

# Stakeholders consultation on gender and livestock

## Ethiopia partners workshop report

Beamlak Tesfaye, Annet Mulema, Wole Kinati and Mamusha Lemma



October 2018

CGIAR is a global partnership that unites organizations engaged in research for a food-secure future. The CGIAR Research Program on Livestock provides research-based solutions to help smallholder farmers, pastoralists and agro-pastoralists transition to sustainable, resilient livelihoods and to productive enterprises that will help feed future generations. It aims to increase the productivity and profitability of livestock agri-food systems in sustainable ways, making meat, milk and eggs more available and affordable across the developing world. The program brings together five core partners: the International Livestock Research Institute (ILRI) with a mandate on livestock; the International Center for Tropical Agriculture (CIAT), which works on forages; the International Center for Research in the Dry Areas (ICARDA), which works on small ruminants and dryland systems; the Swedish University of Agricultural Sciences (SLU) with expertise particularly in animal health and genetics and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) which connects research into development and innovation and scaling processes.

The program thanks all donors and organizations who globally supported its work through their contributions to the [CGIAR Trust Fund](#)

© 2018



This publication is licensed for use under the Creative Commons Attribution 4.0 International Licence. To view this licence, visit <https://creativecommons.org/licenses/by/4.0>.

Unless otherwise noted, you are free to share (copy and redistribute the material in any medium or format), adapt (remix, transform, and build upon the material) for any purpose, even commercially, under the following conditions:



**ATTRIBUTION.** The work must be attributed, but not in any way that suggests endorsement by the publisher or the author(s).

*Patron: Professor Peter C Doherty AC, FAA, FRS*

*Animal scientist, Nobel Prize Laureate for Physiology or Medicine—1996*

Box 30709, Nairobi 00100 Kenya  
Phone +254 20 422 3000  
Fax +254 20 422 3001  
Email [ilri-kenya@cgiar.org](mailto:ilri-kenya@cgiar.org)

[ilri.org](http://ilri.org)  
*better lives through livestock*  
ILRI is a CGIAR research centre

Box 5689, Addis Ababa, Ethiopia  
Phone +251 11 617 2000  
Fax +251 11 667 6923  
Email [ilri-ethiopia@cgiar.org](mailto:ilri-ethiopia@cgiar.org)

*ILRI has offices in East Africa • South Asia • Southeast and East Asia • Southern Africa • West Africa*

## Contents

Background.....	1
Specific objectives of the workshop.....	1
Profile and composition of participants .....	1
Introduction of participants .....	2
Gender and livestock research highlights in the CGIAR .....	2
Voices from the field– critical gender and livestock issues.....	3
Youth .....	3
Researchers .....	4
NGOs.....	4
Women-headed households .....	4
Extension workers .....	5
Policymakers.....	5
Women in male-headed households .....	6
Private sector.....	6
Highlights of literature review findings .....	7
Inventory of gender and livestock projects in Ethiopia.....	7
Completed projects .....	8
Ongoing projects .....	9
Planned projects.....	12
Priority gaps for research and investible options identified .....	13
Priority gaps for research .....	13
Summary of identified Investable options for livestock sector development (from literature review) .	14
Conclusion .....	15
Annex 1: Workshop program .....	16
Annex 2: List of participants .....	17
Annex 3: The training process in pictures .....	18

# Background

The international Livestock Research Institute (ILRI) and the International Center for Agricultural Research in the Dry Areas (ICARDA) organized a stakeholders consultative workshop on gender and livestock on 16 October 2018 at the ILRI campus in Addis Ababa, Ethiopia.

The findings of a literature review on gender in livestock research in Ethiopia, conducted prior to the workshop by Wole Kinati (ICARDA), Annet Mulema (ILRI) and Mamusha Woldegiorgis (ILRI) were presented to the participants for further discussion and validation. The literature review / analysis was carried out to:

1. Identify **researchable gaps** that the CGIAR Research Program on Livestock (CRP Livestock) research team can work on in Ethiopia.
2. Document information on gender issues in livestock in the country.
3. Identify ***potential opportunities*** and ***investible options for women and men*** livestock keepers that can be taken-up as an entry point for interventions.

