Report of the

FAO Training Workshop

"Gender analysis in livestock management and interventions in Sri Lanka"

18, 19, 20 July 2017

Kandy, Sri Lanka

Food and Agriculture Organization of the United Nations

ILRI
INTERNATIONAL LIVESTOCK RESEARCH INSTITUTE

Contents

1. Background

The increased global attention and awareness about the detrimental effects of gender inequalities to development efforts, has brought the international community to elaborate SDG 5 on gender equality. Governments, donors and other stakeholders have prioritized the advancement of all women and girls and the obtainment of gender equality, including in rural areas and the agriculture sector.

FAO State of Food and Agriculture (SOFA) 2010/2011 has highlighted how gender dynamics constrain rural development and negatively affect 50% of the agriculture labour force, rural women, reducing returns and perpetrating inequalities. Rural women are an untapped resource to boost the growth of the agriculture sector and investing in their empowerment would have a direct positive impact on agricultural production, lowering overall poverty levels. Given equal access to resources as men, women would in fact achieve the same yield levels, boosting total agricultural output in developing countries by 2.5 and 4%. According to the report, women also tend to reinvest the vast majority of their income in the household while men are less likely to do so. Income under the control of women is more likely to be used to improve family welfare women spend up to 90% of their income on their families, while men spend 30-40%.

Livestock represent a key asset in rural areas and it is considered as a key component of the livelihood of rural poor. The sector can serve as a pathway out of rural poverty by increasing income and wellbeing of rural communities. Nevertheless, although rural women largely contribute to the development of the livestock sector, they face challenges to access the necessary means to successfully engage in the business.

Currently in Sri Lanka, agriculture contributes around 10% to GDP (27% in 1990) and employs around 1/3rd of the country's labour force. Of the total land area, 65% is devoted to agriculture (40% paddy; 38% plantation crops; 22% for other crops), for an estimated 1.86 million hectares of cultivated area. The non-plantation sector is characterized by small farms, with over 70% of rural households operating on less than 1ha of land and 17% classified as being landless. Sri Lanka's livestock sector contributes up to 1% of GDP at present, and particularly women and men in rural areas of Sri Lanka rely on livestock for their welfare. A big proportion of workforce managing small livestock is represented by women, especially in mixed farming systems, who consider livestock a productive, physical and social asset.

The gender issues in the livestock sector vary widely on regional basis. The main constraints that smallholder's livestock keepers, particularly women, face in the Sri Lanka's livestock sector include

a. Limited access and control over land and other natural resources;
b. Limited access to technologies, services and extension services;
c. Difficult access to markets due to mobility/safety issues and lack of trading skills;
d. Poor participation in decision making process at the community level;
e. Poor access to information as well as vocation and business trainings.

Despite of all these constraints, women do manage livestock and are sometimes able to control the entire value chain of a livestock species. There is evidence that generally men are responsible for keeping and marketing large animals, such as cattle, while women tend to control, own and manage smaller animals, such as goats, sheep, and, specially, poultry although this varies widely across regions and cultural contexts. The same patterns can be found in Sri Lanka. Women mainly keep and manage livestock for the immediate welfare of the household. Particularly smaller animals meet the needs of rural women, as they require less inputs/investments and can be managed even with limited access to land. Furthermore small livestock

gives rural women a small and immediate amount of money to meet special needs of the household (school fees, death of a parent, climate changing shocks).

Given these gendered patterns of livestock ownership and marketing, access to resources and income management, projects aimed at using livestock as pathway out of poverty for rural producers may fail if they do not take gender issues into consideration and account. Understanding the importance of and addressing gender issues in livestock projects, activities and strategies is necessary to enhance the quality of project design and implementation in order to achieve the desired impact/result.

2. Rationale for the activity

In 2011, the Animal Production and Health Division (AGA), jointly with the Social Policies and Rural Institutions Division (ESP) started a training programme focusing on gender integration into livestock sector development. Since 2011, AGA and ESP have jointly delivered four regional training events: Addis Ababa, Ethiopia in November 2011; Bangkok, Thailand, in June 2013; Harare, Zimbabwe, in December 2014; Colombo, Sri Lanka, in April 2017, three of which carried out with the technical support of the International Livestock Research Institute (ILRI). The training workshops were designed for FAO livestock officers working in decentralized offices and livestock experts representing Ministries of Agriculture and Livestock. The training workshops raised awareness, built knowledge and provided important tools for participants, enabling them to integrate and take into account gender issues into their everyday work, both at policy and programme levels.

As a follow up to the gender and livestock training held in Colombo in April 2017, the Sri Lanka Ministry of Animal Production requested FAO to provide a national gender and livestock training, focusing specifically on increasing the gender capacity of 25 livestock officers based across the 9 Sri Lanka provinces. In order to follow up on the Government's request and to further consolidate the training methodology developed through the previous training events, a national training workshop was organized in Kandy, Sri Lanka, in July 2017, jointly by the AGA and ESP Divisions, with the technical collaboration of the International Livestock Research Institute (ILRI). The training took place in Kandy, Sri Lanka, on the 18th, 19th and 20th July 2017, and was carried out applying the learning modules developed through the previous training experiences. It was therefore also an opportunity to validate and further consolidate the learning methodology that will be documented through the development of the first FAO training manual on gender and livestock to be published in 2017.

