

Climate-Smart Crop-Small Ruminant Value Chain: A Rapid Assessment of Gender Gaps and Opportunities in Doyogena, SNNPR, Ethiopia

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Technical Report

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Abstract

The majority of smallholder farmers in Ethiopia depend on rainfall-fed subsistence agriculture for their livelihoods and are highly vulnerable to climate change and variability. To address the negative impacts of climate change, climate-smart agriculture technologies are implemented and practiced in Doyogena climate-smart landscape. However, there are specific CSA activities that need gender mainstreaming. These include solar-irrigated agricultural systems, integrated rural aquaculture with crop and livestock systems, improved agronomic practices, value-added CSA products, financial and non-financial support services, and linking farmers to markets through joint actions. For this purpose, a needs assessment was conducted using rapid gender gaps assessment (RGA). Through FDGs, KIIIs, and household surveys, the RGA identified gender gaps such as differences in access to and control over productive assets/resources, limited decision-making power by women, lack of specific leadership development program by the government to promote women's participation in decision-making processes, restricted mobility, lack of access to capacity building, formal financial services including credit, and production and market information, lack of targeted policy which adequately support and offer legal protection to women, male-labor shortage and systematic discrimination from extension provision services, challenges of food security, ownership of fewer and smaller farm plots, and lack of coordinated plans and platforms for intervention by stakeholders and gender advocates in the district. As a result, there are fewer options for women to engage in opportunities available to members of the community within and beyond their localities, restricted marketing opportunities and limited income earning options, and limited control and use of the available assets/resources, which in turn constrain their access to credit as they lack collateral. The RGA revealed gender inequality at household, community, and government institutions levels.

Keywords:

Gender gaps assessment, climate change, climate-smart agriculture

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Table of contents

Introduction	9
Methodology.....	10
Results and discussion	18
Program intervention priority areas based on the assessment results.....	42
Opportunities and constraints for women empowerment and gender equality	48
Conclusion.....	54
References	55

Acronyms

CSA	Climate-smart agriculture
FGD	focus group discussion
FGH	Female genital mutilation
FHH	Female headed household
GBV	Gender based violence
IGA	Income generating activity
KII	Key informant interview
MHH	Male headed household
RGA	Rapid gender assessment
SGBV	Sexual and gender-based violence
SHG	Self-help group
SNNPR	Southern Nations, Nationalities, and Peoples' Region
VSLA	Village saving and loan association
WASH	Water, sanitation, and hygiene
WCAO	Women, Children Affairs Office

Introduction

Agricultural production in Ethiopia depends on seasonal rainfall, which is increasingly becoming irregular due to climate change variability, and, therefore, cannot effectively support livelihoods (Moges and Bhat 2021). The country faces a food deficit of 58%, with an estimated agricultural production gap of 71% (FAO, 2016). Therefore, interventions that would increase food security and sustainably increase agricultural productivity and incomes are required urgently.

Smallholder farmers constitute the majority of the rural agricultural workforce in Ethiopia, and subsistence agriculture characterizes the country's rural economy (Rapsomanikis, 2015). Rural women play a critical role in the agricultural sector and on average, perform up to 45% of farm labor (FAO 2019). They play a key role in food production and nutrition but hold only 18.7% of agricultural land and heads 20.1% of the rural households (UN Women 2018). According to the same report, in terms of landholding, women have an average land size of 0.9 ha compared to 1.03 ha for men. In terms of productivity per hectare, women farmers in rural Ethiopia are 35% less productive due to lower levels of input use and limited access to extension services (UN Women 2018). Despite the various policy initiatives to strengthen the position of women in the agricultural sector in the country, rural women still have less access to agricultural inputs including fertilizers, finance, extension services, technology, and information that limits their contribution to livelihoods and efficiency of the agricultural sector in the country (Gebre et al. 2021). In addition, according to Sustainable Development Goals Funding Program in Ethiopia, rural institutional structures such as government offices, cooperatives, local administration, various development committees, and task forces are weak in integrating gender into the planning and implementation of activities to support women and girls. Women are excluded from the leadership of institutions that affect their lives, and this undermines their opportunity to voice their concerns (Bayeh 2016). In general, rural women lack the power to make decisions and influence the community, and this limits their transformative potential. Absence of evidence-based knowledge, constraints the effectiveness of gender-responsive policies. Networks and strategies that build public-private partnerships working for women are also rare in the rural setting. These constrain women to adapt and mitigate the impact of climate changes and cope with environmental degradation (OECD 2009).

Climate change and variability has a distinct impact on women and children—putting a heavy burden on women to provide energy, water, and food for their families and livestock (Gitz et al. 2016). Women are also more likely to be absent during distributions of inputs and relief aid and this is specifically problematic for female-headed households (FHHs). The impact of drought is most severe for the vulnerable households such as FHHs, households in polygamous families, poor households, the landless, households of the elderly, who are living in disaster-prone and high-density rural districts. Doyogena is one such district, located in the high-density settlement areas in the southwest and central Ethiopia (Feleke 2019).

The rural women farmers who are heads of households and females in polygamous marriages are more prone to poverty and food insecurity than their male counterparts (GCF 2021). The high poverty incidences of rural women farmers are caused partly by their

limited control over key household resources such as land among other factors. The prevalence of food insecurity among rural women is caused by low incomes, lack of control over cash,, lack of access to market and market information, and limited control over frequent crop failure and low yields as a result of low use of external inputs, technology, and labor for crop management (Botreau and Cohen 2019). Besides, during food shortage months, women are expected to provide nutritious food to children and dependents, a responsibility which is shaped by the cultural and social norms that “a woman’s saliva is thick”. Food insecurity is attributed to increasing land fragmentation—as boys grow and share the available land from their father, including new polygamous marriages where the available farm plots are shared.

Due to the reasons highlighted above, interventions aiming at securing women’s livelihoods (related to land, farm productivity, incomes) and rights (such as land and asset ownership, targeting women and girls) are the pathways to achieve the development goals in agriculture and rural areas. Improving the capabilities of rural women also enhances the resilience of rural communities and reduces their vulnerability to climate change impacts. In contexts where climate change impacts constrain the capacity and resilience of the people and their economies, support to access agricultural inputs, provision of trainings on the control and management of local household food reserves, income, crop choices, small-scale irrigation, rearing and fattening of livestock, and promotion of good nutrition have been proven to be essential in assisting women to cope up with vulnerability.

The RGA recognizes the disadvantaged status of rural women and is a step-in taking measures to address the impact of climate change on women farmers, including documenting mechanisms of enhancing overall agricultural productivity and related gender gaps. Given women's large presence in the agricultural workforce in the country, it is also a step towards eliminating barriers to increase agricultural productivity and leveraging the developmental benefits of women’s engagement in the rural agriculture sector. The RGA documents evidence to inform inclusive intervention for gender equality in general and women empowerment.

Methodology

Description of the study area

Doyogena district is in south-central Ethiopia in Southern Nations, Nationalities, and People's Region (SNNPR). Agriculture is the major economic activity and source of livelihood for the majority of the households in the district. The main crops grown in Doyogena include enset, potato, vegetables, and wheat. However, the productivity of these crops is constrained by climate change and variability, traditional farming methods, soil degradation, and limited use of modern technologies. There is potential for production of highland fruits and spices, which has not been fully exploited. Land fragmentation, shortage of water for crop, livestock and fodder production is a challenge, and threatens farmers' livelihood since agricultural production is largely rain-fed and therefore highly vulnerable to drought and other impacts of climate change (Tadesse et al. 2018). The main livestock kept include cattle, sheep, donkeys, and poultry (Tadesse et al. 2021).

Most households in the district are food insecure, resulting from fragmentation of land coupled with high population density, difficult topography, and dependence on rain-fed agriculture. In southern Ethiopia, during food deficit months, people engage in non-agricultural activities such as petty trading as a coping mechanism (Mota 2019).

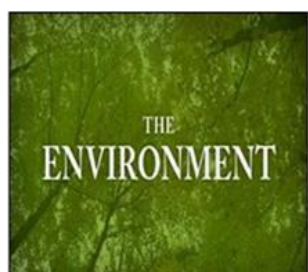


Economy: The districts' economy mainly relies on agriculture. The farming systems are characterized by rain fed and low productivity. Among the cash crops produced in the area, recently the production of 'vegetables and potato' takes the lion's share. Potato is becoming both income and food source; when properly preserved.

The main rainy seasons in the districts are “Belg” (short rainy season from February to May) and “Meher” (long rainy season from June to mid-September) (Tadesse et al. 2021). During dry seasons, few households use hand-dug wells for growing vegetables and potatoes. Exacerbated by climate change, rainfall is highly becoming erratic and sometimes fails. This causes crop failures and a decline in the harvest, leading to shortage of animal feed and increased malnutrition.



Social: The youth, especially females, face problems in terms of schooling and life-skill learning. However, the social value given for the education of children in the community is very high. Though girls are not encouraged to go to school in distance places, for both problem of finance and demand for labour at home, the boys enjoy the freedoms and schooling.



Environment: - The district is characterized by soil degradation, rainfall irregularity, and poor soil fertility.

Sampling

A rapid gender assessment was conducted in Gemora Gewada, Lemi Suticho, and Ancha Sedecha village (kebeles) of Doyogena district. A household survey questionnaire was administered to female-headed households (FHHs) and male-headed households (MHHs) in the presence of their spouses (Table 1). A total of 252 respondents were selected using systematic random sampling techniques from the three kebeles (smallest administrative units in Ethiopia) considering the total population of male and female household heads in each of them (proportion to size). This sample was equivalent to 10% of the total population in all the three kebeles.

