

Gender study on onion and potato value chains



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Acronyms and Abbreviations

ACSI	Amhara Credit and Savings Institution
AGP	Agriculture Growth Programme

Agro-BIG	Agribusiness Induced Growth
AMFSC	Agro Mechanisation and Food Science Centre
ANRS	Amhara National Regional State
Araki/Tella	Local drinks
ARARI	Amhara Region Agricultural Research Institute
AWEA	Amhara Women Entrepreneurs Association
BoTT	Bureau of Trade and Transport
BoWCYA	Bureau of Women, Children and Youth Affairs
CIDA	Canada International Development Assistance
CPA	Cooperative Promotion Agency (regional and federal level)
CPO	Cooperative Promotion Office (woreda level)
CSA	Central Statistics Authority
DA	Development Agent
EIAR	Ethiopia Institute of Agricultural Research
EWLA	Ethiopian Women Lawyers Association
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
FHH	Female Headed Household
FRG	Farmers' Research Group
FTC	Farmer Training Centre
GAF	Gender Analysis Framework
GAM	Gender Analysis Matrix
GoE	Government of Ethiopia
GTP	Growth and Transformation Plan
HEW	Health Extension Worker
HTP	Harmful Traditional Practices
IGAs	Income Generating Activities
IPMS-Ethiopia	Improved Productivity and Market Success for Ethiopian Farmers Project
Kebele	The lowest government administrative unit
KII	Key Informant Interview
MHH	Male Headed Household
MSEDO	Micro and Small Enterprises Development Offices
NPEW	National Policy on Ethiopian Women
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PSU	Agro-BIG Programme Support Unit
REMSEDA	Regional Micro and Small Enterprise Development Agency
RTC	Agro-BIG Regional Technical Committee
RUSACCOS	Rural Saving and Credit Cooperative Society
RWCYAB	Regional Women, Children and Youth Affairs Bureau
SEAGA	Socio-Economic And Gender Analysis
SVB	Agro-BIG Programme Supervisory Board
VC	Value Chain
VIMIS	Voice Informative Market Information System
VSLA	Village Saving and Lending Association
Woreda	District – the second government administrative structure comprises Kebeles
WMHH	Women in Male Headed Household
WOA	Woreda Office of Agriculture
WSC	Woreda Steering Committee
WTC	Woreda Technical Committee
WUAs	Water Users' Association

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Contents

Acknowledgements.....	3
1. Executive summary	6
2. Introduction.....	7
2.1 Agro BIG programme in brief.....	7
2.2 Need / justification of this present study.....	7
2.3 Scope of the study.....	8
2.4 Methodology and approach	8
3. Gender issues in the Ethiopian context.....	10
3.1 National policy framework.....	10
3.2 Gender issues in main development programmes.....	11
3.3 Gender and socio-cultural environment.....	11
4. Gender issues in agriculture in Amhara region	13
4.1 Division of labour.....	13
4.2 Access to land.....	13
4.3 Membership of farmers' organisations.....	14
4.4 Access to technology	16
4.5 Access to information	17
4.6 Access to markets.....	18
4.7 Access to finance and credit	18
4.8 Access to extension services	19
4.9 Access to Business Development Services.....	20
4.10 Access to research outputs.....	21
4.11 Access to agricultural inputs.....	21
5. Mecha woreda: potato value chain.....	23
5.1 Household economy and sources of livelihood	23
5.2 Division of labour and technology use in potato cultivation.....	24
5.3 Potato marketing.....	24
5.4 Processing of potato.....	24
6. Findings along the Onion Value Chain in Fogera	26
6.1 Household economy and sources of livelihood	26
6.2 Division of labour and technology use.....	26
6.3 Marketing of onion.....	26

6.4	Onion processing	27
7.	Stakeholders' capacity to ensure gender equality	28
7.1	Capacity to mainstream gender	28
7.2	Gender balance in Ago-BIG management bodies.....	29
8.	Conclusions and recommendations.....	31
9.	Annexes.....	40
9.1	People contacted / interviewed.....	40
9.2	Glossary key gender concepts	44
9.3	References	50

1. Executive summary

As women play an important role in agriculture and are thus actors in the agricultural Value Chains, Agro-BIG considers it important to know their position, the specific constraints that they encounter and the possible solutions to this.

The study analysed women's and men's participation, access to and control over and decision making power on the production, processing and marketing of onion and potato crops. As the programme is, for a start, focusing on Mecha and Fogera Woredas, the study also focused on these two woredas.

Although these days Ethiopian laws and regulations are increasingly taking into account the interests of women, traditions and cultural beliefs are harder to change. These affect women in particular and limit their changes to actively participate in, amongst others, (commercial) agriculture. As a result women have limited (if any) access to resources and benefits that are important for her as a farmer and / or actor in the VC.

Although women carry out a lot of activities, both in onion and potato cultivation, this is hardly recognised and she does not get the benefits from it. Those women that are involved in trade, are mostly selling small volumes at local, nearby markets. This is not very profitable. The existing extension services (DAs) are geared towards male farmers and largely exclude female farmers. For cooperatives the same applies. The idea that male farmers will pass on information to women in the household turns out to be off the mark.

Furthermore, the capacity of the institution as well as the staff of the main stakeholders of Agro-BIG to mainstream gender was assessed. In addition, the relevance and contribution of some institutions if included in the Agro-BIG management bodies was also assessed.

Based on the findings of the analysis, the report provides practical recommendations for the Agro-BIG programme on how to increase the integration of women in the programme's activities.

2. Introduction

2.1 Agro BIG programme in brief

The Agro-BIG (Agri-business Induced Growth) is an agri-business development programme of the Ethiopian and Finland government. The objective of Agro-BIG is to contribute to poverty reduction through agriculture-based economic growth. Gender is one of the cross-cutting objectives and will be mainstreamed in all of Agro-BIG activities.

The direct beneficiaries of the programme are:

- a. poor farmer communities and households within the selected woredas and with particular attention paid to the inclusion of vulnerable groups such as women, female head of households, landless youth, physically challenged and minorities;
- b. agricultural cooperatives and agro-processing companies, and
- c. public and private sector organizations benefitting from the programme's capacity building activities.

Phase one (2013-2015) of the programme will support smallholder agribusiness in a number of value chains (VCs). For a start the onion and potato VC have been selected; later on additional VCs may be selected. The programme is initially focusing on Mecha and Fogera woredas but is expected to be extended to additional woredas.

2.2 Need / justification of this present study

This study is commissioned to assess the participation of women in potato and onion value chains. Besides it should provide inputs to address the practical needs of women and mainstream gender in all project activities.

The general objectives of this study were to:

- a. complete and update the already available information related to gender in Agro-BIG programme document, and
- b. provide more detailed information on the condition of women related to potato and onion value chains.

In addition, there were the following specific objectives:

- a. Identify constraining factors (be it social, cultural, economic,...) that impede women's participation and their active engagement in meetings, and taking decisions to ensure their benefits from common goods;
- b. Identify constraining (be it social, cultural, economic,) factors that prohibit women compared to men from benefiting more from their labour in agriculture in general and in the onion/potato value chain in particular.
- c. Identify which specific needs of women to address, in order to enhance their participation in potato and onion value chains;
- d. Identify what is needed in order to make men accept an increase in female participation in cooperatives and increase in their share of the benefits ;
- e. Provide practical and feasible suggestions and recommendations on how to increase the gender balance in the governance of the Stakeholder platforms and other decision making bodies involved in the Agro-BIG programme;
- f. Provide recommendations on specific measures to ensure a better balance in the participation of women and men as well as a more equal distribution amongst women and men of the (future) benefits of the Agro-BIG programme interventions.

2.3 Scope of the study

The scope of this study is to analyse women's and men's participation, access to and control over and decision making power on the production, processing and marketing of onion and potato crops. Furthermore it is meant to determine men's and women's access to and control over extension services such as training, agricultural inputs (fertilizer, seed), processing technologies, market and market information, credit services (in kind and cash) and the benefits both men and women receive and the decision making power they both have over these products.

2.4 Methodology and approach

Study area

In consultation with horticulture experts of Mecha and Fogera woreda agriculture offices the following kebeles were selected for the data collection:

- Mecha: Ingutii, Kudmi and Lhulum Selam kebele; with the latter one outside the Koga irrigation catchment area and the previous ones within Koga.
- Fogera: Woje and Quhar Micheal kebele; the latter one is located in the irrigation area under construction and the former one outside this area.

Data collection, tools and analysis

Qualitative data were collected by means of:

- Desk review and analysis of socio-economic/social impact and gender studies;
- Analysis of research/assessment, reports, programme documents of the Agro-BIG programme;
- Tailor-made guidelines and checklists (commented and approved by the Agro-BIG technical team);
- Consultations/key informant interviews with bureau and woreda experts/ process owners, leaders of primary producers and marketing consumers' cooperatives, unions, women focused organizations and financial institutions, potato and onion traders;
- Market observations;
- Focus group discussions with women and men farmers.

In the above mentioned woredas and kebeles, key informants from regional and woreda Agriculture, Women, Children and Youth, Cooperative Promotion Agency / Office, Micro and Small Enterprise, Micro finance, cooperative societies, Women Association and Research Institutions were interviewed. In total 62 people (of which around 24% women) participated in a total of 34 key informant interviews.

In addition, 64 focus group participants (of which around 61% women) were selected from men and women (married as well as female heads of household) farmers and water users' association members, elders, religious and youth leaders and women associations. They participated in 6 Focus Group Discussions (FGD).

Secondary data were collected from government sources, private institutions, Agro-BIG documents.

The SEAGA approach, which is based on an analysis of socio-economic factors, was used. A main element of the approach is the participatory identification of the needs and priorities of both women and men. As regarding the tools, specific kits prepared by IPMS-Ethiopia, in combination with different gender analysis frameworks like GAM, GAF and Moser were used.

Limitations

The busy schedule of government officials has been dealt with by repeatedly visiting the officers and rescheduling the interviews. As community conferences organised by government were being

held at the same period as the data collection of this study it was also difficult to mobilize community members, particularly in Fogera woreda. However, in the end a sufficient number of people were available for the interviews. Rescheduling was done at Quhar kebele.

In addition, the complexity of gender issues made it necessary for the consultant to take time and help the participants to better understand the issues before engaging in the discussion.

Furthermore, the availability of sex disaggregated data across community categories such as the youth in particular is inadequate. However, where possible the consultant used proxy data provided by regional or federal sector offices.

Report contents

The next chapter, number 3, presents a summary on main policies (national and regional) that affect women.

Chapter 4 describes the general gender issues in agriculture in general and in the mentioned value chains in particular. Chapter 5 and 6 deal with gender issues specific for the potato (Mecha woreda) and onion value chain (Fogera woreda) respectively. As potato is mainly cultivated in Mecha and onion mainly in Fogera, the descriptions are focussed on this.

3. Gender issues in the Ethiopian context

3.1 National policy framework

Legal and policy provisions on gender equality at national level

Since 1990, the Government of Ethiopia (GoE), with the objective of ensuring gender equality both in public and domestic affairs, has enacted several laws and policies and put in place institutional mechanisms to oversee, coordinate, facilitate and support the inclusion of gender issues in development activities of all levels.

The 1993 National Policy on Ethiopian Women (NPEW) and the 1995 Federal Democratic Republic of Ethiopia Constitution are the major policy and legal instruments that show the commitment of the Ethiopian government to gender equality in a fundamental way. Article 35 of the constitution has a clear stipulation on women's economic, social and political rights both in public and domestic affairs.

An institutional mechanism with a mandate to ensure the inclusion of women's concerns in government policies, programmes and strategies and to facilitate the implementation is established in the National Policy on Ethiopian Women (NPEW).

As a result of the Government's commitment to gender, most of the major government development plans and strategies have considered women as development actors.

