



Assessing and strengthening the gender capacities of value chain actors and partners in Ethiopia

Key messages and solutions

- A gender capacity assessment tool offers a methodology that can be adapted to different contexts
- It gives baseline information and indicators upon which progress towards gender capacity development can be measured and monitored
- It provides a forum for discussion, allowing participants to take ownership of the process, indirectly raising gender awareness of the challenges and opportunities to promote gender equity
- Partner organizations are translating diagnosis to action by establishing Gender Capacity Development Committees, establishing action plans, and designing gender capacity development strategies and training

Benefits

- The gender capacity assessment tool is participatory
- The process can be seen as a gender sensitization activity for partners
- It helps to generate useful data for M&E of gender capacity development interventions
- It provides the opportunity to design a strategic gender capacity development intervention

Problem statement

- Agricultural development interventions tend to favour men. They dominate markets and control family income earned from sales. Women do most of the work and receive fewer benefits. Their access to resources and services is often hindered; they have limited control over assets, access to markets, knowledge and social networks, and decision-making authority.
- These gender-based resource constraints hamper women's ability to access and use improved agricultural technologies or engage in resource intensive enterprises.
- Public policies, and social and cultural norms, often act as impediments to gender equity. Many development and research organizations lack the knowledge and skills to integrate gender approaches in their work.
- Not just essential to achieving gender equity, such approaches can improve value chain performance, food security and nutrition.
- Addressing gender-inequity requires increased investment in skills and knowledge of value chain actors and enablers.
- A starting point is to assess current gender capacities to give momentum to the implementation of strategic interventions responding to the needs of both men and women.



Evidence

- The gender capacity assessment tools were found to be robust and user friendly. They facilitated the generation of clear comprehensive –quantitative, qualitative and comparable–data on a wide variety of individual, organizational and environmental capacities.
- The tool helped draw on the contextual specific knowledge of participants in identifying gaps, opportunities, and action priorities in meeting gender challenges. The tools are also powerful for gender awareness raising.
- The assessment for partners in Ethiopia has shown that research and development partners have low core gender capacities both at organizational and individual levels (figure 1).

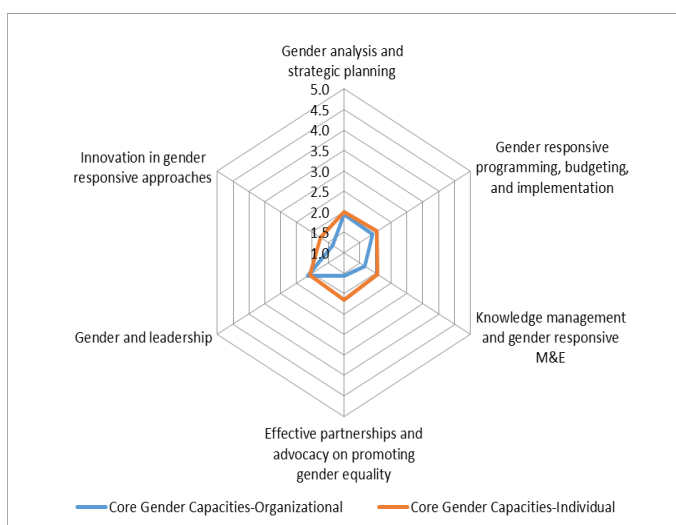


Fig 1 Overall core gender capacities of the assessed research and development partners

Value chain focus



Suitability

- The gender capacity assessment and development tool can be used at three levels – environmental, organizational and individual levels. The tool can be used to assess the gender capacities of researchers and development practitioners at any time in order to identify the gender capacity gaps and design strategic gender capacity development interventions. The tool is easy to use or adapt with relatively reasonable time, cost and human resources. Administration of the tool requires gender expertise.

Resource requirements (low to high)

Land	○ ○ ○ ○ ○
Water	○ ○ ○ ○ ○
Labour	● ● ○ ○ ○
Cash	● ● ○ ○ ○
Access to inputs	○ ○ ○ ○ ○
Knowledge and skills	● ● ● ● ○

Impact areas (low to high)

Food security	● ○ ○ ○ ○
Human nutrition	● ○ ○ ○ ○
Employment and livelihoods	● ○ ○ ○ ○
Natural resources base	● ○ ○ ○ ○
Gender empowerment	● ● ● ● ●
Market linkages	● ○ ○ ○ ○

Contacts

Annet A Mulema, ILRI, A.Mulema@cgiar.org; Wole Kinati, ICARDA, w.kinati@cgiar.org

Acknowledgements

This is a product of the CGIAR research programs on Livestock and Fish (2012-2016) and LIVESTOCK (2017-2022) as well as the International Fund for Agricultural Development (IFAD)-funded SmARt Ethiopia Project - Improving the Performance of Pro-Poor Sheep and Goat Value Chains for Enhanced Livelihoods, Food and Nutrition Security in Ethiopia. The project is led by ICARDA in close collaboration with ILRI, national and other international partners. The Project thanks all donors and organizations who globally support its work through their contributions to the [CGIAR system](#).