Table 1. Sampled number of households by kebele

<i>Kebele</i>	Total number of households	Female- headed (FHHs)	Male- headed (MHHs)	Sample FHHs (10%)	Sample wife and husband (10%)*
Lemi Suticho	789	120	619	12	62
Gemora	922	148	774	15	78
Gewada					
Ancha	1358	185	636	19	65
Sedecha					
Total		453	2029	46	206

*103 for the spouse and 103 for the wife

A participatory mixed-method approach was used involving female and male farmers, leaders (women and male), and experts (including those working in gender, climate change and agriculture institutions). Focus group discussion (FGDs), key informant interviews (KIIs), and household surveys were used as key methods of data collection.

FGDs were undertaken in local language with women community members, men community members, FHHs, female youth, and male and female leaders in the three selected kebeles. KIIs were conducted with leaders and experts from key institutions and included the District Agriculture Office, Women, Children, and Youth Office, Kebele managers, Kebele agriculture extension experts, and women leaders at kebele level. The Kebeles were identified by jointly by CCAFS UN Women. The respective kebele office experts and the kebele manager facilitated the sampling of respondents in the selected kebeles; which were selected based on agro-climate, intervention experience, and potential for market proximity.

A total of 12 FGDs were conducted from the three Kebeles to collect qualitative data (Table 2), with each of the FGDs comprising of between 8-13 participants (Table 3). The number of participants in each FGD was very ideal for ensuring active participation of all the members and the consultant and research assistants facilitated the exercise and managed the process. The FGD discussions were summarized daily at the end of each FGDs, to avoid loss of information and mixed-up of the different discussions. The female community focus group discussants were more enthusiastic in discussing topical issues in the checklist and felt free to air their views and concerns openly with energy and passion which gave excellent feedback on gender gaps.

Table 2. Number of FGDs conducted in the study area

Target groups	Total number of FGDs conducted
Women community members	3
Men community members	1
Female household heads	3
Female youth	3
Women leaders (e.g., Women's associations)	1
Men leaders (e.g., religious, kebele, elders)	1
Total	12

Table 3. Number of FGD participants per group and location

FGD target groups	Number of participants by FGDs in each <i>Kebele</i>		
	Lemi Suticho	Gemora Gewada	Ancha Sedecha
Women Community Members (adult)	10	8	10
Men Community Members (adult)	-	8	-
Youth (females)	8	10	10
Female-headed households (FHHs)	9	11	8
Women leaders (e.g., Women's Associations, Credit Groups and others)	13	-	-
Men leaders (Elders, kebele executives, religious leaders, and others)	-	-	10
Total number of FGDs participants in each Kebele	40	37	37
Total number of FGDs participants	124		

The 12 key informant expert interviews were also conducted by the consultant and the field assistants (Table 4).

Table 4. Number of KIIs by institution

Key informants	Total # interviewees	Gender
Office of Women and Children Affairs	2	M
Office of Agriculture and Natural Resources	2	M
Kebele Office of Agriculture	4	M
Kebele chairman and manager	2	M and F
UN Women Office Expert	1	F
CCAFS Office Expert	1	M
Total	12	

Gender Analysis Methodology

Model of analysis: Establishing a gender lens

Since most households or community-level interventions have different effects and outcomes on women and men, programs and projects should integrate a gender perspective in the whole cycle of needs assessment during implementation and evaluation, including setting result frameworks and indicators measurement. The assessment of gender gaps requires a gender lens—focusing on inclusion of needs, labor division, women's and men's roles in decision making and leadership, time-use, differences in accessing and controlling of resources, benefits, and services. The focus should also be on the norms that mediate these processes, constraints, and the enabling environment, disaggregated by women and girls, men, and boys. The RGA, therefore, summarizes changes and programme results at four levels:

- Individual level: where the individual capabilities must change.
- Institutional levels: where standards, norms, and practices have to change to promote gender equality and equitable service provision.
- Community-level: where norms, attitudes, and practices that often undermine gender equality are challenged.
- Physical environment: where an intervention could focus on the interface between gender gaps and climate change effects that distinctly affect women and girls.

In this model, the *theory of change* could accommodate three result areas where change must happen for progress to be made on changing the environment, institutions, and the livelihoods of women in the target districts. The result areas can be assumed at:

- Individual-level changes that reshape an individual's capabilities in taking up opportunities.
- Institutional level changes that reshape and promote program objectives and ensure results inclusively and equitably.
- Wider community and environmental level changes that reshape the norms, attitudes, values, the physical environment, and practice frameworks, which so far undermine changes in the context and the results of climate change dynamics.

These changes and results will challenge the status quo and create enabling environment leading to a positive outcome, creating hope, and inspiring confidence in adapting to shocks.

Technical Approaches

Technical approach 1: Access to and control over productive assets

In this category, gender gaps in accessing different productive resources (assets) at household and community levels were explored. The assessment indicators used here include farmland, livestock, cash, farm equipment, non-farm business, house, consumables, and information devices (mobile phones), mode of transport, and water and energy sources. Further, access to farm inputs, technology, market information, extension services, financial and non-financial supports was also used as indicators in assessing the gender gaps. In addition to gender gaps in access to assets and resources at household and community levels, control over the use, transfer, purchase, and sale of these assets and resources were also assessed.

Beyond assessing the gender gaps in access to and control over assets (resources) at household and community levels, the reasons for differential access to and control over assets, the impacts of these gaps in terms of women's ability to access livelihoods/income-earning opportunities, management of land and soil resources, engagement in livelihood income sources and income management were also assessed. This assessment focused on identifying how a proposed initiative would increase access of women/men to livelihood opportunities, the income of women involved in crop-small ruminant value chains, the resilience of women in the target communities to the negative impacts of climate change and barriers to gender equality and women empowerment. The later analysis will inform the priorities of the proposed program.

Technical approach 2: Role in decision making

In this category, the focus is on gender gaps related to women's and men's roles in decision-making concerning households' livelihoods and family issues. The indicators assessed include growing food crops, selling farm and non-farm products, engaging in non-farm businesses and income-generating activities (IGAs), use of farm inputs, purchase of small and large consumer goods and clothes in the household, engagement in crop-small ruminant integrated value chains, and decisions over benefits. Decisions on spending of cash income (self and that of spouse), use of health facilities in case of illness, use of family planning, engagement in wage and salaried employment outside the home, use of household food reserve, sending children to school, use of income from sales of animals and animal products including honey and livestock were also assessed.

The assessment results were used to explore the reasons for the gender gaps in decision-making, the implications of the differences for women, men, girls, boys, and the elderly. The assessment helped identify the barriers to the full participation of women and girls in decision-making processes at household and community levels. Lastly, in this category, how an initiative would reduce and address the constraints faced by women and girls for them to have full participation in leadership and decision-making processes at the household and community levels were presented. The reasons behind these persistent constraints, their manifestations, and root causes were identified to inform priorities on intervention in

improving women's representation in leadership, involvement in decision-making processes that would affect their lives and benefits at household and community levels.

Technical approach 3: Women's mobility

Women and girls are constrained in freedom of mobility and insecurity related to violence. The safety for women and girls to go to different places is restricted by patriarchal rules and discriminatory social contexts of free movement. One of the ways in which this is often manifested is the need for women and girls to seek permission (always, sometimes, or not at all) to travel to different places for different purposes. Secondly, there are safety concerns for women and girls at certain times of the day e.g., going to certain places very early in the morning, late in the evening, and at night.

The indicators assessed in this category included going to; market, a friend's house (female), family member's house, religious places, public village meetings, meetings of women associations outside of the village, earn money, for participation in local events, farm plot, collect food/water/fuel wood, and other places of will. Using these indicators, the kind of danger women and girls face when they decide to move around, the community's, and the government's response to the dangers that women and girls face were all assessed. The results of the assessment in this category would inform policy makers and implementers on priority areas of focus to improve women's safety and freedom, including program initiatives that target women and girls in the household and community.

Technical approach 4: Access to services

In this category, the social services that are available for women and men were assessed. Firstly, social services and how often they are available for the community were mapped. Secondly, we assessed the differential use, by women, girls, men, boys, and the elderly. The indicators used for the assessment were availability and access to primary- tertiary level education, and access to agricultural and health extension services. Access to gender-based violence (GBV) related services, water points/schemes, irrigation schemes, marketing, access to fuel-saving cooking stoves, grinding mill, banks, cooperatives, micro finance institutions, and Village Saving and Loans Association (VSLA) or Self-Help Groups (SHGs) were assessed among others. After collecting data on these indicators, the differential access to these services by men and women, the implications of these gaps on women, men, boys, and girls were analyzed. Further, whether the government is working to make these services available and more accessible to women and girls were also assessed, including exploring the mechanisms as to how any proposed intervention in the future will solve these problems. These results would inform policy and identify priorities for programming.

Technical approach 5: Division of labor in the household and community

In this category, the roles that women/girls and men/boys play at the household and community level were assessed. The gender division of labor was assessed together with the frequency and timing of performing selected activities by women and men. Indicators of observation include labor division in farm activities, production of seedlings and

reforestation, purchasing agricultural inputs, selling livestock and their products, childcare, fetching water and firewood, cleaning the house, and tending the homestead, cleaning the places where animals are kept, cooking for the household, choice of and taking products to the market, and using and reinvesting incomes from sales. The division of responsibilities concerning the feeding of cattle and small animals, milking, shopping, milling grains, attending, and facilitating in the social events, washing clothes, participating in village water pond construction and public works, participating in a different social gathering, attending Kebele meetings, and leisure and resting were assessed. While analyzing the available data, gender gaps related to roles, valued attitudes, implications on livelihoods of men and women, vulnerabilities, and capacities to absorb the effects of environmental and climate changes were observed.