In 2006, Women Affairs bureaus at all levels were upgraded and became decision making bodies in government administrative structures. This was tantamount to make women's concerns visible at policy making level.

In 2011, the Women, Children and Youth Directorate (WCYD) of the Ministry of Agriculture developed sector specific gender mainstreaming guidelines and checklists. This in order to facilitate the process of gender mainstreaming across all agricultural sector programmes including affiliated institutions.

Women's right to use and administer land is granted by the 1994 FDRE constitution. According to this constitution men and women have equal right to use and administer land. To this effect the 2006 Amhara revised land use rights and use proclamation no. 133/2006 has translated women's legal land right to policy action and provided clear stipulations protecting women's land use and administration rights as a spouse, a widow or abandoned. The proclamation under article 5 and 6 allows women, disabled and orphans to be given priority during land allocation; the land holding right of a spouse whose husband or wife has deceased or disappeared is protected under article 12 and 2; a spouse who wants to transfer her/his land holding right on will to heirs has an obligation under article 16 sub article 1, 3 and 7 not infringe the rights their partners and allows the spouse of the deceased to continue holding and using the land as long as they reside in the same kebele and have not concluded marriage respectively, in addition, under article 17 sub article 3 the right of a spouse to agree to a decision of transferring a land right on gift to a third party is protected.

Legal and policy provisions on gender equality at Amhara State level

In contravention to traditional norms and practices which exclude women from owning land, the revised Amhara National Regional State rural land administration and use proclamation no. 133/2006 gives women the right to administer and use rural land both as a spouse and a widow. In addition, the proclamation protects the rights of women and minors, as well as the right of the spouse in case of inheritance of a deceased husband.

The proclamation of Cooperative Society no. 134/2006 of the Amhara National Regional State in recognition of women's limitation to access information requires cooperative societies to provide information to women on the nature and benefits of cooperative societies.

In 2009, the ANRS government approved a regional gender mainstreaming strategy and mandated the Regional Women, Children and Youth Affairs Bureau (RWCYAB) to review plans and reports, to provide technical advice on women's issues and to oversee its implementation by sector bureaus.

3.2 Gender issues in main development programmes

The Growth and Transformation Plan (GTP) sets clear objectives and targets to ensure that women and youth participate and benefit from the developments in the agricultural sector. The strategies to strengthen women's institutions, implementation of specific packages, and the requirement of targeting at least 30 of female head of households by the extension service are put in place to ensure that women benefit.

The Agriculture Growth Programme (AGP) has an explicit objective of increasing women's participation in an effort to increase agricultural productivity and market access for key crop and livestock products (AGP Baseline Report, 2011).

Gender issues in a regional programme: the Amhara Women Entrepreneurs Association

The Amhara Women Entrepreneurs Association (AWEA) is working to ensure women's rights. It has structures at regional up to kebele level.

The umbrella women organisation counts around 1.4 million women who are actively involved in influencing policies, development programmes and strategies so that they will be or become inclusive of women's needs. Furthermore they advocate the implementation of them.

The women's associations at kebele level are more engaged in building members' economic capacity, serving as a women's voice in local development activities and the court of justice. Notwithstanding limited resources, AWEA has a good track record in the mentioned areas.

3.3 Gender and socio-cultural environment

In Ethiopia in general and in the Amhara Region in particular socio-cultural norms, traditions and a patriarchal system overshadow the formal laws and policies and contravene the notion of equality between men and women, ethnic and occupational groups. As a result women compared to men are considered as less productive, lacking knowledge and capacity to engage in administrative activities including their family's. In such a context, ensuring women's rights is a long term project.

Although laws and policies have been adopted at national level, the mainstreaming of gender in the Agro-BIG programme woredas is still at a rudimentary stage. The main reason is the lack of functional gender knowledge and skills as well as weak structural arrangements in the respective sector bureaus and offices.

In Mecha and Fogera, gender inequality in the division of labour, access to and control over property and decision-making on household and community affairs is evident. Men are mainly responsible for productive and community /public activities, while women besides their contribution to productive activities are the main responsables for reproductive activities (fire wood and water collection, home making, caring for the sick, ...). However, women's contribution to the family and community well-being is unrecognized and undervalued by their family as well as community members. As a result women, compared to men, are accorded a subordinate position.

Hence women are listeners and do-ers rather than initiators and decision makers both at household and community level. In addition, with an excuse of discipline and protection, female genital mutilation (FGM), early marriage, wife beating and restricting women's/girls' mobility are widespread in the study areas.

Women have less and limited access to household assets such as land and farming tools, marketable products, and technologies. In general, they lack control and decision making power over family affairs and resources such as land, farming tools and income.

The mere fact of not being actively involved in the ploughing of land, makes that the contributions of women to productive activities are largely ignored or not perceived. As a result women are less rewarded than men, which also negatively affects their access to development interventions.

Regardless of women's contribution to the household economy, they are perceived as weak, timid and lacking knowledge and therefore, are marginalised from control over resources and decision-making power. Men have a full grip over household resources and property and take decisions on what, when, where to grow and what portion of the produce to sell and use for consumption. Such forms of discrimination are both present within the household as well as in the public sphere.

Regardless of government's commitment of increasing women's participation and benefit in development interventions, the cultural resistance and the gender blindness¹ of development experts working with the community are among the barriers to gender equity and equality¹ in the study areas.

¹ For definition, refer to glossary in annex 2

4. Gender issues in agriculture in Amhara region

The gender difference in access to markets is strongly linked to gender roles and responsibilities, financial capacity, ability to freely move from place to place of men and women. In addition, underdeveloped enterprise culture, inadequate support system for businesses and underdeveloped markets and infrastructure are among factors which negatively affecting women's market access to markets market activities. Due to mobility restrictions, which are a consequence of social norms, the juggling between household responsibilities and business and as well as their vulnerability to harassment women's markets are limited to nearby markets. As a result, the scale of their business operation is small and opportunities for expansion limited.

In order to understand the dynamics of resource and benefit allocation, knowledge of the rights of individuals (men and women) in relation to resources and benefits is essential. The next sections describe the gender differences in specific areas.

4.1 Division of labour

Gender division of labour is an aspect of gender relations and refers to the allocation of tasks between men and women. It is influenced by social norms which determine the allocation of roles and responsibilities for both men and women. They develop different skills to perform the tasks allocated to them and accept the place they are given in a certain society. Therefore, analysing gender division of labour within households and the community reveals the roles and responsibilities of men and women and their respective workloads.

In the study area, men are primarily responsible for the tasks that are considered as 'heavier' or more technical like clearing land, ploughing, harvesting crops and maintaining farm equipment. Women are involved in seed selection, planting, fertilizer application, watering, weeding, harvesting and transporting. These activities, and weeding in particular, are reported as being tedious, time consuming and back breaking. The exacerbate women's workload compared to men.

November to January and March to June are peak months during which women and men farmers are working for long hours on their farm. However, women's due to the domestic activities women are required to do, women work long hours and are overburdened with multiple tasks than men. As revealed by a focus group discussion conducted with members of Kudmi and Chihona water association members, women during peak months are working 18 and 14 hours a day respectively.

Therefore it is important for development workers (extension agents, cooperative managers, researchers and others) to consider the time of men and women farmers, while planning to have meeting with them, rather than complaining women's low and inactive participation in meetings as revealed in interviews conducted with them.

4.2 Access to land

Women's right to use and administer land is granted by the 1994 Constitution. According to the provisions, women are entitled to use and administer rural land including renting. Their rights on transfer to third parties and keeping the land in case of death of the spouse are protected.

In the region the plot size owned by most of the female heads of households compared to male head of households is small. It ranges between one-eighth and half a hectare. The size of plots owned by male heads of households is reported as ranging between 0.5 to 2.25 hectares.

In the Koga irrigation catchment area 7,004 hectares of land will be developed; at present it is around 6,000 ha. The average size of the irrigated plots ranges between 0.5 to 1 hectares. Koga project officers mentioned that women's land holding is less by at least half compared to men's

land holdings. This could not be verified because sex disaggregated data on plot size are not readily available.

Despite of women's legal right to use and administer land, in practice it remains a challenge. It was mentioned by the ANRS Women's Association and women Focus Group Discussion (FGD) participants from Quhar Micheal Kebele (Fogera woreda) that, because of lack of good governance, women's and in particular female heads of households land rights are frequently violated by close male relatives. The (women) informants also said that for all previously mentioned reasons, they have limited possibilities to file and pursue their case. Courts are located in woreda towns and thus not easily accessible for them. Furthermore, repercussions including naming and shaming by their community stops most of them from taking their case to the court.

It was also reported that the few women who did file their case failed to keep up the claim and protect their rights accordingly. In addition, women's lack of legal literacy and the cumbersome nature of court procedures are among the factors contributing to women's failure to claim their rights.

4.3 Membership of farmers' organisations

Participation in organisations has benefits for members and in particular for poor women when it comes to access to assets, income, and control over decision-making processes. In addition, benefits such as gaining experiences and information are important factors for women to improve their status, develop solidarity with group members and to improve their bargaining power.

Farmers' organizations such as producers' cooperatives, marketing cooperatives and water users associations hold potential to empower smallholder farmers and economically weak women and men. This by enhancing their productivity and collective bargaining power in the market, thereby reducing the risks, enable them to leverage enhanced market opportunities and build their capacities. An increase in income, improvement in leadership skills are among the benefits of members of farmers' organizations.

In Amhara region most cooperatives have, as a rule, only 'one member per household'. This has led to the exclusion of married women (Oxfam International 2013, 37). Female Heads of Household (FHH) are more likely to be members of cooperatives compared to married women (Women in Male Headed Households – WMHH) as their rights to land holding are clear and uncontested.

In general, FHH have a greater advantage compared to WMHH from being a member of cooperatives. Because the restrictions they face are less severe they can engage more actively and thus reap more benefits.

However, the Amhara National Regional State Cooperative Societies' establishment proclamation no 134/2006 which is silent on double membership of husband and wife is a simple oversight of the opportunity to empower women farmers. Due to such an omission the culture overtakes the intent of the law and thus more men than women are members of farmers' organizations.

Women in the study areas have a lower socio-economic status, compared to their male counterparts. This limits their opportunities to access and to participate in formal groups such as farmers' groups.

As a result the target set by the regional Cooperative Promotion Agency (CPA) to increase the number of female members in agricultural cooperatives and leadership positions of the cooperatives by 37% and 23% respectively remains a challenge. According to the 2012/13 (2005 E.C) annual report of the regional Cooperatives Promotion Agency, the region-wide women members of cooperatives constitutes about 28%, while the percentage of women members and

leaders to cooperatives in Mecha woreda is about 11 and 7 percent, respectively and 11 in water users' associations (Mecha Woreda Cooperative Office and Koga Irrigation Project Office).

According to the Fogera woreda Cooperative Promotion Office, out of 2,291 Male Headed Households (MHH) in the four irrigation kebeles about 26% (601 MHH) are members. Out of the 477 FHH about 10.5% are member of a cooperative. For the irrigation cooperatives this percentage is lower: 7.7%.

According to the woreda Cooperative Promotion Office, women occupy only 7.4% of the cooperatives leadership positions. Even so, those few in leadership positions are FHHs and most of them are not playing a very active role.

According to participants in the women focus group, the barriers to women's access to farmers' organizations are lack of information on the benefits of being member, men's resistance. Furthermore, the time constraints to attend the meetings and effectively engage in the activities were mentioned as factors. They also believe that men have more adequate knowledge, information and time to effectively engage in the business of the organizations than women.

The study confirmed that the main factors for the low participation of women in cooperatives are the following:

- Time constraint; as women are responsible for household chores there is little time left for other activities;
- Social factors: women are supposed to organise the household, therefore she can hardly ever go away from home for a longer time. Even if she could, in general it is not well-taken by the community (even if her own husband would accept);
- Low self-esteem / perception: women do often feel that they do not have anything useful to contribute.