3. Objectives of the training workshop

The main objective of the Kandy workshop was to provide staff from the Department of Animal Production & Health (DAPH) a practical and useful understanding of gender issues in livestock production. Building on the previous training experiences, the main goals of the Kandy workshop were to:

1. **Build knowledge and understanding** on gender concepts for DAPH staff on gender issues in livestock production overall and specifically in Sri Lanka, and to be able to appreciate that social inclusion is required to enhance the quality of project design, implementation, monitoring and impact, thus benefitting both households and rural communities;

2. **Build capacity to integrate gender issues in livestock programs and projects**, making use of existing FAO's material, and a range of approaches including gender in livestock value chains and gender in livestock technologies. This is to enable participants to identify the main constraints faced by women and men in livestock production and to ingrate clear gender options and approaches within livestock projects and programs.

By the end of the training, it was expected that the workshop participants would (i) have increased their general understanding on gender issues as well as their capacity to address more specific gender issues related to livestock projects and programs, (ii) be able to carry out gender analysis to effectively and efficiently work with rural men and women to respond to their different needs, priorities and constraints at the community/household level. This enhanced gender analysis capacity will benefit future planning, implementation and monitoring of livestock policies, projects and programs within DAPH and the ministry of Rural Economy.

4. Methodology

The Colombo training used an adult learning approach. Different entry points were used to discuss the integration of gender into livestock development, including the prevalent **livestock value chains** in Sri Lanka, the **main technical interventions** used by DAPH, the **project cycle** and the **policy cycle**. Using the livestock value chain was a convenient way to allow participants to talk about what they knew, and thereby make gender a part of their everyday working world. It also allowed them to already identify possible entry points for future projects. Important to note was the interest in policy by the group, another very impactful entry point for gender in livestock.

On the first day of the workshop, a pre-assessment was distributed to the participants to measure their understanding of the subject. The pre-assessment was an important tool to structure the following two days of the workshop, as it showed that there were different levels of knowledge on gender issues in the group of participants. This called for a more interactive approach to the training, so as to allow everyone to learn from each other, and also for those who had a lot of knowledge to share it. At the end of the workshop, there was also a post-assessment, to allow the participants to self asses their new level of understanding on gender in livestock development.

The three days were split into the following topics:
Day 1: Foundations, concepts and issues of gender equality in the agriculture and livestock sector.

Day 2: Identification of the gender issues in livestock management in Sri Lanka, through the mapping and gender analysis of different livestock value chains. Introduction to gender analysis and to integrating gender into the livestock project cycle.

Day 3: Introduction and exercise on gender monitoring, evaluation, reporting and indicators formulation in the livestock sector, as well as a session on integrating gender in livestock policy making. Development of individual gender and livestock workplans.

5. Logistical aspects and relevant contributions

The training workshop was held at the Grand Kandyan Hotel in Kandy, Sri Lanka over a two and a half days period. A total number of 25 livestock officers were appointed to attend the training. A smaller number of them was appointed among the officers working in the central office of the Ministry of Animal Production & Health (DAPH), based in Kandy. The majority of the participants were appointed from the provincial offices of the DAPH, which are located across the 9 provinces of Sri Lanka (Central Province; Eastern Province; Western Province; Northern Province; North Western Province; North Central Province; Southern Province; Uva Province; Sabaragamuwa Province).

From FAO Headquarters, Francesca Distefano, ESP Gender and Development Expert, supervised the organization and finalization of the learning activity, providing technical support in the organization, designing and delivery of the training and acting as co-trainer during the training sessions. The training sessions were carried out making use of FAO methodology for gender and livestock training, elaborated jointly by the ESP and AGA divisions.

From ILRI, Nicoline de Haan, Senior Researcher and Gender theme leader, acted as co-trainer during the training event, providing inputs to the training methodology as well as throughout the training sessions, and greatly contributing to the success of the event. Joyce Wanderi provided consistent logistical support throughout the organization and delivery of the training event.

The FAO Sri Lanka country office provided invaluable logistical support in the organization and delivery of the training, and liaised with the MoA and the DAPH to appoint suitable participants. The FAO HQ team wishes to thank the Assistant FAO Representative, Mr. Wijeratne Dharmassree, who directly liaised with the Sri Lanka Ministry of Livestock and Rural Community Development, making the event possible.

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6. Sessions

6.1 Day 1

The training workshop was opened by Ms. Renuka Ekanayake, Secretary of the Ministry of Rural Economy. She welcomed the participants to the training and pointed out how women are silent providers and workers within the livestock sector, and that a specific focus to achieve gender equality in the sector mu be applied, particularly as regards access to inputs, resources and opportunities. She continued by pointing out that Sri Lanka's rural economy is based on livestock and agriculture, and it is in the country's interest to improve the performance and efficiency of the livestock sector, to provide incomes and counteract poor nutrition of rural populations. In order to do so, the engagement of women must be fostered and sustained.

This was followed by short welcome words from both Francesca Distefano for FAO and from Nicoline de Haan for ILRI. Both thanked the participants for attending the event and encouraged them to actively participate to the workshop and to share their experiences.

The day focused on providing participants with a good overview of gender concepts in relation to their work in the livestock sector as well as an introduction to gender analysis and its importunate in the design and implementation of responsive and inclusive livestock interventions.

Session 1: Introduction to gender in agriculture

The objective of Session 1 was to provide participants with an understanding of gender concepts as well as key social and gender issues in relation to the livestock sector.

Through an interactive exercise, participants were able to reflect on and discuss the difference between the concepts of "sex" and "gender". This is important to avoid confusion when starting to address gender issues in livestock programming. During the exercise, participants were requested to identify two actions/tasks/concepts/objects which they associate with women and with men. In the discussion that ensued, participants associated women with caretaking roles while they associated men with the role of provider or breadwinner. By rearranging the inputs provided by participants under the new headings "biological" and "social", the concepts of culture and socialization were introduced as vehicles through which all roles, responsibilities, and relationships are defined. It was concluded by the participants that only being a mother and being a father were biological roles.