The assessment attempted to determine how the project mitigates risks, addresses the vulnerabilities of women and girls to climate change and reduce the multiple burdens of women or girls (as caregivers and income earners) involved in the crop-small ruminant value chain in the locality. This would inform policy making and implementation on priority areas, including informing proposed program activity on the impact on women's time availability.

Technical approach 6: Participation, leadership, and decision-making

In this category, women's participation in different institutions and their influence in changing or shaping decision-making processes were assessed. The key indicators used include participation in food security task force, savings and credit association, women associations, community policing and watchdog platforms, water, sanitation and hygiene committees, cooperatives, organized civic or charitable groups, user groups, youth, women leagues, and other associations. The assessment also included the causes and impact of the gender-differential decision-making and barriers to the full participation of women and girls.

Technical approach 7: Social norms

In this category, we assessed issues such as how women are known in society, the major traditional practices that affect women's and girls' wellbeing, how society perceives women and men and why, the major social barriers that women face in their livelihoods, sayings and proverbs that are demeaning to women, societal perception of women's empowerment and parents' visions for girls. This assessment informs policy priorities as well as draws attention to the role of a proposed project in narrowing the gender gaps and resolving the effects of such social norms on women and girls in the community.

Data analysis

The indicators observed and measured during data collection were analyzed according to the seven components or thematic areas outlined above. The data generated from the field and secondary sources were analyzed – focusing on gender gaps in crop-small ruminants integrated value chains, climate change effects, and how these factors interface to affect women, girls, men, and boys. These thematic areas constituted the justification for the prioritization of intervention areas.

Results and discussion

Access to and control over productive assets and resources

The FGDs, KIIs, and household survey results confirmed that women have access to both household and productive resources except for the key farm equipment (Table 5). In terms of control over productive assets and resources, men participants believed that joint ownership particularly of large consumer durable assets, money, houses, rental or commercial land, and cell phones is more common, otherwise the women are more in control than men. For example, men in Gomora Gewada believed that women are currently more empowered and even fulfill the responsibilities of their husbands. Some women are considered as “the head of the household” even in the presence of their husbands. The male participants agreed that husbands may consult wives on the sale of assets, but the husband make the final decision. The main reason husbands consult their wives on sale of assets, is because women can better estimate the market price than men. Resources under women's exclusive control as identified by men included chicken, milk and milk products, eggs, and small consumer durables. These observations were contrary to what the female participants reported, i.e., that women have limited of control over resources. Other data sources revealed that men dominate control of major and valuable productive resources. Women had control over resources and assets with low economic values, including smaller livestock and livestock products such as poultry, and eggs, and milk. Some key informants reported that such resources are sold and transferred by women, upon notification of their husbands. Notification might imply permission in some cases such as in the case of sale and transfer of sheep. Information gathered from sector offices also confirmed that there is a high probability that men dominate in control over resources.

There was a consensus that both women and men have access to communal resources such as water for irrigation, animal fattening, and consumption, however, their control is dominated by men. A woman participant from Lemi Suticho reported that women face difficulties when watering their vegetables because women do not control communal schemes or water points and queuing for water starts as early as 2:00 am in the morning. Women-headed households also do not own hand-dug water wells, while women with husband's access hand-dug water wells for irrigation and better vegetable yields. The water yields from hand-dug wells are just adequate for an individual user in low rainy seasons or during dry seasons. Both women and men participants agreed that there is joint control over energy resources even though men control the more expensive energy assets such as solar panels while women control cheaper energy assets.

In-depth analysis of the gender differences in control over productive resources and assets, revealed the following issues:

- Poverty and the status of household endowments determine control over resources and assets in some cases. In poorer households, for example, men could still control sheep and poultry.
- The size of the resources determines who controls it. For example, when the quantity of products produced for sale is large, the sale will be controlled by men. In contrast, when is the amount is small the sale will be controlled by women. Men sell

potatoes and vegetables in larger volumes, while the women in small quantities and use the income from these sales to cover for the daily family expenses. If the sale is above daily expenses, the wife gives the rest of the money to the husband – for saving or to contribute to the larger household expenses.

- Upon divorce, assets such as land and house often remain under men's control putting in question the said "women's control" and "joint ownership". Divorce worsens women's control over household assets and resources, especially if the woman is childless, and the divorce process is long and the probability of the woman losing is high.
- Legal documents and title deeds are often not in the hands of women. As land certification is not often issued in both the husband and wife's names, women do not have evidence in court upon divorce or death of husbands. Besides, court rulings over land and property are not enforced due to the bureaucratic processes involved and harassment by government officials at the Kebele level, the same people who are expected to be responsible and protect the rights of women. It is therefore easy for women to lose their legal shares upon divorce or death or get a limited share by negotiations mediated by local elders. In such circumstances, some women get hired as household maids in other places for income. A key informant from District Women, Children and Youth Affairs office confirmed that there are so many cases where women lose because of the bureaucracies after a court ruling.

Table 5. Gender differences in access to and control over productive resources and assets

	Do women have access to these productive assets and resources within HH and community?		Who controls the purchase, sale, or transfer of these assets and resources?				Remarks
	Yes	No	Wom only	Men ly	Both		
Agricultural land (pieces/plots)	X			X			
Large livestock (oxen, cattle)	X			X			
Small livestock (goats, sheep)	X		X				
Beehive	X				X		Quantity matters; see narrative
Chicken	X		X				
Eggs	X		X				
Milk and milk products	X		X				
Money in cash	X				X		Amount matters; see narrative
Farm equipment (non-mechanized)		X		X			
Non-farm business equipment	X				X		
House (and other structures)	X			X			
Large consumer durables (TV, radio, etc.)	X			X			Contextualize and include radio, etc.
Small consumer durables (cell phone, etc.)	X		X				Includes kitchen utensils
Cell phone	X			X			
Land (residential or commercial land)	X			X			
Water resource	X				X		
Energy resource (firewood, charcoal)	X				X		Solar-men; firewood - men

Note: The table refers to what has been agreed by majority of the respondents (respondents from sector offices and female FGDs participants). Men's view differs and this has been captured in the text.

Table 6 below shows gender differences in land ownership based on certification and the size of land holdings. While none of the men claimed ownership of land by themselves, about 16 percent of the female confirmed owning it solely by themselves possibly widows. Majority of male and female respondents reported joint ownership of land. It is interesting to note that female respondent tends to own smaller land size than male. Table 7 shows the gender differences in possession and ownership of sheep, differences in sheep fattening, and the related workload, all of which are biased in favor of women.

Table 6. Land size, ownership, and certification

Land ownership and size	Respondents by gender	
	Male (%)	Female (%)
<i>Land ownership</i>		
Self		15.5
Spouse	4.0	7.9
Joint	36.9	35.7
<i>Land size (hectares)</i>		
<0.25	6.0	12.7
<0.5	23.0	36.9
>0.5	11.9	9.5
Total	40.9	59.1
N	103	149

Table 7. Sheep ownership and fattening

Sheep ownership and fattening	Respondents by gender	
	Male (%)	Female (%)
<i>Sheep production</i>		
Yes	33.7	41.7
No	7.1	17.5
<i>Sheep ownership</i>		
Self	3.2	13.9
Joint	37.7	45.2
<i>Do you fatten sheep?</i>		
Yes	36.5	41.7
No	4.4	17.5
<i>Workload in fattening of sheep</i>		
Males	0	4.4
Females	4.4	17.5
Both equally	36.5	37.3
Total	40.9	59.1
N	103	149

The figures in Table 6 and 7 show the decision-making status of women over the control of key resources and assets (land and livestock) in rural households in the study region of Ethiopia.

The factors that determine access to and control over productive resources by women and men, as observed from different data sources include:

- Culture and attitude: it is believed, for instance, that women cannot own assets such as land and livestock because they bring nothing when they got into marriage.

- Women consider themselves inferior to men, for example, when a woman gives birth to a boy child there will be a lot of enjoyment and happiness but not when the new-born is a girl.
- Women's lack of education and information and even awareness over their rights to properties and productive assets.
- Men are stronger physically and have the capacity to accomplish what women cannot do (e.g., ploughing) and therefore resources needed to perform such tasks are under men's control in their culture.
- Women already have too many responsibilities, and there is no need to add more to their drudgery by allowing them more access and control over productive assets. Having too many responsibilities, at the end of the day, makes women unproductive.

Some of these perceptions imply that women and men accept the difference as “biological”, but not something socially constructed, pinpointing how women's subordination is internalized and socialized over years. Others give the impression that women owning property or assets is what men grant them but not their right. Majority of the respondents agreed that the gender differences in ownership and control of assets and resources have impacts on women's ability to earn enough income and engage in profitable businesses as well as make decisions in the household. Limited control also prevents the use of available assets as collateral to borrow money and engage in IGAs. It is important to note here that according to the male participants in the FGDs, these difference in access to and control over resources and assets have no impact on livelihood and income-earning opportunities of women, since all resources are used commonly to support the livelihood of the household.

Women in decision-making

Table 8 presents details of decision-making profiles by both men and women. In the men's FGDs, they indicated that most of the decisions at the household level are made jointly by women and men. For example, decisions on which crops to grow, which product to take to the market, whether to engage in non-farm business activity or not, and the purchase of clothes are some of the decisions reportedly made jointly according to men's FGDs. Decisions related to minor household expenditures and sales, and using income from sales of milk, eggs, and poultry are made by women. Decisions on the type of crop to grow for sale and type of inputs (fertilizer) to use for agricultural production and use of income from sales of livestock are made by men only.