Contrary to the findings regarding the lack of women's participation in farmers' organisations, many of the interviewed leaders hold women responsible for missing the opportunity provided by their organizations and the government. They believe that women are not interested and care less to be members. They argued that the 'exclusion' is self-imposed and voluntary at best. However, some of the interviewed farmers' organization leaders are referring to workload and time constraints of women as factors that hold back women from joining. Horticulture experts identified men's resistance, women's low public exposure and lack of finance to buy shares as factors affecting women's participation in farmers' organisations both as members as well as leaders. However the fact that most of the interviewed development workers are relating women's low participation in public affairs either to lack of women's interest or to social factors, illustrates that constraints like time and responsibility for household chores are not yet well understood by people and institutions working with farmers.

Consequently, in practice government's commitment to increase women's access to farmers' organisations (water users' association and cooperatives) is still far from achieving its potential. As of yet there are few concrete measures to encourage women to join farmers' organisations. The following quote shows some of the hurdles women face to join farmers' organisations.

A leader of a farmers' organisation reply to a question regarding women becoming members and leaders of farmers' organisations:

"Well it would have been good for women to actively participate in farmers' organisation, but it is going to cost them a lot and could conflict with the interest of their family. If a woman is to attend a meeting organized far from their home village and even here in the kebele, lots of household activities will not be attended and this could cause a marital conflict. Who is going to cook, tend animal and look after the domestic chores house, it is as good as destroying the household economy".

Koga Irrigation Users and Marketing Union leader

Sept. 23, 2013

"Yes, it is women heading a household that are directly involved in farmers' organization. Even then, they are not 'well accepted' by their community, people are gossiping about them and they think they are that they are boisterous and even promiscuous. Women cooperative members compared to men cooperative members are not seen by their community as a positive role models for women thus husbands do not want their wives to be close to these women which are perceived as playing men's role while undermining their domestic roles. Some men prefer rather than allowing their wives to be involved in public affairs".

How could a woman take such a risk and join farmers' organization? In addition, though the law is prohibiting any abuse against women, there is no remedy in practice, to start with women themselves are not reporting that they are abused and even if they do the officials are not taking legal action against the perpetrators. All these are discouraging women from joining cooperatives and assume leadership positions. Of course everybody talks about women's rights in public, but hardly anyone walks the talk.

Women-only FGD participant

Quhar Micheal/Fogera

Oct.11, 2013

4.4 Access to technology

Access to (new) technology is important to improve life conditions through saving time, reduce workload, increase productivity and efficiency. Furthermore time, energy and resources which are saved by using new technology can be invested in self-development and creativity. Lack of technology / mechanisation also means that family labour in general and women and children's labour in particular is intensively used for weeding, watering, harvesting and transporting farm products.

In the study area traditional ploughs (pulled by oxen) and traditional hand tools like shovels, spades, hoes are widely used. Only a few better-off farmers and members of farmers' organisations have access to technologies such as pumps for irrigation.

According to information from the Fogera woreda agriculture offices, 1,412 motor pumps were purchased with credit from ACSI. The credit went mainly to groups composed of 3-5 men and women (sex disaggregated data were not available) and a few individuals. Individual farmers possess 630 pedal pumps and 10,511 shallow wells.

In addition, farmers have an option to rent a motor pump for birr 7 per hour. However, due to lack of money to pay and join irrigation technology users groups, many farmers (mostly FHHs) are

using shallow wells (Tadesse Adigo Mihiretu, 2008, p.81 cited in Agro-BIG Onion Value Chain Analysis Report, 2013).

In Mecha, 14,562 farmers within Koga Irrigation catchment area are benefiting from the irrigation scheme and farming 6,000 hectares of land (in future there will be 7,000 ha i.e. and average of 0.5 hectare/person) while others outside of the irrigation scheme are using pumps, shallow wells and river diversions.

The following table shows the gender gap in irrigation technology use (source: Mecha woreda).

Table: use of types of irrigation by women and men in Mecha

Type of technology	Number of users	Total	Women	Men
Motor pumps		5,288	29	5,259
Shallow wells		17,466	1444	16,022
Pedal and rope pumps		41	0	41

In addition, the absence of labour and energy saving technologies is tantamount to leaving women to invest much of their time in reproductive activities rather than productive activities such as farming. Nevertheless, efforts are being made by Fogera woreda SMEDeO to introduce and promote a time and energy saving cooking stove.

4.5 Access to information

Men are expected to share information to household members in general and their wives in particular. However, in practice, there is often little to “trickle across” because men and women generally do not have the same priorities in livelihood decisions. Such a reality is as good as denying married women’s access to the benefits provided by cooperative societies such as training, knowledge sharing, opportunity to make their voice heard and their interests addressed accordingly.

At the level of farmers, accurate and up to date market information is difficult to access. Farmers normally get their market information, which usually means price information, from neighbours and friends. Notwithstanding an increase in the use of mobile phones by male farmers, using these or other media to disseminate market information is not yet institutionalised. According to the Amhara Bureau of Trade and Industry, the dissemination of market information on 73 commodities, including onion and potato, takes place via: Amhara FM Radio, price bill board placed at woreda market places and Voice Informative Market Information System (VIMIS) which is developed together with Bahir Dar University.

Reduced mobility of women and not as much access to mobile phones and radios makes that women do have limited access to information. Besides, except for the radio, the media are mostly targeting the educated and economically better-off groups. Currently, in an effort to address the identified gap in disseminating market information, the BoTT in collaboration with BoA is in the process of developing an appropriate market information channel. The aim is that this channel will fit the needs of those identified as weak market actors: the poor, women and FHH farmers.

4.6 Access to markets

Compared to men, women's access to formal markets is limited and characterised by gender inequality. According to potato traders almost all women traders are engaged in retail trading, while men are engaged in wholesale trade. This was confirmed during observations made in Merawi market (the major market of the woreda).

4.7 Access to finance and credit

In the study area credit and saving services are currently provided by the informal and formal sector. The informal sector includes *mutual financial mechanisms such as* rotating or accumulating savings, locally called 'Wochich' or 'Equib', and credit arrangements with relatives and patrons. The formal sector consists of micro-finance institutions, agricultural and marketing cooperatives, providing credit and saving services to the rural poor and low income community groups.

Producers and marketing cooperatives are providing credit in kind (agricultural inputs) and cash through rural saving and credit cooperative societies (RUSACCOS) to both members and non-members that are creditable. According to the interviewees, in particular poor farmers and FHHs are serviced by the informal sector. So it appears that, regardless of the high interest rates of the local money lenders, these groups borrow money from them.

The regional women's association in collaboration with donors has a 500,000.00 birr annual revolving fund scheme for poor women and female heads of households. According to the Association, most of the revolving fund participants have become creditable and are able to access additional credit schemes including ACSI.

The micro-finance institution services cover loans of varying amounts, with varying time frames and conditions. Loans can be obtained for a variety of activities, including both agricultural and off-farm activities or asset-building and consumption. Different kinds of savings services to meet different needs are also offered.

Since 1995 to date the Amhara Credit and Saving Institution (ACSI) is active in the region. Its vision is to contribute to poverty reduction and to improve the economic situation of the marginalized and productive poor. The main target groups are the rural and inaccessible communities in general and women in particular. At present it is operating in 168 woredas and 3,280 kebeles in the region. Depending on the end-use of a loan ACSI's interest rates vary from 10-18%. The loan size for group members is birr 7,500.00 at maximum. This is small compared with the maximum individual loan sizes of 10-20,000 birr; for this type of loans a 20% equity is required.

At regional level women constituted 64% the total of 880,600 clients of ACSI (2013 report). They borrowed a total of 61% of the 4,118,226,006.00 birr that was disbursed in the report year. However, the average size of loans borrowed by 55% of women clients was birr only 2669.00 only. During the same reporting year women clients and borrowers in Mecha and Fogera woreda 75.61% and 72% of the clients was constituted by women respectively. Although adequate information on loan utilisation was lacking, most rural women clients were reported using the loans for income generating activities (on- and off-farm) such as fattening, animal breeding, grain vending, local drink brewing, basic industrial goods trading and purchase of agricultural inputs such as fertilizer, improved (wheat) seed and oxen for ploughing. In addition, in 2011/12 Woreta ACSI branch office in close collaboration with the woreda agriculture office has

provided credit for 615 farmers (9.9% of the total clients) that were organized in groups of 3-5 members to cover 50% of the price (birr 10,222) of a motor pump.

Compared to men women clients have a good track record of loan repayment. In Fogera, out of birr 45,000.00 total arrears, women are liable to only birr 10,287.09 birr (22.86%).

The remark was made how female clients are strategically avoiding men's interference over the management of a loan they took from the institutions by minimizing their loan size so that men lose interest to control the loan money. In addition, women clients were reported as being effective team players and decreasing the cost of delivering small loans than men.

According to a case-study by the ACSI Women's Affairs Unit, in addition to the economic benefit women also developed business skills and knowledge, increased support networks, expanded their market access, built their self-confidence and won community recognition through leadership and entrepreneurial capacities.

4.8 Access to extension services

In countries like Ethiopia, where subsistence agriculture dominates the economy, women's contribution to agriculture and related activities is immense. However, due to the low status accorded to women, their contribution is ignored and undervalued. Thus, as such they are not a direct target of the extension system. Consequently, the number of women that benefit directly from the extension system is limited to Female Heads of Household (FHH). Furthermore, no particular attention is given to include and increase the number of women staff in the extension system.

Although the existing extension system covers both production and post-production phases, it is more geared towards production, working on issues like input provision and improving farming practices.

There are different layers /functions in the extension system; a short description follows below.

The woreda level Subject Matter Specialist (SMS)² and Koga Irrigation office agronomists are responsible for the following:

- train, support and supervise extension workers;
- facilitate the supply of agricultural inputs (fertilizer, chemical, motor and pedal pumps);
- facilitate the offer of credit services for organised farmers and interested individual farmers to purchase motor and pedal pumps;
- conduct periodic farmers' meetings.

The Development Agents (DA) are responsible to train contact farmers and provide technical support on agronomic practices. In return the trained contact farmers are responsible to train their peers organised in groups of one to five members. Agricultural training is often done in the Farmers' Training Centers (FTCs) established at kebele level. Usually, women are organised in separate woman development teams/groups and get training of topics that differ from those of men.

The training is on predesigned topics in which gender is neither mainstreamed nor does the training curriculum include specific gender topics. Specific needs and interest of men, women and

² At kebele level there are extension workers specialised in Plan Science, Livestock and Natural Resource Management.

youth are also not addressed. Women interviewees stated that they are not given the opportunity to participate in agriculture related trainings. Instead they get offered information / training sessions on health related issues.

According to woreda agriculture subject matter specialist and development agents, the training programmes they administer have the following weaknesses:

- They do not take into account the needs of women and are often generic and not tailored to their needs;
- Trainings are not flexible in terms of the delivery schedule, location to accommodate the specific challenges that women farmers face as wives, mothers and care givers;
- Training sessions are one-off events and the fact that many of the trainers are men is a major barrier for women farmers (because women prefer women trainers and husbands do not like women to be trained by men trainers).

According to a field level development worker's supervisor, regardless of the requirement of involving women in the extension system, mobilizing women in development activities such as training and field days and demonstration is time-consuming and discouraging. The same was reported by DAs. Informants were complaining about the poor turnout of women to trainings and meetings. However, as yet no concrete steps have been taken to better understand the cause of women's low participation and to take appropriate measures to address the issue.