The interactive exercise was followed by a presentation which provided a theoretical context to the session by clarifying gender terminology and main concepts. Participants were taken through an interactive discussion on the concepts of gender and sex, gender equity and equality, empowerment, gender roles, gender mainstreaming, gender approaches such as gender responsive and gender transformative, and gender disaggregated data.

Two highlights were the increased understanding by the participants that gender was looking at the relationship between men and women, and the increased clarity by participants on the issue of gender equity and equality.

During this session there was also a small exercise examining two different case studies on what was considered a gender transformative or responsive approach to livestock programming. This was an important exercise since it made participants really think through and apply what learned.

The day ended with a round of take home lessons by all the participants. Some highlights included:

- Importance to include gender in planning and implementation of livestock interventions
- Gender equity and equality integration in policy processes
- Transformative approach are needed to empower women and men and get them equally involved
- A mindset change is needed to fully integrate gender in livestock work
- When working with rural communities it is important to have gender balance in the selection of beneficiaries

6.2 Day 2

Day 2 started with a quick recap of the concepts that the participants learned the previous day, including gender equity and equality, gender mainstreaming, gender responsive and transformative approaches. Participants were also asked to share stories on empowerment, and how it is become agents of change and empower others around us.

Session 2: Gender Issues in Asia Agriculture and the Livestock Sector

The first session was about gender issues in the livestock sector. It started with a presentation on gender in the livestock sector, providing the participants with some clear entry points to gender in livestock interventions in Sri Lanka. Issues such as the gender gap in agriculture, access and control of resources, roles and responsibility, access to technologies, financial services, markets, participation and decision making power, and occupation health and safety were discussed.

The presentation revisited some of the key data outlined in the FAO's SOFA 2011 publication. Notably, the presentation highlighted the fact that 70% of the poor are women, mainly in rural areas, and that 2/3 of poor livestock keepers are women. They typically operate smaller farms and keep fewer livestock and smaller breeds. Rural women also face a greater overall workload, have less access to credit, poor access to information, knowledge, and organizations, and limited access to income generating jobs. The presentation looked at ways that this can be reversed, including through policy interventions that eliminate discrimination, in access education, extension and finance; facilitate the participation of women in efficient and fair rural labour markets; and increase access to sources of income.

The presentation also reaffirmed that women comprise between 30 to 40 % of the agriculture labour force in South Asia. It noted that if women had the same access to productive resources as men, they could increase yields on their farm by 20-30 % and agricultural outputs could rise by 2.5 – 4% in developing countries. Production gains could reduce the number of hungry people by 12-17% (100 – 150 million people). Additional benefits would include increased health, education, and general household wellbeing. Importantly, it highlighted the importance of taking into account gender aspects in livestock interventions as rural women are very much involved in managing dairy cattle, poultry and small ruminants, feeding, watering and milking animals – often in different ways than men are. They are also involved in processing and marketing livestock products. Finally, because of the roles that women play in processing and marketing livestock products as well as tending to the health of livestock, they are often exposed to zoonotic disease risks.

It was interesting to note that in Sri Lanka trainings are often attended by women, and in most cases, more women than men would attend. It was also pointed out by participants that often livestock is seen as a secondary agricultural activity in Sri Lanka, which will have labour implications for women. Furthermore, most participants highlighted that in Sri Lanka women do get access to a range of services (including financial ones) and opportunities, also in the livestock sector.

The participants were then introduced to working on livestock development through a value chain approach. The exercise consisted in laying out the different value chains in the region. The three that were identified for the region were dairy, goats and poultry. As the group was relatively large, and there was a disproportionate interest in dairy value chains, it was decided to have two groups working on the dairy value chain. They were then asked to draw out the different issues hampering the full development of the identified value chains, which they would report back to the group. This was then followed up with a discussion on what are the gender issues in each of the value chains.

SMALL RUMINANT VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
•Government Policy •Milk Production breeds	•Lack of knowledge (both on processing techniques as well as markets prices)	

•Lack of good quality breeding animals •Religious constraints •Labor facilities •Land availability scare •Legal barriers •Lack of interest for farming •Lack of good management practices (GMP) •Disease conditions •Traditional way of farming •Subsistence farming •Lack of good quality feeds (TMR) •Lack of money to buy high quality breeds •Environmental issues	•Experience Lack of business skills •Technologies •Facilities to bottle goat milk •Low number of investors •Religious constraints •Lack of safer means of transportation to reach markets

POULTRY VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
• Availability of chicks, land limitation •Predators, less production, damage to crops, spread diseases •Difficulty in disease control •Layer – high cost of production, high antibiotic usage, vaccination •Broiler – High cost of production, high price of chicks, feed medicine •Breeder – bio security •Weak regulatory mechanism, welfare issues •Bio-security issues, labor availability, low productivity, import dependency	•No promotion of value addiction •Wastage high due to poor post-harvest technology •No proper grading •Packing cleanliness •Limited opportunities for value additions •Quality assurance – no certificate	•Quality is not assured •Market approach is difficult •Price fluctuations •Religious constraints •No proper market chain •Market manipulation •Misconceptions e.g. HPAI outbreak in other countries •Presentation of the product •Market instability