However, findings from the FGDs with women and sector office representatives indicate that most of the household decisions are made by men. Women mainly make decisions related to purchases or sale of small items, like the findings on access and control of resources and assets as discussed earlier.

In most of the FGDs conducted with only men, they believe important decisions are made jointly, which they attribute to the government's effort to achieve gender equality. Women only FGDs tell a relatively different story, i.e., that most decisions are made by men. In addition, the women indicated that even how to spend the income they earn is mainly

determined by men, while the women just “participate”. Women need husbands’ permission in using family planning such as spacing the children, and might sometimes leads to conflict with their husbands, as reported by the key informants. In majority of the women FGDs, it was noted that decisions on sending children to school is made by women, because they want their children to be educated and change for the better, as men are negligent over children’s education. Girl’s labor is required at home, so much so that mothers have the power to compel their daughters not to go to school but remain at home to support with domestic chores.

Table 8. Household decision-making by men and women

Who makes decisions on the following?	Women	Men	Jointly	Remarks
Crops grown primarily for household food consumption		X		
Cash crop grown primarily for sale		X		
Products to take to the market			X	Women's share is minimal e.g. vegetables, eggs, milk
Engage in non-farm business activity		X		
Inputs to use for agricultural production		X		
Buying or selling major household goods (large appliances, etc.)		X		
Buying or selling of minor household goods (e.g., food for daily consumption or other household needs)	X			
Purchase of clothes			X	
Spending money that you have earned		X		
Spending money that your spouse has earned		X		
Seeking medical treatment for your children or self in case of illness		X		
Use family planning or birth control		X		
Wage and salary employment outside the home		X		
Consumption of stored crops			X	Women and men make decisions over stored crops differently. Men make decisions on sale of stored crops, while the women make decisions on consumption of stored crops
Schooling for children	X			
Use of income from sales of milk, eggs, poultry	X			
Use of income from sales of honey	X			
Use of income from livestock sales		X		

Note: Information presented refers to what has been agreed by majority of the respondents. Men's view differs and how men's view varies is discussed in the narrative.

Table 9 presents the results from the analysis of the quantitative data collected on market preference, decision-power over sales, prices, and proceeds by gender of the respondent. The result indicates that women have power over decisions on what and when to sell, prices and proceeds compared to men.

Table 9. Decisions on market preference, sales, benefit from proceeds

Decision	Respondents by gender	
	Male (%)	Female (%)
<i>Market preference</i>		
District market	10.3	18.3
Distant market	30.6	40.9
<i>Sales (what and when)</i>		
Self	0	18.3
Joint	40.9	40.9
<i>Prices, sales and proceeds</i>		
Self	0	18.3
Both	40.9	40.9
Total	40.9	59.1
N	103	149

The results clearly show differences in decision-making between women and men and are linked with access to and control over productive resources. For example, women decide over those resources which are under their control. Women's limited decision-making power is attributed to cultural norms that put women in a subordinate position to men, women's lack of self-confidence, education, and information. This is because of the low level of education of women and awareness over their legal rights and privileges.

The findings from these discussions show that communities believe men have the wisdom and skill to decide on every issue and their decision is precise and final. In contrast, women's decisions are believed to be damaging and improper. Furthermore, as has been the case in the access to and control over resources profile, muscular strength creates differences in the decision-making capacity of women and men. Decisions in relation to the implementation of activities that need strength are made by men.

Women limited decision-making capacity is said to result in the following:

- Even if a house/land is a common property of a husband and wife, the fact that ownership documents are mostly issued in the husband's name affects women economically and psychologically;
- Women's limited decision-making capacity has an impact on their wellbeing, for example, not being able to decide by themselves to use available health services

such as family planning methods or products to sell in the market; or what to do with incomes earned;

- Women's limited decision-making violates their fundamental rights. e.g., the right to the spacing of children and the number to have; and
- Absence of women in leadership positions within communities.

There are barriers to the full participation of women and girls in the decision-making process in their households and communities, as identified from the different data sources, and these includes:

- Women's lack of education, awareness, and information (about their rights, how to access and utilize services available in the locality);
- Negative self-perception of women towards themselves;
- Societal attitude (lack of will of husband, societal perception towards women's workload, and women's decision making and leadership capacity) is also cited as another barrier;
- Long and bureaucratic processes in public service-affecting women's service-seeking behaviours;
- Gender-based violence (GBV) – especially fear of rape, abduction, and verbal harassment; and
- Infrastructural barriers to the full participation of women in decision-making and leadership. For example, when markets are too far, women cannot decide fully the purchase or sale of household items in the market as they must prioritize caring responsibilities.

Women's mobility

Safety and permission issues for women to go to different places

Table 10 presents women's mobility and whether they require men's permission to travel to specific places and their safety, depending on the time during the day or night. The results indicate that women are safe to travel in the mornings and afternoons to different places, but not at night. The FGD participants also observed that sometimes women face different challenges while collecting firewood and fetching water by traveling long distances. The night is not safe to travel anywhere even to the church, as a result they refrain from moving at night and take extra care in their mobility during the daytime.

Male FGD participants reported that women never ask their husbands for permission when traveling to the market, church, public village meeting, or to a meeting of their association to which they belong, including local social events. But they always need husbands' permission to go outside the village and to visit their parents. However, the views of women FGD participants and respondents from sector offices vary to some extent with what the male participants reported. They reported that women always need the permission of a male in the household in all matters as shown in Table 10 except to church and to places that are related to their gender roles (e.g., going to the market to purchase household

goods, gather firewood or fetch water). Even then they need to inform men, if not required to seek their permission. Coming back home without fulfilling their duties or being late may result in marital conflict. Female-headed household participants reported that males act with an aim of restraining women's mobility; even the sons as they grow, they start restraining the movements of their mothers, wives, and sisters alike. Girls also require permission of the family to go out to certain places, while the verse is true for the boys.

Table 10. Women's' mobility

When is it safe for women and girls to go to these places?	Mornin g	Afte rnoon	Nigh t	Do women have to seek permission from a male in the household to go to these places?		
				Always	Sometime s	Never
Market	X	X				X
Female friend's house	X	X		X		
House of a member of family	X	X		X		
Church or mosque	X	X				X
Public village meeting	X	X		X		
Meeting of association, you belong	X	X		X		
Outside of the village	X	X		X		
To earn money	X	X		X		
Local social event	X	X		X		
Farm	X	X				X
Forest to gather fuel/firewood	X	X				X
Water source to collect water	X	X				X
Health care provider	X	X		X		

Note: The table refers to what has been agreed by majority of the respondents. Men's view differs and how men's view varies is discussed in the narrative.

Community and government response to dangers women and girls face

Discussions with the community and government officials identified rape, abduction, verbal harassment, and physical abuse by men, as the common challenges women face when they move from one place to another. In addition, women could also be threatened by strangers, especially during the nighttime thus limiting their mobility at night.

Key informants from the district and kebele offices pointed out that neither the community nor the government are addressing the dangers women and girls face while moving from place to place. Very limited efforts have been made by the government to address these challenges, and mainly attributed to lack of budget, facilities, and manpower as respondents from the district agriculture, women, and children affairs offices (WCAO) indicated. Budget limitations, for example, have hindered the construction of victim-friendly rooms during the reporting of cases of gender-based violence (GBV) and for giving psychological support. This is one of the reasons contributing many cases of not reporting violence committed against girls or women. Moreover, court processes take a very long time, and therefore victims and their families opt to negotiate through elders and get compensated instead. Above all, women lack supportive evidence or information to use legal means. Besides, no system is set in place to hold perpetrators accountable when they escape legal punishments through bribing or having cases closed using relatives who are in power. It is very common for kebele officials to support the men, yet they know very well that the damages caused by men to women and girls are irreversible.

Even among government officials, GBVs of any sort is considered the responsibility of WCAO. In most cases, government officials refer GBV cases to WCAO, and no support is made in providing a solution and no follow-up as to how the case is being handled.

With the community, mediation between the victim and perpetrators are common, and usually aimed at either relieving the perpetrator or compensating the victim's family. The perpetrators often send elders to the victim's family for reconciliation and forgiveness. The elders negotiate with the aggrieved family, which includes paying money as compensation. Usually, it is only when the aggrieved family disagrees with the outcome of the negotiation that the case is report to the police.

Access to services

Availability of services by gender

Table 11 presents gender differences in availability of services in the locality. It is important to note that most of these services are available except the following:

- Tertiary education, which is found only in the nearest bigger towns. Boys and girls travel 50 – 65 km (one-way) to get tertiary schooling
- Health centers are in nearby towns
- Banks are only found in district town
- Fuel-saving cooking stoves producers and sellers
- Irrigation schemes from hand-dug wells even in areas with potential water

Accessing the following services is a challenge in terms of the location of the services, finance, as well as quality and type of the services provided:

- GBV-related services are limited only to the Police and Women and Children Affairs (WCA) Office. Other services like medical treatment, psychological or counseling services, and shelters hardly exist. Key informants from sector offices indicated that the police and the WCA are challenged by financial and human resource limitations.
- Grind mill
- Drinking water e.g., travel in 3-4 hours to fetch water (two ways).

According to the results matrix, women sometimes use financial-related services such as banks (use of bank accounts, ATM, etc.), micro finance institutions (saving and credit services), and financial support from the cooperatives. However, men always use these services. Therefore, in terms of access to these services, women have relatively lower access as compared to the men. Women use Village Savings and Loan Association (VSLA) and Self-Help Group (SGH) most often as they are available in their localities and their membership does not demand much from the women.

