



May 4, 2022

WOMEN IN LIVESTOCK

**BREAKING GENDER BIASES,
SHIFTING NORMS**

ILRI

INTERNATIONAL
LIVESTOCK RESEARCH
INSTITUTE



CGIAR

LAND O'LAKES
VENTURE37



Tech Tips

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Agenda

- 1. Opening Remarks: Jemimah Njuki**
- 2. Case study: A Female AI Technician's Experience in Ethiopia**
- 3. Case Study: Transforming the Vaccine Delivery System for Chickens & Goats in Ghana**
- 4. Policy Panel Discussion**
- 5. Closing Remarks**

Moderator



Esther Njuguna-Mungai

**Senior Scientist, Gender
International Livestock Research
Institute**

Speakers



Jemimah Njuki

Chief, Economic
Empowerment,
UN Women



Consolata Kavishe

Monitoring, Evaluation,
and Learning Manager,
Bill & Melinda Gates PAID
Program;
Land O'Lakes Venture37



Agnes Loriba

Project Manager,
CARE Ghana



Vicki Wilde

Senior Program Officer,
Bill & Melinda Gates
Foundation

Opening Remarks



Jemimah Njuki

**Chief, Economic Empowerment,
UN Women**



CASE STUDIES




Consolata Kavishe

**Monitoring, Evaluation, and Learning
Manager**



**Public-Private
Partnerships For
Artificial Insemination
Delivery (PAID): A
Female AI Technician's
Experience In Ethiopia**

BACKGROUND

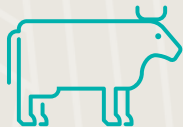
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- Inefficient artificial insemination (AI) service delivery, hampering the productivity of the Ethiopian dairy industry
 - Limited role played by private sector in dairy genetic gains in Ethiopia
 - AI service delivery is currently dominated by men with very limited engagement of women
 - Learning from successful countries, effective private sector engagement is a key element for efficient dairy genetic gain efforts
 - Market opportunity for youth and women

Program Goal and Objectives

Goal: Establish financially sustainable private and more efficient and effective public channels for delivery of improved local and imported genetics in Tanzania (ended Oct 2020) and Ethiopia (through November 2022)

Objectives:

Component 1



Improve AI Techs
Performance

Component 2



Increase farmers
demand for AI service

Component 3



Enable NAGII to ramp up its
production and distribution of
quality frozen semen and LN2



Women Contributing to Dairy Genetic Gain PAID Ethiopia Program

Before PAID

- Nationally, less than 20 Women AI Techs (AITs) out of 1,000 AITs; approximately 2%
- Target of 30%: 150 Women AITs of 500 total AITs trained & equipped
- Barriers: cultural, mobility, social, stigma

Results After 30 Months

- Over 118 women AITs trained, equipped, and engaged (79% of target)
- Over 55 women AITs operating sustainably - ↑275%
- Retention rate for women: ~50%, vs. 80% for men (unexpected)
- Average AIs/month: 55 women – 26 for 230 men– 42 top women AIT – 125/month
- Over 12,500 improved calves born from women AITs to date

Demeketch's Story



- 19-year old high school graduate
- Ambitious
- Grew up in male dominated society
- Applied for AI tech trainee position
- 956 applicants



- Runner up was male
- He filed a complaint "That's a man's job."



- She called the bureau (final selection)
- Supportive officer; her application was considered

How Demekech overcame barriers

- Established trust with farmers, who became her ambassadors
- Performed over 4,110 AIs in 4 yrs; over 1000 calves born;
- Training from PAID: built her confidence and skills in approaching & working with farmers
- Women farmers were more comfortable with women AI techs
- She championed farmer training session using short video targeting women farmers





Demeketch's Message to other Female AI Technicians

"Do not be ashamed of being an AI Tech. Do your job diligently and strictly follow the procedures you have been taught about semen management, the insemination technique and then follow up afterwards. Educate the farmers you are serving on how they should manage their calves."