## Specific objectives of the workshop

- To share and obtain feedback on the findings of the literature review on gender and livestock in Ethiopia.
- To identify what has been done, what is being done and what should be done on gender and livestock by different stakeholders in Ethiopia.

## Profile and composition of participants

A total of 13 (9 women) participants attended the consultative workshop from various governmental and non-governmental organizations (NGOs). These included representatives from the SNV Netherlands Development Organisation, the Ethiopian Institute of Agricultural Research (EIAR), the Agriculture Transformation Agency (ATA), the Southern Agricultural Research Institute (SARI), the Ministry of Agriculture and Livestock Resources (MoALR), the International Centre of Insect Physiology and Ecology (*icipe*), the Ethiopian Livestock Trade Association and Addis Ababa University (AAU).

## **Introduction of participants**

At the start, participants introduced themselves by moving around the room and meeting other people. With guidance from facilitators, participants stood in pairs and introduced fellow participants, their expectations from the workshop and what they would contribute to the workshop.

### **The main learning expectations of participants were to:**

- Establish network and develop partnerships with other participants and their organizations.
- Learn the role of gender in livestock marketing and share experiences from different projects.
- Get knowledge of what other sectors/projects are doing with regard to gender.
- Share experiences with other stakeholders on the role of gender in livestock.
- Get to know other stakeholders in the livestock value chain.
- Learn more about issues related to gender and livestock.
- Identify gaps in gender and livestock research.
- Know about the different gender perspectives of various stakeholders.
- Learn or share others experience on how to engage women in development projects.

## **Gender and livestock research highlights in the CGIAR**

Annet Mulema, social scientist –gender at ILRI, made a presentation that highlighted the gender and livestock research with in the CGIAR. In summary, CRP Livestock provides research-based solutions to help smallholder farmers, pastoralists and agro-pastoralists transition to sustainable, resilient livelihoods and to productive enterprises that will help feed future generations. It strives to meet its main objectives including improving availability, access and use of improved livestock breeds, improving livestock health and health service delivery, increasing livestock nutrition and reducing the environmental footprint of livestock production through the five flagships.

The five flagships are:

- Livestock Genetics
- Livestock Health
- Livestock Feeds and Forages
- Sustainable Livestock Systems
- Livestock Livelihoods and Agri-Food Systems

CRP Livestock envisions that both men and women can contribute to improved livestock production. Gender research aims at enhancing women's capacity to spiral-up the livestock ladder. Within the livestock ladder, it looks in to three research product components that include gender and youth; technological and institutional innovation packages in genetics, feeds, animal health and environment at household, community and national levels; and strategic research.

Following the presentation, participants discussed the importance of encouraging intensification with small animals such as poultry instead of empowering women to move up the ladder by keeping larger animals which will have adverse effect on the environment. [Read More](#)

## Voices from the field– critical gender and livestock issues

With the guidance of facilitators, participants stood in a circle then positioned themselves on displayed papers representing different stakeholders and voiced the gender issues in livestock that they thought are critical (Annex 3). Stakeholders represented included female household heads, women in male-headed households, private sector, researchers, extension workers, youth, NGOs and policymakers.

### **Their responses were as follows:**

#### Youth

- Limited experience or skill in livestock production.
- Limited job opportunities.
- Lack of start-up capital and other resources to engage in livestock-related businesses.

## Researchers

- The extension system is unable to adopt technologies to solve the real problems of women producers.
- Researchers lack the initiative and capacity to practically solve gender-related issues by considering gender dimensions in research and development interventions.
- Absence of female researchers in livestock research. But they noted the opening of 120 vacancies for female researchers at EIAR.
- Wrong attitudes towards gender consideration in research projects (only for fund securing).
- Technologies that are gender friendly are not disseminated to the targeted groups. They are kept on the shelves and do not solve farmers problems.
- Negative perceptions about agriculture as a rewarding field. Even parents discourage their children from pursuing agriculture.