Use of the various services closely mirror and correspond to the gender roles. Men, for example, use extension-related services in agriculture (crop production), while women use water points, grind mills, health extension, health post, and markets. Women's use of agriculture extension is mainly for vegetable production. Women use health-related services for themselves and their children.

Table 11. Gender differences in accessing services within the community

Services available in the community	Yes	No	How often do women use these services?			How often do men use these services?		
			Always	Sometimes	Never	Always	Sometimes	Never
Primary education	X		X			X		
Secondary education		X		X			X	
Tertiary education		X			X		X	
Agricultural extension	X			X		X		
Forest resource management extension*	X			X		X		
Health extension	X		X			X		
Health post	X			X		X		
Health centre		X		X		X		
Hospitals*				X		X		
GBV-related services				X				
Water points/schemes*	X		X			X		
Irrigation scheme					X	X		
Watershed	X							
Market	X		X			X		
Fuel-saving cooking stoves			X					
Grinding mill	X		X					
Banks		X		X		X		
Micro Finance Institutions		X		X		X		
Cooperative		X		X		X		
VSLA and SHG*	X		X			X		

* No restriction when both men and women want to use these services

N.B. Information presented in the table is based on what was agreed by the majority of the respondents. Men's view differs, and these are discussed in the narrative.

Tables 12 and 13 shows gender differences in access to services such as support for the expansion of businesses, credit, input provision, and capacity building services. A slightly higher proportion of men than women plan to expand their vegetables and potato business, but a significant proportion of women plan to expand sheep fattening and poultry business than men. Similarly, a higher proportion of women had access to credit than men, probably explained by the availability of VSLAs and SHGs in the localities. The reverse is not true for accessibility of sheep value chain actors.

Table 12. Business expansion plans and credit access

Expansion plans and credit access	Respondents by gender	
	Male (%)	Female (%)
<i>Plan to expand farm business</i>		
Vegetables and potato farming	7.1	5.6
Sheep fattening	20.2	33.7
Poultry	11.1	19.8
Petty-trade	2.4	0
<i>Access to credit</i>		
Yes	37.7	56.3
No	3.2	2.8
<i>Access sheep provided by actors</i>		
Yes	52.4	23.5
No	47.6	76.5
Total	40.9	59.1
N	103	149

On capacity building training and benefits, almost the same proportion of men and women obtained financial literacy (Table 13), a higher proportion of women benefited from training on entrepreneurship skills and climate-smart farming.

Table 13. Capacity building and benefits

Training and benefits	Respondents by gender	
	Male (%)	Female (%)
<i>Training obtained</i>		
Financial literacy	11.1	10.4
Entrepreneurship skill	4.4	20.2
Climate-smart farming	21.0	28.6
<i>Benefit from the training</i>		
Improved yields	14.7	16.7
Improved income	10.3	26.6
Improved skills	15.9	15.9
Total	40.9	59.1
N	103	149

The findings presented in Tables 12 and 13 support the recommendations provided for improving access to services in line with the business expansion preferences of women participants. The preferences, as indicated in Table 14, are constrained by seasonality of rainfall (erratic rain due to impacts of climate change), crop types (fast maturing and high productivity vegetables, tomato, and potato), and decisions (factors affecting decision) on what to grow and how to use the proceeds.

Table 14. Seasonality, crops, and decision over crops to grow

	Respondents by gender	
	Male (%)	Female (%)
<i>Crops you grow (in dry seasons)</i>		
Potato	23	44.1
Vegetables	9.9	7.1
Enset	7.9	7.9
<i>Decision over crops grown</i>		
Self	0	18.7
Both	40.9	40.5
Total	40.9	59.1
N	103	149

Cause and impact of gender differences in accessing services

As already been discussed, women and men use different services. Lack of awareness and education, cultural norms, gender roles, economic problems and poverty, workload, and the capacity and willingness of service providers were among the factors reported to be limiting access to services. Since women's roles are restricted to the home environment for most of time, and they are burdened with household chores, they are not exposed to information where services are available. On the other hand, men's gender role is mainly performed outside the home, making it easier for them to access information. The gender-based division of labour also determines access to services, as observed and reported in Table 8. For this reason, women use water points, grinding mills, and markets always. Economic problems together with societal attitudes constrain girls' access to secondary and tertiary education. Sending children to secondary and tertiary schools has been reported to be unaffordable among most parents, because of lack of facilities nearby, and hence, not only girls but boys also miss schooling opportunities after finishing their primary level of education.

Efforts by the government to improve access to services for women and girls

Some of the efforts by the government to improve access to services for women and girls include awareness creation activities on the rights of women and girls, addressing the economic challenges women are facing by organizing them under cooperatives, establishing units and structures in sector offices that deal with women's issues, the provision of health extension services in communities, and promoting girl's education. Nonetheless, there is much more that needs to be done as confirmed by the study findings.

In addition, there is need for the government to effectively assess, target, and measure the gender gaps in order to strategically address the challenges discussed.

Gender roles and division of labor

Roles of women and men within and outside the household

The roles of women and men differ within and outside the household and the community (Table 15). Women's role is mainly focus in the three domains of work: i) productive (work done by both women and men for pay in cash or kind); ii) reproductive (childbearing/rearing responsibilities); and iii) community activities (community-managed and political activities). On the other hand, men's role is focus on two areas: productive and community activities.

Women's roles are routine and time-consuming, while in most cases men's roles and activities are seasonal and are done as deemed necessary. Men have ample time to rest once done with their activities as compared to the women. Women get up early in the morning (5:30/6:00 am) and go to bed late by midnight. When they finish their chores in the household, they either go to the market or field (as the seasonal agricultural work requires) to help their husbands and give them food and drinks. All the participants interviewed in the study acknowledged the burden of heavy workload for women. They reported that women are the very fabrics of the family and work very hard within and outside the home or household to ensure the survival of their families.

Table 15. Division of labor by gender

Activities	Women only	Men only	Jointly	How often are these activities performed?						Remark
				Daily	Weekly	Monthly	Quarterly	Bi-annual	Yearly	
Ploughing		X					X			
Weeding			X			X	X			
Harvesting			X				X			
Threshing			X				X			
Sowing			X				X			
Growing and maintaining seedlings			X					X		
Planting seedlings in the forest as part of reforestation			X					X		
Purchasing agricultural inputs		X						X		
Purchasing or selling small livestock	X							X		
Purchasing or selling poultry	X				X					
Purchasing or selling milk and milk products	X			X						
Watching small children	X			X						
Bathing small children	X			X						
Fetching water	X			X						
Collecting firewood for the household	X				X					
Cleaning the house and homestead	X			X						
Tending the home garden	X			X						
Collecting food plants in the forest	NA									
Collecting herbal medicines for healing			X							
Cleaning places where animals are kept	X			X						
Keeping the toilet clean	X			X						
Cooking for the household	X			X						
Caring for children, elderly, disabled	X			X						
Feeding cattle			X	X						
Tending small animals	X			X						
Milking	X			X						
Shopping /buying food item	X				X					

Activities	Women only	Men only	Jointly	How often are these activities performed?						Remark
				Daily	Weekly	Monthly	Quarterly	Bi-annual	Yearly	
Milling grains	X				X					
Washing clothes	X				X					
Serving during mourning			X							As required
Attending wedding or baptism			X							As required
Serving during weddings			X							As required
Village water pond construction			X							As required
Community participation works			X							As required
Participating in social gathering			X							As required
Attending Kebele meetings			X							As required
Leisure and resting			X	X						

Note: The response refers to what has been raised by majority of the respondents. In community activities such as village water pond construction where there is indicated to be joint participation, the level of participation varies for women and men, and this is indicated in the participation section clearly.

Implications of division of labour on livelihood of women, men, and households

Women cannot run big businesses because they are very busy and by operating small IGAs they cannot earn much. Besides, they remain inaccessible from information, lacking the opportunity to empower themselves. The workload burden and lack of sufficient time to rest harm their health. In addition, women spend most of their time on reproductive activities that do not get compensated in monetary terms, excluded from the economic wellbeing of the household which in turn affects their decision-making power in both at the household and community levels. At times, mothers compel their daughters to stay home and help them with domestic work, and therefore affecting the educational attainment of girls.

Implication of the division of labour on the vulnerability and capacity of women and men to the effects of climate change and involvement in integrated value chains

Common climate change incidents in the study areas (districts) include:

- Shortage of rain (seasonal variability, long dry seasons, shortage during plant maturity and others)
- Land slides and flooding
- Increased in temperatures (heat)
- Extended and unusual frost affects crops

Even though climate change affects everybody, women and men are affected differently and may also respond differently. Key informants reported that the women are more affected by the impact of climate change than the men. Women and men also have different mechanisms for addressing climate-related risks. Table 16 summarizes women and men's vulnerability and resilience to climate change as observed from the survey.