DAIRY VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
•Less knowledge and skills on dairy processing • Animal feeding (high cost of concentrate feed and lack of good quality feeds) •Monitoring on farms •Reluctant to follow standard methods •Lack of knowledge about processing of value added products •Low veterinary staff for efficient service delivery •Keeping quality •Low awareness •Per cow production is less (2 litres per cow per day) •Lack of commercial type dairy farms •Lack of optimum utilization of resources	•Dairy as a secondary occupation •Poor cold chain facilities •Poor storage facilities •Low research •High cost of concentrate feed •Environmental issues related dairy •Low use of non-conventional feed resources •Poor quality milk •No local processing plants (small and medium scale) available •Less coordination with farmers and service providers •Mass media advertisements of powdered milk •Misconceptions •Low genetic potential, poor AI coverage •Powder milk overuse	•Social security •Poor understanding of market needs •Social habits and negative attitudes •Low consumer targeted varieties of dairy products •Poor consumer awareness about liquid milk consumption •Poor record keeping •High cost to get the GMP and SLS standards •Not strong government policies for dairy •Low price •Poor availability •Competitive markets •Difficult in covering entire area – poor transport channel •Lack of promotions

•Capacity building (poor skilled labour) •Lack of knowledge on the nutritional value of dairy products •Lack of technologies •Lack of high producing breed •Lack of vaccine/drugs availability and high cost of drugs •Lack of proper milk storage facilities •Poor milk collecting network •Lack of hygiene (OHS) •Less transport facilities for vet office to monitor the farmers •Low infrastructure facilities of veterinary offices and diagnostic facilities •Low farm gate price for milk •Poor heifer calf management •Lack off social recognition for dairy sector •No multi business concept •Dairy farm – no biogas, compost, breeding animals • Lack of infrastructure for AI and AI technicians •Difficult to maintain the correct herd composition	•Lack of training for producers •Lack of infrastructure facilities, specifically finance •Producing conventional products •No innovative products, no diversity •Low quality milk at farm gate level e.g. high bacterial count •Lack of storage facilities •Lack of public health activities •No proper quality control system for small scale producers	•Note identified needs of products •Myths, social attitudes •Low product diversity •Lack of storage facilities •Low quality products

Once the first part of this exercise was carried out and participants reported back, a second part started focused on understanding more in depth what the gender issues are in each of the value chains identified. Participants worked in the same groups as the first part of this exercise to revisit the issues that they had highlighted as important issues in the livestock sector in the Sri Lanka. Participants identified the gender issues within the selected value chains and then reported back as presented below.

SMALL RUMINANTS VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
GENDER IN THE VC		
•Need for hired labour (usually men) •Land ownership by men is higher •Lack of national policies •Watering, fetch water, clean utensils •Women feeding (cutting fodder, offering feed) •Lack of knowledge to scale up	•Technology access for female •Commercial investments by males •Pasteurization of milk •Making yoghurt, curd and ghee •Cleaning utensils	•Poor awareness of product prices •Need for middlemen (usually males) to sell to peri-urban markets •Lack of access to markets (transportation, safety and cultural barriers))

POULTRY VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
GENDER IN THE VC		
• Labor availability • Access to technologies, training and extension services	• Cultural barriers • Lack of skill	• Access to markets • Poor marketing skills

• Overloaded work for women at household level		

DAIRY VALUE CHAIN

PRODUCTION	PROCESSING	MARKETING
GENDER IN THE VC		
•Experience and exposure •Knowledge •Lack of lbour •Poor skills (need for capacity building)	•Less recognition of female •Less political representation female •Physical strength	•80% of men have access to markets compared to women who only have 20% •Social security •Lower decision making

The group report back allowed for some interesting discussions, including on issues related to the importance of integrating gender issues into livestock policy development, which was particularly highlighted by the dairy value chain group.

Session 3: Gender analysis in livestock programming: project identification and design"

The following session focused on gender analysis in the initial stages of the project cycle: project identification and design. To introduce participants to the concepts of gender analysis, a presentation was given to provide the participants with a framework within which they could understand how to do a better gender analysis of livestock issues in their communities. The presentation highlighted the main guiding principles and questions that need to be asked in gender analysis within the identification, design and implementation phases of livestock programming.

It also provided an opportunity to try out different gender analysis tools. Three groups were set up to work with the following tools, based on a case study they were given (ANNEX C):

- Daily activities for men and women
- A community stakeholder analysis
- Village source mapping

In the wrap up of the day, the Village source mapping was one of the most useful tools as identified by the participants.

This was followed by a group exercise which provided participants with the opportunity to try out different gender analysis tools. Three groups were set up to work with the following tools, based on a case study (ANNEX A) they were given:

- Daily activities for men and women
- A community stakeholder analysis
- Village source mapping

6.3 Day 3

Day 3 started with a recap of the previous two days, looking at a series of statements developed to stear a discussion among participants (eg. We only do gender because donors want it). This was ten used to get the participants to talk about what they had learned the day before.

Session 4: Gender analysis in livestock: project implementation

The training continued to session 4, which focused on implementation within projects, based on the lessons learned from Day 2 and the application of gender analysis tools.

As part of ensuring that participants have identified a specific gender entry point to their work, and also have ideas should they be asked to implement a gender activity, they were led through an exercise to identify entry points in three specific interventions, mainly animal breeding, feeding and health. Each group was asked to identify the gender issues, propose a gender responsive and a transformative activity to deal with it and then report back in plenary. The results of the exercise are highlighted below. An interesting observation by the participants was that some of the transformation needed to happen within the service providers, including the livestock officers in the room.