*"Yes, I am expected to include women in what I am mandate to do, in fact there is a set target of women participation which because most women and in particular married women are not coming to the meetings or trainings is difficult to achieve,.
The problem is I do not know how to effectively mobilize women to attend to meetings and effectively engage them in the process. No one ever has technically assisted me on how to improve the participation of women in development activities and organize training that interests women the most".*

Development Agent Field Supervisor

With the aim of strengthening irrigation activities, Mecha and Fogera woredas have recently introduced a horticulture section in the agriculture office. They have assigned professionals to support the irrigation activities in general and of onion and potato in particular. However, the gender implication in horticulture activities does not seem to have been considered. Neither are gender issues meant, nor is the capacity of staff in the area of gender issues built. Staff working in the sector lack gender knowledge and skills.

4.9 Access to Business Development Services

It was reported by key informants from SME development offices that Business Development Services (BDS)³ provided by the government is urban focused and of poor quality.

Onion wholesalers and retailers reported that the SME development offices have never considered them as players in the field of development. The BDS providers never assisted them with any service to support their business.

³ Business Development Services (BDS) include a wide variety of non-financial services such as training, extension, consultancy and counseling, marketing and information services, technology development and diffusion, mechanisms for business linkages such as sub-contracting, franchising and business clusters.

It is found that women have very little awareness of BDS and are not accustomed to seek out the service. Similarly, BDS providers do not see women retailers as potential clients for their services. Most women-owned onion/potato traders are not making use of any external BDS providers and they rather rely on family and friends advice. Women tend to balance risks between family responsibilities and business and run small business parallel to their domestic responsibilities, thus they fail to attract much attention from business promoters.

There are issues of both reach and capacity of the BDS and training suppliers, especially in serving rural business.

4.10 Access to research outputs

Adet Agriculture Research Center is, amongst others, conducting research on the development and dissemination of new potato varieties to farmers and improved potato farming practices. The research is conducted on farmers' land with organised Farmers Research Groups (FRGs). As the research is targeting household heads the likelihood of involving women is dependent on the civil status of the woman. Female Heads of Household may get involved in the research and so may a married woman, whose husband is inactive. However, as there is no strict requirement to include women in FRGs their access is always dependent on the on their status.

Another opportunity for increased access of women to the research process and outputs is their participation in field days and demonstration activities. Hereby new technologies (research findings) are disseminated. However, due to a weak linkage between the extension system and the research system, diffusion of the research output or new technologies to farmers in general and women in particular is a challenge.

4.11 Access to agricultural inputs

Few farmers, often the better-off, and members of farmers' organizations have access to agricultural inputs such as pesticides, fertilizers, improved seeds. Due to lack of money, knowledge and labour, women compared to men farmers are not using fertilizers in the right proportion and cannot prepare manure for their farm.

There are a number of Agro venders and agriculture and marketing cooperatives supplying herbicides/pesticides (chemicals), onion seeds and fertilizers. Cooperatives are supplying onion seeds on credit to members and in cash to non-members. As most women are not members of cooperatives, they miss the opportunity to get agricultural inputs on credit. The fact that they are often cash-stricken makes it difficult, if not impossible, for them to buy in cash.

The woreda agriculture office reported that women farmers are not accessing expensive chemicals such as Romedin because of lack of money. Agro-venders in Woreta town confirmed that few women are coming to buy chemicals. Women seem to be very careful to follow the instructions for use whereby they may listen more to their husbands or male relatives than to the advice of professional with whom they buy the chemical. As women have less exposure to information they very likely know less of agro chemicals than men.

It was reported that when chemicals are not available in local market, male farmers are buying agro chemicals from Bahir Dar. This is difficult, if not impossible, for poor farmers and female heads of household.

As many farmers (male and female) assume that their land is fertile the use of fertilizers is not in wide-spread. The majority of female farmers do not use fertilizer and if they do so they do not keep the right rate of application.

5. Mecha woreda: potato value chain

5.1 Household economy and sources of livelihood

A total of 317,963 people (approximately 49.5% female) with an average household size of 5.2 persons are living in Mecha woreda (CSA, 2012). Of these 57,155 (18.3%) are living in the 7 rural kebeles located within Koga irrigation catchment area. According to the FGD participants of this study a significant number of households in the Koga irrigation command area are male headed and female head of households is reported as constituting between 13 to 30 percent.

According to the Ministry of Water Resources (2007):

- a. 7.3% of the rural population was landless;
- b. 52% owned farm land ranging from 0.25 to 1.0 hectares;
- c. 21.6% had no oxen;
- d. 43.8% owned a pair of oxen;
- e. 34.6% owned more than one pair of oxen.

However, no sex disaggregated data were available.

It is reported that the main source of income of the poor is work as day labourer and keeping chicken.

Female heads of household and the youth constitute the majority of the poor. For instance, among the 213 FHHs that are members of the Chihona Water Users' Association (WUA) 98 (46%) are poor, while the poor among MHHs members is only 23%.

The main staple crops in Mecha Woreda are maize and finger millet. Indigenous oil crops are also grown, both for consumption and sale. Main vegetables which are grown in the command area are potato, pepper, onion and tomatoes. 70% of the farmers living in Koga irrigated catchment area grow potato, 23% grow onion and 31% grow tomato (Taddesse Adigo Mihiretu, 2008; sex disaggregated data not available).

Farmers are entirely dependent on their crops for consumption and cash income. Next to cereals and fruits, the sale from vegetable in general and potato in particular are the second source of cash.

Besides their agricultural activities, the poor, FHHs and married women are also engaged in off-farm activities such as selling their labour (FHHs and poor male). FHHs and married women are also brewing local drink (Araki) and are involved in petty trading of agricultural and manufactured goods. According to FGD participants of Ingutii kebele, 60%, 30% and 10% of the income of FHHs is generated from agriculture, sale of local drink and petty trading respectively.

5.2 Division of labour and technology use in potato cultivation

According to the information collected from the Horticulture section of the Agriculture office of Mecha woreda, using expensive technology such as motor pumps by the poor and FHHs compared to MHHs is limited. For instance, as presented in the table 4 below out of the 36,839 farmers that used different types of irrigation in 2013, the number of women was 1988 (5.4%). 16,022 (72.3%) farmers used shallow wells. This information appears to confirm the community wealth ranking exercise that categorized the majority of FHHs as poor. According to the Mecha woreda horticulture experts, the use of motor- pump is perceived by farmers as complex and expensive, thus women compared to men are shying away and instead opt for shallow well which is not costly and simple to use.

Men and women are more or less spending equal energy and time on watering and harvesting - including post-harvest activities. Men and women water users association members in Mecha reported that watering is much more time consuming than other activities. They said that on a day of watering a family works on the field the whole day. They start watering at dawn and stop at sun set or when the water stops. Besides this, women as are still required to do the housework as well.

5.3 Potato marketing

According to market observation and discussions conducted with potato retail and wholesale traders in Merawi town of Mecha woreda, there are a total of 10 potato wholesalers, of which 1 woman, engaged in potato wholesale. The single woman entered the market upon separation from her husband who was and still is a potato wholesaler. Thanks to the experience and the connections she has developed while assisting her ex-husband she managed to continue trading on her own. This female potato trader buys the potato seed on credit from a fellow trader in Debre Markos (better to say she is acting as an agent instead). Subsequently she sells it to farmers at the Merawi market. According to male potato wholesalers in Merawi town, most of them are purchasing from farmers at the farm gate paying in cash. They also buy at market places and sell in Merawi and other markets like Bahir Dar and Gonder.

As said before, for women, compared to men, it is more difficult and risky to expand their business. Women often lack experience and skills to deal with brokers and loaders. Also, cultural norms refrain her from traveling outside her home village/kebele to distant market places and enjoy the comparative price advantages.

Due to women's mobility restriction, they are forced to purchase from a nearby (Debre Markos) market and sell in a local market. Here the number of clients is limited and they are mainly coming from the surroundings of Merawi town. Meanwhile male traders are free to go to any market with a potential to buy cheap (Debre Markos, Ferese Bet, Erob Gebeya / Debre Markos Zuria, and wable) and sell with a better profit on different markets (Bahir-Dar, Gonder, Adet and Addis Abeba) to diversified clients such as farmers, traders and consumers by involving long chains.

5.4 Processing of potato

Potato is commonly consumed in the form of cooked potato in a variety of dishes. Large scale potato processing is not yet a practice in the region and target woredas. However, street food vendors in Merawi town, supermarket owners and a food industry in Bahir Dar are processing potato to make food, chips and flour for sale. The Special Food and Flour Manufacturing Industry in Bahir Dar (started in December 2012) produces flour made of a mixture of potato and teff, and weaning food mixed with beat root, carrot and potato flour. The processing involves a lot of manual labour, like potato peeling, grating. At present women constitute the majority of the workforce. Out of 8 employees 6 are women; they earn a salary of birr 500 to 600 a month.

According to the owner and manager of the company, in the near future the workforce will go up to 67. He is committed to employ again a high number of women.

The areas of intervention of the Bahir Dar Agro-Mechanisation and Food Science Centre (AMFSC) are: generation, demonstration and multiplication of adapted and compatible technologies for small holder farmers in the region. According to the key informant discussion, the centre has developed more than 15 ideas for potato processing e.g chips, crisp, dried potato, potato powder mixed with teff flour and rice. This processing could potentially reduce post-harvest losses and improve food security at household level.

The AMFSC has also tried to demonstrate starch extraction using locally available materials (i.e. bucket, forks, cutter, etc.). The extracted starch is mainly used for liquid drinking, porridge, local beer/tella and Arake making. The centre has also prepared a manual on potato food preparation to be used by farmers and interested individuals.

However, the key informants of this study disclosed that the dissemination activity has taken place only on a limited scale and did not yet cover the Agro-Big programme intervention woredas.

6. Findings along the Onion Value Chain in Fogera

The total population of Fogera is 249,826 (CSA, 2012) of which 122,640 (49%) women. The average land holding size is about 1.4 ha with minimum and maximum of 0.5 and 3.0 ha respectively. (IPMS, cited in Tadesse Adigo Mihiretu, 2008). In general, the better-off and middle income households have bigger plots than the poor and the FHH.

Onion is grown in all the 30 rural kebeles of the woreda but, according to the agriculture office of the woreda, 16 have a good potential for onion. In 2009/10, around 35,300 (76%) out of a total of 46,000 farming households cultivated onion.

6.1 Household economy and sources of livelihood

Agriculture is the major source of livelihood of the farmers in the woreda. Cereals (rice constitutes a major share), pulses, fruits, vegetable, root crops (onion and potato) and livestock are the major products. Onion, oats and tomato are the major items produced for commercialisation.

Besides growing onion, poor MHH members and the majority of FHHs are also working as labourers for rich farmers. In addition, most of the female head of households brew local drinks.

6.2 Division of labour and technology use

During the main season a total of 36,473 (8.3% FHHs) farming households are using river, stream diversions and water pumped from rivers and cultivated 27,142 ha (91%) of land with irrigation potential. Farmers are using technologies such as motorized and pedal pumps, river diversion and shallow well to irrigate their onion farm (source: agriculture office of the woreda).

Onion production is reported as time and labour intensive. September to February and May-July are the peak months for onion growing. During these months men and women are spending 10 and 8 hours on productive activities respectively.

A number of individuals and group members purchased motor pumps with credit from ACSI. Due to lack of sex disaggregated data it is impossible to show the number of women that organized themselves in groups and accessed credit for agriculture purposes and irrigation technology. Some farmers, including FHH rent a pump at a rate of birr 7 per hour. However, the majority uses shallow wells (Tadesse Adigo Mihiretu, cited in Agro-BIG Onion Value Chains Analysis Report, 2013).

6.3 Marketing of onion

Onion trading in Woreta town (the biggest market place in the woreda) is a year-round activity. Women are mainly engaged in retailing in nearby and local markets that require small capital and no networking with other traders. Men are marketing in bigger volumes and also go to more distant markets which involve travel and having contacts with other traders.