## NGOs

- Inability to sustain project activities that empower women, after the project phases out due to low support from the office of agriculture.
- Partnership challenges such as lack of gender capacity and staff turnover in research and development partner organizations.
- Informal groups (rural associations) are better than the formal ones in terms of maintaining group harmony, solidarity, achieving group goals, and growing up together. Formal associations often have to abide by rules and regulations that are not gender responsive.
- Information gap on how the informal groups evolve into successful formal groups (e.g. cooperatives) over time.
- Women do not attend training due to timing and venue constraints;
- Most rural women are illiterate and find it difficult to comprehend some of the information given in training sessions which affects their ability to make use of opportunities available to them as compared to men.

## Women-headed households

- Women-headed households have limited or no access to agricultural inputs, finance etc. Women in such households are perceived by the society as incapable of taking charge of agricultural responsibilities.

- The extension services does not often target women-headed households who are mostly resource poor since it is designed to target 'progressive' farmers who are usually couples or men.
- Many women household heads are not viewed as farmers and development agents do not invite them to field days and other agricultural services events. As a result, the gender productivity gap is wide.
- Many women household heads are considered for participation in capacity development training because they lack minimum literacy skills.
- In general, widowed women farmers face more challenges than other women household heads (WHHs) in accessing technologies, market information and extension services.
- Existing farming technologies do not fit well to the needs of women farmers.
- Agricultural events are often not appropriately organized in locations and at times that enable women to participate, e.g. field days and training.
- Gender roles in livestock are not well understood and valued by men.
- Women cannot easily access credit from microfinance institutions to buy larger livestock like oxen. Microfinance institutions urge that they should invest in small ruminants or chicken.

#### Extension workers

- Communication challenges: the societal tradition does not allow male extension workers to communicate with women farmers and vice versa e.g. in the southern region of the country.
- Extension workers are often engaged in other roles apart from agriculture which reinforce gender inequalities.
- Gender is not integrated into the university curriculum for the training of extension workers and many of them lack knowledge on gender integration.

#### Policymakers

- Getting data or evidence for policymaking is challenging, particularly in what is working and what is not working.
- In most cases policymakers assume society is homogenous due to lack of access to contextualized research results.



- Policymakers lack gender capacity for making use of information available on gender issues in livestock. As a result, policymakers' attitude towards gender issues is often not positive while in the process of policy making.
- Lack of gender disaggregated data on livestock is often a problem. Scientific results are not contextualized to inform proper targeting – they are generalized. There is lack of evidence on what is working and what is not working in specific contexts.

#### Women in male-headed households

- Women in male-headed households (MHH) are not considered as farmers and they do not benefit from capacity development trainings and extension services.
- Women in male-headed households do not make farming-related decisions.
- Only men are contacted by outsiders for any extension services and women are overlooked.
- Women are mostly excluded from the benefits of their work due to the existing negative gender norms.
- Women's work / contribution to the livestock sector is not properly acknowledged.

#### Private sector

- Limited access to finance, for example, for women traders who have problems finding collateral;
- Limited access for market information and land. This affects women traders more.
- Women's coping mechanism to drought and disease risks are less because they lack access to services such as extension.
- Women are often constrained by mobility and capital for long distance travel in search of better market and inputs.
- Technologies are biased towards men.
- Livestock marketing is labour intensive and thus women do not take part in it often.
- Brokers in livestock markets are often men thus women traders face challenges widening their access to markets;
- Gender dynamics in the livestock market are not well explored/understood.

## Highlights of literature review findings

Prior to the workshop, ICARDA and ILRI conducted a literature review through a manual and electronic search. The search for published and unpublished manuscripts on gender issues in livestock in Ethiopia resulted in 28 publications / literatures.

The literature review highlighted a number of key gender issues that need attention in livestock-related research and development in Ethiopia. The key issues include gender division of labour, access, ownership and control of resources, intra household decision-making, gender dynamics in livestock-based institutions, gender capacity, time, poverty and agency, mobility and the risk of HIV AIDS, research approaches and women's invisibility, and changes in gender relations.