1. Animal health		
Gender issues identified in animal health:	Responsive activity identified to deal with gender issues:	Transformative activity identified to deal with the gender issues:
• Disease identification and reporting • Farm hygiene • Follow-up treatment • Difficult to restraint big animals	• Easy restraining methods • Drenching/DW • In feed • Sprays • Powders • Training inputs	• Empowering farmers • Formation of groups develop and provision of common facilities e.g. restraining • Training (Capacity building) • Building of common facility, inputs, funds
2. Animal breeding		
Gender issues identified in animal breeding	Responsive Activity proposed	Transformative Activity
• Performing AI • Pregnancy diagnosis • Heat detection in extensive herds	• Less female performance so include them more in activities around breeding • Meeting and discussion to understand the different gender issues • Empowerment and motivation	• Training and Awareness – farmers and technicians • Introduce proper inputs • Introduce high producing small breeds
3. Animal feeding		
Gender issues identified in animal feeding:	Responsive Activity proposed	
• Less usage of machineries by women • Feed conservation methods are usually adopted by men • Large scale feed manufacturing is basically done by men	Make TMR by using available resources Why: efficient feeding method and Improve production What: • Training, select beneficiaries (mainly women) • Collecting resources • Training programmes • Field demonstrations • Making TMR using technology • New technology • New machineries are not used by women • Training and demonstration • Training machine usage • Training on silage making • Training on TMR • Demonstration • Field visit to a large scale farmer	

Once the exercise was concluded, participants were invited to start working more in depth on the gender issues that can arise during the implementation of a livestock interventions. This was done through group work based on different scenarios that were given to three groups to work on. In some cases the group did one scenario in others they did more than one. Based on the scenarios the group was asked to identify the missing gaps and possible solutions for ensuring proper gendered implementation of the project.

Building on these technical entry points, the next session looked at some of the practical issues related to livestock in project design. This was mainly done through a PPT and discussion of some of the areas that need to be engendered in any project. These include some of the practical issues as well as issues of budget. This was followed up by an exercise looking at issues that arise when implement a value chain project and how to deal with them.

Session 5: Gender analysis in livestock monitoring

Session 5 focused on monitoring the gender aspects of livestock programmes, including by learning how to develop gender sensitive indicators. Monitoring and evaluation is especially important in gender projects as often there are changes in labor or attitude that can change which might not be anticipated, so setting up good monitoring and evaluation systems is important. Similarly, setting up appropriate indicators is important, as it allows for a level of accountability and also allows people to understand what they are aiming for.

A presentation provided on some of the issues related to gender in relation to monitoring and evaluation (M&E) and the need for sex-disaggregated data and gender-sensitive indicators. The presentation sparked lively questions and discussion and led to an exercise focused on formulating gender-sensitive indicators in the livestock sector. In this session, the participants were also given an exercise to develop specific indicators for a livestock development program explained in the handout they were given. They did this within groups. They then presented their results and a discussion was held around the indicators developed. There was also an exercise planned on reporting however due to time constraint the exercise was not done, however some pointers were given on how to do and what to look out for.

Participants then worked together on an exercise to design a number of gender-sensitive indicators. Three groups were provided with a number of project objectives and activities extracted from existing livestock projects and were asked to discuss in groups and develop related gender indicators to measure advamentes towards the achievements of the goals provided.

More specifically, participants worked on the elaboration of gender-sensitive indicators to measure the below gaols:

1. Develop vaccines for key major diseases that are suitable for use by smallholders, women and marginal farmers in country X

2. Develop, test and evaluate effective and sustainable strategies for disseminating animal health information to women farmers in country X

Session 6: Integrating gender in livestock policies

The rest of Day 3 was dedicated to a presentation, discussion and an exercise on how to integrate gender into policy. This session is important as more and more countries are developing livestock policies and

plans. The policy session took participants through a suggested 8 steps process for inclusive policy development.

The PPT examined issues such as understanding your stakeholders, involving a broad spectrum of stakeholder (including women's groups), studying the issues, developing a concreate and reachable goal and ensuring you have proper communication related to the policy. The session also included various examples of the different policies for Sri Lanka, which was appreciated by the participants.

Session 7: Gender and livestock national and sub-regional workplans

The final session's objective was to pull together the learning from the training and translate this into actionable plans at the individual, national, and sub-regional level for follow-up with FAO.

The session began with all participants taking 10 minutes to themselves to think about the kind of commitment they could make in relation to addressing gender equality/women's empowerment in their own life/work, etc. Participants then worked in groups according to countries to identify two to three follow-up actions that they could integrate into their own workplans as well as ideas for sub-regional activities. These are included in Tables 3 and 4 below.

FAO will follow up with the different participants on the implementation of the suggested activities below in order to maintain the momentum gained at the training.

PARTICIPANTS WORKPLANS

NAME	WHAT	WHEN	HOW	WHERE	WHO RESPONSIBLE	PRIORITIZE	ORGANIZATIONAL	JOINT
Bhashini Dissanayake	Delivering lectures, short training to Diploma students	Within one month at first Within 3 months of time	Giving lectures on gender and livestock Organizing similar training programs for another group	Diploma to schools Institute of Continuing Education (Training Centre)	Bhashini Principals Bhashini (ICE)		When: End of the year How: Including gender development to livestock diploma syllabus Where: Animal Husbandry diploma schools	What: Some gender research When: 2018 How: with the selected vet officer who participated in this program Where: Rural Area Responsible: Bhashini selected vet surgeon and staff
V P K Pilapitiya	Launching development projects in rural communities	When transfer to divisional secretariat		In each Grama Niladhani division in the divisional secretariat	As the head of Dept in D.S Office And Grama Niladhani Development Officers			
Sinhalagoda	Including more women in beneficiary selection of projects and giving training to women to produce value added dairy products	This month	In NFP and LM Programs	Trincomalee districts	Area veterinary surgeon DD	Women in women headed households	How: showing them to prepare milk, ghee, yoghurt, curd, lassy Where: selected house of farmers Responsible: Farmer societies Prioritize: Interested women who like to be self-employed	What: Women should be more focused on dairy in addition to poultry & small ruminant When: near future when they are capable to How: giving instructions, restraining groups etc Where: in villages Responsible: Area veterinary surgeon

