions. However, the findings also indicate that sustainability of such platforms is highly linked with project implementation period and external funds. Moreover, the participation of private actors in such national platforms is also found to be limited. Thus, the different actors working in the agriculture sector should see the value of investing on multi-stakeholder platforms and gear actions towards a long-term engagement than project duration. Furthermore, to take these collective actions at scale, it is also important to cascade such coordination platforms at regional, district and grassroots levels.

With regard to gender specific livelihood-oriented interventions, the scoping result discovered a range of interventions aiming to improve the livelihoods of rural women. Such interventions appear to be an essential pathway towards women empowerment. Nevertheless, sustainability is still an issue of concern in rural women development programmes. Designing sustainable and context fit empowerment interventions requires the active engagement of women and girls. Instead of viewing women as passive recipients of support, it is crucial to actively engage them in the intervention design and decision-making processes.

Overall, despite the existence of various initiatives on gender equality and women empowerment in the agriculture sector, there is limited evidence showing the effectiveness and scalability of existing approaches and interventions. This signifies the need to strengthen the evidence base of existing tools and approaches. Documentation of existing good practices, challenges, risks and mitigation mechanisms helps guide all actors to better address challenges facing gender equality and women empowerment in the sector.

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Annex I: Key questions

Gender Mainstreaming Initiatives

- What are the mechanisms of gender mainstreaming in your institute?
- What are the concrete achievements in the mainstreaming process?
- What have been the challenges faced in the mainstreaming process
- What do you think are the good practices that can be shared from the mainstreaming process?
- What should have been done differently in the mainstreaming process
- What can we learn from the whole mainstreaming process?
-

Women and youth specific initiatives

- Are there women and youth specific initiatives your institute is (have been) running
- What was the basis and the purpose of organizing women and youth?
- What are the processes adopted?
- What are the achievements?
- What were the challenges faced?
- Any good practices to share?
- Are there cases of exemplary performances which outsiders can visit and learn (where, what are the driving factors that contributed to such a success)
- What could have been done differently?
- What can we learn out of the whole process?

Social inclusiveness

- What initiatives did your institute experience in the social inclusiveness perspective?
- Who was excluded and how did you include in your initiatives?
- Achievements in this regard,
- Challenges faced
- What could have been done differently to ensure social inclusiveness
- Good practices to share
- What can we learn from this initiative?

Gender Responsive M & E Mechanisms

- How was the M & E mechanism of gender mainstreaming processes, and women and youth-based initiatives?
- How was the extent of gender responsiveness in the M & E process?
- Extent of participation of women and youth in the M & E processes
- Availability of gender responsive M & E guideline
- Good practices to share
- What could have been done differently
- What can we learn out of the whole M & E processes?

Stakeholder Collaborations and Integrations

- Are there stakeholders who have been partnering in the course of gender mainstreaming initiatives in the institute
- How was the scale or extent of collaboration?
- How did the stakeholder collaboration contribute to your achievements?
- What were the challenges
- How differently could have the collaboration aspect been done
- Any good practices to share from the perspective of collaboration
- What lessons we learn this process?

Suggestions to RAISE-FS/SWR

- Drawing from the experiences you have gone through so far, what do you RAISE-FS project do differently:
 - In mainstreaming gender and social inclusiveness
 - In the social empowerment of women and youth

Annex II: Analysis of stakeholders dealing with gender and women empowerment

S.N	Stakeholder	Legal status	Focus areas	Target groups	Target locations
1.	Ministry of agriculture women affairs directorate	Public	- Facilitate and carry out gender mainstreaming in its agricultural programs.	Farmers, including women and youths	National
2.	Ministry of labour and skills	Public	<ul style="list-style-type: none"> - Lead and drive the Job creation agenda in Ethiopia - Coordinate and Support the Job creation efforts of Federal and Regional public institutions, private sector actors and development partners - Ensure the adoption and implementation of Pro-employment policies across sectors - Develop a robust Labor Market Information System that enables job seekers, employers and policy makers - Mobilize resources and innovative investments that support start-ups, enterprises and job creation programs - Promote and support innovations, entrepreneurship programs and engagement of the private sector for job creation 	Unemployed youth (working age boys and girls)	Across the country
3.	Agricultural Transformation Institute	Public	<ul style="list-style-type: none"> - Drive innovation in the agriculture sector and build the implementation capacity of agriculture and related institutions - Identifying systemic constraints of agricultural development, through conducting studies, and recommend solutions in order to ensure sustainability and structural transformation - supporting implementation of recommended solutions - Supporting the establishment of strong linkages among agricultural and related institutions and projects in order to ensure the effectiveness of agricultural development activities - Leading the implementation of specific solutions as projects. 	Women, youth, clusters	National
4.	Ethiopian Institute of Agricultural Research	Public	<ul style="list-style-type: none"> - generate, develop and adapt agricultural technologies that focus on the needs of the overall agricultural development and its beneficiaries; - coordinate technically the research activities of Ethiopian Agricultural Research System; 	Farmers, including women	National