Women farmers/married women are marketing a small quantity and poor quality (small size) onion in local markets located close to their home, while female head of households are selling in bulk at farm gate level to local traders and nearby local markets. Men farmers are selling in bulk both at farm gate level and nearby local markets.

How could a woman travel to distant market place or be a wholesaler, it is a heavy task for women. Woman

can't deal with brokers/agents that are deceitful and unpredictable. Going to distant market place is very difficult for a woman who is going to look after the domestic activities, the possibility of facing hassles and harassment from daily labourers engaged in loading and unloading activities

That is why the participation of my wife in my business is limited to do some retailing activities for a limited time and go back home earlier to look after her domestic responsibility , I would have loved for her to stay longer doing business,, but I do not want my children to suffer”

Onion wholesaler

Woreta Market, Oct. 10, 2013

According to the information provided by onion traders there are 10 men, and many women (80%) and few men (20%) onion wholesalers and retailers respectively in Woreta town. The women traders buy from farmers and wholesalers and sale to consumers in Woreta market, while men buy at farm gate level and at local market and sale to consumers, to wholesalers in Bahir Dar, Addis Abeba, Nazeriet, Gonder, Mekele, Dessie, Nekemete, Jima and Assosa. However, it is reported that, the business is by and large controlled by few and rich men operating both in Woreta and elsewhere.

Women's concentration in retail trading is tantamount to low turnover which in turn affect their profit. In addition, due to domestic responsibility women traders compared to men are struggling with work life balance. Women onion traders reported that in an effort of balancing their responsibilities limit they spend on their business. As a result women traders are spending a maximum of 5 to 6 hours, while men are spending the whole day. Furthermore, women compared to men engaged in marketing are lacking capital, important skills such as negotiation and communication skills to do effective business.

6.4 Onion processing

The Amhara Agriculture Mechanization and Food Science Research Center with the intention of increasing the shelf life of onion and improve its utilization by farmers has developed an onion storage from local materials and produced a four pager training manual on onion nutrition value, preservation, disease and protection. However, the technology has not been adequately disseminated among farmers and nothing was mentioned by either FGD or KII participants of this study.

7. Stakeholders' capacity to ensure gender equality

As part of the present study, the capacity of the institution as well as the staff of the main stakeholders⁴ of Agro-BIG to mainstream gender were assessed.

In addition, with the objective of ensuring a gender balance in the Agro-BIG management bodies: Supervisory Board and technical committees, the relevance and contribution of some institutions if included in the Agro-BIG management bodies are also assessed.

7.1 Capacity to mainstream gender

All regional government development sectors are required to target women's participation in their activities and ensure that they are benefiting accordingly. The WCYA are entrusted with the power of coordinating and overseeing the inclusion of women in all government development activities and provide technical support on issues related to mainstreaming and women's participation in development activities.

Some departments have established structures that are provided with more than one staff member to coordinate gender mainstreaming and women's empowerment programs. Strengthening the capacity of women machinery, gender units, and focal points to undertake gender analysis and to develop the methodologies and tools needed to play a catalytic role in gender mainstreaming across all sectors of government in collaboration with line ministries

In addition to the regional and Woreda Women, Children and Youth Affairs bureau/offices, sector bureaus of Agriculture, Small and Medium Enterprise Development Agency, ACSI head office and Mecha woreda Agriculture Offices have established structures that are provided with at least one staff member to coordinate gender mainstreaming and women's empowerment programs. Strengthening the capacity of women's machinery, gender units, and focal points have either a gender/women unit or gender focal person to technically assist mainstreaming gender in their respective development activities.

According to key informants gender mainstreaming in development activities is more of rhetoric and women's participation is limited to mobilizing female head of households. The focus is more on the number of women, not on addressing the barriers women encounter and ensuring that women and men are equally benefiting from development activities. It is also reported that lack knowledge and technical capacity and support from WCYO to mainstream gender as major problems impeding mainstreaming gender in agriculture (extension), service provision and marketing activities.

The WCYO, which has a mandate of coordinating and technically supporting issues related to gender, has put a gender mainstreaming section in place. This section is tasked to oversee and technically support gender mainstreaming activities in all sectors but with an emphasis on agriculture, cooperative promotion and Small and Micro Enterprise development sectors. However, due to lack of adequate knowledge and technical capacity on gender and gender mainstreaming, the section has not provided the required support.

⁴ Cooperative Promotion Agency/Offices, Amhara Women's Entrepreneurs' Association, Small Scale Enterprise Development Agency/Offices, Amahara Regional Women's Association, Amhara Credit and Saving Institutions/Branch Offices, Agriculture Bureau/Offices, RWCYA Bureau/Offices, Agricultural Mechanization and Food Science Research Center, Adet Agricultural Research Center, Cooperative Unions, Primary Producers and Marketing Cooperatives and Koga Dam Irrigation and Housing Project Office.

In addition, strategic documents to enforce gender mainstreaming such as the 2009 regional gender mainstreaming strategy and the 2011 gender mainstreaming guideline and checklists developed by the Women, Children and Youth the directorate of the federal Ministry of Agriculture are not disseminated to the concerned bodies including the women in the woredas. This is a missed opportunity as both working documents are very critical for the support of gender mainstreaming.

Lack of working knowledge on gender, skills, budget and technical support are identified as major challenges to mainstream gender in development activities and realize gender equality and women's empowerment.

7.2 Gender balance in Ago-BIG management bodies

As indicated in the Agro-BIG program document members of the Supervisory Board (SVB) composed of project implementing agencies and service providers is entrusted with the task of reviewing the overall trends and progress, shortfalls of project implementation as well as budget allocation and absorption capacity.

For a project that considers gender as a cross cutting objective and the mainstreaming of gender as a strategy, excluding women structures and interest groups from the supervisory board is a simple oversight. The WCYAB has a mandate to oversee the inclusion of women's interest in a project cycle management and to technically assist implementation process as well. In addition, Amhara Women Entrepreneur Association and Women Association with its organizational set-up reaching kebele which is the lowest administrative unit and long years of grass root level experience would be a good entry points to implement its gender objectives.

The Amhara Women's Entrepreneurs Association (AWEA) established in 2000 is operating in Bahir Dar, Gonder, Dessie, and Debre Markos, with a plan of expanding to Debre Tabor, Debre Birhan and Woldiya. AWEA in collaboration with donors AWEA is providing business development service (BDS), coaching, market and financial linkage to its members.

Amhara Women's Association is a region wide and a membership organization with over 1.4 million members working to improve the socio-economic condition of its members. In addition to project funds mobilized through its Project Coordination Office. The Association mobilizes over birr 4 million membership fees annually. It has structures and offices from kebele (village), woreda (district), zone up to regional level, with its head office in Bahir Dar. Using its observer seat in the regional council the regional women's association is also engaged in advocacy work and serves as women's voice.

With an assistance of donors the association is disbursing annually birr 500.000.00 revolving fund to poor women with no credit access. in addition it provides business development service (BDS), and in collaboration with Ethiopian Women's Lawyers Association (EWLA), Bahir Dar University and regional Human Rights Council is providing a legal aid and counseling services to poor women in case marital conflict and violation of their land rights including land use and administration rights. It also uses the kebele level association to channel information including market information as well.

Therefore, with all the credentials stated above, inclusion of these institutions in the Agro-BIG supervisory board will serve a key role to ensure the inclusion of the interest of women in project

cycle management. With a 25% (3 women focused institutions⁵ out of a total of 12 SVB members) women's voice representation will ensure a relative gender balance in Agro-BIG project management board and ensure the implementation of the project's gender objective.

Following the same line of argument women's, Children and Youth Affairs and women's Association heads or their representatives should be included in Woreda committee (W-SC) and a representative of Woreda Women's Association and Woreda WCYAO gender mainstreaming process owner /representative and woreda Agriculture office gender unit head are to be included in the woreda technical committee to technically assist and facilitate the inclusion of gender in the project implementation process.

⁵Regardless of the position they held, representatives from these women focused institutions should be women.

8. Conclusions and recommendations

The following table presents the conclusions and recommendations (not in order of importance). The recommendations are, as far as possible, linked to activities as presented in the workplan. For those recommendations that are not (yet) directly linked to the current workplan, one has to see how and where to build them in.

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity ⁶
Area: Access to and relevance of extension services and training provided by woreda bureau of Agriculture (including training at the Farmer Field Schools)		
As often only the Heads of Household are invited for meetings, training, workshop, exchange visits etc. women are excluded	<p>Encourage inclusion of women as they are also farmers, do a lot of the agricultural work and are important players in the VC of onion and potato.</p> <p>Criteria for selection of participants for activities should be: who is most involved in the work / activity and will thus benefit most from the information, training etc. Or who is in a position to disseminate the information, lessons learnt etc. to others and make them benefit from it.</p> <p>It is recommended that for every activity the list of participants will be approved in advance by Agro-BIG. One of the criteria for approval will be a balanced / proportional participation of women, unless there are good justifications for not doing so.</p>	All activities, in particular: 1.1.1 1.1.2 1.2.5 2.2.7 2.2.8 2.2.9
Contents of the extension services are very general and do not address the specific needs of female farmers, male farmers, etc.	<p>Adapt contents, in consultation with the (future) clients, i.e. different categories of farmers get different training contents.</p> <p>Identify female model farmers who will be trained (like their male counterparts) to train other female farmers. At the same time, train male model farmers to become more gender sensitive and to take more women on board. Think about a positive (immaterial) reward for those who manage e.g. certificates with the mention that they were gender sensitive.</p>	All activities related to extension services, in particular: 1.2.6 1.2.7 2.2.10
Extension services (including DAs) do not have enough knowledge on gender issues and do not know how to mainstream it in their services	<p>Awareness creation and training for DAs and staff of Agricultural bureaus (woreda as well as regional level) and DA Field Supervisors. Training should be different for the different categories. For woreda staff and DAs it should be mainly in the field, on the job, hands-on. Regarding this latter, link with organisations that are already delivering this type of training and awareness creation like Oxfam, AWEA, IPMS.</p> <p>Awareness creation of farmers – male and female – e.g. via couple training (see IPMS approach) and</p>	Integrate gender in capacity building activities for Bureaus etc. E.g. 2.2.1

⁶ Link of mentioned activity / recommendation with Agro-BIG work plan.