Table 16. Women and men's vulnerability and resilience to climate change effects

Gender roles	Vulnerability and resilience to climate change effects		
	What happens?	Vulnerability	Resilience
Women	Stay at home to perform their reproductive role	<p>Restrict them from accessing vital information</p> <p>As climate change worsens, production, provision and community roles are shouldered by women – in some cases husbands abandon wife and children, migrate, and marry other women who can provide better livelihoods</p> <p>Engaging livelihood constitutes a substantial workload for women in the context of climate change. Thus, women have difficulties in allotting more time to run IGAs outside home</p>	Women engage in alternative livelihood opportunities (e.g., buying vegetables and fruits from other places and selling in their localities, selling local drinks)
	Travel long distances in search of water	<p>Exposed to sexual harassment such as abduction and rape</p> <p>Threatened by animals</p> <p>Physical weakness (fatigue)</p> <p>Takes more time to accomplish other tasks</p> <p>Travelling long distances affects the health of pregnant and lactating mothers</p>	
	Using plastics instead of wood for cooking due to the deforestation	The smoke of these plastic materials is causing health risks and illnesses to women and girls are suffering a lot.	
Access to and control over resources	Have limited control over valuable assets and resources	Women controlled resources are easily vanishing under climate change (e.g., homestead gardening) and	Organized under-saving and credit groups

Gender roles	Vulnerability and resilience to climate change effects		
	What happens?	Vulnerability	Resilience
		do not have greater economic values	
Men			
	Migrate to other places in search of job opportunities	Psychological stress associated with an attempt to adapt to new working environment and failure to meet family needs	Have livelihood options in other places such as daily labouring
Access to and control over resources		No income in climate change situations as agriculture is the major source of income of men	In bad times, resources under men's control e.g., cattle have higher economic value and do not die easily

Participation and leadership

Informal socio-economic institutions that women participate in actively

Discussion with the sector offices, community FGDs and households survey results indicated that both women and men take part in committees within the community (community policing, WASH committees among others) and other community activities such as soil and water conservation. But, due to their heavy workload, women's participation is very minimal, and in most cases, they participate as members. Women participate more actively in saving and credit associations, especially in women's associations, VSLAs, and SHGs as members, committee members, and as leaders. Their participation in leadership positions in other committees is generally lacking, which limits their opportunity to express their views, opinions, and generally influence decisions.

Societal perception towards women's leadership

Within the community, women are not considered as having the capacity to lead, and the societal perception questions their thinking capacity and considers them unwise. Key informants from sector offices reported this, implying that this perception is not only at a community level, but also entrenched in government institutions, where there is a tendency to belittle women's leadership capacity hence their under-representation in leadership positions. Besides, this situation is worsened by lack of women-specific leadership development programs by the government.

Social norms

Major traditional practices that affect the wellbeing of women and girls

These include:

- Harmful traditional practices (HTM); abduction, FGM (though this is now declining, and its form altered - cutting the tip of the clitoris only instead of removing all of it and stitching) and early marriage
- Marriage is mostly in the interest of males; women have to accept it even though it is early marriage
- Poor legal protection for victims of gender-based violence (GBV) and absence of GBV related services
- Heavy workload, limited control over productive resources, restricted mobility, limited decision-making power, and access to social services
- The societal perception puts women in a subordinate position to men
- Absence and limited opportunities for women to be empowered economically
- Limited capacity (awareness, budget, manpower) of government organizations working for women and on women issues
- Absence of NGOs working in the localities that could fill in the gaps in addressing the challenges and issues of women

Table 17 show some of the socio-economic and cultural challenges facing women and men participating in crop or small ruminant (or integrated) farming activities in the study area. These challenges are a result of social norms and affect the benefits from these integrated value chains.

Table 17. Challenges facing women and men in integrated crop-small-ruminant value chains

Challenges in farming	Respondents by gender	
	Male (%)	Female (%)
<i>Economic challenges</i>		
Cost of starting and operating business	10.7	21.8
Increasing input prices and shortage	9.5	13.9
Lack of market chain	11.9	13.5
Lack of water for irrigation	8.7	9.9
<i>Socio-economic and cultural challenges</i>		
Limited access to & requirements for credit	14.7	25.8
Instability of output vis-à-vis input prices	18.3	21.4
Exchange mismatch for inputs & outputs	7.9	11.9
Total	40.9	59.1
N	103	149

Women empowerment

An empowered woman is understood to be a working woman who attained a higher level of education (tertiary level). As indicated in the gender analysis and theory of change, the approach for full empowerment of women and girls focuses on four working dimensions of empowerment. These dimensions and the areas of intervention include:

- Working to enhance knowledge: cognitive changes in understanding subordination, causes, levels and liberate “mindset” for women and girls
- Working on psychological transformation: forming transformative beliefs and confidence on initiatives, behaviours, and actions in women and girls
- Working on economic constraints: engage women and girls in productive activities to earn income and reshape autonomy for women and girls
- Working on political constraints: engaging women and girls individually and collectively in creating an enabling environment and ability to organize and mobilize for change

Challenges female headed households face

The female headed household (FHHs) are generally reported to be worse than that of the male-headed households (MHHs). According to a gender-based division of labour profile, men have a significant role in agriculture, and in the absence of male labour, it is apparent that FHHs are faced with great challenges in farming and as a result, which in turn affects the productivity of their farmland. The fact that they play a double role in the absence of their deceased or divorced husbands, these women have added responsibilities. The FGDS with FHHs indicate that they are always more vulnerable to environmental degradation and climate-related risks and disasters. In addition, they are also less endowed in terms of assets and resources. Their entitlements are also curtailed by gender norms in the community. However, in terms of decision-making, as compared to women with spouses,

they are better off as they have the freedom of mobility, participation in leadership positions, and public meetings despite their heavy workload and responsibilities.

Gender equality advocates and opponents

The findings from this study point towards societal norms or attitudes as the major reason the reported gender inequalities. This points towards the need to work more on transforming norms and values that are demeaning to women and girls. Since doing so requires challenging the status quo, it is likely to be opposed by many. Even women themselves may not feel comfortable, as the perception is that women and men's conditions and positions are defined by "God". Besides, men will generally be uncomfortable, as doing so will challenge their position and status in the community and society. Key people and opinion leaders in communities such as religious leaders, elders, kebele administrators are other potential members of the community who are likely to oppose these transformations. The discriminatory systems in place in the society create a context for opposing gender equality, and women and girls' empowerment.

Once awareness is created among advocates of women empowerment such as WCAOs, women associations, religious leaders, and elders, they could advocate for women's rights. Previous experience in the country shows that when organizations are engaged by religious leaders, a considerable change is likely to be achieved.

Women-focused Interventions of sector offices

Information obtained from sector offices indicated that the following activities are being implemented within the respective offices:

- Awareness creation ToTs – training on women's rights, technologies, environmental protection
- Capacity-building support for VSLA and SHGs
- Activities on women's economic empowerment – support women on IGAs
- Work in partnership with World Vision Ethiopia Area Programs and its networks
- Support technologies that reduce women's workload e.g., provision of energy-saving stoves
- More women extension health workers in rural kebeles are made available to provide services for women
- Provision of drinking water treatment re-agents

So far, activities that have been implemented by sector offices are quite few, uncoordinated, and affected by resource limitations, though the initiatives should be encouraged. Therefore, to fully mainstream gender in sector offices, the proposed initiative should work in collaboration with other partners in building the capacity of the government staff in the following areas:

- Technical skill development includes the use of gender analysis tools and techniques, collection and analysis of sex and gender-disaggregated data; gender

mainstreaming checklist development (that shows what gender issues to include in project management cycle or gender issues relevant with the duties and relevance of government staff)

- Building the capacity of sector offices in budget, human resources, equipment
- Support creation of quasi-structures among sectors for collaboration, sharing expertise, and working in synergies in gender-responsive interventions
- Support establishment of networks among sector offices such as Network for Gender Equality in Agriculture, Network for Gender Equality in Climate Change Resilience, Network for Gender Equality and Elimination of SGBV among others

Program intervention priority areas based on the assessment results

Access to and control over productive assets and resources in the household and community

The differences in access to and control over productive assets and resources have impacts on women's ability to earn enough income and access inputs to engage in profitable businesses and manage profits (both for use and re-investment). Limitations in control, though both claim joint ownership, prevent women from the use of available assets and resources according to their preference. This affects women's ability to allocate collateral to borrow money and engage in income-generating activities (IGAs) besides their household responsibilities. In addition, women who could not earn adequate income are increasingly becoming dependent on their husbands. The female youths are dependent on their families and are not allowed to do their own business outside of the home and seek permission from male members. Availability and lack of water wells, both increase burden on women since those women in households with hand-dug water wells use a rope to collect water for humans, animals and small irrigation which consumes most of their time and energy. Women in households without wells travel long distances to fetch water for animals and household use. The respondents, from both the female and male groups concurred on these issues and propose the use of pumps that could lift water from hand-dug wells for feeding animals, for sanitations, irrigation of vegetables and spices in the homesteads. Both groups also supported the construction of water wells for households who do not yet have these. Proposed interventions should promote provision of pumps and construction of wells.

Program priority area 1: Based on the gaps identified on access to and control over assets, key intervention proposals areas include:

- Address attitudinal change and increase women's access to income earning opportunities
- Increase water availability for household and farms
- Improve access to potato and vegetable seed varieties to increase agricultural productivity
- Support IGAs on integrated fattening, fodder production, crop production and marketing
- Provide energy-saving stoves for cooking and solar energy for pumping water from wells
- Support better use of crop, animal, and reduce food waste during household consumption
- Promote women's control over sale, purchase, and transfer of assets with big values
- Support women's saving-credit associations and revolving fund for sustainable access to credit.
- Initiate support for expansion of women's existing businesses. Hence, support such as creating working and marketing premises; introducing value-added production, market-networking, and packaging (including preservation and food storage for vegetables and potato) should be granted to reduce or minimize the negative impact of climate change on their livelihoods and the social barriers.
- Design activities that restore the microclimate e.g., terracing, catchment development, tree planting, and land-use restoration with multi-purposes plants such as fodder.
- Support existing women's associations and groups. There are women groups at the kebele level (a credit and saving groups). Financial, technical, material, and political support should be given to these associations to help them grow.