"It makes me happy to work with female farmers. [I tell them] 'You are the ones who tend the cows and take care of them like your children. So, you should inform other female farmers and your husbands about AI.'"



Key Lessons

- Programs should understand gender barriers during program design
- Interventions should focus on addressing barriers to women's participation in program activities
- Women play a key role in livestock development through participation in management and uptake of technologies
- Women are resilient and strive for results-based performance



Agnes Loriba

**Project Manager,
CARE Ghana**

WOMEN IN LIVESTOCK: Breaking Gender Biases, Shifting Norms

TRANSFORMING THE VACCINE DELIVERY SYSTEM FOR CHICKENS AND GOATS IN GHANA: WHAT APPROACHES AND WHAT BENEFITS FOR WOMEN?



Researching to understand what it takes to develop a gender responsive vaccine delivery system that benefits female livestock keepers and female animal health service providers.



Bawku West and
Pusiga Districts
Upper East
Region



March
2019 –
March
2023



Canada



One of three project objectives

- To identify women capabilities needing support and gender norms that need addressing for all animal health service providers and women farmers to benefit from an improved vaccine delivery system.

Three key norms

- Hiring of female veterinary technicians
- Norms related to female vet's ability to interact with farmers
- Female livestock keepers restricted from livestock markets

How are we addressing the norms?

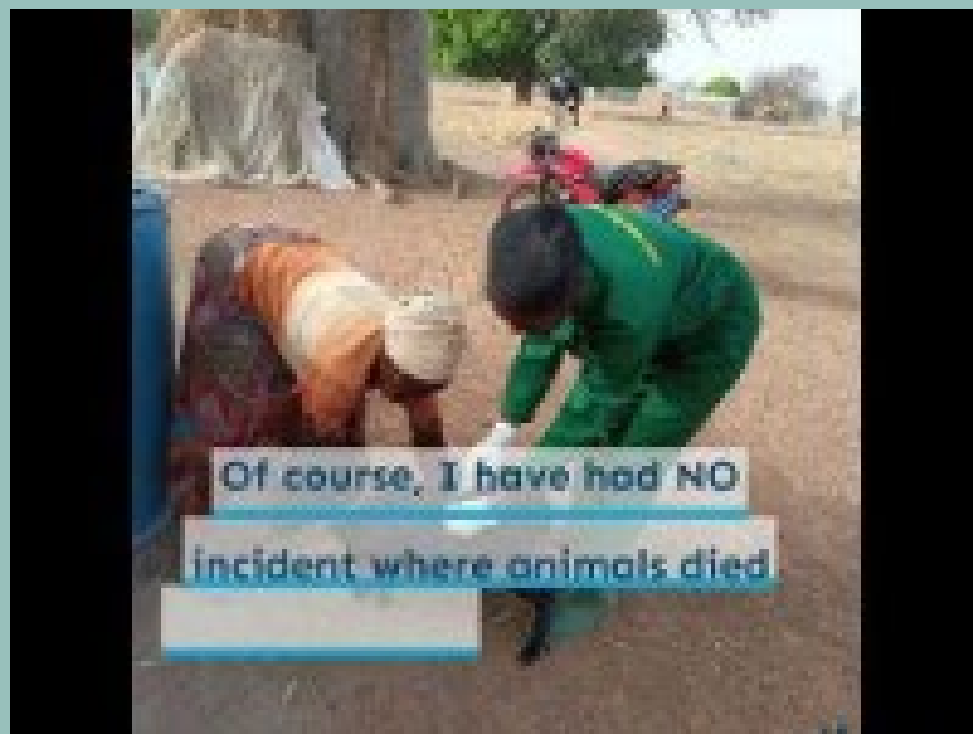
- Recruited 2 female vet technicians through private company and using lessons to inform engagement with government.
- Social Analysis and Action/dialogue sessions with men and women, questioning norms, reflection on actions to be taken. Building on experience from other locations and examples within e.g women selling pigs.
- Dialogues with male and female vets.