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity ⁶
	<p>include subjects like home economics.</p> <p>The bureaus of Women, Children and Youth Affairs at woreda level should be actively involved in these activities, e.g. by involving them in the training with the intention that in future they can do the training by themselves.</p>	
Few female DAs	Lobby with the relevant authorities to recruit more women to become DA and to actively encourage female DAs to become DA Field Supervisor. Provide these women with on-the-job coaching (preferably by qualified women; these have to be identified).	2.2.1
The staff of the recently created horticulture sections in Mecha and Fogera agriculture office does neither have experience nor skills to mainstream gender in their activities.	<p>This staff should be involved in training and other activities organised for the DAs and woreda bureau of Agriculture staff (see above).</p> <p>Ensure that in all training provided and/or financed by Agro-BIG gender is mainstreamed, e.g. when explaining the VC it should be made clear that actors can be female / male but that their context is different, what the consequences of that are, etc.</p>	All training activities; amongst others 2.2.14
Female VC actors (farmers as well as others) do often not participate in exchange visits etc. whether organised by the woreda bureau of Agriculture, Agro-BIG or others.	<p>Invite and encourage female actors to participate in scheduled visits etc. Besides, organise female-only exchange visits (accompanied by a female facilitator). By preference the women will visit female-owned/run enterprises, female farmers, etc. which can serve as role-models.</p> <p>Male relatives will be actively involved in the preparation process in order to guarantee transparency.</p>	Make some of the planned exchange visits women only
Training is often announced and delivered via the cooperatives and/or (exclusively) to coop members. Thus women often miss out.	<p>Use more and different channels for dissemination of information. In rural areas: go to e.g. water points and announce it (verbally).</p> <p>Provide direct training and inputs to women / female farmers e.g. on Good Agricultural Practices (GAP), handling and storage, post-harvest treatment, etc.</p> <p>Besides, consider the training to the husbands and wives together.</p> <p>Think about a system to encourage (male) farmers to let their wives participate (like a voucher for him for a next training, special certificate)</p>	
Area: Access to BDS, financial services		
Women have little exposure to (female)	Cooperate with AWEA that is already working with	1.1.3 2.1.13 2.1.14

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity⁶
businesspeople and other role-models to whom they can relate.	<p>female entrepreneurs.</p> <p>Organise meetings and visits for women interested in becoming an actor in the VC. The specific needs of (potential) participants have to be identified. Establish contacts with women that are already in business and who can act as a coach (also at distance via email, sms, telephone, skype). Agro-BIG to look into possibilities to provide access to facilities like a computer with internet (also discuss with AWEA as they have an internet café)</p> <p>Strengthen the capacities and open opportunities for the women that are active actors in the potato and onion VC.</p>	3.1.8
BDS are neither responding to the needs of women in the value chain nor to the needs of women who want to enter the VC.	<p>Study / analysis to:</p> <ul style="list-style-type: none"> • make an inventory of the specific BDS needs of women in the VC to be made; • find out for what reasons BDS are not responding to those needs; are they not aware of those need (if yes, why do they not try to find out); do they think that women do not have the funds to pay for their services, etc. • inventorise the opportunities and constraints for private BDS providers. <p>Link with AWEA that is already working with (private) female entrepreneurs.</p> <p>Assist existing BDS services in the provision of specific and relevant services for women in the VC.</p> <p>Encourage qualified women to apply for one of the Agro-BIG funding schemes to set up a BDS specifically geared to female clientele. Further develop the ideas for cooperation with Ecopia regarding processing by and for rural population, in particular women. Besides, further develop the idea of organising exchange meetings for (future) women entrepreneurs.</p>	1.3.4 2.1.2 2.1.4 2.2.4
Women have limited access to financial services because they often do not have collateral. However, there are informal revolving credit associations that are functional (however with limited amounts of funds). ACSI is also reaching quite a considerable number	<p>Support the existing informal revolving credit associations with training, information and other services (as per their identified needs) and analyse possibilities for upgrading (i.e. working with higher amounts for those who have become more credit worthy).</p> <p>Disseminate information about the ACSI products and services as well as those of the Agro-BIG programme via channels that are also accessible for women like existing traditional networks at community level, presentations in the kebeles, via the DAs, ...</p>	3.1.1 3.1.2 3.1.3 3.1.4 3.1.5 3.1.6 3.1.7 3.1.9 3.1.10 3.1.11 3.1.12 3.1.13 3.1.14 3.1.15 3.1.16

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity⁶
of women (although average loan size smaller than that for men).	<p>Disseminate information about the ACSI products and services e.g. by leaflets/fliers, radio but also orally (find some women or women groups who can take the lead in that).</p> <p>Further identify the specific needs (regarding finance) of women in the VC (e.g. Agro-BIG woreda specialists can collect information on this whilst carrying out their other activities by asking around).</p>	3.1.17 3.1.18
Existing traditional structures can allow for a more effective information flow as well as social support to women who are interested in greater involvement in enterprises	<p>Assess the existing informal social, economic and labour structures in the two woredas; this includes the degree of functionality, gaps in existing services, local demands for new services and the social acceptance potential of new interventions.</p> <p>Identification of female community members with interest and intention to enter and/ or upgrade either the onion or potato VC.</p> <p>Develop existing or promote the establishment of new social structures through training of community leaders.</p> <p>Promote adoption of this information flow via informal channels for flow of information on market prices and other relevant information for VC actors in general and female VC actors in particular.</p>	
The Regional Micro and Small Enterprise Development Agency (REMSEDA) has neither the knowledge to identify gender issues nor the skills to mobilise women and increase their participation.	<p>Link REMSEDA up with some of the other proposed initiatives to increase the awareness and skills in the area of gender mainstreaming.</p> <p>Encourage cooperation between REMSEDA and AWEA (???)</p> <p>Analyse and discuss the possibilities and desirability of REMSEDA expanding their activities to rural areas.</p>	
It is mostly men who are in control of the family finances even when the money comes from the woman's economic activity or in case she has obtained a loan. In general, women's participation in decision-taking is very limited.	<p>Increase VC actors (male and female) skills in the area of finance, budgeting, basic business planning. Ensure equal participation of women e.g. by setting quota.</p> <p>Here as well couple-participation may be effective. This should be piloted and subsequently be monitored and evaluated (compared to training for groups where couple-participation was not promoted).</p>	

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity ⁶
Area: access to research and results of research		
Research is, amongst others, organised with Farmers Research Groups (FRG). Often only the heads of households are member which automatically excludes women.	<p>Revise the criteria for membership of FRGs in order to open it for women. Criteria should rather concentrate on representativeness, pro-activeness, etc.</p> <p>Agro-BIG to lobby (with which entity?) for this broadening of selection criteria for membership of FRGs.</p>	<p>1.1.5 1.2.1 1.2.2 1.2.18 1.3.1 2.2.11</p>
Area: (adapted) technology – to reduce workload (in agricultural activities i.e. for crop production) but also at household level (i.e. address the practical needs of women)		
Technology for crop production adapted to the specific needs of women is not available	<p>Identify available technologies which are adapted to women’s specific needs by asking around from other donors, organisations, projects, etc. Promote the adaptation where considered necessary. Test them at field level and get detailed feedback from the users. This in order to make sure that they are adapted to the specific needs of the future users. These needs may have to do with the physical build of women but also with local habits and taboos⁷.</p> <p>Analyse possibilities to interest private entrepreneurs in the manufacturing and distribution of these adapted technologies.</p> <p>Identify ways to assist with the purchase of these adapted technologies e.g. via loans of one of the Agro-BIG schemes, group purchase and use.</p>	
Time-saving technologies at household level may exist but are not yet (widely) available at the two kebeles	<p>Identify available time-saving technologies and analyse possibilities for introduction in the two woredas (modalities, etc.).</p> <p>Promote the adaptation where considered necessary. Testing at household level and collection of detailed feedback from the users.</p> <p>Analyse possibilities to interest private entrepreneurs in the manufacturing and distribution of these adapted technologies.</p> <p>Identify ways to assist with the purchase of these adapted technologies e.g. via loans of one of the Agro-BIG schemes, group purchase and use in case of more expensive technologies like a grain mill.</p>	

⁷ As an example: in certain countries / contexts women were not supposed to use the pedal pump because the movement that comes with it was considered indecent for women.

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity ⁶
	Get in contact with Fogera woreda SMEDO as apparently they are working on the introduction of an energy saving cooking stove (this will also have a positive impact on the cross-cutting issue of environment).	
Adapted technology for processing of agricultural produce not available	<p>Identify available (locally, regionally as well as internationally) technologies. Check with women (groups) whether they are adapted to their needs and possibilities. Subsequently adapt them where considered necessary.</p> <p>Test them at field level and collect feedback on positive and negative points.</p> <p>Identify ways to assist with purchase (e.g. loans; group use).</p> <p>In cooperation with the ARARI's Food Science and Research Directorate, pilot their ideas for processing⁸ of onion and potato with interested people in general and women in particular.</p>	1.3.2 1.3.3
Area: Women's participation in organised groups (cooperatives, Water User Associations, Stakeholder Platforms) and access to relevant information		
Low level of women's participation in cooperatives, organised groups, etc. and therefore low level of access to information etc.	<p>Lobby /advocate for allowing more than one member per household, as long as the person is actively involved in agriculture. The Agro-BIG woreda officers could do this at woreda level; Agro-BIG management could do this at regional level.</p> <p>Lobby / advocate (at various levels) for women in decision making positions.</p> <p>Organise awareness creation sessions for leaders, farmers (male and female) on importance of having a heterogeneous membership and on a getting a variety of opinions and contributions.</p> <p>Adapt time and venue of meeting to the specific needs of the invitees in general and women in particular</p>	1.2.3 1.2.8 2.1.5 2.1.6 2.1.7 2.2.5 2.2.6
Area: Access of female farmers⁹ to the market, market information and other (female) actors /stakeholders in the VC; access to technologies / equipment to improve the marketability of fresh produce		
Due to time, social and other restrictions	Time-saving technologies (for production as well as at household level) could be helpful (see previous point	

⁸ According to information obtained, the FSRD currently has elaborated a total of 15 ideas for potato and onion processing.

⁹ Here female farmers entail all categories, i.e. FHH but also women in MHH, young women still living in the parental home, etc.

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity⁶
women cannot go to more distant markets and sell their produce.	on this). Awareness creation, e.g. in Stakeholder platform meetings, other meeting and training for farmers is also important.	
Most farmers have limited access to market information; for female farmers this is even more limited.	Analyse which are the best channels to reach women and use these channels to provide them with relevant information. In Agro-BIGs efforts to improve the market information system, the specific needs of female farmers should be taken into account.	1.2.17 2.1.11
Lack of transport is an issue for all producers but even more so for female producers / farmers	Agro-BIG has foreseen to look into the transportation issue. When working on this, women's needs should be specifically taken into account.	1.2.10 1.2.11
Farmers do lack adequate storage space; this also affects female farmers	Agro-BIG has foreseen to look into the storage issue. When working on this, women's needs should be specifically taken into account.	1.2.4 2.1.8
Very few farmers sort and brand their produce	Include female farmers in the planned activities for sorting and branding.	1.2.14 1.2.16 2.2.13
In general, Contract Farming considers farmers without specification. In practice this means that female farmers are often left out. Besides, it is not very clear what the potential effects on the nutritional status in the region could be. The transit from subsistence to commercial farming regularly comes with a deterioration of the nutritional status (people are selling the produce instead of eating it themselves).	In the planned activities regarding contract farming, female farmers should be actively included. The pros and cons of contract farming should be analysed, including the effects on the nutritional status of the (farming) community.	1.1.7 1.3.5 M&E has already included the nutritional status aspects
In the region there are hardly any processing	In the planned activities regarding promotion of processing, the needs and interests of female farmers	1.2.9 2.1.15

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity⁶
facilities for onion and potato.	should be included.	
Area: Practical issues to facilitate women's participation		
Time and location are important determinants for the participation of women in e.g. meetings and other events	<p>Ask the women when and where they can meet! Where are they allowed to go and where do they feel comfortable. If necessary organise a facility so that they can bring young children along. It may be useful to provide them with some take-away food (to keep the family at home happy).</p> <p>Analyse which way is optimal for female actors to disseminate information, taking into account that often they do not go far from their homestead so they do not see the billboards, radios are often owned by men, etc. Also to take into account that relatively more women than men are illiterate or semi-illiterate. Even those who can read and write are often not able to read tables, images with arrows etc. (because they have never learnt that). So in all cases (for male as well as female audiences): keep it simple (and test it beforehand).</p>	All activities should take this aspect into account
Area: sex-disaggregated data		
Most of the data are not disaggregated, making it difficult to measure effects etc. for different groups, layers of the community / society.	In order to take appropriate measures, the issues have to be specific, e.g. the dis-proportional participation of women in extension activities. For this and for the subsequent monitoring and evaluation sex-disaggregated data are needed. The Agro-BIG M&E will take this into account. This can serve as an example for others, like public entities.	The proposed M&E system will collect sex-disaggregated data 1.3.6
The data regarding the actors /stakeholders in the VC are not yet disaggregated	During data-collection, the data should be disaggregated by sex and where useful also by age or social category.	All activities linked to data collection
Area: composition of programme supervisory / technical structures (like the SVB, WTC, WSC) and specific knowledge on gender issues of these structures as well as the Agro-BIG programme staff		
Exclusion of existing women structures and interest groups from the supervisory board is an oversight and a missed opportunity.	<p>WCYAB to be invited to become member of the SVB of Agro-BIG.</p> <p>AWEA to be invited to become member of the Woreda Steering Committee and / or Technical Committee.</p>	
Members and staff have some general information about gender issues but	Training and awareness creation during which gender will be linked to the issues at hand should be organized. It would be useful if Agro-BIG programme staff would also be included in the training in order to	

Conclusion	Recommendation / proposed activities	Agro-BIG workplan activity⁶
most of them do not have practical hands-on knowledge.	strengthen their practical knowledge on gender mainstreaming.	