The review indicated some gaps in the existing data and signalled some areas for future research and development interventions. The gaps include lack of in-depth analysis of gender roles, local meanings of gender issues, systems of control, gender dynamics in livestock-based institutions and structures, determining which resource or combinations of resources are important for a poor household to help them move up the livestock ladder in a shorter period of time, impact of livestock resource sharing models and change in gender relations as a result of various factors.

Following the presentation, participants pointed out the importance of applying mixed research approaches i.e. quantitative and qualitative approaches. Applying only quantitative approaches will not generate sufficient data that can be used for policy recommendation. The combination of approaches is also important to capture the role of women that are not observable. Often there are a number of roles that women play which are neither written nor spoke about. [Read More](#)

## Inventory of gender and livestock projects in Ethiopia

Participants then identified livestock projects in their organizations and the gender issues addressed in the respective projects. This aided the mapping of livestock projects in the organizations represented and the gender components they addressed. The aim was to map livestock projects that are completed, ongoing or planned. The responses from participants were follows:

## Completed projects

**SNV Ethiopia projects:** most of these projects focused on gender issues in livestock production, however, there is a need to further mainstream gender issues in upcoming and ongoing SNV projects.

- Support to Business Organisations and their Access to Markets ( *BOAM*) project (2008–2011): this project supported businesses within the dairy sector to improve production and value addition. There was no intervention targeted women because the project was working on established businesses.
- *Graduation with Resilience to Achieve Sustainable Development (GRAD)* (2012 - 2016): the project aims to improve food security for 65,000 chronically food insecure households, and is implemented by a consortium of partners led by CARE. SNV provided technical support on value chain development, agricultural extension, and strategic leadership on input and output marketing. It was one of the most gender focused projects of SNV Ethiopia.
- *Enhancing Dairy Sector Growth in Ethiopia (EDGET)* (2013–2018): It was a dairy development project working in three regions (Amhara, Oromia and Southern Nations, Nationalities, and Peoples' Region ) reaching out to 65,000 households. It was designed to increase smallholder dairy producers' income by enhancing their production and productivity.

The project recognized the role of rural women in the dairy sector and it targeted them through the extension package and training-of-trainers (TOT). However, not many of the rural women accessed the extension services or attended the training offered due to distance from venue and timing constraints.

The project wanted women to be part of dairy cooperatives but this goal was not realized due to illiteracy and society perception of ownership of property by women. The project was unable to study thoroughly and address the issues that prevent women from participating in dairy cooperatives. But the project successfully supported women to engage in bulk collection and small-scale processing of milk.

- Agricultural Growth Program - The Livestock Market Development (AGP-LMD) project (2012 - 2017): SNV Ethiopia partnered with the Commercial Farm Service Program (CNFA), the AGP-LMD which was an extension of the BOAM project. The project supported dairy processors on value addition and technical competency (including

interventions relating to livestock value chain development). It improved market linkages among dairy processors and producers by, unlike the BOAM project, reaching out to women during capacity development activities such as training sessions, ensuring that atleast 30% of women were represented in trainings and other extension services (Contact person: Tebeje Nigussie)

### **Agriculture Transformation Agency projects**

- *The Livestock Market Infrastructure Assessment (LMIA) project*: This was a detailed study of livestock markets across three regions. It assessed gender and market structure in-depth and its results have recently been published. In general, ATA has a cross-cutting initiative that makes sure gender, youth, nutrition and environmental issues are mainstreamed across all ATA projects. The implementers continuously evaluate projects at the onset and during implementation and make sure that gender issues are well mainstreamed and implemented accordingly. The Ethiopian market infrastructure remained traditional, and the study showed that women faced major constraints from primary to big markets. These include lack of women friendly market infrastructure including rest rooms. The study results also implied on the importance to conduct further research on women friendly market infrastructures and technologies (such as livestock production technologies and gender responsive market infrastructures). ( Contact person: Yenus Hasen).