Sherifatu Tijani

Veterinary Technician



Of course, I have had NO
incident where animals died



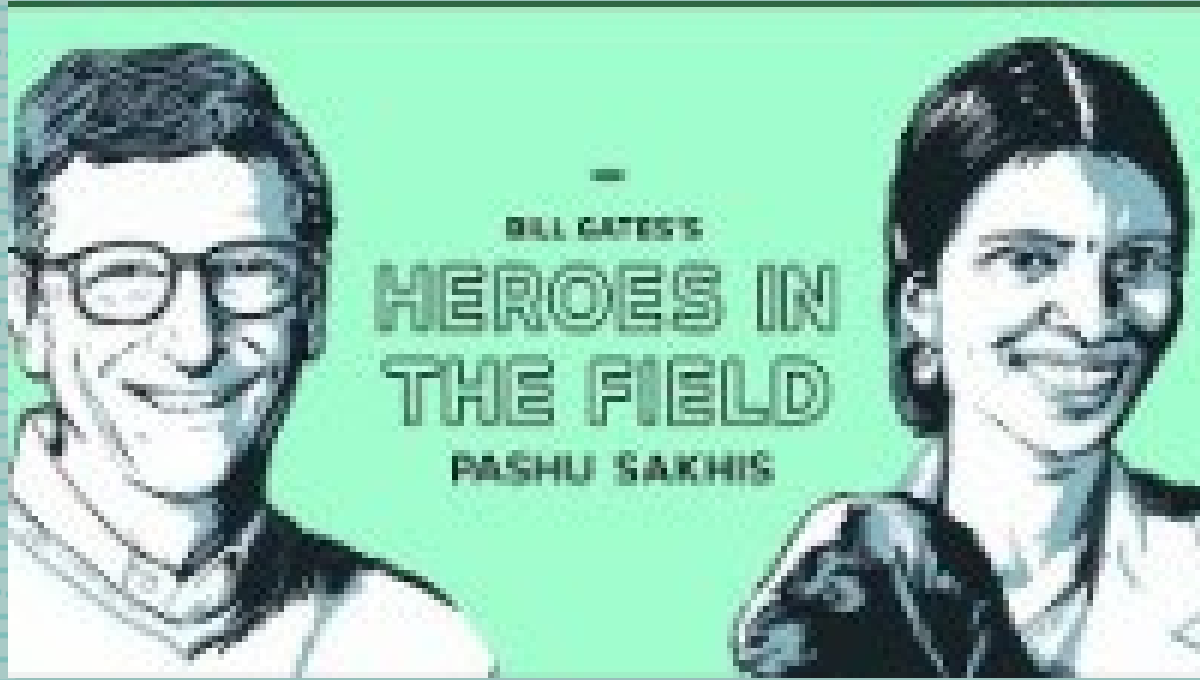
POLICY PANEL



Vicki Wilde

**Senior Program Officer,
Bill & Melinda Gates Foundation**

SNAPSHOT: Pashu Sakhis

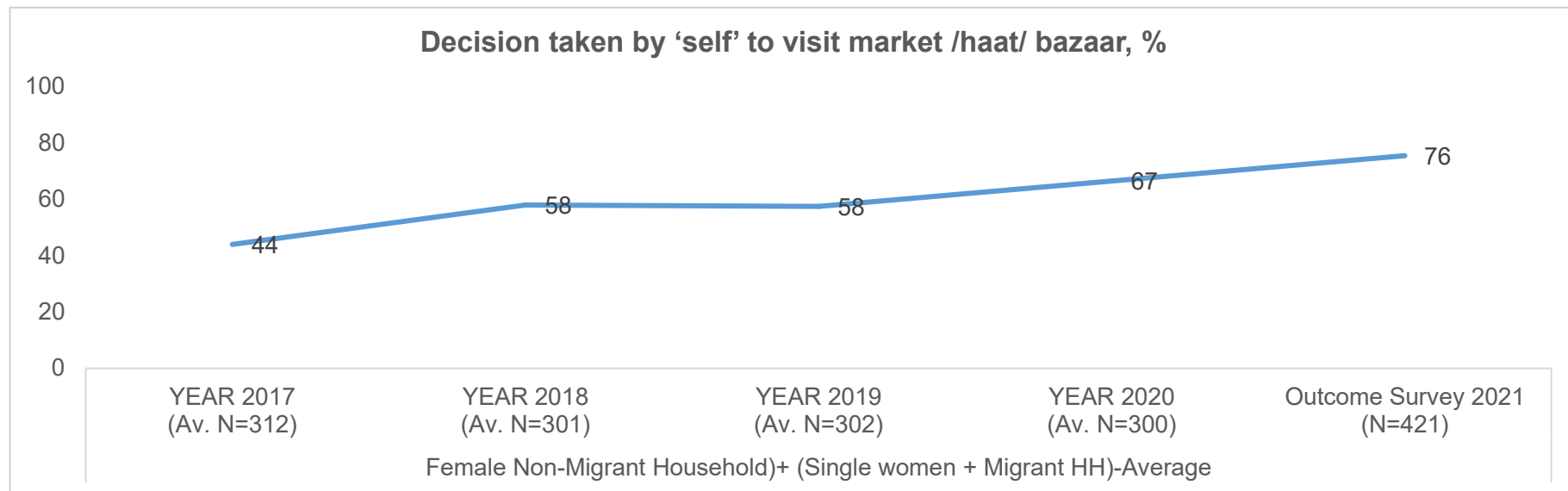




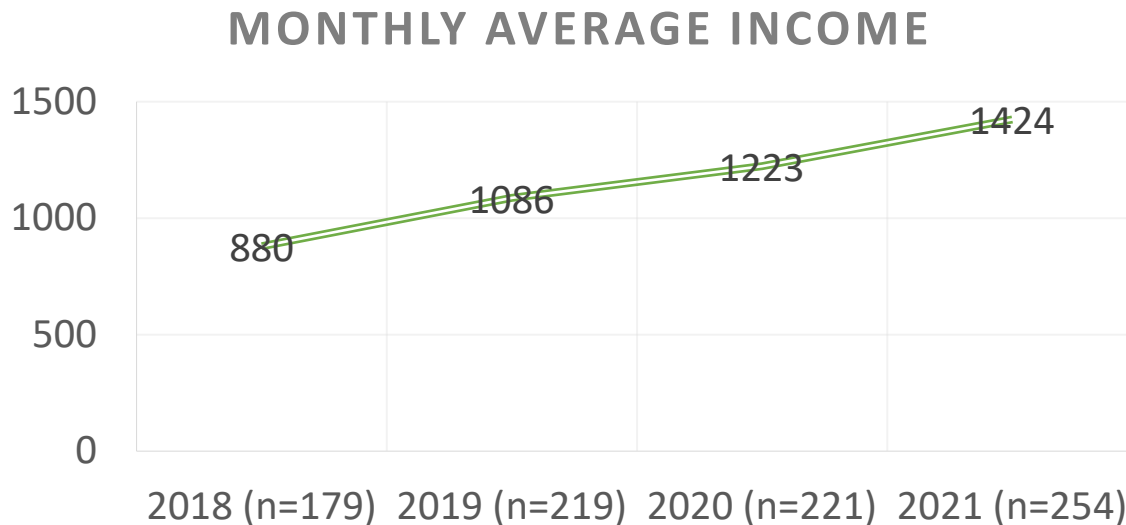
Project Mesha, Bihar, India

- Implemented by Aga Khan Foundation and Jeevika
 - 2,944 pashu sakhis
 - 248,311 goat rearers
- Galvmed for curriculum development
- 35 vaccine centers -- Hester and Brilliant Bio Pharma for the vaccine value chains
- Nimbkar Agriculture Research Institute and AbacusVio for introducing improved bucks
- Growing market demand for Black Bengal goat meat; next step is establishing a women-run goat meat company
- High demand by government to scale the Mesha model to more districts and other states

Strengthen women's mobility?