								Prioritize: powerful women
K D Ariyapala	Review the projects. Evaluation of project-based Introduce disaggregate data standard	3rd quarter 2017 End of 2017 2018	Review progress of proposals, revise the progress Amend data collection formats	DAPH, Peradeniya DAPH	Director LPE		What: introduce gender tray When: 2018 How: include training calendar Where: DAPH Responsible: Director HRD	What: Program planning When: 2018 How: Joint planning with provinces Where: DAPH provinces Responsible: DDS/Director LPE
D M C DIssanajala	Group of staff Training program Gender analysis	Dec 2017 Dec 2017	Use FMS	D S Division	V/s & LDIS	2, 1	What: DAPH	What: Vet Office, NGO, FAO When: Aug 2017, Oct 2017 How: Training Where: PJ Division Responsible: V/S
D L N Kumudinie	Gender analysis in dairy Identifying gender based issues – based on data analysis	Within the year	Using available data	DAPH				
Anushka Lenagoda	Gender issues in production in RLF	Aug 2017 May 2018	Responsive method and transformative	Regional livestock farm - Uppuveli	Farm manager, farm superintendent, principal director	Women's ideas		What: Gender issues in beneficiary selection on projects When: Aug 2017 How: responsive and transformative methods Where: Trinconalee district Responsible: provincial director, planning unit people

								Prioritize: Female headed families and their income
W I P Peiris	Gender analysis	As soon as possible	Make questionnaire data	In all 9 provinces	MRE		What: write project proposal applying gender When: once the gender analysis data is collected Where: in all 9 province Responsible: MRE	
Chandi Dharmarathna	Training on new technologies Research on gender issues in livestock activities	Farmer meetings	Training on feed preservation Collecting data in range gender analysis	At office Veterinary range	Myself subordinates	Women involved in dairy product		What: training on hygienic practices in dairy management When: 2 days How: Presentation at office and discussion meeting room Responsible: myself Prioritize: women and men farmers
B H M D Herath		Next month	Data collection on women headed family and income	In my range	Field staff and myself		When: Next month How: presentation on new technology, animal restrain Responsible: Provincial Director	When: 2 weeks How: organizing training on hygienic milking Where: in the field Responsible: myself and field staff
Dickmadugoda	Introduce dairy goats to women Provide pasture cuttings Provide training to women who rear goats	Jan 2018 Dec 2017	50% cost free Group	Matale district Community centres	Vet surgeon LDI	1, 2	What: participatory methods for improved feeding technology When: Mar 2018 How: Group Where: Community centres	

							Responsible: Livestock officer	
S C Subasinghe	Gender analysis of form regulation	Next month			LDO			What: training on farm Where: at field Responsible: staff
A L F Farvin	Empowerment the office staff Increase goat milk production calf registration	August September onwards	Analysing gender issues Distributing animal for men and women by registration the calves	Office In my vet range	Me Me and LDI	 Woman to do high percentage		What: milk collection When: Next year How: collecting data from milk Where: Milk collection centres Responsible: General manager
A P N Ranatunga	Uplift the quality of performing artificial insemination Goat rearing farmers (goat distribution)	Next month End of this year	By identifying problems By giving subsidies	Farms village	AI technicians Farmers	Female AI technicians Women headed families		What: Training for farmers When: next month How: using activity calendar Where: village Responsible: farmers Prioritize: both male and female
M I G Jayathilaka	Literature survey research develop and proposal Finalized the proposal after a discussion Sample selection – pilot study				MRE		What: financial allocation, expertise knowledge Responsible: MRE	What: monitoring and evaluation, analyse results, identifying the strategies and recommendations Responsible: MRE
Theva Sivaramalingam	Dairy herd health monitoring	August	Questionnaire – male/female farmers	Mullaitivu district	Me			What: disease reporting When: August How: format

							Where: Mullaitivu district Responsible: me / vet surgeon
G S Sumanasekara	Dairy development	2017 year around	Project planning conduct stakeholder meetings Introduce planned project to implementing agencies. Progress review and evaluation	Central part of the country	MRE, DAPH, PDAPH		What: study on nutrition, relation to Non-communicable diseases (NCD) When: 1 ½ years How: conducting a research Where: Officer level Responsible: University of Colombo
C P Manathasau	Empower the staff Sales of milk	August on-ward	Analysing gender issue Collecting of data from milk collection centre	Office Field	Myself Field veterinary surgeon	What: Female calf registration When: January 2018 Where: Field Responsible: Field veterinary surgeon	
H Sabetha	Activity matrix Empower the office staff Village level mapping Identifying gender issues involving livestock production, data collection of livestock indicators	September August	Identify the weaknesses and strength				

U G N Piyasiri	Increase the accuracy of AI in male and female	When heat signs are detected	By giving training on AI	At the field level	Male and female AI technicians	What: reserving animals When: during treatments and AI How: By using modern instruments Where: At the field level Responsible: male and female farmers
S R Senanayake		1 month time	Female farms in dairy	Veterinary range	Veterinary surgeon	When: 2 weeks How: Train on male and female farms on goat production Where: common room, village area Responsible: provincial directory Prioritize: goat farmers
Samanthika Siyambalagoda		After 1 month	By training session Introducing new technologies to women headed dairy families	At the field on farm training	By self and office staff	
C Thevalthasan	Empowerment of female extension officers Farmer training (women involvement)					What: Involvement of women paravets in farm extension work Where: Gampala district

7. Main Outcomes

The FAO training workshop brought together 25 livestock officers from all the 9 Sri Lanka provinces. Participants were able to share knowledge, learn from each other and acquire new skills. As a result of this workshop, participants exchanged ideas, ways of working, issues present in their province of interest and increased their knowledge of gender issues in agriculture and gender issues specifically related to livestock farming in their country. They learned more about designing, implementing and monitoring of livestock projects from a gender perspective, as well as the selection and use of gender analysis tools in different value chains.