Decision-making powers

The barriers to full participation of women and girls in the decision making process within the household and community include: i) Lack of awareness and information about rights, access, and utilization of services available; ii) Negative self-perception of women towards themselves and low level of education; iii) Societal attitude towards women's decision making and leadership capacity; iv) Proximity of social services (e.g., when too far, women are unable to use); v) Bureaucracy in public service-affecting women's service seeking behavior; and vi) Gender-based violence which instills fear and this constrains women's efforts.

Women's limited decision-making power is attributed to cultural norms that put women in a subordinate position to men, and women's lack of "self-confidence", education, and information aggravate it. These gaps impact women's economic and psychological status and lead to violation of women's rights, something which their male counterparts do not routinely face, and therefore miss-out in leadership positions.

Program priority area 2: Based on the gaps identified and challenges faced by women on participation in decision making process, key interventions proposed include:

- Initiating a functional adult literacy program for women to raise awareness and information.
- Create awareness and training to build capacity of women to gain self-confidence, be aware of their rights and to change the negative perception of communities (e.g., undermining girls' education).
- Support for women to assume leadership positions within communities and institutions
- Provision of legal support for victims of gender-based violence.
- Promote the education and life-skill training for women and girls.

Women's mobility

Women and girls' mobility is restricted – leading to low chances for engaging in opportunities available to members of the community at local and distant places. Women's marketing opportunities are restricted and therefore income earning options are constrained. Women's options for seeking adequate justice are constrained by the norms mediated through service-seeking processes, shaping perpetual inequalities among men and women in the local community and beyond.

Program priority area 3: Based on the gaps identified above and to address challenges faced by women and girls, initiatives for intervention include:

- Initiate marketing opportunities for women and girls for agricultural produce at local level
- Establish facilities and simple procedures for reporting and handling cases of violence
- Document stories and evidence to strengthen the filing and prosecution of cases
- Provision of energy and time saving devices to help reduce burden of women
- Support capacity building of sector offices especially women, police, judiciary etc.

Access to services

Women lack access to capacity building on formal financial services, including credit as well as production and market information. At institutional level, the government does not effectively assess the needs of women and girls, affirmatively target, and measure gender equality. This implies that the government is not strategic in addressing the challenges women and girls face.

Program priority area 4: Based on the gaps identified above, proposed interventions include:

- Development of water schemes and health services that benefits and targets women and girls.
- Provide labour-saving technologies such as fuel-saving stoves, solar-stoves among others.
- Build facilities that women can use within the locality (e.g., grind mills, water points,).
- Support gender-responsive services and building the capacity of service providers to enhance their awareness, skills, knowledge, and commitment delivery and monitoring of quality and gender-responsive services
- Create job opportunities for women to increase their income.
- Establish women's saving and credit association and provide revolving fund.
- Network women organizations and associations to promote women rights.
- Promote girls' education

Gender roles and division of labour

The differences in the roles of women and men, implies that women have less time to engage in more profitable businesses, have little opportunity to empower themselves due to lack of information, heavy work burden, and lack of sufficient time to rest which negatively affects their health. The different roles also impact women's decision-making power and influences issues that affect girls' education, as girls are often compelled to stay home to help their mothers with domestic work. These problems shape men's perception about women and discrimination of girls within the households right from an early age. Climate change impacts that affect the role and division of labor of men and women in the area include water shortage which increase work burden to women as they strive to do their roles. The same applies when there are high incidences of crop diseases that affect yield, shortage of targeted farm inputs, lack of fodder for grazing and cut-and-carry system of production. While climate change impacts affect all individuals within the community, women are affected more than men because of their gender roles and norms. They lack finance and credit to purchase pesticides for control of crop diseases, they are less resilient as they lack information and targeted capacity-building support. Lastly, they also lack labor and energy-saving targeted supports to reduce work burden, get sufficient time to engage in more productive activities.

Program priority area 5: From gaps identified, initiatives for intervention include:

- Provision of trees (with multiple purpose) such as fodder, fruits, and soil conservation.
- Provision of technologies that ease women work burden and enhance productivity.
- Sensitizing the communities about the need for gender equality and empowerment of women and girls with an emphasis of reducing women's workload and increasing their control over productive assets and resources.
- Initiate affirmative support on land certification, training, information access among others.
- Provision of improved spice, potato, and vegetable seeds.
- Initiate solar-energy propelled hand-dug wells for irrigation, sanitation, and animal use.
- Create viable job opportunities to raise income of women and increase their agency and decision-making.

Participation, leadership, and decision-making

There is no specific leadership development program by the government to promote women's participation in decision-making. For this reason, the barriers to women's participation in leadership positions and participation in decision-making processes at different levels have not been addressed in the last three decades. The gaps are further aggravated by low literacy among women, perpetuated by the low status of women in households and low socio-economic status coupled with women's low self-confidence, lack of basic market information, and heavy workload.

Program priority area 6: To promote women's full participation in leadership positions and decision making based on the gaps identified above, priority interventions include:

- Basic life-skills training and self-confidence enhancing initiatives for women.
- Initiation of women's income generating and marketing support opportunities.
- Establishment of centres for information and opportunity sharing for women and girls.
- Networking with religious leaders and elders on the promotion of women's leadership.
- Cascade government political will and initiatives of promoting female leadership.
- Organize learning and experience sharing on best practices of participation of women.

Social norms

Women are faced with a number of social barriers and at different levels. They do not have specific policy support and adequate legal protection. They have a heavy workload which affects their productive time coupled with restrictions on their mobility and less control over productive services. A similar scenario is faced by girls who are given less attention within the household and within the community. The societal attitude and perceptions that put women in a subordinate position to men restricts their decision-making power and economic empowerment options. Government organizations that work on gender equality

are constrained by limited capacity, awareness, budget, and manpower, and stakeholders often do not conduct coordinated interventions.

Program priority area 7: The initiatives for intervention in this category should include programmes that are able to challenge socio-cultural norms that inhibit full participation of women and girls in enjoyment of benefits of development efforts, change the way girls and boys are valued by their families and communities, and address the impact of their vulnerability to risks associated with climate change for them to reap benefits of their activities. Based on the gaps identified above and other considerations, interventions that aim to resolve these challenges include:

- Initiation of proactive and holistic women targeting affirmative program manuals.
- Support role model individual women and expand experience to wider community.
- Map government, community, and NGO coordinating interventions.
- Initiation of organized campaigns against inhibiting norms and practices.
- Establishment of reward modalities for different structures to increase the representation of women in decision-making and leadership positions.
- Support and put in place incentives that promote education of girls e.g., setting up rewarding system for families who educate their daughters.
- Support labour-saving technology provision to reduce domestic workload.

Challenges female headed households face

Female-headed households face challenges of food security, shortage of labour, resource such as smaller farm plots compared to male headed households. They also lack adequate productive time as they face extreme work burden.

Programme priority area 8: Based on the gaps identified above, proposed interventions include:

- Provision of targeted credit for inputs and income generating activities.
- Construction of hand- and maintenance dug wells, and solar-panels for water pumping.
- Provision of improved potato, vegetables, and spices seeds.
- Provision of improved fodder and sheep for fattening.
- Provision of business-planning training, financial literacy, life-skills among others.
- Organize women into RUSACCOs and provide revolving fund and facilitate linkages to markets.

Gender equality advocates and opponents

The stakeholders and gender advocates in the district do not have a coordinated plan and platforms for intervention. Due to this, women and girls are systematically discriminated against in activities and benefits that accrue from these interventions.

Program priority area 9: To work more with advocates and restrain opponents, it is recommended that further analysis on root causes of such discrepancy is required for better understanding. However, based on the gaps identified above, interventions could include:

- Build the capacity of women and change agents (mainly elders and religious leaders) in other institutions.
- Initiate coordination and collaboration platforms that increase synergies for instance establishment of network for gender equality, women empowerment, and climate change in agriculture sector.
- Network gender equality, women empowerment, and climate change effects.
- Initiate community conversation platforms (community conversations, community radios, forums, dramas, experience sharing forums and others).
- Build gender mainstreaming capacities of sector offices in a continuous manner.

Opportunities and constraints for women empowerment and gender equality

Potential areas of intervention in the study sites

Table 18 summarizes the potential areas of intervention in production, processing and marketing in the value chain.

Table 1. Potential areas of intervention in the value chain

Production	Processing	Marketing
<ul style="list-style-type: none"> ▪ Vegetables (onions, tomato and potato) ▪ Multi-purpose trees (fruit trees, flowers for beehives, shade for spices and fuel wood) ▪ Dairy production and animal fattening ▪ Livestock fodder production ▪ Fruit trees such as mango, avocado, papaya in lowland <i>kebeles</i> and apple in highland <i>kebeles</i> ▪ Climate-smart crop production (Solar-panel pumps for hand-dug wells and small-irrigation farming) 	<ul style="list-style-type: none"> ▪ Biogas production for household use ▪ Honey and wax for sale ▪ Dairy products ▪ Improved animal feeds ▪ Hides and skins ▪ Poultry and eggs ▪ Sheep fattening ▪ Grain storage facilities ▪ Saving and credit cooperative associations ▪ Market links and price information 	<ul style="list-style-type: none"> ▪ Honey and wax packaging ▪ Dairy product marketing ▪ Fodder marketing ▪ Local abattoir services ▪ Linkage to livestock exporters ▪ Linkage to leather factories ▪ Initiating associations for wholesaling of grains and farm products ▪ Local petty and small-scale trading ▪ Improve access to finance and credit

Opportunities for women empowerment and gender equality

Discussions in the previous sections highlight some opportunities for further intervention. To fully support this, the study identified specific opportunities which could serve as a springboard in the development of project proposals (Table 19).