### **EIAR, ILRI and USAID projects**

- *Live animals and meat value chain development (2006–2011)*: This project conducted value chain analysis and system development. It also had market interventions and provided support to private sector mainly women traders. (Contact person: Getachew Legesse)

### **Ongoing projects**

#### **ICIPE projects**

- *YESH – Young Enterprenours in Silk and Honey (2016 - 2020) project*:
  - ✓ *Sericulture technical training*: rearing silkworms is commonly done by elderly women in Southern Ethiopia and now *icipe* is supporting young women to engage

in silk production. Men are also interested in the business but mostly as a way to acquire land rather than for silk production in particular. Local governments (Gamo, Gofa and Wolaita zones) prefer to give land to male groups than women groups as they perceive that females will not be able to utilize the resource effectively. Currently, icipe is working with the government in the development of the sericulture national strategy. .

(Contact persons: Workneh Ayalew and Shifa Ballo)

- ✓ *Beekeeping technical training*: this initiative is designed to support young women and men in Amhara region. The technical training manuals have incorporated gender dimensions. For example the manuals include photos of women model farmers in apiculture, which is heavily dominated by men. The *icip*e researchers try to make sure that the training sessions are organized in venues and times that are convenient for women. However, most women still see beekeeping as a masculine task and few women who start beekeeping are able to maintain it for the long-term. Despite organizing field days to model female beekeepers' farms the perception of the trade as men's work remains.

(Contact persons: Meron Belay, Essayas Mulatu and Leulseged Belayhun)

### **Agriculture Transformation Agency**

- *The apiculture project*: targets young women and men to create job opportunities for the youth. It supports women to have access to modern beehives that are more women friendly and provides intensive training in apiculture. The project follows a value chain approach and it involves women at different levels along the value chain. ( Contact person: Yenus Hasen).

### **Addis Ababa University**

- Capacity building for the Gurara Women Association: it was established 12 years ago with 130 women members who are engaged in poultry and dairy production in Addis Ababa. The association was organized with the initiative and support of an individual (man) who provided them with land and livestock (such as cows, beehives and poultry). When the support terminated, the association's membership started declining (went

down to 28) and the remaining members started losing their livestock. AAU did an assessment of the association, and the result showed that members lacked a clear vision and management skills, had leadership problems and they had no market facilities and lacked social cohesion despite having other resources. Aside from the support from AAU, the association also receives support from a local NGO known as the Women Support Program.

(Contact persons: Tizita Mulugeta and Belay Simane )

### **Ethiopian Institute of Agricultural Research**

- Improving dairy production and productivity – the project targets women and considers them as playing an important role in improving the livelihoods of farming households.

### **SNV Ethiopia**

- GRAD-LRA: is led by CARE Ethiopia, and has continued supporting women engaged in small ruminant rearing and marketing. It is now among the most gender sensitive projects of SNV Ethiopia.

### **Oromia Livestock Bureau**

- Agriculture Growth Program and the Oromia livestock office have a collaboration project in central Ethiopia supporting women groups (with 60-80 members) and female-headed households in central Ethiopia. The aim of the project is to support/empower women to climb up the livestock ladder. The project identifies low-income women and provides them with small ruminants (goats and sheep) based on their interest. The project also provides technical support on the management and fattening of the small ruminants provided.

Lack of market facilities are among the major challenges that these women face as well as inability to fetch good prices for their fattened animals.

## **Planned projects**

### **Ethiopian Institute of Agricultural Research**

- The project will seek to improve the production and productivity of livestock. It will also conduct trials on different forage varieties for different agro-ecological zones and improve the forage seed system.  
(Contact person: Lemelem Abebe)

### **Agriculture Transformation Agency**

- *Livestock development project*: this planned project will incorporate major gender issues based on the experience from previous livestock-related projects. It also sets specific gender goals to achieve. This project also targets young men and women.  
(Contact person: Yenus Hasen )

### **Southern Agricultural Research Institute**

- *Socio-economic study*: the study will be conducted on honey bee products value chain. It also looks in to animal feed and nutrition.