9. Annexes

9.1 People contacted / interviewed

No	Full name	sex	Sector	Position	Tel (mobile)
1	Kifele Wassihun	M	CPA	Promoter	0918765394
2	Meseret Abera	F	CPA	Promoter	0918762367
3	Tilahun Ayalew	M	AWEA	Director	0918769809
4	Wubayhu Feleke	F	ARSMEDA	Awareness creation and organization officer	0911791422
5	Mulu Emeyu	F	ARSMEDA	Planning and M&E officer	0918019936
6	Titekenesh Alemu	F	ARWA	Project Coordinator	0918006591
7	Ewabe Ayeshshum	M	ACSI Regional Office	Training & Research Coordinator	0912611724
8	Mamite Adane	F	ACSI Regional Office	Gender expert	0913365826
9	Yeleka Wubet	M	Mecha Woreda Agriculture Office /horticulture sector	Protection. Development, post-harvest expert	091802378
10	Desalgn Biresaw	M	Mecha Woreda Agriculture Office /horticulture sector	Expert	0912002925
11	Atanawe Biresaw	M	Mecha Woreda Agriculture Office Gender focal person	Expert	0918016129
12	Alegaw Denekew	M	CPO	Team leader	0918713593
13	Negussie Belay	M	Koga Irrigation Project Office	Senior expert	0918020265
14	Shiferaw Ayalew	M	Koga Irrigation Project Office	Expert	0918802906
15	Habte Tayachew	F	Mecha ACSI Branch Office	Manager	09
16	Yazachew Tilahun	M	Mecha Woreda WCYAO	Research, Development, M&E officer	0918253646
17	Solomomn Getenet	M	Mecha Woreda WCYAO	Research, Development, M&E officer	0918086836
18	Bayelgn Eyasu	M	Mecha Woreda WCYAO Gender mainstreaming Process owner	Coordinator	0918268860
19	Gizachew Admas	M	SMEO	Institution Capacity Building officer	0918177440
20	Desalgn Lake	M	SMEO	Market Linkage Officer	0918710022
21	Menberu Denekew	M	Koga Irrigation Producers and Marketing Cooperative Union (KIPMCU)	Board Chair person	0913779750
22	Priest Gedamu Ayalew	M	KIPMCU	Board member	0918309388
23	Endalew Taffere	M	KIPMCU	Union Manager	0918452517
24	Habtamu Tadesse	M	Kudmi kebele Development	Agriculture expert	0918709301
25	Mengaw Dagnew	M	Kudmi kebele irrigation Cooperative	Chairperson	0918286483
26	Shamambel	M	Kudmi kebele Youth Association	Chairperson	0918459544
27	Atnekut Menale	M	Kebele Health officer	Malaria expert	0918158471
28	Desalgne Sharew	M	Kudmi Kebele		0934584802

No	Full name	sex	Sector	Position	Tel (mobile)
			Administration		
29	Molla Mekonene	M	Kudmi Block	Chairperson	0918536886
30	Mihiret Mulugeta	F	Agro-Mechanisation and Food Science Research Centre	Research Assistant	0911193748
31	Abbu Teffera	M	Agro-Mechanisation and Food Science Research Centre	Director	0918107086
32	Dr. Tesfaye Abebe	M	Adet Agriculture Research Centre	Senior Researcher	0918009425
33	Anetenh Demelash	M	AWCYB	Gender/Youth Mainstreaming process Owner	0918719346
34	Negussie Mihiretu	M	AWCYB	Gender Mainstreaming Expert	0918330160
35	Masseresha Bezabh	M	BoA	Gender Expert	0918701254
36	Tesfaye Mengistu	M	BoA	Irrigation Process Owner	0918769085
37	Getenesh Lemma	F	Nequ Lessera Consumers Coop	Sales	0918461350
38	Priest Malede Ejigu	M	Nequ Lessera Consumers Coop	Chair person	0918708422
39	Embete Desalgn	F		Onion Retail Trader	0913378702
40	Endalsh Worke	F		Onion wholesale Trader	0918133395
41	Getasew Zewedu	M	Fogera Woreda Coop	Extension Officer	0918186349
42	Mequanent Adugna	M	Consumers Society Coop. Union	General Manager	0918717916
43	Fikere Asnakew	M	Fogera Woreda CPO	Coordinator	0918702645
44	Kebede Asfaw	M	Fogera Woreda CPO	Marketing Officer	0918094780
45	Kassaw Bekele	M	Fogera Woreda CPO	Coop Expert	0927661353
46	Kebede Asfaw	M	Woreta Town Consumers' Society	Chair Person	0918094780
47	Fenta Taddess	M	Woreta Town Consumers' Society	Secretary	0918094525
48	Woineshet Womdimu	F	Alem Enjera and Food processing Company	Employee	-
49	Melkam Sale	F	Alem Enjera and Food processing Company	Employee	
50	Berhanu	M	Alem Enjera and Food processing Company	Owner and Manager	0918187119
51	Hawa Seid	F	Woreta Market	Onion Retailer	-
52	Tihitena Tadele	M	Woreta Market	Onion wholesaler	0918071401
53	Ayalew Mihiretu	M	Fogera Woreda WCYAO	Child Rights Protection Coordinator	0918711094
54	Assemamaw	M	Fogera Woreda WCYAO	Field worker	0918711051
55	Embet Dessie	F	Fogera Woreda Agri Office	Horticulture Field officer	-
56	Mulu Takele	M	Worota Town	Agro vendor	0918766957
57	Hailu Desalgn	M	Fogera Woreda TVET and Enterprise Devt'	Office head	
58	Aynew Belete	M	Fogera Woreda Agri Office	Development agent (Woje)	
59	Demmise	M	Fogera Woreda Agri Office	Irrigation process owner	0918094098
60	Kibrom Abebe	M	ACSI Fogera Woreda Branch Office	Manager	

No	Full name	sex	Sector	Position	Tel (mobile)
61	Agritu	F	Woje kebele	Regional Council Member	0918316175
62	Ekedem Gebru	F	Fogera woreda WCYO	Field worker	0918087002
63	Temesgen Tesfa	M	SMEO	MI Officer	0923547672

Focus group participants

No	Full name	Sex	Age	Education	Civil status	Responsibility
1	Gebere Zeleke	M	45	5	Married	Chair person
2	Abea Meknnen	M	70	-	Married	Elder
3	Aserat Mengesha	M	45	Basic	Married	Water distribution team leader
4	Melak Genet	M	52	Basic	Married	Farmer
5	Manaye Nadew	M	50	Basic	Married	Farmer/ carpenter
6	Salele Gebere	F	40	Illiterate	FHH	Farmer
7	Zemenaw Abea	F	25	Illiterate	Single	Farmer
8	Hyemanotea Demelash	F	20	Illiterate	Single	Farmer
9	Swenet Mola	F	35	Illiterate	FHH	Farmer
10	Senteayhu Abebe	F	38	Illiterate	Married	Farmer
11	Batelewet Admassu	F	50	Illiterate	FHH	Farmer
12	Muhabaye Amogn	F	45	Illiterate	Married	Farmer
13	Enkahonech Menegesha	F	50	Illiterate	FHH	Farmer
14	Bethongn Menale	F	45	Illiterate	FHH	Farmer
15	Asabae Yenenh	F	55	Illiterate	FHH	Farmer
16	Yenesew Alemu	F	53	Illiterate	FHH	Farmer
17	Sashe Tsegawe	F	26	Illiterate	Single	Farmer
18	Priest Webale	M	37	Literate	Married	Farmer
19	Mulate Tafere	M	36	Literate	Married	Farmer
20	Semanh Demese	M	46	Literate	Married	Farmer
21	Yalew Mekonnen	M	55	Illiterate	Married	Farmer
22	Kenubesh Enyew	F	29	2 nd grade	Divorcee	Farmer
23	Asmoggn Mulugeta	F	45	Illiterate	Divorcee	Farmer
24	Emita Asrese	F	50	Illiterate	Widowed	Farmer
25	Salele Belaye	F	55	Illiterate	Divorcee	Farmer
26	Mamaye Alebel	F	29	Illiterate	Divorcee	Farmer
27	Belaynesh Getahun	F	47	Illiterate	Married	Farmer
28	Hemenesh Abetew	F	25	Illiterate	Divorcee	Farmer
29	Weggayhu Endalew	F	40	Illiterate	Married	Farmer
30	Ayale Admas	F	45	Literate	Married	Keb. Council Mem
31	Angatch Haile	F	40	Literate	Married	Keb. ExcuMem
32	Marye Alemenh	M	26	6 th	Married	Youth Association leader
33	Adano Wubet	M	23	10+1 ICT	Single	Party Youth league leader
34	Aberaraw Mulat	M	27	Literate	Married	Melitia
35	Berhanu Asemamaw	M	30	Illiterate	Married	Farmer
36	Priest Mebrat Alemayhu	M	35	Literate	Married	Religious leader and Farmer
37	Belata Asemamaw Bube	M	80	Illiterate	Married	Elder
38	Yeshiharge Abebe	F	45	Illiterate	Divorcee	Keb council member and WA chair
39	Angatch Yealame	F	38	Illiterate	Divorcee	WA Leader
40	Belachew Abay	M	22	5 th	Married	Keb council member
41	Semegn Wube	F	30	Illiterate	Married	Farmer
42	Fetfete Mekonen	F	38	9 th	FHH	WA Chairperson and Farmer
43	Serque Amare	F	22	5 th	single	Farmer
44	Ergo Wotete	F	38	Literate	Married	Women League

No	Full name	Sex	Age	Education	Civil status	Responsibility
						leaders and Wereda Council members
45	Fenta Getu	F	38	Literate	Married	Keb Council member
46	Metene Tegegn	F	55	Illiterate	Widowed	Farmer
47	Mulu Getu	F	40	Literate	Married	Social court Judge
48	Enquhona Meteku	F	40	Literate	Married	Women Federation Leaders
49	Seraw Deneke	F	40	Literate	Married	Party Member
50	Menale Fered	F	38	Literate	Divorcee	Farmer
51	Kendu Worku	M				Kebele Deputy Chairperson
52	Mulat Alebeachew	M				Youth Association leader
53	Yimegnushal Belay	F				Women's Association Chairperson
54	Getaneh Genet	F				Horticulture expert /field worker
55	Yeleskal Wubet	M				
56	Mogese Nadew	M	63	Illiterate	Married	Farmer
57	Takele Gedef	M	56	Literate	Married	Priest
58	Asemamaw Getu	M	51	Literate	Married	Farmer
59	Betewe Mequanent	M	67	illiterate	Married	Farmer
60	Mola Haile	M	43	literate	Married	Farmer
61	Fetfet Mekonen	F	38	9 th	FHH	WA Chairperson
62	Agezen Fetene	M	58	illiterate	Married	farmer
63	Sekie Amare	F	40	illiterate	Married	Women Federation Chairperson
64	Enanu Haile	F	30	literate	FHH	Farmer

9.2 Glossary key gender concepts

Access

Access over resources refers to the right to use resources one needs to carry out one's activities.