Table 19. Opportunities for women empowerment and gender equality

Category	Specific opportunities
Livelihood resources	<ul style="list-style-type: none"> ▪ Vegetables (potato, onion and tomatoes) ▪ Livestock (cattle and sheep fattening) ▪ Plant multi-purpose trees ▪ Physical structures (hand-dug and water pond for small irrigation) ▪ Planting highland and lowland fruit trees ▪ Produce honey and wax ▪ Support improved seeds (crops and <i>Enset</i>)
Expand existing skills	<ul style="list-style-type: none"> ▪ Expand petty and local trading to larger markets ▪ Introduce cattle fattening for “high” income groups ▪ Expand conservation works (terracing, fodder and trees) ▪ Expand water harvesting skills and small irrigations
Social norms	<ul style="list-style-type: none"> ▪ Work with elders and religious leaders on gender equality ▪ Organize more SHGs (“<i>Ikub</i>” VSLA), RUSACCAs)
Structures	<ul style="list-style-type: none"> ▪ Build capacity of government organizations and stakeholders ▪ Build capacity of women and youth groups and associations ▪ Organize producers and marketing cooperatives ▪ Form networks with few existing NGOs in the districts

The opportunities identified through the qualitative exercise in Table 19 were also supported by the household survey results as presented in Table 20 below.

Table 20. Opportunities for women in crop-small-ruminant integrated value chains

Opportunities for women	Gender of respondent	
	Male (%)	Female (%)
<i>Opportunities in input supply</i>		
Value chain upgrading by partnership (e.g., jobless youth)	8.3	16.3
Changing constraining gender relations is possible	12.7	19.0
Potential of local market for food and SR products	19.8	23.8
<i>Opportunities in production</i>		
Proven technologies (SR related) and approaches	15.8	24.2
Women targeted supports available from VC actors	8.7	11.1
Proven agri-business productive models and input supply	16.2	23.8
<i>Opportunities in marketing</i>		
Norms and capacities change over long-term engagement	16.3	25.8
Local market offers better prices for SRs	24.6	33.3
<i>Opportunities in re-investment of returns</i>		
Women managed income improve better family welfare	40.9	59.1
Total	40.9	59.1
N	103	149

Constraints of women empowerment and gender equality

Table 21 summarizes some of the constraints to women empowerments and gender equality in the value chains.

Table 21. Constraints to women empowerment and gender equality in value chains

Category	Specific constraints
Constraints related to access to and control over productive assets at household and community levels	<ul style="list-style-type: none"> ▪ Lack of access to and control over incomes, inputs to engage in profitable businesses and manage the profits (use and reinvestment) ▪ Asset ownership problems causing limitations of preference ▪ Inability to allocate collateral to borrow money and engage in IGAs ▪ Women's dependence on their husbands and family members ▪ Shortage of water and work burden on women
Constraints related to decision-making powers at household and community levels	<ul style="list-style-type: none"> ▪ Women limited access to information (rights, services, market prices) ▪ Societal attitude about low capacity of women ▪ Inconvenience and proximity to social services (e.g., distance) ▪ Delays in public service affecting women's service seeking behaviour ▪ Gender-based violence (*fear of rape, harassment, etc constraining efforts)

Category	Specific constraints
	<ul style="list-style-type: none"> ▪ Women's subordinate position to men and institutional perpetuation of the same ▪ Women's low economic and psychological status constrain their options
Constraints related to women's mobility	<ul style="list-style-type: none"> ▪ Restricted mobility of women and girls – limiting marketing options ▪ Low options for engaging in opportunities open to community members ▪ Women's restrictions of marketing opportunities limit their incomes ▪ Constraints to women's options for seeking adequate justice ▪ Constraining norms that mediating the service seeking processes ▪ Norms that shape perpetual inequalities among men and women
Constraints related to access to services	<ul style="list-style-type: none"> ▪ Women's limited access to capacity building and formal financial services ▪ Women lack production and market information services ▪ Lack of effective need assessment, affirmative targets and benefit measures ▪ Strategic discrimination of government to address the problems of women and girls in its interventions
Constraints related to gender roles and division of labour	<ul style="list-style-type: none"> ▪ Lack of time for women to engage in more profitable businesses ▪ Lack of opportunity to empower themselves due to limited information sources ▪ Women's work burden, with effects on their health ▪ Lack of decision-making power, and influence on issues ▪ Less value given to girls' education as mothers compels them to stay home for help. ▪ Climate change induced water shortage affecting provision roles ▪ Prevalence of crop disease leading to provision burdens ▪ Shortage of targeted farm inputs and information limiting participation ▪ Lack of fodder for grazing and cut-and-carry increase work burden ▪ Women lack finance and credit to procure pesticides for crop diseases ▪ Women lack labour and energy saving targeted support to reduce work burden, get time & engage in more productive activities

Category	Specific constraints
Constraints related to women's participation, leadership, and decision-making	<ul style="list-style-type: none"> ▪ Lack of specific leadership development program by the government to promote women participation in decision-making and interventions that benefit women ▪ Low literacy and numeracy, perpetuates low socio-economic status within households and in the communities ▪ Women's low self-confidence, lack of basic information and life-skills
Constraints related to social norms	<ul style="list-style-type: none"> ▪ Women do not have targeted policy support and adequate legal protection to get power over social forces affecting their goals and preferences ▪ Low attention at home and in community given to women and girls ▪ Women have heavy workload affecting productive time ▪ Women have restricted mobility and less control over productive services ▪ Women's subordinate position to men restricts their options ▪ Limited capacity, awareness, budget and manpower in government ▪ Lack coordination and networking among stakeholders working for gender equality
Constraints of female headed households (FHHs)	<ul style="list-style-type: none"> ▪ Female heads of households have male-labor shortage ▪ FHHs face systematic discrimination from formal institutions ▪ Challenges of food insecurity ▪ Limited access to farm inputs and control over farm plots ▪ Extreme work burden and lack adequate productive time
Constraints related to gender equality advocacy and opposition	<ul style="list-style-type: none"> ▪ Lack of coordination of stakeholders and gender advocates in the district ▪ Lack of measurable intervention plans and platforms of intervention

The constraints identified in Table 21 above from qualitative data sources are also supported by results from the quantitative survey presented in Table 22. These constraints affect women in their attempt to engage in production, processing and marketing, making re-investment of benefits associated with available and potential value chains in the region difficult.

Table 22. Constraints of women in crop-small-ruminant integrated value chains

Women's constraints in input supply	Respondents by gender	
	Male (%)	Female (%)
Lack of access to credit	10.3	13.5
Constraints of mobility and access to information	8.7	13.1
Lack of access to farm inputs	6.3	9.9
Constraining structures and systems	9.1	13.1
Low gender sensitivity of value chain actors	6.3	9.5
<i>Women's constraints in production</i>		
Women's role invisible and less valued	6.3	10.3
Limited technical skills and targeting	9.2	8.6
Ownership of land	4.8	7.1
Time constraints and facilities for unpaid works	11.5	16.2
Negative perceptions of women in value chain	9.1	8.7
<i>Women constraints in marketing farm products and services</i>		
Mobility constrains women from participating in marketing	16.7	23.4
Weak bargaining power	9.1	13.1
Unavailability of market facilities targeting women	15.1	22.6
<i>Constraints of reinvestment of returns (income)</i>		
Productivity gains and dividend ownership goes to men	40.9	59.1
Total (%)	40.9	59.1
N	103	149

Conclusion

The rapid gender assessment provides contextual qualitative and quantitative information that examines gender inequalities, the social factors, and the impact on women's vulnerabilities and resilience in agricultural value chains in the face of climate change. The report documents information on access to and control over resources and how this affects women and men differently in terms of participation in and benefit from climate smart crop-small ruminant value chains. It documents how women and men respond to climate change impacts on their livelihoods (resource distribution), their participation and decision-making (power dynamics), gender roles, division of labor and time use, the socio-cultural norms, beliefs and practices, and women's agency and mobility (empowerment). In addition, the assessment examined some of the initiatives on the ground, potential partners, and the use of innovative approaches to mitigate impacts of climate change on women such as technology in value addition.

The assessment was conducted with the assumption that change could occur in four aspects or levels that are of importance for individuals in the context of gender inequality and women disempowerment: i) individual level; ii) institutional level; iii) community level; and iv) physical level. The results from the survey confirmed that women have access to both household and productive resources, except for the key farm equipment. However, despite the claim by males that women have equal control over assets and resources, female participants disagreed and reported that men dominated control of major and valuable productive resources. Resources and assets that women have control over are those with lesser economic values, including smaller livestock and livestock products such as poultry, and eggs, and milk. In terms of decision-making, most of the household decisions are made by men. Women only make decisions on purchase or sale of small items, as has been the case in the access and control of resources. The variation in responses by males and females was observed regarding to women's mobility. Women claim that they always need permission of the male in the household to travel to most places except to church or to places that are related to their gender roles (e.g., to go to the market to purchase household provisions, items, gather firewood, or fetch water). In terms of accessing finance-related services (banks, microfinance, and finance services from cooperatives) men have better access than women. However, women use the VSLA and SHG most often as they are available in their localities. Difference in roles within and outside of the household by women and men was also observed. Women's roles are routine and time-consuming while men's roles and activities are seasonal in most cases and are done as deemed necessary. This has also contributed to women's limited participation in leadership roles and taking part in committees (community policing, WASH committees among others) and various public works carried out by the community.

Based on the findings from the application of each approach, the key gender gaps were identified in inputs, production, processing, marketing, and reinvestment (benefits). The gaps identified and prioritized can be used to inform the design of interventions aimed at empowering women and addressing gender equality.

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