All workshop participants gained significant knowledge and skills related to understanding gender issues in livestock projects, as well as how to use simple gender analysis tools in their work.

The learning process and increase in knowledge was monitored both prior to, and throughout, the training experience. Through pre-assessment forms distributed both before the beginning of the training participants were asked to rate (i) their ability to complete gender related activities and (ii) their level of knowledge on few gender concepts, using the following scale: 3=To A Great Extent; 2=Somewhat; 1=Very Little; 0=Not At All had.

The overall average score prior to the training was 7.38. The results of the exercise had shown that very few participants knew the definition and significance of gender related terms and concepts, such as gender analysis and gender mainstreaming. Even less were able to use gender analysis tools and to identify which phases of the project cycle or stages of the value chains are prone to an easier mainstreaming of gender.

At the end of the training a post-assessment form was distributes. The form included the same questions of the pre-assessment form and in addition featured few questions aimed at capturing the part of the workshop that had been more/less appreciated as well as suggestions for future similar activities.

The results of this exercise were quite remarkable: participants reported an overall substantial increase in their knowledge on gender equality issues as well as their capacity to perform gender related activities. After the training, participants' overall average score was 21.28. This shows that the team managed to effectively increase knowledge at all level, both theoretical and practical, with an overall average increase of 9 points.

The participants expressed their appreciation of the workshop, commenting on the highly interactive nature of the workshop and on the strength of that. The participants all appreciated that it allowed them to learn and it provided an opportunity for some to explore the concept of gender issues in an informal way.

The training workshop was closed by Francesca Distefano (FAO) and Nicoline de Haan (ILRI), who thanked everyone for attending and re-iterated the strength in learning together, and how he hoped this would provide a good basis to do more gender work in the region, and that he enjoyed interacting with everyone.

8. Follow up actions

A questionnaire will be sent out to participants in November 2017, in order to collect their feedback as regards constraints, challenges and successes while applying the acquired knowledge to their daily work. Questions part of the follow-up questionnaire will include:

1. Name one thing you learned during the training that has become a permanent part of your knowledge.
2. Did you learn anything during the training that has changed the way in which you carry out your job?
3. Give an example of how you have applied in your current job position what you have learned during the training.
4. Provide an update on where you stand in the implementation of the activities that you have committed to during the learning event. Please also describe any challenges you are experiencing in the implementation of the activity you committed to.

Participants will be supported throughout the year in the implementation of the work plans agreed during the training, both at national and sub-regional level.

Annex A: Agenda

Gender and Livestock Training-Workshop

Kandy, Sri Lanka – 18, 19, 20 July 2017

Day 1

13:30 – 14:00	Registration
14:00 – 14:30	• Welcome and opening address • Introduction of Participants and learning expectations • Overview of training objectives and logistics • Planning of day learning objectives
14:30 – 15:30	Session #1: "Gender foundations, concepts and issues"
15:30 – 16:00	*Coffee break*
16:00 – 17:00	Session #1: Continued
17:00 – 17:30	Plenary discussion on session # 1 and Daily Wrap-Up

Day 2

9:00 – 9:30	Summary of Day #1 and planning of day learning objectives
9:00 – 10:30	Session #2: "Gender issues in Asia agriculture and the livestock sector"
11:00 – 11:30	*Coffee break*
11:30 – 12:30	Session #2: - continued
12:30 – 14:00	*Lunch*
14:00 –15:00	Session #3: "Gender analysis in livestock programming: project identification and design"
15:30 – 16:00	*Coffee break*
16:00 – 17:00	Session #3: - continued
17:00 – 17:30	Plenary discussion on session # 2 and 3 and Daily Wrap-Up

Day 3

9:00 – 9:30	Summary of Day #2 and planning of day learning objectives
9:00 – 10:30	Session #4: **"Gender analysis in livestock: project implementation and monitoring" "Integrating gender in livestock policies"**
11:00 – 11:30	*Coffee break*
11:30 – 12:30	Session #4: continued
12:30 – 14:00	*Lunch*
14:00 –15:00	Session #5: **"Integrating gender in livestock policies"**
15:30 – 16:00	Coffee break
16:00 – 17:00	• Plenary Discussion on session # 4 and 5 and Daily Wrap-Up • Closing remarks

Annex B: List of Participant

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Annex C: Case study

Case study: Commercialization of smallholder goat production

You have been asked to help design a project is to increase incomes and food security in a sustainable manner by enhancing pro-poor small ruminant value chains in the country.

Objectives

The project's objective is strengthen goat value chains in a way that that increase incomes, reduce vulnerability and enhance welfare amongst smallholder farmers, including women. The project aims to transform subsistence-level goat production from an ad hoc, risky informal activity to a viable, profitable model, increasing incomes and thereby reducing poverty and enhancing food security, while preserving community and national resource systems. In addition to goat keepers, beneficiaries include other goat value chain actors, including small-scale traders, input and service providers.