Affirmative action

Affirmative action of 'positive discrimination' means that some people (the weaker or more disadvantaged) will get more support (and more funds allocated to them) than the less weak.

Control

Control over resources refers to the right to distribute resources one needs to carry out one's activities

Gender

Gender refers to the socially constructed relationships between men and women. Societies determine what resources men and women will access jointly or separately, what work men and women shall perform and for what rewards, what types of knowledge are appropriate for men and for women and how and where this knowledge is acquired. Gender is about relationships and these relationships change over time, space and circumstances. Gender relationships are different because cultures, religions, ethnicities and classes that men and women belong to are different. Each institution has its own gender culture, that is relationships between women and men, for example who holds the more powerful positions, has more access to resources, has stronger networks which they can appropriate an use to their own ends (source: AAU).

Gender analysis and planning

Research that aims to reveal inequalities between men and women and how these express themselves in personal and social relations. Planning for change to achieve more equality in development.

Gender aware

Gender awareness refers to the situation where all stakeholders involved recognise the importance of gender and its effects on their objectives, plans and programmes. Gender awareness may or may not be translated into practice so that a gender-aware institution may not progress to develop gender-sensitive policies and programmes (Source: AAU).

See also gender sensitivity.

Gender bias

Gender bias occurs when there are gender disparities and differential treatments given to people on the basis of sex such as resources and opportunities for better life.

Gender blind

The lack of recognition of gender differentials. This usually includes a bias in favour of existing gender relations.

Gender division of labour

A focus on the gender balance in productive, reproductive and community based activities: who does what, when, how, etc.

The gender division of labour refers to the organisation of labour on the assumption that men perform specific roles such as those of providers and breadwinners in the productive or wage

labour sector outside the home and that women provide domestic labour as housewives within the home and the household where they organise, reproduce and nurture the members of the household and community. This model is often not in line with the reality.

Gender equality

Women and men having equal rights, responsibilities, duties and status. This does not mean women and men are the same, but rather equality between women and men at various levels:

- Equal material welfare;
- Equal access to resources and opportunities;
- A value system based on the belief in equality;
- Equal participation in decision making, and
- Equal control over resources and benefits.

Gender equality refers to the allocation of resources, opportunities, support and encouragement without any discrimination on the basis of biology, between men and women. However, because of sexual and gender divisions of labour and other arrangements that occur in many societies, it may be difficult to plan for and realise equality according to the above definition because men and women may eat different food, wear different clothes, attend different institutions and access different types of resources. Sometimes, even if men and women are accorded equal quantities of resources, equality may not be achievable because of prior disadvantage or historical discrimination, which cannot be erased within a short time. So, even if men and women are accorded the same educational opportunities in a given year after centuries of gender discrimination, equality will not be realised until all the people who have been disadvantaged or advantaged have passed through the educational and career system that was unequal. Today, the concept of equality acknowledges that different treatment of women and men may sometimes be required to achieve sameness of results, because of the different life conditions or to compensate for past discrimination (source: AAU).

Gender equity

Many societies are organised in gendered ways, making it difficult to organise and plan for simple and mechanical equality in inputs and quantities of resources. Regardless of the difference in the gender divisions of labour, resources, opportunities, treatment and potential and other factors, the rewards accruing to men and women for similar work, skills and knowledge, have to be of the same quality and reflect the inputs they have contributed. Outcomes reflecting similar or equal inputs, just and fair valuation of men and women's efforts lead to gender equity, justice and fairness. Thus, even if men and women attend different schools, to achieve gender equity and justice, investment in females' schools needs to be fair, equivalent or similar to that in males' schools. The outcomes must reflect the intention as well as the realisation of fairness and justice regardless of the gender of the beneficiaries. Thus, when women argue for gender equality, they are not necessarily referring to the need for men and women to be allocated the same quantities or objects and resources as men. Rather, they are demanding the same quality and quantity of opportunities, support and treatment as those accorded to men in similar circumstances so that they too, can fulfil their aspirations no matter how similar or different from men's their values and priorities might be (source: AAU).

Gender gap

A measure of gender inequality on any particular socio-economic indicator; the gap that arises from the different gender roles and social placement of women and men

Gender issue

A gender issue arises where there is an observable gender gap, and where women are aware of that gap and consider it unfair. For example, an unequal gender division in decision making is likely to make a gender issue of the use of national resources in meeting women's general needs, special needs and gender concerns.

Gender mainstreaming

The process of assessing the implications on men and women of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy of making women's and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres.

The integration of gender equality in analysis, planning, performance, personnel policy, monitoring and assessment, thereby changing the content and direction of these practices at organisational (project and programme) and institutional level.

Gender neutral

See gender blind

Gender relations

The way in which women and men in a society are assigned different attributes, roles and responsibilities based on the standards and values of a society. These relations are a changeable expression of power relations influenced by class, race and ethnicity.

Gender roles

These are socially or culturally defined and learned expectations about how people will behave in specific situations. Thus, social definitions of masculine or feminine roles, will determine what behaviour that person will exhibit at a given time. Gender roles are usually created out of over-simplified beliefs that men and women possess distinct physical and psychological characteristics. In higher education, there are prescribed roles and a student, a lecturer, a head of department, a dean and a professor will all, usually, have knowledge about what roles they have to fulfil.

Gender sensitivity

An understanding and consideration of the socio-cultural factors underlying discrimination based on sex, whether against women or men. It is the translation of awareness into practices, which result in changes in the perceptions, plans and activities of institutions and organisations. A gender aware institution is not necessarily a gender sensitive one because awareness might not necessarily generate any will or resolve to act on the basis of the gender awareness. In fact, it is possible for gender awareness to generate resistance, obstruction and other practices that make engendering an institution difficult.

In attempting to make institutions more gender sensitive, gender policies are usually developed in order to guide action and ensure that the stated objectives of the policy are realised. Various stakeholders who will carry out this process need to be clearly defined and allocated specific tasks and resources to achieve desired outcomes within a specific time frame (source: AAU).

Gender-sensitive organisation

An organisation that has the following features:

- Gender equality is a priority in the mission statement, general objectives, policies and internal regulations;
- Adequate resources are devoted to putting such policies into practice;
- A management style that is open to change and oriented towards training, support, good feedback and stimulating colleagues;
- Non-stereotyped roles and choices for both women and men; and
- Scope for different organisational styles and cultures to coexist and be valued, and for women and men together to explore and utilise difference without disempowering either side.

Gender stereotyping

Gender stereotyping is a way of thinking that persists in people's attitudes and practices and is also often reflected in policies and laws of a country or community.

A stereotype is a rigid and over-simplified definition of a group of people in which all members of that group are labelled with similar characteristics.

Stereotypes stand in the way of our perceptions of reality and social change. People tend to internalize stereotypes of behaviour and as such, do not go beyond traditional roles. Stereotypes produce behaviour patterns that conform to expectations. This is a self-fulfilling prophecy by which a person internalizes a label and starts operating accordingly. An example is that many girls aim to be teachers, as they see this as a suitable career for women, whereas they do not aim to be head / director of a school, because they believe this is reserved for men. Another aspect of stereotyping is when people behave in a certain way in order to gain acceptance.

In a society, stereotypes are used as standards for evaluating categories of people, in terms of their mental capabilities, social roles, position and qualities possessed. When stereotypes are used in this way, they lead to discrimination and prejudice. In education institutions, stereotypes result in certain fields being preserved for certain groups. For example, scientific and technical fields may be seen as for male. In workplaces, certain jobs are reserved for a certain sex, managers and directors are men, secretaries and personal assistants are women. Women who decide to break free of these stereotypes often encounter glass ceilings, sticky floors and revolving doors which are gate-keeping mechanisms which hinder their advancement into positions of authority in terms on decision making and their effectiveness as agents of change. Gender stereotypes inhibit women from realizing their full potential because of social barriers.

Stereotypes influence people's attitudes towards men and women in different ways, positively and negatively. Stereotypes have a strong influence in decision-making about distribution of valued resources such as funding for research for lecturers and scholarships for students. Stereotypes affect both men and women, for they do not take into consideration the complexities of human beings (Source: AAU)

Patriarchal ideology

Beliefs which are used to legitimate male domination.

Practical gender needs

These are needs that if met, help women to fulfil their identified and accepted roles in their societies. Practical gender needs may originate from women's subordinate social positions and meeting them does not necessarily change the relationships between men and women. Practical needs may relate to women's duties to fetch water for cooking and cleaning, nurse and feed small children, the elderly and the men. These needs are usually expressed because of pressing problems that stand in the way of women fulfilling their gender roles. While the provision of water wells and boreholes may meet women's practical gender needs, water is needed and used by all

members of communities although donors etc. may say that they are “meeting women’s needs” when they provide clean water for communities. (source: AAU).

Meeting practical gender needs will not contribute to a change in the position of women.

In summary, practical gender needs are:

- a response to an immediate perceived necessity;
- formulated from concrete conditions;
- derived from women’s position within the gender division of labour;
- Do not challenge the subordinate position of women although they arise out of it, and
- needs mainly arising from and reinforcing women’s reproductive and productive roles

Examples are water provision, health care and family food provision.

(see also strategic gender needs).

Productive work

Work that involves the production of goods and services for consumption and trade.

Productive work refers to the tasks performed by men and women for payment whether in cash or in other goods. It refers to work with an exchange value and subsistence production with a use value and a potential for exchange. However, there is a general under-valuation of the work that is performed by women because it is performed in the home for the consumption or benefit of spouses, children and other relatives and is not paid for in cash (source: AAU).

Religion and tradition

Systems of thought that, amongst other things, influence gender relations. They define what a ‘good’ woman or man is, and what is expected of her or him.

Reproductive work

Work that involves the care and maintenance of the household and its members, including bearing and caring for children, food preparation, water and fuel collection, shopping, housekeeping and family health care.

Sex

Refers to biological differences between men and women. Thus, a person is a male or female regardless of their race, class, age or ethnicity.

Sex disaggregated data

Differentiation in analysis, planning and monitoring and assessment of women and men, and in relation to gender related issues such as access and control over resources, division of labour, violence, mobility, decision-making, etc. Also labelled as gender disaggregated data.

Stereotyping

A set of common beliefs concerning the different attitudes and abilities of diverse people. An example of gender stereotyping is that females are gentle, caring, less intellectual and submissive, while males are rough, strong, more intellectual, courageous and assertive.

Strategic gender interests

These are needs that if met, transform women’s subordinate positions. These needs may relate to legal rights, equal pay, right to open a bank account, reproductive rights such as the right to choose contraception, determine numbers of children and the right to control their own bodies. Meeting women’s strategic needs facilitates women’s equality with men (adapted from AAU).

Strategic gender needs address systemic barriers to women and men's equal participation such as greater women's involvement in decision-making, adjusting social attitudes about gendered division of labor and increasing awareness about legal issues. Addressing strategic gender needs is critical in order to facilitate long-term and sustainable development, and to adjust systems that limit access to opportunities and resources that women and/or men may face.

In summary, strategic gender needs are:

- Formulated by an analysis of women's subordination in society;
- Should lead to the transformation of the gender division of labour;
- Challenge the nature of the relationship between men and women, and
- Aim to overcome women's subordination

Examples are the abolition of the sexual division of labour, alleviation of the burden of domestic labour and childcare, measures against male violence and male control over women, and the removal of institutionalised forms of discrimination such as rights to property ownership.

Women's empowerment

The process by which women become aware of subordination under which they live, and identify and execute actions to overcome that subordination. This can range from strengthening women's self-respect and self-image to actions to gain parliamentary representation of women.

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