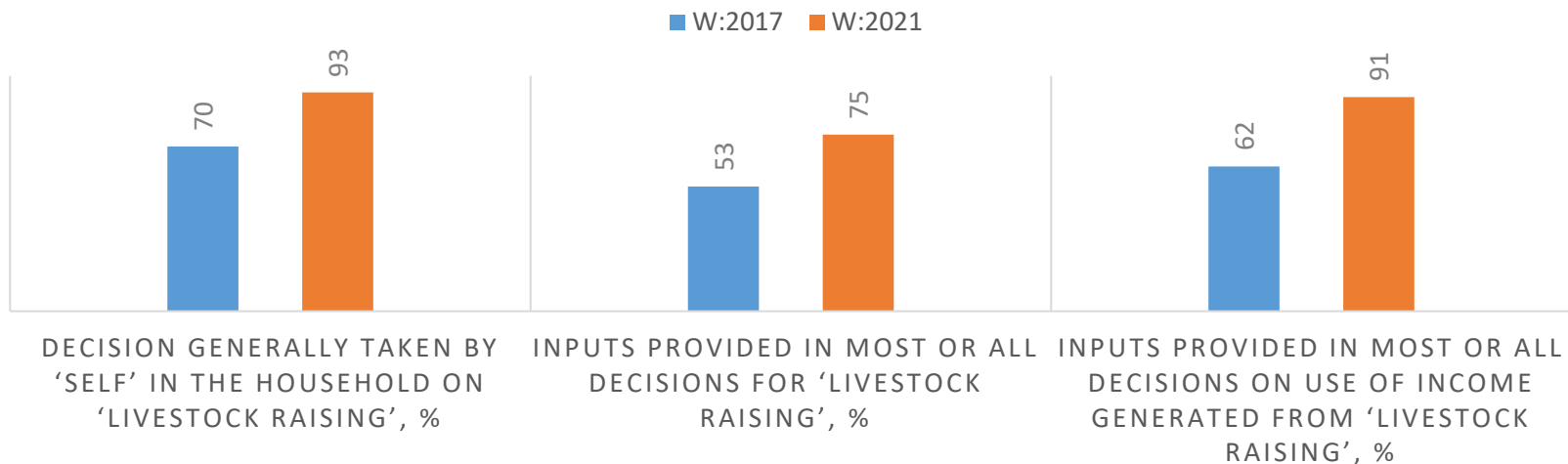
Pashu Sakhi Monthly Average Income (2018-2021)



Based on 2021 income data, 21% pashu sakhis are earning over INR 3000

Strengthen women's decision-making?

WOMEN'S ROLE IN HOUSEHOLD DECISION-MAKING AROUND PRODUCTION & INCOME GENERATION



For Policy Makers and Investors

- Recognize women's priorities as market opportunities, and vice versa
- Solve for women's equitable participation and their equitable value capture
- Livestock value chains offer women some of their best options for income, diversification/resilience, and nutrition
- Bundle the technical, financial, markets and social norms work
- Invest in innovative partnerships, i.e., business + NGO
- Document by sex, age, income and other intersectionality
- In the drive for scale, start with women's groups and platforms, partner with private sector and/or govt
- Be patient, and set realistic timelines





Jemimah Njuki

**Chief, Economic Empowerment,
UN Women**

Closing Remarks



Alessandra Galie

**Team Leader, Gender
International Livestock Research
Institute**



THANK YOU

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