As part of the design work, you have been asked to collect more in-depth findings from specific villages. You are now in the village of Gearbox – which is in an arid region. (See Group tasks at the end of this case study)

About the community

The community has 159 households and there is a water source (river) three kilometres from the village where women and children (mostly) collect water on a daily basis. From a recent wealth-ranking exercise, you understand that the average size of land cultivated in the community is (typically under 2 ha) and men typically have title to land compared to women. Some female-headed households do have their own title and very few male-headed households (5%) have both women and men's names on title.

There is an agricultural credit institution (Agribank) in the next town, but it is more difficult for women to access than men as they do not own collateral or have their names on title (in most households). An international NGO (LogoNGO) has had a Village Savings and Loans program running in the community for about 5 years that has been accessed by a number of households, primarily women.

Other NGOs are presently working with smallholders on climate-smart agriculture initiatives (SMARTAG) and conservation agriculture (CONGO) in the area. A number of NGOs work in the region – some specifically on livestock production. Others also work on health, HIV and AIDS, education, etc. A relative newcomer to the area (but well known elsewhere in the country), MenEngage has been working with men and boys on becoming "change agents" around issues of domestic violence.

A local NGO has been working in the area training paralegals on land issues – particularly working on raising local communities' awareness (including community leaders) on land tenure issues and inheritance/property rights.

A number of donors support projects in the area – including the EU, the African Development Bank, the World Bank, and Norwegian Government. FAO and IFAD are both working in the area on different initiatives.

Women also do the majority of the care of children and elders in the community, rising early in the morning to prepare food for the family and sleeping late after others have gone to bed. It has been said that the rate of domestic violence is fairly high in the region although it often goes unreported. Not much is known about household decision-making and relations as this has not been the interest until recently of NGOs and donors.

Boys and girls attend school up to the end of primary and few go on to secondary education (more boys than girls)

There is an entrepreneurial woman in the town who has started a cell business – doing well selling air time.

About goat-keeping

On average, men own 7 times more goats than women. Men are also involved in raising cattle (very few women are involved) and boys typically take care of grazing cattle in common lands. Women have a stronger preference for dairy goats and local chickens. The preference for chickens and dairy goats on the part of women compared to men could be due to the fact that both chickens and goats do not require the owner to be a land owner. Men have a higher preference for meat goats than did women.

Women prefer dairy goats due to high kidding rates and the income earned from the sale of milk. The goat milk market is predominantly informal, and although the milk is thought to have better nutritional quality than cow milk, the market remains relatively small and informal, and dominated by women. Goat milk is consumed at home, sold to neighbours or sold to a collection centre. Milk sales at home to neighbours are mainly done by women (90 per cent) while sales to the collection centre are mainly done by men. Goats are sold mainly to other farmers, to brokers or retained as breeding stock. However, the farmers feel that for the same type of goats, women get much lower prices than men do.

Women mostly take care of the health of the goats as well while men are typically involved in the marketing of goats. However, they have difficulty accessing veterinary services as they have difficulty accessing transportation and travelling long distances without their husbands' consent.

Task

Group 1: Daily Activities of women, men
You have been tasked with undertaking an activity with focus groups in the community to understand the workloads/labour demands/time use of women and men. Use the **Daily Activity Clock or Activity Matrix**. Before going to the field, you are trying the tool amongst yourselves to "test-drive" the use of it and also the facilitation process you need to use in the community.

- Draw the tool and your "test findings"
- Discuss the process you will use in the community for applying the tool with the focus groups.
- How will you ensure women's and men's perspectives are included in the project?
- What other tools/approaches might you need to use to get additional information?

Group 2: Stakeholder Analysis
You have been tasked with identifying the different stakeholders who have a stake in the project and how you might partner or collaborate with these partners and in what way. Who might provide opportunities and who might provide challenges to the work you want to do.

Use the **Stakeholder Analysis tool**. Before going to the field, you are trying the tool amongst yourselves to "test-drive" the use of it and also the facilitation process you need to use in the community.

- Draw the tool and your "test findings"
- Discuss the process you will use in the community for applying the tool with focus groups.
- How will you ensure women's and men's perspectives are included in the project?
- What other tools/approaches might you need to use to get additional information?

Group 3: village resource map

You have been tasked with learning about the resources in the community and about women and men's perceptions and values attached to those resources and how they relate to goat production also. Before going to the field, you are trying the tool amongst yourselves to "test-drive" the use of it and also the facilitation process you need to use in the community.

- Draw the tool and your "test findings"
- Discuss the process you will use in the community for applying the tool with focus groups.
- How will you ensure women's and men's perspectives are included in the project?
- What other tools/approaches might you need to use to get additional information?

Annex D: Workshop pictures


EXIT
EXIT


Marketing
Lack of knowledge on the nutritional value of dairy Products
Poor understanding of marketing needs


Production
DAIRY
Value addition
Marketing
Low use of non conventional feed resources
Poor skilled Labour
Low Genetic Potential Poor AI coverage
Lack of Hygiene
Misconceptions
High cost of concentrate feed.
Per cow production to less
Lack of commercial type dairy farms
Reluctant to follow standard methods
Lack of good quality feeds.
Enviormental issues related dairy
Some Govt. polices not favourable for dairy husbandry
Poor cold chain facilities
less transport facilities for vet office to monitor the farmers
Dairy as a secondary occupation
Low Veterinary staff for efficient service delivery
network
Low Farm gate Price for milk
Monitoring of Farms
Less hiegenic conditions of farms
Poor availability
Keeping Quality
Price