			<ul style="list-style-type: none"> - build up a research capacity and establish a system that will make agricultural research efficient, effective and based on development needs; and - Popularize agricultural research results. 		
5.	Ministry of women and social affairs	Public	Responsible for the Affairs of Women, Children, Youth and the overall Social Affairs of Persons with Disabilities, the Elderly, urban destitute, the poor, vulnerable and marginalized segments of the Ethiopian Population	Women, children and youth	National
6.	The Federal cooperatives commission	Public	<ul style="list-style-type: none"> - To enable rural and urban working people to become self-reliant by being organized in cooperatives different in type and standard depending on local resources - Promote income generation and women's participation in cooperatives 	Women, men	National
7.	Save the Children	International NGO (INGO)	<ul style="list-style-type: none"> - Health - Nutrition - Livelihoods and resilience - Education - Child protection - Child friendly systems and structures - WASH - Humanitarian relief 	Community members, including women and youth	National
8.	Oxfam international	INGO	<ul style="list-style-type: none"> - Sustainable livelihoods - providing water and sanitation, - Agriculture, - Climate research, - Gender, - Humanitarian issues. 	Community members, including women & youth	Amhara, Oromia, Tigray, Somali, Afar, Dire Dawa, Southern Nations, Nationalities, and Peoples Region (SNNPR) and Gambella.
9.	Ethiopian horticulture producer exporter association	Business membership Organization	<ul style="list-style-type: none"> - Business promotion and information - Capacity building - Policy advocacy - Waste management 	Horticulture producer Private Companies, including female owned	Different parts of the country
10.	CARE Ethiopia	INGO	<ul style="list-style-type: none"> - Climate justice - Crisis response - Gender equality - Right to food, water and nutrition - Right to health 	Women Youth Children	Different parts of the country

			- Women's economic justice -		
11.	Gates foundation	INGO	- Gender equality - Policy and advocacy - Agricultural Development - Financial Services for the Poor - Global Education Program - Nutrition - Water, Sanitation & Hygiene	Community members including women and youth	Different regional states of the country
12.	Self-help Africa	INGO	- Gender equality - Enterprise development - Microfinance - Climate change - Agriculture - Nutrition - Cooperatives	- Community members, including women and youths	Different regional states of the country
13.	International fund for agricultural development (IFAD)	INGO	- small-scale irrigation development; - sustainable natural resource management; - rural financial inclusion; - community-driven development among pastoral groups; - knowledge exchange through partnerships with the private sector, research institutions and other developing countries.	Community members, including women	Different parts of the country
14.	Agriterra	INGO	- make cooperatives bankable - Create real farmer-led businesses - Improve extension services to members and enhance farmer-government dialogues	Cooperatives, where women are also members	Tigray, Amhara, Oromia
15.	Technoserve Ethiopia	INGO	- Build competitive farms, businesses and industries that - contribute to reducing poverty, and increasing resilience. - value chain and agribusiness interventions, - entrepreneurship/economic empowerment - Advancing gender equality - Contribute to sustainable poverty alleviation.	Women, men and youth	Amhara South Sidama Tigray Oromia

16.	UN Women	UN Agency	<ul style="list-style-type: none"> - Leadership and political participation - Economic empowerment - Ending violence against women - Governance and national planning - Youth - Technical support in macro level manual, guideline development, networking - Sustainable development agenda - Policy dialogues 	Women and girls, youth, men, Women and girls with disabilities	Different regional states of the country
17.	Send A cow	INGO	<ul style="list-style-type: none"> - Farm system (food security, Nutrition security, climate change and restoring the ecology, etc.), - Gender and Social Inclusion (GSI) - Business and Income Development (BID) 	<p>Women</p> <p>PWD</p> <p>GBV</p> <p>IDPs</p> <p>Youth groups</p> <p>Marginalized group of people</p>	<p>Amhara – Kutaber/South Wollo, SNNPR - Wolayita,</p> <p>Southwest - Dawuro, Sidama- Bensa</p>
18.	Association of Ethiopian microfinance institutes	Network organization	<ul style="list-style-type: none"> - Training and Experience Sharing Visits - Research & Publications - Performance Monitoring & technical assistance - National, Regional and International Networking - Establishing a Resource Centre - Knowledge Management and Communication - Conducting Workshops, Conferences, etc - 	Business organizations, including those run and owned by women	Different parts of the country
19.	Women in self-employment (WISE)	NGO(Local)	<ul style="list-style-type: none"> - Create Employment Opportunities - Develop informed and resilient women leaders - Build sustainable institutions - Promote learning and the replication of good practices - Enhance organizational capacity 	<p>Low income women,</p> <p>Community based institutions,</p> <p>Like minded partners,</p> <p>Family members,</p>	Addis Ababa, Legetafo, Arsi, Wolaita

					Community leaders	
20.	SOS Sahel Ethiopia	INGO	<ul style="list-style-type: none"> - Community-based natural resources management, - Food security, - Agriculture, - Policy analysis, - Value chain analysis and development, - Pro-poor value chain development. 		Community members, including women	Amhara, Oromia SNNPR
21.	Ashagari consultancy and charitable organization	Business and NGO	<ul style="list-style-type: none"> - Skill development - Leadership Empowerment - Capacity Building 		Women, youth, and leaders	Different parts of the country
22.	Includovates	Private Research organization	<ul style="list-style-type: none"> - Institutional Strengthening & Reform - Agriculture, economic empowerment & livelihoods - Social protection, inclusion & empowerment - Inclusive systems change - Research, data collection & analysis - Participatory facilitation, training & capacity building - Gender transformative approaches 		Community members including women	Countrywide



Resilient Agriculture for
Inclusive and Sustainable
Ethiopian Food Systems
(RAISE FS)

www.raise-fs.org

Stichting Wageningen
Research Ethiopia

www.wur.eu

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approach to Research for Food System Transformation
(R4FST) and as such contribute to the Government of
Ethiopia's transformational agenda.