### **Addis Ababa University**

- Synthesis report on livestock production and women involvement in Ethiopia.  
(Contact Person: Tizita Mulugeta)

### **SNV Ethiopia**

- *Building Rural Income through Inclusive Dairy Business Growth in Ethiopia (BRIDGE) (2018-2023)*: This will be a continuation, scaling up and intensification of the completed EDGET project . It organizes smallholder farmers with crossbreeds to improve production and productivity. It further supports farmers to collect milk and form milk collection centres and dairy processing centres. There are also planned awareness creation activities in relation to nutrition and milk consumption. It gives much focus on gender issues and human nutrition. The project now has a gender advisor that is helping the project mainstream gender-related issues along all project interventions. The project's training and extension packages will give more attention to encourage women's participation while planning the training and other extension services.

Based on the lesson learnt/experience from completed and ongoing projects, SNV Ethiopia will conduct full assessment to identify key gender issues that will be addressed by the new BRIDGE project.

#### **Oromia Livestock Bureau**

- The livestock Bureau is planning a project that will support youth groups to deliver artificial insemination (AI) services. The project will train the youth as AI technicians and support them to open up their own businesses as AI service providers. It creates job opportunities for the youth and also provides services to the community. The project is funded by the United States Agency for International Development (USAID).

## **Priority gaps for research and investible options identified**

Following the discussion on livestock projects, participants identified areas that needed further research and intervention.

#### **Priority gaps for research**

- There is a need to understand the intra-household gender dynamics/relations in livestock production systems and the role of men in addressing gender inequalities.
- Understanding of how gender relations shift as a result of livestock interventions, scale of production and the context in which this happens.
- Capacity development support to women that are involved in the livestock sector specifically, developing their leadership and management skills and improving their access to inputs.
- Strengthening gender capacity of livestock service providers to be able to diagnose gender issues and implement gender sensitive interventions.
- Identify and create an enabling environment for business that caters for women's and men's needs in the livestock value chain.
- Identify and create an enabling marketing systems for women livestock farmers and agro-dealers. What determines women's participation in livestock markets needs to be identified.



- Explore whether women should be empowered via the livestock ladder. Does it work when you factor in the climate smart production systems (green economy) and culture? There is a need for proof of concept, whether women livestock keepers should move down the ladder by intensifying production of smaller livestock or move up the ladder by investing in larger livestock - that might not be environmentally friendly and require more resources. Research is needed to document how livestock-based informal groups evolve into formal groups, their governance and how they can be sustained.
- More research is also required on how best we can engage women as private service providers.
- Exploring opportunities for fodder production as an investable option for women seems essential.
- It is not clear whether accumulation and ownership of assets by women alone is empowering. Approaches that empower women livestock producers need to be documented.
- The reasons why institutional and technological innovations fail or succeed need to be documented for learning and devise strategies to sustain them in the future.
- Gender analysis of livestock value chains is still needed. Understanding the kind of livestock value chains that work for women livestock keepers could be a potential area for future research and understanding how women get empowered along the value chain.

#### **Summary of identified Investable options for livestock sector development (from literature review)**

- Gender capacity development integrated into livestock research and development interventions to strengthen livestock service providers' capacities and women's agency.
- Building on traditional mechanisms for accessing livestock assets e.g. gifting to foster women's control over livestock.
- Introduce livestock-based gender transformative approaches and what this should entail needs to be investigated.
- Rethinking commercialization of the milk value chain to improve women's position in livestock-based associations and ensuring that they benefit from their labor.
- Strengthening institutional linkages among livestock service providers to provide complementary services in a holistic manner.

## Conclusion

This workshop revealed a lot of work has been done to address gender issues in livestock farming systems but there remains major gaps in understanding gender issues in livestock markets, how to sustain livestock interventions beyond increasing production and productivity. Gender capacities among service providers remains a challenge, which affects empowerment of women. The group based approach, a commonly applied approach needs further investigation to understand why women only groups may fail. Moreso, although the gender research in the CG aims at moving women up the livestock ladder, this model remain contested and needs to be proved, particularly in the current era of climate change and resource shortages. Compilation of project successes and failure will be very critical to foster learning across projects.

## Annex 1: Workshop program

Time	Session name	Activities	Facilitator/s
8:30-9:00	Registration		
9:00-9:10	Welcome	Welcome remarks	Barbara Ann Rischkowsky, , Small Ruminant Value chain Coordinator
9:10-9:20	Introduction	Introducing participant	Mamusha Lemma
9:20-9:30	Workshop objectives and Agenda of the day		Annet Mulema,
9:30-9:45	Gender and Livestock Research Highlights in the CGIAR	PPTPresentation and reflections	Annet Mulema
	<b><i>Identifying next-generation gender research and development interventions in livestock: looking to the past &amp; present to inform the future</i></b>		
9:45-10:15	<ul style="list-style-type: none"> <li>Highlights of literature review findings: Gender issues in Livestock in Ethiopia</li> </ul>	PPT presentation Followed by reflections	Wole Kinati
<b>10:15-10:30</b>	<b>Tea and coffee break</b>		
10:30-11:00	<ul style="list-style-type: none"> <li>Voices from the field: to identify gender in livestock concerns by different stakeholder groups</li> </ul>	Icebreaker exercise followed by plenary	Mamusha Lemma
11:00-12:00	Inventory of gender and Livestock projects (activities timeline): <ul style="list-style-type: none"> <li>Explore views, interventions and outputs of projects on gender and livestock</li> <li><i>Identify what has been done, is being done and what should be done in gender and livestock</i></li> </ul>	Facilitated plenary session	Mamusha, Wole and Annet
12:00 -1:00	<ul style="list-style-type: none"> <li>Identify gaps and potential research and development interventions regarding gender and livestock: <i>to explore gaps and possible researchable options for the livestock CRP</i></li> </ul>	Group work (in 3 groups), group presentations followed by plenary discussion	Mamusha, Wole and Annet
1:00-2:00	<b>Lunch</b>		
2:00-2:30	<b>Prioritization of gaps and investible options:</b> <ul style="list-style-type: none"> <li>Share implications of the Literature review for Gender Research and Development Interventions</li> <li>Prioritization of Gaps &amp; Investible Options:</li> </ul>	PPT Presentation Followed by plenary reflections	Wole Kinati
2:30-3:00	<b>Review and closing</b> <ul style="list-style-type: none"> <li>Review the workshop process, outputs and next steps.</li> <li>Ask feedback from a few participants.</li> <li>Thank and close the workshop.</li> </ul>	Plenary discussion	Annet
3:30	<b>Tea break and departure</b>		

## Annex 2: List of participants

<b>No.</b>	<b>Name</b>	<b>Organization</b>	<b>Position</b>
1	Mahlet Yohanis	SNV Ethiopia	PSD advisor
2	Zekarias Basa	SARI	Socio-economic researcher
3	Tsehayinesh Kidane	MoALR	Gender specialist
4	Tizita Mulugeta	Addis Ababa University	Ass.Prof. and researcher
5	Yenus Hasen	ATA	STE-youth
6	Meseret Adugnaw	Eth. Livestock Trade Association	GM
7	Aberash Tsehay	SG2000	Program coordinator
8	Adeniyi Adediram	URI	TAAT coordinator
9	Lemelem Abebe	EIAR	Gender coordinator
10	Sofanit Mesfin	SACE	GST
11	Meron Belay	ICIPE	Gender specialist
12	Amele Kumera	Oromia Livestock Agency	Gender expert
13	Getachew Legessie	BLOME	Associate researcher
14	Wole Kinati	ICARDA	Gender specialist
15	Mamusha Lemma	ILRI	Cap.dev specialist
16	Annet Mulema	ILRI	Social Scientist–gender
17	Barbara Ann Rischkowsky	ICARDA	Animal scientist, SR value chain coordinator
18	Beamlak Tesfaye	ILRI	Knowledge Management Expert

Annex 3: The training process in pictures



Presentation of gender and livestock research in the CGIAR



Participants reflecting on their livestock projects



Annet Mulema making the final workshop remarks



Participants present voices from the field



Participants voice issues from the field



Inventory of livestock projects in Ethiopia